

DIRECTORATE OF SCHOOL EDUCATION (SECONDARY) PUNJAB, SAS NAGAR
PSEB COMPLEX, BLOCK-E, 4TH FLOOR, PHASE-8, SAS NAGAR, 160062
(PROMOTION CELL)

Order No. 176336 - DPISE-ESTPOCC(CWP)/8/2021-ESTABLISHMENT-1-DPISE

Dated SAS Nagar : 21.08.2025

1.0 Vide order dated 27.02.2023 passed in CWP 412 of 2016 titled as Balbir Kaur vs State of Punjab, the Hon'ble Punjab and Haryana High Court directed the respondent to recast the seniority of lecturer cadre after the recasting of the Master Cadre Seniority.

2.0 It is apposite to mention that in compliance with order of the Hon'ble Court in CWP 28434 of 2019 titled as Harbhajan Singh and others vs. State of Punjab, the seniority list of Master Cadre was uploaded on 29-05-2024 on the official website of the Department and objections were sought from the concerned. After that amended seniority list was issued on 05-08-2024, after removing the genuine objections made by the concerned quarters.

3.0 Basic Rules of Determining the Seniority in Public Services

3.1 Seniority parameter under -

The Punjab State Education Class III (School Cadre) Service Rules, 1978

Rule 11

11. The seniority in each cadre of the Service shall be determined on the basis of continuous length of service on a post in that cadre of the service

Provided that

- (i) in the case of members recruited by direct appointment the order of merit determined by the Commission, the Board or any other recruiting authority, as the case may be, shall not be disturbed.
- (ii) in the case of two or more members appointed on the same date seniority shall be determined in the following manner :-
 - (a) a member recruited by direct appointment shall be senior to a member recruited otherwise;
 - (b) a member appointed by promotion shall be senior to a member appointed by transfer;
 - (c) in the case of members appointed by promotion or transfer, seniority shall be determined according to the seniority of such members in the appointments from which they were promoted or transferred; and




(d) in the case of members appointed by transfer from different cadres, their seniority shall be determined according to pay, preference being given to a member who was drawn a higher rate of pay in his previous appointment; and if the rates of pay drawn are also the same, then by their length of service in those appointments; and if, the length of such service is also the same, an older member shall be senior to a younger member.

Note Seniority of members appointed on purely provisional basis, shall be determined as and when they are regularly appointed keeping in view the date of such regular appointment.

3.2 Seniority parameter under -

Punjab Civil Services (General and Common Conditions of Services) Rules, 1994, ibid with The Punjab Educational Service (School and Inspection) Group 'B' Service Rules, 2018 (Border /Non-Border Area)

Rule 8

8. **Seniority.**- The seniority *inter se* of persons appointed to posts in each cadre of a Service shall be determined by the length of continuous service on such post in that cadre of the Service:

Provided that in the case of persons recruited by direct appointment who join within the period specified in the order of appointment or within such period as may be extended from time to time by appointing authority subject to a maximum of four months from the date of order of appointment, the order of merit determined by the Commission or the Board, as the case may be, shall not be disturbed:

Provided further that in case a person is permitted to join the post after the expiry of the said period of four months in consultation with the Commission or the Board, as the case may be, his seniority shall be determined from the date he joins the post:

Provided further that in case any person of the next selection has joined a post in the cadre of the concerned Service before the person referred to in the preceding proviso joins, the person so referred shall be placed below all the persons of the next selection, who join within the time specified in the first proviso:

Provided further that in the case of two or more persons appointed on the same date, their seniority shall be determined as follows : -

(a) a person appointed by direct appointment shall be senior to a person appointed otherwise;

(b) a person appointed by promotion shall be senior to a person appointed by transfer;

(c) in the case of persons appointed by promotion or transfer, the seniority shall be determined according to the seniority of such persons in the appointment from which they were promoted or transferred ; and

(d) in the case of persons appointed by transfer from different cadres their seniority shall be determined according to pay, preference being

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given to a person who was drawing a higher rate of pay in his previous appointments; and if the rates of pay drawn are also the same, then by their length of service in these appointments; and if the length of such service is also the same, an older person shall be shall be senior to a younger person :

*"Provided further that in the case of persons recruited by direct appointment in the same cadre obtaining equal marks, during same selection process, their inter-se-seniority shall be determined on the basis of their age. That is, an older person shall be senior to the younger person."

Note.- Seniority of persons appointed on purely provisional basis or on *ad hoc* basis shall be determined as and when they are regularly appointed keeping in view the dates of such regular appointment.

4.0 As stated above, it is evident that the fundamental principles for determining seniority in public service are commonly adhered to as follows:

- I. Seniority should be assigned upon regular appointment, considering the terms and conditions of the advertisement and appointment letter.
- II. Seniority is primarily based on the date of entry into service through a regular appointment. Employees who enter service earlier are generally considered senior to those who joined later. In scenarios where employees are recruited from various sources (e.g., direct recruitment, promotion), seniority is determined using a specific methodology that ensures fairness and equality. This methodology often takes into account factors such as the length of continuous service within a specific cadre, rank/merit, and age, arranged hierarchically to establish seniority.
- III. Seniority may also be influenced by the order of promotion. Employees who promoted earlier are typically given higher seniority over those who were promoted later. In contexts where reservations apply, seniority may be adjusted to adhere to reservation policies.
- IV. In instances involving court precedents related to the appointment of candidates, seniority issues must be resolved according to the precise interpretations of judicial decisions and judgments by various levels of Hon'ble courts.
- V. The method of recording seniority in both the 1978 and 1994 rules remains fundamentally the same in principle. However, the 1994 rules introduced an extension, allowing a maximum period of four months from the date of

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issuing the appointment letter for joining, ensuring that the order of merit remains undisturbed.

4.1 Adhoc Services

Before 1990, a significant number of adhoc employee services were regularized by the department from time to time. Accordingly, upon perusal of the records received in these cases, the details of these employees/retirees were recorded in the seniority from the date of regular appointment/confirmation of their services, but their hierarchy must be maintained while assigning them inter se positions as on the date of regularization. The employees appointed in the department through direct recruitment have been entered in the seniority list keeping in view their sequence of their date of joining as per their appointment orders.

4.2 Advertisement dated 23.09.2009 (contractual Appointment)



Department had published an advertisement on Contractual term such as 7654 Master Cadre dated 23.09.2009 and regularized their services before completing their contractual tenure on 06.04.2014.

As per the basic rules of seniority, the Seniority should be assigned upon the regular appointment, considering the terms and conditions of the advertisement and appointment letter.

As per the advertisement, the positions were initially contractual, with the condition that employees would be considered for regular appointment only after completing three years of contractual service, as per the terms outlined in the advertisement and appointment letter on Contractual basis. However, their services were regularized before the completion of this tenure. Consequently, their seniority was determined based on their inter-se merit or ranking as assessed by the recruiting agency upon fulfilling the contractual period, rather than the duration of their contractual service.

4.3 Absorption of Contractual Employees of SSA/RMSA/Adarsh School.

A number of persons, who were earlier appointed under SSA/RMSA/Adarsh Schools etc. and who have been absorbed in the Department vide notification dated 09.10.2018 w.e.f. 01.04.2018. Vide notification dated 09.10.2018 all the absorbed employees' inter-se seniority was exercised as per their online options



through portal. Thus, the criteria of seniority on the basis of click did not fit under the settled rules of seniority, because according to the option, a junior employee appointed later would be elevated to a higher level. Thus, the seniority of these employees will be fixed as per inter-se seniority in view of the length of services and merit as assessed in the previous organization.

4.4 Apart from the above, the seniority of the employees appointed by the department under different advertisement will be fixed by considering their merit and date of joining.

5.0 On the aspect of Reservation

Having considered this aspect, it was observed that it is on the record that in order to implement the judgment of Hon'ble Supreme Court of India rendered in Januja's case, the State Government issued instructions vide letter No. 3/34/99-3 PPI/12565, dated 22.10.1999. As per the judgment in Ajit Singh Januja's case, the seniority as a Promoted Lecturer is to be fixed by taking into consideration their dates of initial hierarchy in the feeder cadres.

5.1. Parameters for Seniority (Promotion Cadre)

In the Department of School Education, disputes have often arisen regarding the preparation of the seniority list for Teaching and Non-Teaching personnel. Specifically, questions have been raised about whether employees from reserved categories should receive accelerated seniority upon promotion through roster points, thereby impacting the inter-se seniority between direct recruits and promotees. Such cases are governed by the principles outlined in the **Ajit Singh Januja Judgment**, which clarifies that while reservation in promotion is allowed, accelerated seniority does not automatically follow unless expressly provided by law.

The seniority list for the Lecturer cadre is prepared in accordance with this judgment, as per government instructions No. 3/34/99/3PP1/12565 dated 22-10-1999. Additionally, the Department of Personnel issued further clarification through instructions No. 4/40/13-3 PPI/855 dated 10-10-2014, stating that roster points do not determine seniority. Consequently, the seniority lists should be reviewed in alignment with the earlier instructions issued on 22-10-1999.

***Ajit Singh Januja v. State of Punjab* from (1996) and (1999)**

In the cases of *Ajit Singh Januja v. State of Punjab* from 1996 and 1999, which significantly influenced promotion policies in India's public employment system. A key focus of these judgments was the concept of the 'Catch-Up Rule,' addressing how seniority should be determined when reserved category candidates are promoted earlier through reservation.

Before diving into the details, it is important to understand the concept of the feeder cadre. In government services, the feeder cadre refers to the group or grade of employees eligible for promotion to a higher post. Promotions within the feeder cadre often lead to disputes about seniority, especially when reserved category employees are promoted earlier due to reservation policies.

The Hon'ble Supreme Court of India ruled that the seniority of employees must be determined based on the actual date of promotion and not merely by roster points or reservation.

5.2 Catch-Up Rule:

The Catch-Up Rule ensures that when a general category employee is promoted later, they **regain their seniority** over reserved category employees who were promoted earlier. This rule was established to balance fairness and equality in promotions and seniority. The key principle was established in the *Ajit Singh Januja and ors* (1996) and later reaffirmed in *Ajit Singh Januja & Ors. (1999)*, where the Hon'ble Supreme Court clarified that Article 16(4A) of the Constitution provides for reservation in promotion but does not grant consequential seniority to reserved category candidates promoted earlier.

In nutshell both judgments play a crucial role in shaping the legal landscape regarding reservations in promotions and the determination of seniority in public employment. The 1996 judgment introduced the Catch-Up Rule, while the 1999 judgment reaffirmed and clarified its application, ensuring a balance between the rights of reserved and general category candidates.

5.2.1 Hon'ble Supreme Court's Approach

In the Hon'ble Supreme Court's judgment in *Ajit Singh Januja & Ors. vs. State of Punjab & Ors.* (1996) and (1999), the Court addressed the issue of seniority for

roster-point promotees from Scheduled Castes. The Court acknowledged that applying the judgment retrospectively could adversely affect employees who had already been promoted, potentially leading to their reversion and causing them hardship. To prevent such situations, the Court directed that prospective application ensures that employees promoted before the judgment retain their seniority, thereby avoiding disruptions in the existing administrative framework. Implementing the judgment retrospectively could have led to significant administrative challenges and personal hardships for those affected. By choosing a prospective application, the Court aimed to balance the need for legal clarity with fairness to individuals who had relied on the previous system.

Implications of above Judgement

- I. The Catch-Up Rule ensures that when a general category employee is promoted later, they **regain their seniority** over reserved category employees who were promoted earlier.
- II. Employees who were promoted before the judgment date in *Ajit Singh Januja & Ors. vs. State of Punjab & Ors.* (1999) will not be readjusted in seniority because the Supreme Court explicitly stated that the ruling would have **prospective effect** and would only apply to promotions and seniority determinations made **after the judgment**.
- III. As the Catch-Up Rule applies prospectively, reserved category employees promoted before the judgment retain their existing seniority without readjustment. However, as per the department's decision, in line with the reaffirmed principles of *Ajit Singh Januja & Ors. vs. State of Punjab & Ors.* (1999), those who received accelerated promotion before 1999 shall be placed in seniority below the batch of their promotion, ensuring consistency in the promotion hierarchy.

5.3 Zone of Consideration

In the context of promotion, the term "Zone of Consideration" refers to the group of eligible employees of the feeder cadre who are evaluated for promotion against the available vacancies as per the applicable service rules. Within this zone,

a Departmental Promotion Committee (DPC) evaluates the suitability and seniority of the employees.

On the basis of evaluation of the employees within this zone, a 'Panel' or select list is prepared, consisting of those found fit for promotion, including selected against roster points in accordance with applicable reservation policies.

This panel may also include a reserve list, intended to accommodate future vacancies that arise within the prescribed period known as the "currency of the panel". Once the panel expires, no further promotions can be made from it, and a fresh DPC must be convened to assess eligible candidates anew.

5.3.1 In the Ajit Singh Januja Judgement the term "Panel" described, the extracted part of the contents reproduced as under :-

"Hence, the seniority between the reserved category candidates and general candidates in the promoted category shall continue to be governed by their panel position. We have discussed hereinbefore the meaning of the expression "panel" and held that in case of non selection posts, no "panel" is prepared or is necessary to be prepared. If so, the question arises, what did the circular/letter dated August 31, 1982 mean when it spoke of seniority being governed by the panel position? In our opinion, it should mean the panel prepared by the selecting authority at the time of selection for Grade 'C'. It is the seniority in this panel which must be reflected in each of the higher grades. This means that while the rule of reservation gives accelerated promotion, it does not give the accelerated - or what may be called, the consequential seniority."

It has been further said:

"In other words, even if a Scheduled Caste/Scheduled Tribe candidate is promoted earlier by virtue of rule of reservation/roster than his senior general candidate and the senior general candidate is promoted later to the said higher grade, the general candidate regains his seniority over such earlier promoted, Scheduled Caste/Scheduled Tribe candidate. The earlier promotion of the Scheduled Caste/Scheduled Tribe candidate in such a




situation does not confer upon him seniority over the general candidate even though the general candidate is promoted later to that category."

The word "panel" used in the judgment refers specifically to the selection list for promotion and must be interpreted contextually, not as a reference to the entire cadre of senior general category employees. **Only those general category officers who were actually displaced (due to roster point promote) from the panel due to the operation of reservation** should be entitled to benefit from the catch-up principle, since they suffered actual prejudice.

In the context of promotions governed by reservation, the phenomenon of "displacement" arises when **junior reserved category candidates**, due to **roster point promotion**, are elevated ahead of **senior general category candidates** who are still in the queue. This results in **general category officers being pushed down the panel**, not on account of their unfitness, but due to the **operation of the reservation roster**. The term "displacement" refers to such senior candidates who, despite being **higher in the original seniority list**, are **excluded from the panel or delayed in promotion** purely due to the roster mechanism.

5.3.2 It is respectfully submitted that the catch-up formula, as enunciated in *Ajit Singh Januja (1996 & 1999)*, is applicable only in favour of those general category employees who were actually "displaced" from the promotion panel due to the operation of the reservation roster, i.e., those whose rightful turn of promotion was overtaken by a junior reserved category employee solely due to roster-based acceleration. The benefit of catch-up cannot be extended to general category officers who were at that time beyond the zone of consideration or outside the panel of the dragged employees, as they were neither in the reckoning for promotion nor suffered any immediate prejudice. To allow such belated claims would amount to unsettling settled seniority positions and reopening promotional hierarchies after long intervals.

5.3.3 Hon'ble Supreme Court of India in *Union of India and Others v. Tarsem Singh* [(2008) 9 SCC 648] has clearly held that service-related claims based on stale grounds cannot be entertained beyond a reasonable period, especially where there is no continuing wrong. Therefore, a general category employee who was not within

the panel year or DPC zone when the reserved category candidate was promoted cannot be treated as 'displaced' or be allowed to invoke the catch-up rule retrospectively after decades. Doing so would violate principles of finality and administrative stability, and run counter to the equitable considerations highlighted in *Tarsem Singh*.

**5.4 CWP 27253 of 2022 Nardeep Singh Versus State of Punjab and ors.
Judgement Dated 12.01.2023**

In the case the **Nardeep Singh Versus State of Punjab and ors.** decided by the **Hon'ble High Court on 12.01.2023**, the key issue of this writ that "What is the correct method to determine seniority when direct recruits are appointed after the accelerated promotion of junior reserved category promotees but before the promotion of senior general category promotees? as there is a timeline overlap between different scenarios".

In simple terms, the *Catch-Up Rule* states that if a reserved category employee is promoted earlier due to reservation in the roster, while their senior general category counterparts are promoted later to the same level, the original seniority of the general category employees will be restored—provided the reserved category employee has not been further promoted in the meantime. However, this benefit does not apply to direct recruits. The relevant portion of the judgment is reproduced below:

" xxx xxx xxx xxx

18. *Although, no doubt, the direct recruits have a grievance as they were recruited prior to the general category candidates, directly in the cadre of Audit Officers, however, the general category candidates have earned their promotion to the said post while competing with various other persons at the feeder cadre. They have also gained sufficient experience while working in the feeder cadre posts. A reserved category promotee has been allowed to steal march over them only on account of accelerated promotion. The general category candidates are not permitted to compete on the posts which are reserved. In such circumstances, in order to balance the equities, the catch-up rule has been devised. It has been held that the catch-up rule would uphold*

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and balance the fundamental rights of equality and against discrimination with respect to all categories of the employees. It is well settled that the rules of reservation are carried out in order to provide adequate representation to the underprivileged section of the society. The aforesaid object stands achieved by granting employment as well as accelerated promotion to the reserved category candidates. However, the general category candidates, who are promoted subsequently, have a right to re-gain their seniority as per their position in the feeder cadre to balance the interest of all the categories concerned. If the direct recruits are also allowed to steal march over the reserved category promotee, then, it will result in the infringement of the rule of seniority, because the direct recruits are employed in the cadre after the promotion of the reserved category candidates.

19. *It is also well settled that the direct recruits cannot be granted seniority with a retrospective effect from a date which is even prior to the date on which they were born in the cadre.*

XXX XXX XXX XXX"

Implications of above Judgement

- i) Direct recruits can only claim seniority from the date they join the cadre and cannot supersede reserved category promotees who joined earlier.
- ii) Seniority between direct recruits and promotes is usually determined by the order of entry into the post.
- iii) The catchup rule restores seniority to general category promotes relative to reserved category promotes but does not allow direct recruits to claim precedence.
- iv) As per established seniority principles and legal precedents, seniority is determined based on the **length of continuous service in the cadre** and not merely on the mode of appointment. An earlier promotee cannot be displaced or placed below their junior who was not part of the cadre at the time of their promotion, as seniority is determined by continuous service in the cadre. Thus, a promotee **retains seniority** over a direct recruit appointed at a later date.

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6.0 How to operationalise the Catchup-rule for fixing seniority for Promoted employees

6.1 For Lecturer Cadre

- 1) Employees who were promoted before the judgment date in *Ajit Singh Januja & Ors. vs. State of Punjab & Ors.* (1999) will not be readjusted in seniority because the Supreme Court explicitly stated that the ruling would have **prospective effect**.
- 2) *Ajit Singh Januja & Ors. vs. State of Punjab & Ors.* (1999) would only apply to promotions and seniority determinations made **after the judgment**. When a general category employee is promoted later, they **regain their seniority** over reserved category employees who were promoted earlier via Catchup rule.
- 3) To determine the Seniority of the Lecturer cadre promotee, it is cleared that the sanctioned posts within the cadre are determined separately for different subjects. During the promotion process, employees are promoted within their respective sub-cadres based on **roster points**, adhering to the principles of reservation. Consequently, an employee's seniority is established by comparing them only with employees from the same subject within their sub-cadre, under the **Catch-Up Rule**. For instance, a General Category employee promoted later in subjects like Punjabi, History or Political Science cannot compare their feeder cadre seniority with employees promoted earlier in science-related subjects such as Physics, Biology, or Chemistry, as the employee promoted earlier on reservation point of view having a specific qualification with regard to their Subject and promotion criteria. Seniority under the **Catch-Up Rule** is determined exclusively within the context of the same subject and in accordance with other applicable conditions.
- 4) In the promotion process to the Lecturer Cadre, which is derived from the Master Cadre (fed by Primary, OCT, and Non-Teaching Cadres under the Quota Rota Rule), seniority is determined based on sanctioned posts for specific subjects rather than inter-se seniority in the Master Cadre. The **Catch-Up Rule** applies only within the same feeder cadre and does not extend across different feeder cadres. For instance, a Punjabi Master



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promoted to the Lecturer Cadre in English cannot claim seniority over a Science Master from a reserved category promoted earlier to the same Lecturer Cadre, even if the Punjabi Master was senior in the Master Cadre. Since no Quota Rota Rule applies in the Lecturer Cadre, seniority is subject-specific and determined by the date of promotion to the sanctioned post in the relevant subject.

- 5) Direct recruits can only claim seniority from the date they join the cadre and cannot supersede reserved category promotees who joined earlier.
- 6) Seniority between direct recruits and promotees is usually determined by the order of entry into the post.

6.2 Instructions for the Catch-Up Rule under the Quota-Rota Rule

Since the department consists of multiple cadres, including the Master Cadre, Lecturer Cadre, and PES Cadre, the following Catch-Up Rule provisions are formulated to ensure uniformity in seniority determination within the cadre, in accordance with the prescribed parameters. Except for the Lecturer Cadre, promotions in the Master Cadre and PES Cadre are made under the Quota Rota Rule, following their prescribed proportion. Therefore, the application of the Catch-Up Rule shall be considered within the framework of the Quota Rota Rule for these cadres, ensuring that seniority is determined fairly and in alignment with the respective promotion policies.

6.2.1 For the Master Cadre

To determine the Seniority of the Master cadre promotee, it is cleared that the sanctioned posts within the cadre are determined separately for different subjects. During the promotion process, employees are promoted within their respective sub-cadres based on **roster points**, adhering to the principles of reservation. In the Master Cadre, promotions are made through the **Quota Rota Rule**, which allocates promotion opportunities proportionately among the **Primary Cadre**, **OCT Cadre**, and **Non-Teaching Cadre**. Each feeder cadre contributes to the promotions within the Master Cadre based on their designated proportionate ratio and the specific subject for which the promotion is sought.

Under the **Catch-Up Rule**, the determination of seniority will apply specifically to employees within their respective feeder cadres and the subjects for

which they were promoted. This means that employees promoted from the Primary Cadre, OCT Cadre, or Non-Teaching Cadre will only compare their seniority with others from the same feeder cadre. The Catch-Up Rule ensures that seniority restoration is restricted to the cadre for which the employee was originally appointed, **irrespective of their inter-se seniority at the time of promotion**. This approach preserves fairness and alignment with the principles of the Quota Rota Rule.

An employee promoted from the Primary Cadre cannot claim seniority over an employee promoted from the OCT Cadre, even if their promotion dates overlap. Similarly, inter-se seniority within a feeder cadre does not influence the seniority determination of employees from other cadres. Seniority within the Master Cadre is determined exclusively within the boundaries of the original feeder cadre from which the employee was promoted.

For example:

- An employee promoted from the Primary Cadre in the subject of Science/Mathematics cannot claim seniority over an employee promoted from the OCT Cadre in the subject of Science/Mathematics, even if their promotion dates overlap.
- Similarly, an employee promoted from the OCT Cadre in the subject of English cannot claim seniority over another employee promoted from the Non-Teaching Cadre in the subject of Social Studies.

Seniority within the Master Cadre is determined exclusively based on the **original feeder cadre** and the **subject** for which the employee was promoted. As the employee promoted earlier on reservation point of view having a specific qualification with regard to their Subject and promotion criteria. Seniority under the **Catch-Up Rule** is determined exclusively within the context of the same subject and in accordance with other applicable conditions.

6.2.2 Seniority of Backlog Promotee Under Quota Rota Rule

It is informed that employees promoted against backlog vacancies, with their proportion under the Quota Rota Rule, shall retain their seniority and shall not be placed below any junior employee promoted through regular promotion cycles under the Catch-Up Rule. If backlog promotions were granted as part of a

reservation quota backlog, the Catch-Up Rule shall apply as per the Ajit Singh Januja Judgments (1996 & 1999). However, if backlog promotions were made due to general quota proportion adjustments and not specific reservation-based promotions, the Catch-Up Rule shall not apply, and such backlog promotees shall maintain their seniority without displacement. Any inter-se seniority disputes shall be resolved in accordance with these parameters, ensuring that backlog promotees maintain their rightful position in the seniority list.

7.0 Procedure of Appeal

An appeal against official orders is a formal request for the review of a decision made by an authority. This process is vital for ensuring fairness and accountability in administrative decisions. It is intimated that if any employee having Certain objections like correction of names of concerned employee, place of posting, not assigning appropriate position in the seniority, he/she may also redress their grievances to promotion cell within 21 days from the publishing/uploading of this seniority. If as per reply of the Branch, he/she is not satisfied he/she may approach the issuing authority.

After that he/she may also go for an appeal after redressal by the issuing authority, he/she may approach the Administrative Secretary in Charge via appeal.

8.0 After this seniority comes into existence, it is also intimated that

- a. No reversion/Demotion till the finalization of the Seniority of P.E.S Cadre.
- b. No recovery/ no re-pay fixation / and no payment of arrears regarding elevation of seniority.
- c. Similarly, no Senior/Junior pay parity case will be resolved till further orders.
- d. It is also intimated that the seniority list will revise every year, the process starting from September till December and the employees recruited / promoted / retired / terminated till 31st March of the same year, will be elevated and uploaded in Seniority List.

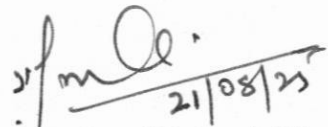
9.0 While finalizing of seniority of Lecturer cadre, all such objections have been considered by the said Committee, addressed to and necessary corrections/changes, wherever needed, have been made. Therefore, a combined

final seniority of Lecturer cadre of various subjects in the Department has been prepared, which is at Annexure-I to this order, is circulated for information and necessary action of all concerned.

10.0. In case the name of any employee still 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.

11.0 It is apprised here to mitigate the litigation, 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.

12.0 The enclosed seniority list describing the aforesaid parameters is hereby uploaded on official website www.ssapujab.org for general information of all concerned.

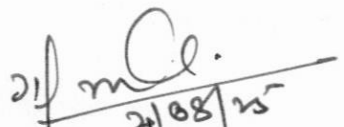

 21/08/25
 Director, Directorate of School Education
 (Secondary) Punjab, SAS Nagar.

Endst. No Even, 2025243445

Dated: 21.08.2025

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

1. PA to Secretary, for the kind information of Secretary School Education, Punjab, Mini Secretrait-2, Sector -9 Chandigarh
2. The Director, O/o Directorate of School Education (Elementary), Punjab. (through website)
3. The Director, SCERT, Punjab, SAS Nagar. (through website)
4. All District Education Officer (S.E) (through website)
5. All District Education Officer (E.E.) (through website)
6. All Principals In-service Training Centres (through website)
7. All Principal/Head Master/DDO and concerned Clerks in the school (through website)
8. Deputy Manager (M.I.S.) O/o DGSE, Punjab to upload the Seniority on the Official Website.


 21/08/25
 Director, Directorate of School Education
 (Secondary) Punjab, SAS Nagar.