

**Office of Director School Education (Elementary) Punjab, Complex Punjab
School Education Board, Block-E, Phase-8, SAS Nagar.
(Establishment-2 Branch)**

Order No. E-1063478/DPIEE-EST202/36/2026-ESTABLISHMENT-2

Dated: S.A.S Nagar: 05.03.2026

Manjit Kaur D/o Sh. Kulwant Singh and 12 others filed Civil Writ Petition No. 2688 of 2026 in the Hon'ble Punjab and Haryana High Court with the prayer to grant the statutory pay scale as mandated in the 2018 Rules viz 10300-34800 +Grade Pay Rs 4200/- from entry into service along with arrears and interest at 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. The Hon'ble Punjab and Haryana High court disposed of the writ petition vide order dated 02.02.2026. The operative portion of the order is reproduced as below:-

"5. In view of the above and without commenting upon the merits of the case, this petition is hereby disposed of with a direction to respondent No.3 to consider and decide the legal notice dated 28.11.2025 (Annexure P-9), submitted by the petitioners within a period of 04 months from the date of receipt of certified copy of this order in accordance with law.

6. accordingly. Pending application(s), if any, shall also stand(s) disposed of."

I have examined the legal notice dated 28.11.2025 and the order of Hon'ble Court in CWP No. 15896 of 2023 titled as Saurabh Sharma and others versus State of Punjab and another in which it was held that all candidates 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 services of petitioners are governed by the "Punjab State Elementary Education (Teaching Cadre) 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 Services (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 employees recruited in the service of the 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 6th 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 instructions 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.*
- *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.*

Illustration: Annexure 'C'

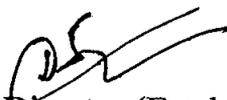
Accordingly, in compliance of the orders dated 02-02-2026 passed by the Hon'ble High Court and in light of the above said directions dated 05.01.2026 issued by the competent authority, i.e., the Department of Finance, Punjab, the pay of the petitioners be re-fixed strictly as per instructions contained in para 5 of the said instructions dated 05.01.2026

Harkirat Kaur Channe,
Director School Education (Elementary)
Punjab

Endst. No. **DPIEE-EST202/36/2026-ESTABLISHMENT-2 / 202663664/1-3** dated: 09.03.2026.

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-7 Branch), Civil Secretariat II, Sector-9, Chandigarh.
2. Concerned District Education Officers (EE) to re-fix the pay of the petitioners 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 (EE).


Assistant Director (Establishment-2)

4

IN THE HIGH COURT OF PUNJAB AND HARYANA AT
CHANDIGARH

CWP _____ 2026

MEMO OF PARTIES

1. MANJIT KAUR AGED ABOUT 27 YEARS DAUGHTER OF KULWANT SINGH RESIDENT OF CHAK BUDHE SHAH, CHAK BUDHE SHAH, CHAK SOMIAN WALA, GURUHARSAHAL, DISTRICT FEROZEPUR, PUNJAB; AADHAR NO. 824015523312; MOB. NO. 8847210072; POST: ETT; PLACE OF POSTING: GPS THATHA DALEL SINGH;
2. SHIVANI AGED ABOUT 30 YEARS DAUGHTER OF NAVDEEP KUMAR RESIDENT OF W/O VISHAL ANAND, BACKSIDE GIRLS COLLEGE, V. P. O RATTEWAL, SHAHEED BHAGAT SINGH NAGAR, PUNJAB, 144521; AADHAR NO. 332135849082; MOB. NO. 7658029274; POST: ETT; PLACE OF POSTING: GPS MANSEWAL;
3. CHHAYA DEVI AGED ABOUT 33 YEARS DAUGHTER OF RAMGOPAL SINGH RESIDENT OF H. NO. 2016, SMALL FLATS, DHANAS, CHANDIGARH; AADHAR NO. 646382717806; MOB. NO. 6280769709; POST: ETT; PLACE OF POSTING: GPS PANDWALA;
4. MANPREET KAUR AGED ABOUT 26 YEARS DAUGHTER OF PRITAM SINGH RESIDENT OF V.P.O. PAKHI KALAN, DISTRICT FARIDKOT; AADHAR NO. 691372645857; MOB. NO. 9056302747; POST: ETT; PLACE OF POSTING: GPS SHAHPUR PANDORI SHEKHAIN;

9

5. MOLISHA AGED ABOUT 27 YEARS DAUGHTER OF PARDEEP KUMAR RESIDENT OF H.NO. 135, NEW TOWN, STREET NO. 2, MOGA, PUNJAB; AADHAR NO. 619784787932; MOB. NO. 9877022660; POST: ETT; PLACE OF POSTING: GPS DASHMESH NAGAR;
6. GURPREET KAUR AGED 31 YEARS DAUGHTER OF GURDEEP SINGH RESIDENT OF VILLAGE GANDHU KALAN, TEH. BUDHLADA, DISTRICT MANSA; AADHAR NO. 895692165140; MOB. NO. 9779499725; POST: ETT; PLACE OF POSTING: GPS TALWANDI KALAN;
7. GURMEET SINGH AGED ABOUT 33 YEARS, SON OF DALIP SINGH, RESIDENT OF BAHMANIWALA, FAZILKA, PUNJAB; AADHAR NO. 6277 2849 7809; MOB. NO. 99152-91526; POST: ETT; PLACE OF POSTING: GES WARNALA, VALTOHA, TARNTARAN;
8. VISHU AGED ABOUT 40 YEARS SON OF VIJAY KUMAR RESIDENT OF 3/846, O/S BHAGTAN WALA GATE, GURU RAM DASS NAGAR, AMRITSAR - I, AMRITSAR, PUNJAB - 143001; AADHAR NO. 895692165140; MOB. NO. 9914571199; POST: ETT; PLACE OF POSTING: GPS ABU SAIDAN;
9. HARSHARAN KAUR MAINI AGED ABOUT 25 YEARS, DAUGHTER OF HARJINDER SINGH MAINI, RESIDENT OF #1324, URBAN ESTATE, JALANDHAR, PUNJAB; AADHAR NO. 884420946255; MOB. NO. 9914571199; POST: ETT; PLACE OF POSTING: G. P. S CHACHOKI PHAGWARA 1;

6

10. AMARJEET SINGH AGED ABOUT 31 YEARS, SON OF MAJKIT SINGH, RESIDENT OF VPO DHOLAN, TEHSIL JAGRAON, LUDHIANA; AADHAR NO. 8412 3403 1191; MOB. NO. 97815-51009; POST: ETT; PLACE OF POSTING: GPS DHOLAN;
11. ASHOK KUMAR AGED ABOUT 28 YEARS, SON OF PALA RAM, RESIDENT OF DHINGAN WALI, FAZILKA, PUNJAB; AADHAR NO. 7640 1461 5852; MOB. NO. 9646430600; POST: ETT; PLACE OF POSTING: GPS SHERGARH, BLOCK KHUIAN SARWAR, DIST FAZILKA;
12. SARIKA AGED ABOUT 31 YEARS, DAUGHTER OF HARISH KUMAR, RESIDENT OF AMAN AVENUE GALI NO.7, TUNG BALA GATE, MAJITHA ROAD, AMRITSAR; AADHAR NO. 252662758116; MOB. NO. 7837361447; POST: ETT; PLACE OF POSTING: GES RAKH BHANGWAN SSA UPGRADED;
13. GURDEEP SINGH, AGED ABOUT 33 YEARS, SON OF KARAM SINGH, RESIDENT OF MATTAR HITHAR, FEROZEPUR, PUNJAB; AADHAR NO. 7734 5220 0737; MOB. NO. 7814982896; POST: ETT; PLACE OF POSTING: GPS RODE JALLE WALA, FEROZEPUR;

...PETITIONERS

VERSUS

1. STATE OF PUNJAB, THROUGH ADMINISTRATIVE SECRETARY, DEPARTMENT OF SCHOOL EDUCATION, PUNJAB CIVIL SECRETARIAT, SECTOR 1, CHANDIGARH - 160001; EMAIL: PSSE@PUNJAB.GOV.IN;

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2. SECRETARY, FINANCE, DEPARTMENT OF FINANCE,
GOVERNMENT OF PUNJAB, PUNJAB CIVIL SECRETARIAT,
SECTOR 1, CHANDIGARH - 160001; EMAIL:
SECRETARY.FINANCE@PUNJAB.GOV.IN;

3. DIRECTOR OF PUBLIC INSTRUCTION (ELEMENTARY
EDUCATION), PUNJAB, VIDYA BHAWAN (PUNJAB SCHOOL
EDUCATION BOARD) BLOCK E, 6TH FLOOR, PHASE-VIII,
MOHALI, SAS NAGAR, PUNJAB - 160062; EMAIL:
DPIPRIMARY@YAHOO.COM;

...RESPONDENTS

PLACE: CHANDIGARH
DATE: 21.01.2026


(Supinder Singh Sohi)

COUNSEL FOR THE PETITIONERS
MOB. NO. 98888-76660,
EMAIL: ADVOCATE@SUPINDER.IN

8

Civil Writ Petition under Article 226/227 of the Constitution of India praying for issuance of a writ in the nature of mandamus directing the respondents to grant the petitioners pay scale and allowances as per Punjab State Elementary Education (Teaching Cadre) Group C Service Rules, 2018, i.e., 10300-34800 + 4200 Grade Pay, Initial Pay: 16290, along with all allowances applicable under the 5th Punjab Pay Scale Matrix, with further revisions, in view of the judgment in "Saurabh Sharma & Ors. vs. State of Punjab & Anr." bearing CWP No. 15896 of 2023 dated 13.09.2024 (Annexure P-6) & instructions dated 05.01.2026 (Annexure P-1) issued by the Respondent State, and for payment of arrears of salary along with interest;

AND

Issue any other appropriate writ, order, or direction that this Hon'ble Court may deem fit and proper in the peculiar facts and circumstances of the case

AND

It is further prayed that the petitioners may kindly be exempted from filling the certified/typed copies of the annexures and further may also be permitted to file photocopy/typed copy/ true copy/dim/illegible/small font/ less indent / dark copy of the annexures and the same may