Office of Director School Education (Secondary) Punjab, Complex Punjab School Education Board, Block-E, Phase-8, SAS Nagar.

(Establishment-2 Branch)

Order No. E. file- 1183397 Estt-2 (2)

Dated, S.A.S Nagar: 30.10.2026

1. The petitioner Yashmeen d/o Sh. Gopaldeep Jindal alongwith other petitioners filed Civil Writ Petition No. 16235 of 2026 in the Hon'ble Punjab and Haryana High Court with the prayer to direct the respondents to consider their claim for extending the benefit of judgment of the Hon'ble High Court 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 22.05.2026. The operative portion of the order is reproduced as below:-

"Without going into the merits of the case at this stage, the present petition is disposed of with a direction to respondent No.3/competent authority to consider and decide representation dated 07.08.2025 (Annexure P-9) submitted by the petitioners expeditiously, by passing a speaking order after affording an opportunity of hearing to the petitioners, preferably within a period of 06 months from the date of receipt of certified copy of this order. Further, the decision taken thereon shall be conveyed to the petitioners. "

2. In compliance with the above said orders of the Hon'ble Court, the petitioners were afforded opportunity of personal hearing on dated 08.09.2026 in this directorate. The petitioner who attended personal hearing have submitted her representation.

I have examined the said representation and the claim raised by the petitioner during personal hearing and has also considered 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.

3. The service of the petitioners is governed by the "Punjab Educational (Teaching Cadre) Group C Service Rules, 2018"; "Punjab State Elementary

Education (Teaching Cadre) Group C Service Rules, 2018" and "Punjab Education Department Ministerial and Non-Teaching Staff (Subordinate Offices) 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.

4. 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 the 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."*

5. Accordingly, in compliance of the orders dated 22.05.2026 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.

Sakatar Singh Bal, P.C.S.
Director School Education (Secondary) Punjab.

Endst. No. Even / 2026 33277 dated: 05/11/2026

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

1. All concerned District Education Officer (SE/EE) Punjab with the instruction that copy of this order to the employee concerned by ensured at his level immediately.
2. Employees concerned through concerned District Education Officer (SE/EE) Punjab.

Ramindar Kaur
Assistant Director (Establishment-2)

D.S.E/D.P.I (E.E)