

Office of the Director of Public Instruction (Secondary Education),  
Punjab, S.A.S Nagar.

Order No. 16/3-2017 Estt-2(6), Estt-3(4)

Dated, SAS Nagar:-12-12-2017

Keeping in view certain difficulties in preparation of joint seniority of Masters and Mistresses of various subjects, on the recommendations of a Committee, in the year 2013, it was decided to frame separate seniority of Masters and Mistresses of each subject. However, the said action was challenged in various writ petitions. While deciding CWP No. 185 of 2014 titled as Sweety Badwal and others Vs. State of Punjab and other connected writ petitions, the Hon'ble Punjab and Haryana High Court vide its order and judgement dated 16-12-2016 passed the following directions"

"The aforesaid stand of the official respondents is not objected by the petitioners rather both the sides are ad idem in resolving the entire dispute in the said manner. In view of the consensus arrived at between the rival parties, this Court does not feel appropriate to examine the lies any further on merits. However, in order to bury the controversy, this Court issues the following directions to respondent No.2/Director Public Instructions (Secondary Education), Punjab being the competent Authority, for strict compliance:

- i) A Joint seniority list of all Masters/Mistresses appointed till date i.e 16.12.2016, shall be recasted strictly as per the decision of judgment in Neelam Rani's case (supra) on or before 30.9.2017.
- ii) The Seniority list will be framed batch-wise and the appointments made from the first batch will be placed senior to the later one and the inter se seniority between same batchmates will be determined on the basis of inter se merit position of a candidate prepared during selection.
- iii) That as no separate seniority list of Master/Mistresses based on their acquired qualifications in different streams for promotion as Lecturers would be maintained, therefore, the combined seniority list prepared as per the principles stated hereinabove shall be reviewed/updated every year in the month of August to mention the acquired qualification by the Masters/Mistresses, making them eligible for promotion to the post of Lecturers in the subject/stream concerned. A circular will be issued that the Masters/Mistresses, who have obtained/acquired/ enhanced their qualification, which entitled them to be considered for promotion in respect of any other stream apart from the stream in which they are already working, they will have to mandatorily inform the Department within a period of one month of acquiring the said qualification to enable such addition against their name in the seniority list while updating the same every year in the month of August, failing which, the teacher concerned shall be solely responsible for denial of any right of promotion to the post of Lecturer



in the subject concerned. The Directorate of Public Instructions shall also compile, periodically update and publish every year a list of eligible Masters and Mistresses for promotion as Lecturers in the stream concerned, on account of the acquisition of prescribed qualifications for promotion in the stream concerned. A separate list for each stream/subject shall be published;

- iv) A public notice of at least one month in advance for inviting objections before finalizing the fresh Seniority list of Masters/Mistresses for promotion in respect of different streams, shall be published in three Newspapers (English, Hindi and Punjabi) of wider circulation in the state of Punjab.
- v) That after fresh seniority list has been framed then promotions, which have been made to the posts of Lecturers in May 2008, May 2012 and July 2016 shall be reviewed. If any candidate is found beyond the seniority and quota shall be reverted and candidates, who are found entitled for any promotion shall be accorded such promotion as Lecturer.
- vi) Respondent No.2/DPI(SE), Punjab shall incorporate the material particulars of members of the service i.e Name, Father's Name, Designation, Date of Birth, District, Mode of recruitment, Date of appointment, Date of promotion, Date of joining, Present place of posting, Category, Merit number, Percentage of merit, Subject and Special remarks etc, as far as possible in the Seniority List or in any other manner, so as to have complete transparency; Disposed of in the above terms. A photo copy of this order be placed on all the connected cases."

2. In compliance with the aforesaid directions of Hon'ble Punjab and Haryana High Court, a tentative joint seniority of Masters and Mistresses of various subjects has been re-casted strictly adhering to the above said parameters as laid down by the Hon'ble Court and was uploaded at the official website [www.ssapunjab.org](http://www.ssapunjab.org) on 17-04-2017, 07-09-2017 and 10-11-2017, for inviting objections from all concerned quarters. Certain objections like correction of names of concerned employee, place of posting, not assigning appropriate position in the tentative seniority, missing of names/dates of appointment etc. were received.

3. Apart from above, it was also objected that names of retired employees should not have been included in the seniority. It was also objected that seniority should be assigned with reference to date of recommendations made by the Recruiting Agency. For illustration, in the year 2006, the Subordinate Service Selection Board made recommendations for appointments to the post of various Masters and Mistresses prior to the finalization of recruitment process initiated through CDAC. It has been pleaded that the persons whose appointments were made on the recommendations of SSS Board should be assigned seniority over and above those who were recruited in response to the process finalized through CDAC. It has also been pleaded that as in the year of 1994 and 1996, Masters and Mistresses of various subjects were recruitment in response to a single advertisement, therefore, after having clubbed merit of all selected persons of

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various subjects, a combined merit should be prepared and on the basis of said combined merit, their inter-se seniority be prepared. A Committee consisting of officers was formed to oversee the process of finalization of seniority and to look into the objections to be received in response to the draft seniority.

4. While finalization of seniority of Masters and Mistresses, all such objections have been considered by the said Committee, addressed to and necessary corrections/changes, wherever needed, have been made in the final seniority of Masters and Mistresses. While finalizing the said seniority, provisions contained in Rule 8 of the Punjab Civil Services (General and Common Conditions of Service) Rules, 1994, other relevant parameters and general principles of preparation of seniority have also been kept in view. Therefore, a combined final seniority of Masters and Mistresses of various subjects containing serial No. 1 to 39746, which is at Annexure-I of this order, is circulated for information and necessary action of all concerned.

5. In case name of any employee is left to be included in the seniority due to any reasons, whatsoever, his/her name would liable to be included at appropriate serial and no further notice to other employees will be given in this regard.

6. However, it is made clear that in case, at any stage, any new fact comes in the notice of the authorities, the said seniority is liable to be modified. It is further clarified that the decisions of Hon'ble competent Courts of law in pending litigation on the issue would also be a binding proposition and accordingly the said seniority would also liable to be modified.

7. The above said seniority along with this office order has also been uploaded on website [www.ssapunjab.org](http://www.ssapunjab.org) for general information of all concerned quarters.

Paramjit Singh, PCS  
Director of Public Instruction (S.E.) Punjab.

Endst. No. Even,

Dated: 12-12-2017.

A copy of the above is sent to the following for information and necessary action:-

1. Secretary to Government of Punjab, Department of School Education, Punjab Civil Secretariat-2, Chandigarh.
2. Director General School Education, Punjab.
3. Director Public Instructions (EE), Punjab.
4. Director S.C.E.R.T, Punjab.
5. Director Public Instructions (SE), UT, Chandigarh.
6. All Principals In-service Training Centres.
7. All Circle Education officers.
8. All District Education Officer, (SE).
9. Manager M.I.S wing, O/o DGSE, Punjab.

  
Assistant Director (S.A.-3)