

ਡਾਇਰੈਕਟੋਰੇਟ ਆਫ ਸਕੂਲ ਐਜੂਕੇਸ਼ਨ (ਸੈਕੰਡਰੀ), ਪੰਜਾਬ
ਚੌਥੀ ਮੰਜ਼ਿਲ, ਵਿਦਿਆ ਭਵਨ, ਪੰ.ਸ.ਸਿੱ.ਬੋਰਡ ਕੰਪਲੈਕਸ, ਫੇਜ਼-VIII, ਐਸ.ਏ.ਐਸ. ਨਗਰ।
(ਕੋਆਰਡੀਨੇਸ਼ਨ ਸ਼ਾਖਾ)

dpise.coordination@punjabeducation.gov.in

ਵੱਲ

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

ਮੀਮੋ ਨੰ. 876905/DPISE/44/2020-Cord/2026308963

ਮਿਤੀ 19/10/2026

ਵਿਸ਼ਾ: Removal of anomaly by stepping up the pay of Senior Government employee drawing less pay than his/her junior due to operation of provisions of Rule 12 of Punjab Civil Services (Revised Pay) Rules, 2021.

ਹਵਾਲਾ: ਪੰਜਾਬ ਸਰਕਾਰ, ਵਿੱਤ ਵਿਭਾਗ (ਵਿੱਤ ਪ੍ਰਸ਼ਾਸਨ-2 ਸ਼ਾਖਾ) ਦਾ ਪੱਤਰ ਨੰ. FD-FP-206 (PYFG)/14/2024-1FP2/ 1529557/2026 ਮਿਤੀ 13.10.2026.

ਉਪਰੋਕਤ ਵਿਸ਼ੇ ਤੇ ਹਵਾਲਾ ਅਧੀਨ ਪੱਤਰ ਦੀ ਕਾਪੀ ਆਪ ਨੂੰ ਅਗਲੇਰੀ ਯੋਗ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜੀ ਜਾਂਦੀ ਹੈ।

ਨੱਥੀ: ਉਕਤ ਅਨੁਸਾਰ

ਸੁਪਰਡੈਂਟ (ਕੋਆਰਡੀਨੇਸ਼ਨ)
19/10/26

ਪਿੱ.ਅੰ.ਨੰ. ਉਕਤ/2026308964

ਮਿਤੀ 19/10/2026

ਉਤਾਰਾ ਹੇਠ ਲਿਖਿਆ ਨੂੰ ਯੋਗ ਕਾਰਵਾਈ ਹਿੱਤ ਭੇਜਿਆ ਜਾਂਦਾ ਹੈ:

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

ਸੁਪਰਡੈਂਟ (ਕੋਆਰਡੀਨੇਸ਼ਨ)
19/10/26

No. FD-FP-206(PYFG)/14/2024-1FP2/I/1529557/2026
GOVERNMENT OF PUNJAB
DEPARTMENT OF FINANCE
(Finance Personnel-2 branch)

Dated, Chandigarh: 13.10.2026

To

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

Subject:- Removal of anomaly by stepping up the pay of Senior Government employee drawing less pay than his/her junior due to operation of provisions of Rule 12 of Punjab Civil Services (Revised Pay) Rules, 2021.

Sir/Madam,

I am directed to refer to the subject cited above and to say that it has been brought to the notice of the Government that, due to operation of the provisions of Rule 12 of the Punjab Civil Services (Revised Pay) Rules, 2021, the pay of some senior Government employees gets fixed at a level lower than that of their juniors.

2. After careful consideration of the matter, the Government of Punjab is pleased to decide that where, on account of normal operation of Rule 12 of the Punjab Civil Services (Revised Pay) Rules, 2021, the pay of a senior Government employee gets fixed at a level lower than that of his/her junior, the pay of such senior Government employee may be stepped up to the level of the pay of the junior, subject to the following conditions:

- a) The junior and senior Government employees should belong to the same cadre and the posts to which they have been promoted should be identical and in the same cadre.
- b) The pre-revised and revised scale/pay band/Pay Level of the lower as well as higher posts in which they are entitled to draw pay should be identical.

Note: No Senior-Junior pay anomaly shall be considered between the employees covered by the 6th PPC pay matrix and those covered by 7th CPC pay matrix. Anomaly shall be

considered between the employees governed by the same pay matrix only.

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- c) The senior Government employee, immediately before promotion of the junior to the higher post, should have been drawing pay equal to or higher than that of the junior. Where the senior and junior have exercised different options permissible under Rule 12 of the Punjab Civil Services (Revised Pay) Rules, 2021 and, as a direct consequence thereof, the pay of the junior on promotion is fixed at a level higher than that of the senior in the same higher post, the senior may, if advantageous to him/her, have his/her pay re-fixed for removal of such anomaly, as if he/she had exercised the same option as the junior, subject to the resultant financial adjustment. Such re-fixation shall not be construed as permitting exercise of a fresh option otherwise than in accordance with Rule 12. Further, no relief shall be admissible under these instructions if the senior employee exercises an option to postpone his pay fixation or promotion, or opts for the Revised Pay Rules, 2021 under Rule 7 with effect from a date different from that of the option exercised by the junior employee.
 - d) The anomaly must arise directly from the normal operation of the Punjab Civil Services (Revised Pay) Rules, 2021. The benefit of stepping up shall not be admissible where the junior was already drawing higher pay in the pre-revised/ revised pay scales than the senior in the lower post on account of advance increment(s), personal pay, special pay, or any other enhancement/ inflation of pay other than normal pay fixation under the applicable rules.
 - e) After stepping up, the next increment of the senior Government employee shall be admissible on the same date as that of the junior with reference to whom his/her pay has been stepped up.
 - f) The benefit of stepping up may be allowed to the senior employee for a second time if the anomaly subsequently arises again with reference to the same junior in respect of whom the senior's pay had earlier been stepped up.

3. The benefit of pay fixation granted under these instructions, including any consequential financial benefit arising from removal of the senior-junior pay anomaly, shall be provisional and subject to the decision of the Government regarding implementation of the ACP Scheme, as and when such decision is taken. If, pursuant to implementation of the Government's decision regarding the ACP Scheme or otherwise under the applicable rules, the pay of an employee who has received benefit under these instructions is subsequently required to be fixed at a lower level/stage and any excess payment is found to have been made, such excess payment shall be recoverable/adjustable in accordance with the applicable rules/instructions. An undertaking to this effect shall be obtained from the concerned

Government employee before extending the benefit under these instructions.

4. Subject to the provisions contained herein, the other conditions governing stepping up of pay of a senior Government employee shall continue to be regulated in accordance with Finance Department instructions No. 6/46/2010-1FP2/322892/1 dated 13.10.2014. , to the extent that the same are not inconsistent with the Punjab Civil Services (Revised Pay) Rules, 2021 or these instructions.

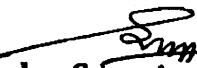
5. These instructions shall be applied strictly to cases satisfying the conditions prescribed above. The Administrative Department concerned shall satisfy itself, after verification of the service records and pay fixation of both the senior and the junior, that the anomaly is attributable solely to the circumstances covered by these instructions. Meticulous compliance shall be ensured and any deviation from these instructions shall be viewed seriously.

Yours faithfully,


Under Secretary Finance
13.10.2026

A copy each is forwarded to:-

- (i) The Principal Accountant General (Audit) Punjab, Chandigarh.
- (ii) The Principal Accountant General (A&E) Punjab, Chandigarh.


Under Secretary Finance
13.10.2026

A copy of the above is forwarded to the Personal Secretary / Chief Secretary, Government of Punjab for information and necessary action.


Under Secretary Finance
13.10.2026

A copy of the above is forwarded to the Secretary, Government of Punjab, Department of Personnel for necessary action.


Under Secretary Finance
13.10.2026

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


Under Secretary Finance
13.10.2026

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

- (i) Principal Secretary/ Chief Minister, Punjab for Information to Hon'ble Chief Minister.
- (ii) State Information Officer/NIC. Punjab Civil Secretariat, Chandigarh.


Under Secretary Finance
13.10.2026

A copy of the above is forwarded to the Director, Public Enterprises and Disinvestment with the request that the requisite monitoring of these instructions applicable on the organizations may please be ensured.


Under Secretary Finance
13.10.2026

Internal Distribution:

- (i) Directorate of Financial Resources and Economic Intelligence.
- (ii) All Branches in the Department of Finance.