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

Order No. DPIEE-EST202/120/2026-ESTABLISHMENT-2-DPIEE I/1485419/2026

Dated, S.A.S Nagar: 25-08-2026

Rajni Khanna aged about 44 years, w/o Pardeep Kumar, resident of H.N. 58, Islampur, Rajpura District Patiala, Punjab having Aadhar Card No. 993625067749 and 28 others had filed Civil Writ Petition No. 17924 of 2026 in the Hon'ble Punjab and Haryana High Court with the prayer to grant the statutory pay scale as per 2009 Rules i.e. Rs. 10300-34800 +Grade Pay Rs.5000/- for master cadre and Grade Pay Rs. 4200/- for ETT Cadre and Lecturer Cadre and Librarian and Class IV employee etc. working under the Education Department and later on Grade Pay increased to 10300-34800+Grade Pay Rs. /-vide letter dated 27-02-2012 from entry into service along with arrears and interest at 12% thereon (the petitioners demand 6th Pay Scale/Commission of Punjab Government) 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 29.05.2026. The operative portion of the order is reproduced as under:-

"6. Without going into the merits of the case at this stage, the present petition is disposed of with a direction to respondent No.5/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 04 months from the date of receipt of certified copy of this order. Further, the decision taken thereon shall be conveyed to the petitioners."

AND Whereas, in compliance of above orders of Hon'ble Court, the contents of the representations dated 07-08-2025 have been examined. The petitioners were afforded an opportunity of hearing on 10.07.2026. However, none of the petitioners appeared before undersigned. Therefore, the claim of the petitioners considered in the light of order of Hon'ble Court in CWP No. 15896 of 2023 titled as Saurabh Sharma and others versus State of Punjab and another in

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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:-

"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..."

The services of petitioners working in Elementary Education Department 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 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.
- 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 29-05-2026 passed by the Hon'ble High Court and in light of the above said directions dated 5-1-2026

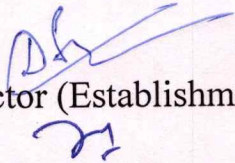
issued by the competent authority, i.e., the Department of Finance, Punjab, the pay of the petitioners working under control of Elementary Education Department, Punjab be re-fixed strictly as per instructions contained in para 5 of the said instructions dated 05.01.2026.

Harkirat Kaur Channe
Director School Education (Elementary),
Punjab

Endst. No. DPIEE-EST202/120/2026-ESTABLISHMENT-2-DPIEE I/1485419/2026/1-4 Dated: S.A.S Nagar: 28-8-2026

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


Assistant Director (Establishment-2)

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

17924
C.W.P. No. . . . of 2026

MEMO OF PARTIES

1. Rajni Khanna, aged about 44 years, son/daughter/wife of Pardeep Kumar, resident of H. No. 58, Islampur, Rajpura, District Patiala, Punjab-140401 having Aadhaar Card No.9936 2506 7749 & Mobile No.9780431554 (Post Designation- ETT (2364), Present place of posting-GPS Abdulpur, Block Rajpura-1, District Patiala).
2. Jagseer Chand, aged about 35 years, son/daughter/wife of Parkash Chand, resident of Maur Khurd Road, New Basti, Maur, Bathinda, Punjab-151509. having Aadhaar Card No.2277 9302 7271 & Mobile No.9115023111 (Post Designation- SS Master (4161), Present place of posting-GSSS Umarpur Kalan, Jalandhar.
3. Sulakhan Singh, aged about 36 years, son/daughter/wife of Sardul Singh, resident of VPO Dodra, Tehsil Budhlada, District Mansa, Punjab-151502 having Aadhaar Card No.2160 4686 1657 & Mobile No.8591117000. (Post Designation-English Master, Master Cadre (3704), Present place of posting- GHS Boparai Kalan, Block Verka, Amritsar).

4. Shamim, aged about 38 years, son/daughter/wife of Mohd. Bashir, resident of village Binjoki Khurd, District Malerkotla, Punjab-148023 having Aadhaar Card No.4581 3520 2265 & Mobile No.7901862088. (Post Designation- Science Mistress (3704), Present place of posting- Govt. High School, Mandian, District Malerkotla).
5. Sandeep Kaur, aged about 31 years, son/daughter/wife of Manjinder Singh, resident of Naloian, VTC Hoshiarpur, District Hoshiarpur, Punjab-146001 having Aadhaar Card No.8550 9329 4915 & Mobile No.7973400874 (Post Designation- English Mistress (2392), Present place of posting- Govt. Middle School, Phambian, Block HSP-1A, District Hoshiarpur.
6. Natwar Sharma, aged about 36 years, son/daughter/wife of Sunder Lal, resident of H. No. 398, Ward No.1, Purana Bazar, Ratia, District Fatehabad, Haryana-125051 having Aadhaar Card No.7868 2284 6896 & Mobile No.8053035190 (Post Designation- ETT Teacher (6635), Present place of posting- GPS Akhara Block Kartarpur, District Jalandhar.
7. Manpreet Kaur, aged about 31 years, son/daughter/wife of Manmohan Singh, resident of # 253, Street No.2E, Vidya Nagar, Opp. Pbi. Uni. Patiala, District Patiala, Punjab-147002 having Aadhaar Card No.8226 9129 1098 & Mobile No.9781317792. (Post Designation- Science Mistress,

Master Cadre (3704), Present place of posting- GSSSS Binjal, Patiala).

8. Kiran, aged about 30 years, son/daughter/wife of Karan Mirok, resident of village Baje Ke, PO Pindi, District Ferozepur, Punjab-152022 having Aadhaar Card No.9637 1453 4698 & Mobile No.8729077551. (Post Designation- Science Mistress (3704), Present place of posting- GMS Boola Rai Uttar, Ferozepur).
9. Kuldeep Singh, aged about 38 years, son/daughter/wife of Sawinder Singh, resident of Near Gurdwara Baba Jiwan Singh, Attari, Amritsar, Punjab-143108 having Aadhaar Card No. 8508 9212 0756 & Mobile No.9464584087. (Post Designation- Punjabi Master (4161), Present place of posting-G.S.S.S.S. Bachiwind).
10. Birbal Singh, aged about 34 years, son/daughter/wife of Jodha Singh, resident of VPO Alampur Mandran, Tehsil Budhlada, District Mansa, Punjab-151503 having Aadhaar Card No. 2138 5083 1568 & Mobile No. 9700057421 (Post Designation- Social Science (SS) Master, Present place of posting- G.M.S. Nawan Pind Jattan Nakodar, Jalandhar).
11. Alampreet Singh, aged about 32 years, son/daughter/wife of Tarsem Singh, resident of VPO Bahoru, Chabal Road, Amritsar, Punjab-143001 having Aadhaar Card No. 8781 5966 0508 & Mobile No.9646908817 (Post Designation-

Math Master (2392), Present place of posting- Govt. Sen. Sec. School Sanghna, Amritsar).

12. Lovepreet Kaur, aged about 27 years, son/daughter/wife of Karnail Singh, resident of VPO Dandrala Dhindsa, Tehsil Nabha, District Patiala, Punjab-147201 having Aadhaar Card No. 4413 8074 5110 & Mobile No.7973658781 (Post Designation- Math Mistress (3704), Present place of posting- Govt. Sen. Sec. School Tanda Badha Kalan (Fatehgarh Sahib).
13. Satwinder Kaur, aged about 38 years, son/daughter/wife of Bhupinder Singh, resident of VPO Dharamgarh, Tehsil Sunam, District Sangrur, Punjab-148028 having Aadhaar Card No. 2419 1504 1575 & Mobile No.7710406321. (Post Designation- Punjabi Mistress (4161), Present Place of Posting- GHS Behra, Dera Bassi, SAS Nagar.
14. Sakshi Jasrotia, aged about 38 years, son/daughter/wife of Balwinder Singh, resident of H. No. 58, Village Rajpura PO Shahpur Kandi, Tehsil and District Pathankot, Punjab-145029 having Aadhaar Card No. 6236 0676 7540 & Mobile No.8054895801 (Post Designation- Science Mistress (598/4161), Present place of posting-GMS Rahalli Block Mahilpur-2 District Hoshiarpur.
15. Romita Rani, aged about 32 years, son/daughter/wife of Paramjit Singh, resident of village Saharanpur, PO Marara,

District Pathankot, Punjab-143525 having Aadhaar Card No. 9934 2838 6598 & Mobile No.9592633575 (Post Designation- Science Mistress (598 Backlog), Present place of posting-Olympian Dilpreet Singh Govt. Sen. Sec. School, Butala (Amritsar).

16. Megha, aged about 28 years, son/daughter/wife of Rajesh Kumar, resident of Thakur Abadi, Street No.11 Ist Chowk, Near Meat Market, Tehsil and District Fazilka, Punjab-152116 having Aadhaar Card No. 6202 3934 6155 & Mobile No.9779047132 (Post Designation- English Mistress (2392), Present place of posting- Govt. Sen. Sec. School Waryam Khera, Fazilka Block Khuian Sarwar.
17. Gurpreet Kaur, aged about 42 years, son/daughter/wife of Harvinder Singh, resident of H. No. 112/15, Near D.M.W. Office, Ekta Nagar-A, Patiala, Punjab-147003 having Aadhaar Card No.2357 7048 3368 & Mobile No.9855801405. (Post Designation Math Mistress, Master Cadre Backlog 598), Present place of posting- GHS Nalas Kalan, Rajpura-2 Patiala.
18. Amarjeet Singh Sahota, aged about 38 years, son/daughter/wife of Kartar Singh, resident of village Kowal, PO Chakkar, Tehsil Dhar Kalan, District Pathankot, Punjab-145001 having Aadhaar Card No. 5395 3457 4347 & Mobile No.8872747679 (Post Designation- Science Master

(598/4161), Present place of posting- GMS Lohgarh (New)
Block Nakoder, District Jalandhar.

19. Amit Kumar, aged about 41 years, son/daughter/wife of
Sohan Lal, resident of VPO Jandwala Hanwanta, District
Fazilka, Punjab-152132 having Aadhaar Card No. 5526
0162 4511 & Mobile No.9780072035 (Post Designation-
English Master (3704), Present place of posting- GSSS
Chuhriwala Dhanna.
20. Hari Chander, aged about 29 years, son/daughter/wife of
Jeevan Das, resident of VPO Fatehgarh Niara, District
Hoshiarpur, Punjab-146022 having Aadhaar Card No. 3947
2119 7475 & Mobile No.9814705071 (Post Designation-
Math Master (2392), Present place of posting- GSSS
Lahpur, Phagwara (Kapurthala).
21. Nancy Grover, aged about 29 years, son/daughter/wife of
Vipan Grover, resident of Street No.6, Near Arya Nagar Nai
Abadi, Abohar, Fazilka, Punjab-152116 having Aadhaar
Card No. 7973 2680 6070 & Mobile No.8968635019 (Post
Designation- ETT (6635), Present place of posting- GPS
Jhurar, Block Malout, District Sri Muktsar Sahib.
22. Harmanpreet Singh, aged about 31 years,
son/daughter/wife of Ranjit Singh, resident of VPO
Udhowali Khurd, Tehsil Dera Baba Nanak, District
Gurdaspur, Punjab-143604 having Aadhaar Card No. 5652

5285 8280 & Mobile No.8219551026 (Post Designation- Clerk, Present place of posting- GSSS Jaito Sarja (Gurdaspur).

23. Harmanjinder Kaur, aged about 34 years, son/daughter/wife of Mangal Singh, resident of VPO Pakhoke, Tehsil and District Tarn Taran, Punjab-143406 having Aadhaar Card No. 3173 4053 5645 & Mobile No.9815916137 (Post Designation- Librarian (750) Post 2021, Present place of posting- PM Shri GSSS Bandala.
24. Abhishek Garg, aged about 27 years, son/daughter/wife of Abhay Kumar, resident of Shaheed Bhagat Singh Colony, Rampura Phul, District Bathinda, Punjab-151103 having Aadhaar Card No. 6017 3361 4423 & Mobile No.8699244798 (Post Designation-ETT Teacher, Present place of posting- GPS Kotla, Block Kot Fatuhi, District Hoshiarpur.
25. Naresh Kumar, aged about 32 years, son/daughter/wife of Ram Sarup, resident of VPO Andana, Tehsil Moonak, District Sangrur, Punjab-148027 having Aadhaar Card No.8110 9299 8255 & Mobile No.8146247701 (Post Designation-ETT Teacher, Present place of posting- GPS Bhagatupur, Block Kot Fatuhi, District Hoshiarpur.
26. Sarwan Singh, aged about 34 years, son/daughter/wife of Shamsheer Singh, resident of village Mannan, PO Chabhal, District Tarn Taran, Punjab-143301 having Aadhaar Card

No. 2332 7993 7914 & Mobile No.8360306075 (Post Designation-Master Cadre (English), Present place of posting- G.H.S. Aima Kalan.

27. Bhupinderjeet Kaur, aged about 28 years, son/daughter/wife of Vikaspreet Singh, resident of H. No. 35, Mulazam Colony, Bareta, Tehsil Budhlada, District Mansa, Punjab-151501 having Aadhaar Card No. 8637 7292 3631 & Mobile No.8427408608 (Post Designation-Math Mistress (2392), Present place of posting- PM Shri Govt. Model Sen. Sr. School, Datewas (Mansa).
28. Sarbjeet Kaur, aged about 40 years, son/daughter/wife of Mohinder Singh, resident of village Shameshdin Chisty, PO Amir Khothi, Tehsil Jalalabad (W), District Fazilka, Punjab-152024 having Aadhaar Card No. 5307 3808 3993 & Mobile No.9855452506 (Post Designation-Social Science Mistress (3582), Present place of posting- Govt. Girls Senior Secondary School, Jalalabad West.
29. Harpreet Kaur, aged about 26 years, son/daughter/wife of Harbans Singh, resident of village Jodhpur Romana, District Bathinda, Punjab-151001 having Aadhaar Card No. 7916 7040 1479 & Mobile No.7719414552 (Post Designation-ETT (5994), Present place of posting- Village Sher Khan Wala, District Mansa.

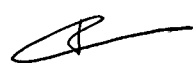
... Petitioners

Versus

1. State of Punjab through Secretary, Department of Education, Punjab, Punjab Mini Civil Secretariat, Sector-9, Chandigarh.
2. Department of Finance through its Principal Secretary, Finance, Punjab Civil Secretariat-1, Sector-1, Chandigarh.
3. Director, Education Recruitment Directorate Punjab Government (Model) Senior Secondary School (Microsoft Building) Phase-3b1, Mohali.
4. Director, Education Department, Senior Secondary School, Punjab, Punjab School Education Board Complex, Phase VIII, Mohali.
5. Director, Public Instruction (Elementary Education), Sikheya Bhawan, Punjab, School Education Complex, 4th Floor, Bhase-8, Mohali.

... Respondents

Chandigarh
Dated: 10.05.2026


PARDEEP SINGH MIRPUR
Advocate
P-2240/2007, PH-223530
Counsel for the Petitioners

Civil Writ Petition under Article 226/227 of the Constitution of India for issuance of writ in the nature of mandamus directing the respondents to grant the Statutory pay scale to the petitioners as per 2009 Rules **Annexure P-5** i.e. Rs.10300-34800 Grade Pay of Rs.5000/- for the Master Cadre and Grade Pay Rs.4200/- for ETT Cadre and Lecturer Cadre and Librarian and Class IV employees etc. working under the Education Department and later on Grade Pay increased to 10300-34800 + Grade Pay Rs. /- for the both cadres etc., vide letter dated 27.02.2012 **Annexure P-6** from entry into service along with arrears at interest rate of 12% thereon (the petitioners demand 6th Pay scale/ Commission, of Punjab State Government) **and** with a further prayer that issue a writ in nature of Mandamus directing the Respondents to take into account the statutory pay scale of Rs.10300-34800 Grade Pay of Rs.5000/- for the Master Cadre and Grade Pay Rs.4200/- for ETT Cadre and Lecturer Cadre and Librarian and Class IV employees etc. working under the Education Department, later

on Grade Pay increased to 10300-34800 + Rs. /- for the all cadres, etc. Grade Pay vide letter dated 27.02.2012 **Annexure P-6**, for all employees with Future Pay Revisions.

AND/OR

Issue Writ in the nature of Mandamus, directing the Respondents, struck down the instructions dated 17.07.2020 **Annexure P-4** and release the benefit to the petitioners under the judgment in CWP No. 15896 of 2023 titled **Dr. Saurabh Sharma and others Vs. State of Punjab and others** and under the judgment in CWP No. 17064 of 2017 titled **Ajay Kumar Singla and others Vs. State of Punjab and others**, notification dated 15.01.2015 quashed and released the full salary to the petitioners during probation period, which were allowed in favour of the petitioners.

AND/OR

For grant of any other relief to the petitioners, to which they may be found to be entitled by this

Hon'ble Court, in the facts and circumstances of the instant case.

RESPECTFULLY SHOWETH:

1. That the petitioners are residents of State of Punjab and citizens of India. The petitioners are working as Teacher in Master Cadre and Primary Cadre (Male/Female) and Lecturer Cadre and Librarian and Class IV employees in the Education Department under the State of Punjab and are aggrieved of the actions and inactions of the respondents, vide which they have been placed in the wrong pay scale of Rs.35400/- (consolidated) instead of placing them in the pay scale of Rs.10300-34800 Grade Pay of Rs.5000/- for the Master Cadre and Grade Pay Rs.4200/- for ETT Cadre and Lecturer Cadre and Librarian and Class IV employees etc. later on Grade Pay increased to 10300-34800 + Grade Pay of vide letter dated 27.02.2012, as mandated in the "The Revised Pay Scale Rules, 2009". At the same time the petitioners have not been granted the correct equivalent pay scale under the 7th Central Pay Commission viz Rs.35400/- (Level 5) being the corresponding equivalent pay of Rs.10300-34800 Grade Pay of Rs.5000/- for the Master Cadre and Grade Pay Rs.4200/- for ETT Cadre etc. later on