

ਡਾਇਰੈਕਟੋਰੇਟ ਆਫ ਸਕੂਲ ਐਜੂਕੇਸ਼ਨ (ਸੈਕੰਡਰੀ), ਪੰਜਾਬ
ਪੰਜਾਬ ਸਕੂਲ ਸਿੱਖਿਆ ਬੋਰਡ ਕੰਪਲੈਕਸ, ਈ -ਬਲਾਕ, ਫੇਜ਼-VIII, ਸਾਮਸ ਨਗਰ।
(ਕੋਆਰਡੀਨੇਸ਼ਨ ਸ਼ਾਖਾ)

(email. dpise.coordination@punjabeducation.gov.in)

ਸੇਵਾ ਵਿਖੇ

1. ਸਮੂਹ ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈਸਿ ਅਤੇ ਐਸਿ), ਪੰਜਾਬ।
2. ਸਮੂਹ ਡੀ.ਡੀ.ਓ.

ਮੀਮੋ ਨੰ. 2025 325742 - 743

ਮਿਤੀ: 06-11-2025

ਵਿਸ਼ਾ: Directions for compliance with the judgment of the Hon'ble Punjab and Haryana High Court in CWP No. 15896 of 2023- Dr. Saurabh Sharma and Ors. Vs. State of Punjab and Ors., and related matters- Implementain, review and corrective actions.

ਹਵਾਲਾ: ਪੰਜਾਬ ਸਰਕਾਰ, ਵਿੱਤ ਵਿਭਾਗ (ਵਿੱਤ ਪ੍ਰਸ਼ੋਨਲ-1 ਸ਼ਾਖਾ) ਦਾ ਪੱਤਰ ਨੰ. FD-FP-10CC(CWP)/ 202/2025-5FP1/91 ਮਿਤੀ 30.10.2025.

ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਤੇ ਹਵਾਲਾ ਅਧੀਨ ਪੱਤਰ ਦੀ ਕਾਪੀ ਆਪ ਨੂੰ ਭੇਜਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਪੱਤਰ ਵਿੱਚ ਦਰਜ ਹਦਾਇਤਾਂ ਦੀ ਪਾਲਣਾ ਕਰਨੀ ਯਕੀਨੀ ਬਣਾਈ ਜਾਵੇ।

ਨੱਥੀ: ਉਕਤ ਅਨੁਸਾਰ


ਸੁਪਰਡੰਟ (ਕੋਆਰਡੀਨੇਸ਼ਨ)

ਪਿ.ਅੰ.ਨੰ: ਉਕਤ/2025325744 - 746

ਮਿਤੀ 06-11-2025

ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆ ਨੂੰ ਹਦਾਇਤਾਂ ਦੀ ਪਾਲਣਾ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:-

1. ਸਮੂਹ ਅਧਿਕਾਰੀ/ਸ਼ਾਖਾ ਮੁਖੀ, ਦ. ਡੀ.ਜੀ.ਐਸ.ਈ., ਪੰਜਾਬ।
2. ਸਮੂਹ ਅਧਿਕਾਰੀ/ ਸ਼ਾਖਾ ਮੁਖੀ, ਦ. ਡੀ.ਐਸ.ਈ. (ਸੈ/ਐ), ਪੰਜਾਬ।
3. ਸਮੂਹ ਅਧਿਕਾਰੀ/ਸ਼ਾਖਾ ਮੁਖੀ, ਦ. ਐਸ.ਸੀ.ਈ.ਆਰ.ਟੀ., ਪੰਜਾਬ।


ਸੁਪਰਡੰਟ (ਕੋਆਰਡੀਨੇਸ਼ਨ)

No. FD-FP-10CC(CWP)/202/2025-5FP1/91

GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(FINANCE PERSONNEL-1 BRANCH)

ਨਿ.ਸ/ਡੀ.ਪੀ.ਆਈ(ਸ)
ਭਾਗੀ ਨੰ: 2549
ਮਿਤੀ: 06/11/25

Dated, Chandigarh: 30-10-2025

To

- i) All Special Chief Secretaries, Additional Chief Secretaries, Financial Commissioners, Principal Secretaries and Administrative Secretaries to Government of Punjab.
- ii) All Head of Departments of the State;
- iii) All Commissioners of Divisions;
- iv) The Registrar, Punjab and Haryana High Court, Chandigarh;
- v) All Deputy Commissioners and District & Sessions Judges and;
- vi) Secretary, Punjab Vidhan Sabha.

Subject: Directions for compliance with the judgment of the Hon'ble Punjab and Haryana High Court in CWP No. 15896 of 2023 - Dr. Saurabh Sharma and Ors. Vs. State of Punjab and Ors., and related matters - Implementation, review, and corrective actions.

Reference: FD letter no. FD-FP-10CC(COCP)/10/2025-3FP1/1214672 dated: 03/10/2025

1.0 I am directed to refer to the judgment dated September 13, 2024, of the Hon'ble Punjab and Haryana High Court in CWP No. 15896 of 2023 - Saurabh Sharma and Ors. Vs. State of Punjab and another. The operative part of the judgement is reproduced as under:-

16. Keeping in view the above, the present petitions are allowed. The respondents are directed to give the petitioners the pay scale which they are entitled under the 2016 Rules from the date of their direct appointment. The petitioners will also be entitled for arrears of salary as they have performed the duties for the post in question from the date of their direct appointment. Let the arrears be calculated and be extended to the petitioners within a period of eight weeks from the date of receipt of copy of this order.

17. At this stage, learned counsel for the petitioners submit that though the petitioners have claimed interest but keeping in view the fact that they are only interested in the pay scale as entitled to them under 2016 Rules, they are not pressing their claim for the grant of interest.

2.0 The said judgment was upheld by the Division Bench in LPA No. 2977 of 2024 and subsequently by the Hon'ble Supreme Court of India in SLP (C) No. 001158 of 2025.

3.0 Subsequent to the aforesaid judgment, numerous writ petitions have been filed by employees across various Administrative Departments (ADs) seeking similar relief. The Hon'ble High Court has, from time to time, issued directions in various writ petitions to the concerned

DSE (S) (in meeting)
04/11/25
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ADs to consider and decide the representations/claims of the petitioners in accordance with the principles laid down in the Saurabh Sharma case.

4.0 This Department has received copies of speaking orders, court replies and various other references from various ADs in respect of such cases. Upon examination, it has been observed that:

- I. In many instances, the factual matrix of the cases is clearly distinguishable from that in CWP No. 15896 of 2023. Specifically, the pay scales prescribed under the relevant service rules at the time of recruitment are lower than those provided under the notification dated 17.07.2020. Consequently, fixation of pay under the service rules would result in a lower salary for the employees concerned, rendering such cases inapplicable for the relief granted in the Dr. Saurabh Sharma judgment.
- II. It has also come to notice that certain ADs have extended pay scales beyond the scope and intent of the judgment, leading to irregular implementations.

5.0 In view of the above and to ensure uniform, lawful, and judicious implementation of the court orders while safeguarding the interests of the State exchequer, the Government hereby issues the following directions to all Administrative Departments:

- I. **Defence of Future Cases and Distinguishable Matters:** All ADs shall take immediate steps to properly defend all pending and future court cases where the facts are distinct from those in CWP No. 15896 of 2023. Particular emphasis shall be placed on cases where the pay scales under the notification dated 17.07.2020 are higher than those mentioned in the applicable service rules at the time of recruitment. In such cases, affidavits/replies shall clearly highlight the factual distinctions and argue for non-applicability of the Dr. Saurabh Sharma judgment.
- II. **Review of Already Decided Cases:** All ADs shall undertake a comprehensive review of all cases already decided or implemented pursuant to directions from the Hon'ble High Court in light of the Dr. Saurabh Sharma judgment. This review shall specifically verify compliance with the instructions issued by this Department dated 03.10.2025.
 - a) In cases where discrepancies are identified (e.g., grant of higher scales contrary to service rules or beyond the judgment's scope), immediate corrective action shall be taken. This includes issuing fresh speaking orders after following due process of law, including providing an opportunity of hearing to the affected employees where required.
 - b) Adjustment of excess payments, if any, shall be initiated in accordance with the Punjab Civil Services Rules and extant government instructions.
 - c) A report on the review findings and actions taken shall be submitted to this Department within 15 days from the date of issuance of these instructions.
- III. **Assessment for Clarification, Amendment, or Recall of Orders:** During the aforementioned review, ADs shall assess whether there is a need to seek clarification,

amendment, or recall of any court orders in light of these instructions and the factual distinctions observed. If deemed necessary, appropriate applications (e.g., for review, recall, or clarification) shall be filed before the competent court without delay.

6.0 All ADs are directed to nominate a Nodal Officer (not below the rank of Joint Secretary/Deputy Director) to oversee the implementation of these directions and ensure timely compliance. The Nodal Officer shall coordinate with this Department for any clarifications required.

These instructions are issued with the approval of the competent authority.

Yours faithfully,



(SAROJ)
Under Secretary Finance

Endst. No. FD-FP-10CC(CWP)/202/2025-SFP1/92

Dated, Chandigarh: 30-10-25

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

- 1) Accountant General (Audit), Punjab.
- 2) Accountant General (A& E), Punjab, Chandigarh.



Under Secretary Finance

Endst. No. FD-FP-10CC(CWP)/202/2025-SFP1/93

Dated, Chandigarh: 30-10-25

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

- 1) Private Secretary/Special Principal Secretary to the Chief Minister Punjab, Chandigarh.
- 2) Secretary/Finance Minister, Punjab, Chandigarh.
- 3) OSD/Chief Secretary to Govt. of Punjab, Chandigarh.
- 4) PS/Additional Chief Secretary Finance, Govt of Punjab, Chandigarh.



Under Secretary Finance

Endst. No. FD-FP-10CC(CWP)/202/2025-SFP1/94

Dated, Chandigarh: 30-10-25

A copy of the above is forwarded to the all the District Treasury Officers/Treasury Officers in the State for information and necessary action.



Under Secretary Finance