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Directorate of School Education (Secondary), Punjab  
PSEB Complex, Phase-8, SAS Nagar  
(Establishment-4 Branch)

E-mail: - [dpise.amla4@punjabeducation.gov.in](mailto:dpise.amla4@punjabeducation.gov.in)

Order No. E-1051268 /2025ESTT-4 (4)

Dated: S.A.S Nagar: 04.03.2026

**Speaking Order**

813002)

Smt. Sabar Judge d/o Vijay Sutantar Singh r/o Village Hiragarh, PO Bhunheri, Tehsil and District Patiala and others, (whose list is enclosed with this order) filed Civil Writ Petition No. 29325 of 2025 in the Hon'ble Punjab and Haryana High Court with the prayer to grant the statutory pay scale as mandated in the 2009 Rules ie. 10300-34800 Grade Pay of Rs. 5000/- from entry into service along with arrears at interest rate of 12% thereon in light of law settled in CWP no 15896 of 2023 titled as Saurabh Sharma and others vs State of Punjab and another and under the judgment in CWP No. 17064 of 2017 titled as Ajay Kumar Singla & others VS State of Punjab and others. The Hon'ble Punjab & Haryana High Court disposed of the petition vide order dated 29.09.2025. The operative portion of the order is reproduced as below:-

*"At this stage, it would be appropriate to direct respondent No. 01 to decide the representation dated 07.02.2025 (Annexure P-9) in view of the law laid down by this Court in CWP-15896-2023, titled as **"Saurabh Sharma and others Vs. State of Punjab and Anr."** dated 13.09.2024 within a period of four months from the date of receipt of certified copy of this order.*

*Needless to observe that respondent No.1 shall pass a speaking and well reasoned order in the light of the above referred judgment as well as relevant rules/instructions and in case, the petitioners are entitled to any consequential relief, the same shall also be released to them, forthwith alongwith a reasonable rate of interest."*

*Ohm*

In Compliance with the above said orders of the Hon'ble Court, I have carefully gone through the order dated 29.09.2025, representation dated 07.02.2025 asserted to be submitted on behalf of the petitioners, order dated 13.09.2024 passed by the Hon'ble Court in CWP No. 15896 of 2023 and relevant record pertaining to the claim of the petitioners.

I have examined the claim raised by the petitioners and also considered the order of Hon'ble Court in CWP No. 15896 of 2023 tiled as Saurabh Sharma and others versus State of Punjab and another in which it was held that all candidate appointed under the same recruitment process are entitled to equal pay as per the 2016 Rules regardless of actual appointment date in terms of which the present Petition has been disposed of . The relevant portion of the judgment in CWP No. 15896 Of 2023 followed in Saurabh Sharma 's case is as under:-

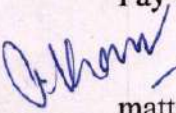
*“At this stage , learned counsel for the petitioners submit that though the petitioners have claimed interest but keeping in view the fact that they are only interested in the pay scale as entitled to them under 2016 Rules, they are not pressing their claim for the grant of interest...”*

The Service of petitioners are governed by the “ The Punjab Educational (Teaching Cadre) Group C Service Rules, 2018 and The Punjab Educational (Teaching Cadre) Border Area Group C Service Rules 2018.” Rule 5 of the said rules provide that, “ The members of the Service Shall be entitled to such scales of pay as may be authorized by the Department of Finance from time to time .

Accordingly, the approval is hereby accorded to fix the pay of the petitioners as per the above mentioned 2018 rules. Further According to the Punjab Civil Service (Revised Pay) Rules, 2021, notified by the State of Punjab Vide Notification No. 09/01/2021-5FP1/671 dated 05.07.2021, these pay scales are not applicable to employees recruited on or after 17.07.2020. The relevant part of the said rules is reproduced below:-

*“ 2 (2) They shall not apply to the (b) Government Employee recruited in the service of State of Punjab or the Punjab Vidhan Sabha on or after 17.07.2020, on whom pay scales on the pattern of the Government of India are applicable.”*

As per above provision made in the rules, the pay scales as per 6<sup>th</sup> Punjab Pay Commission are not applicable to the petitioners in this case. .

 Subsequently, in compliance of the orders of the Hon'ble High Court in matters related to Saurabh Sharma's case, Department of Finance, Punjab has issued instruction dated 05.01.2026, wherein it has been decided to grant the pay scale to the petitioners/employees which are more beneficial to them. The relevant part of the instruction dated 05.01.2026 is reproduced here under:

*“ 5. Decision of Government*

*5.1 After examination, the Government has decided that re-fixation of pay in cases decided on the basis of the judgment in Saurabh Sharma &Ors. vs. State of Punjab &Ors. shall be undertaken as under:*

*A. Cases where Departmental Pay Scale is Lower than 7th CPC Pay Scale*

*Where the pay fixed under the Departmental Service Rules (as applicable on the date of appointment) is lower than the pay scale notified on the pattern of the 7th CPC, the pay shall be fixed strictly as per the 7th CPC pay scale, being more beneficial to the employee.*

*Such cases are already covered under Finance Department letter dated 30.10.2025 and shall not require further re-fixation. This category includes:*

- Employees governed by departmental rules mentioning pre-5th PPC pay scales, and*
- Most employees governed by departmental rules mentioning pre-revised 5th PPC pay scales.*

*B. Cases where Departmental Pay Scale is Higher than 7th CPC Pay Scale*

*Where the pay fixed under the Departmental Service Rules is higher than the pay scale notified on the pattern of the 7th CPC, re-fixation shall be carried out as under:*

*i) Employees not covered under instructions dated 15.01.2015*

*For employees to whom Finance Department letter No. 7/204/2012-4FP1/66 dated 15.01.2015 is not applicable, and where the salary (Basic Pay + DA\*) under Departmental Rules exceeds the salary (Basic Pay+DA\*\*) under the 7th CPC:*

- The salary under the Departmental Rules shall be taken as the basis.*
- The corresponding basic pay shall be fixed at the same stage, or if not available, at the next higher stage in the 7th CPC pay level notified for the post.*

*(DA rates shall be applied strictly in accordance with Annexure 'A' as clarified in the earlier instructions.)*

*Illustration: Annexure 'B'*

*ii) Employees covered under instructions dated 15.01.2015*

- During the probation period, if the minimum pay in the pay band under Departmental Rules is lower than Cell-1 of the 7th CPC pay level, pay shall be fixed at Cell-1, being more beneficial.*

*Q. Khan*

- If such pay is lower than applicable DC rates, DC rates shall apply.
- On successful completion of probation, pay shall be fixed strictly as per Para A or Para B(i), as applicable."

Accordingly, in compliance of the orders dated 29.09.2025 passed by the Hon'ble High Court & in light of the above said directions dated 05.01.2026 issued by the competent authority, i.e, The Department of Finance, Punjab, the pay of the Peitioners be refixed strictly as per instructions contained in para 5 of the said instruction dated 05.01.2026.

Gurinder Singh Sodhi, P.C.S  
Director School Education (S.E), Punjab  
dated: 06/03/2026

Endst. No. Even / 202661173-176

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 (Education-5Branch), Civil Secretariat (II, Sector-9), Chandigarh.
2. Concerned District Education Officers (secondary) to fix the pay of the petitioner after getting it verified from the Section Officer/DCFA and send the report to this directorate.
3. Concerned Petitioners as per List through D.E.O (Secondary).
4. D.P.I (EE) for passing orders with respect to petitioners under their administrative control.

  
Assistant Director School Education  
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ਡਾਇਰੈਕਟੋਰੇਟ ਆਫ ਸਕੂਲ ਐਜੂਕੇਸ਼ਨ (ਐਲੀਮੈਂਟਰੀ) ਪੰਜਾਬ,  
ਕੰਪਲੈਕਸ ਪੰਜਾਬ ਸਕੂਲ ਸਿੱਖਿਆ ਬੋਰਡ, ਬਲਾਕ-ਈ, ਫੇਜ਼-8, ਐਸ.ਏ.ਐਸ. ਨਗਰ।  
(ਅਮਲਾ-2 ਸ਼ਾਖਾ)

E-mail ID: [dpiee.establishment2@punjabeducation.gov.in](mailto:dpiee.establishment2@punjabeducation.gov.in)

ਪਿੱਠ ਅੰਕਣ ਨੰ: E-1060106/ 2026104430 ਮਿਤੀ, ਐਸ.ਏ.ਐਸ. ਨਗਰ: 17/4/2026  
ਦਫਤਰ ਡਾਇਰੈਕਟਰ ਸਕੂਲ ਐਜੂਕੇਸ਼ਨ (ਸੈਕੰਡਰੀ) ਪੰਜਾਬ (ਅਮਲਾ-4 ਸ਼ਾਖਾ) ਦੇ ਪੱਤਰ  
ਨੰ: ਹੁਕਮ ਨੰ: E-1051268/2025 ESTT-4(4)/202661173-176 ਮਿਤੀ 06-03-2026  
ਰਾਹੀਂ ਜਾਰੀ ਕੀਤੇ ਸਪੀਕਿੰਗ ਆਰਡਰਾਂ ਦੀ ਕਾਪੀ ਪਟੀਸ਼ਨਰਾਂ ਦੀ ਸੂਚੀ ਸਮੇਤ ਪੰਜਾਬ ਰਾਜ ਦੇ ਸਮੂਹ ਜਿਲਾ  
ਸਿੱਖਿਆ ਅਫਸਰ (ਐਸਿ) ਨੂੰ ਭੇਜ ਕੇ ਲਿਖਿਆ ਜਾਂਦਾ ਹੈ ਕਿ ਐਲੀਮੈਂਟਰੀ ਕਾਡਰ ਦੇ ਪਟੀਸ਼ਨਰਾਂ ਦੀਆਂ ਤਨਖਾਹਾਂ  
ਵੀ ਇਨ੍ਹਾਂ ਸਪੀਕਿੰਗ ਆਰਡਰਾਂ ਅਨੁਸਾਰ ਕੀਤੀਆਂ ਗਈਆਂ ਹਦਾਇਤਾਂ ਸਨਮੁੱਖ ਫਿਕਸ ਕਰਨੀਆਂ ਯਕੀਨੀ  
ਬਣਾਈਆਂ ਜਾਣ।

  
ਸੁਪਰਡੰਟ ਅਮਲਾ-2  
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ਪੰਜਾਬ ਰਾਜ ਦੇ ਸਮੂਹ ਜਿਲਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਐਸਿ)।

IN THE HON'BLE HIGH COURT OF PUNJAB AND HARYANA  
AT CHANDIGARH

C.W.P. No. 29325 of 2025

MEMO OF PARTIES

1. Sabar Judge, aged about 31 years, daughter of Vijay Sutar Singh, resident of village Hiragarh, PO Bhunheri, Tehsil and District Patiala, Punjab-147111 having Aadhaar Card No.5066 2864 7377 & Mobile No.9781378785.
2. Jyotishana Bharti, aged about 32 years, daughter of Jeet Singh, resident of VPO Bhullan, Tehsil Moonak, District Sangrur, Punjab-148027 having Aadhaar Card No.8850 9441 0059 & Mobile No.8283980575.
3. Meena Kumari, aged about 42 years, wife of Manish Kumar, resident of H. No. 54, Gali No.4, Shiv Nagar, Railway Road, Dinanagar, District Gurdaspur, Punjab-143531 having Aadhaar Card No.7067 7726 3217 & Mobile No.7009324310.
4. Ranjit Kaur, aged about 36 years, wife of Brahmdeep Singh, resident of Old Tanda Road, Sahibjada Ajit Singh Nagar, Hoshiarpur, District Hoshiarpur, Punjab-146001 having Aadhaar Card No.5596 9717 9367 & Mobile No.7087355178.

*J. Kumar*

5. Aabha Choudhary, aged about 38 years, daughter of Ved Prakash Choudhary, resident of # 296, Mata Rani Road, Basant Bagh, Phagwara, District Kapurthala, Punjab-144401 having Aadhaar Card No.2922 8219 5913 & Mobile No.7973086091.
6. Amandeep Kaur, aged about 30 years, daughter of Janta Singh, resident of H. No. 669, VPO Bareh, Tehsil Budhlada, District Mansa, Punjab-151502 having Aadhaar Card No.5199 8744 0223 & Mobile No.8196056694.
7. Karnail Singh, aged about 44 years, son of Ram Lal, resident of VPO Simbli, Tehsil Garhshankar, District Hoshiarpur, Punjab-144532 having Aadhaar Card No.8664 0419 5189 & Mobile No.9417397633.
8. Rashmi Rani, aged about 38 years, daughter of Yash Paul, resident of B.No.33, H. No.223, Peer Khana Road, Near Tiwari Di Kothi, Khanna, District Ludhiana, Punjab-141401 having Aadhaar Card No.2387 5318 8529 & Mobile No.9316210513.
9. Jaswinder Singh, aged about 38 years, son of Tarlok Singh, resident of village Khunder Hithar, PO Khunder Uttar, District Ferozepur, Punjab-152023 having Aadhaar Card No.8564 4218 6523 & Mobile No.8360968217.
10. Sunita Saini, aged about 39 years, wife of Divesh Kumar, resident of VPO Baknaur, Tehsil and District Pathankot,

*A. Kaur*

Punjab-143534 having Aadhaar Card No.8734 3571 3803 &  
Mobile No.7087315341.

11. Lovejot, aged about 33 years, wife of Loveneet Kumar, resident of Jhabelwali, District Sri Muktsar Sahib, Punjab-152026 having Aadhaar Card No.3658 5732 0515 & Mobile No.9517824051.
12. Vicky Singh, aged about 30 years, son of Gurdas Singh, resident of village Baghrol, Tehsil Dirba, PO Kamalpur, District Sangrur, Punjab-148035 having Aadhaar Card No.7797 9347 7609 & Mobile No.9855896591.
13. Kanu Gupta, aged about 34 years, wife of Harish Kumar, resident of Megh Colony, Nabha, District Patiala, Punjab-147201 having Aadhaar Card No.3817 9122 7842 & Mobile No.9781060529.
14. Harwinder Singh, aged about 38 years, son of Balbir Singh, resident of Koopur, PO Adda Kathar near Punjab and Sind Bank, Adampur, District Jalandhar, Punjab-144106 having Aadhaar Card No.2063 5900 8209 & Mobile No.6280642837.
15. Kajal, aged about 33 years, daughter of Om Parkash, resident of H. No. E3278, Street No.1, Badal Colony, Fazilka, District Fazilka, Punjab-152123 having Aadhaar Card No.7798 3592 2803 & Mobile No.8699572614.

... Petitioners