



Dr. Krishan Lal
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A consultancy firm to provide help for the problems of govt. employees & retired pensioners

PERFORMA

To remove the pay anomaly between Senior – Junior Masters / Mistress (ENGLISH CAPITAL LETTERS)

Sr.No.	
Name & Father Name	
Designation	
School	
Date Of Birth	
Aadhar Card No.	
Date Of Regular Joining	
Mobile Number & Whatsapp Number:-	
Email Address	
Residence Address & Distt	
Signature	

Important Points:-

1. Send one copy of performa by whatsapp and one by post.
2. Send one copy of Power of Attorney by whatsapp and one by post.
3. Send one copy of Aadhar Card by whatsapp and one by post.

Paytm Payment Mobile Number:- 9915031482
Google Pay Payment Mobile Number:- 9915031482
PhonePe Payment Mobile Number:- 9915031482

State Bank of India Budhlada
Distt. Mansa(Punjab)
Current A/c No.39453963229
In Favour of: Krishana Consultancy
IFSC Code: SBIN0050050
Whatsapp No - 98157-13297

POWER OF ATTORNEY

In the Court of

..... [Plaintiff/Appellant
Complainant
Petitioner

VERSUS

..... [Defendant
Respondent,
Accused

KNOW ALL to whom these present shall come that I/We undersigned appoint

for the in the above mentioned case to do all the following acts deeds and things or any of them that is to say :-

1. To act appear and plead in the above mentioned case in the court or any other Court in which the same may be tried or heard in the execution or in any stage of its progress until its final decision.
2. Present pleading appeals letter patent appeal cross objection or petitions for execution review, revisions withdrawal compromise or other petitions or affidavit or other documents as shall deemed necessary or advisable for the prosecution of the said case in all its stage.
3. To file and take back documents and to file application for restoration there of in case it is dismissed in default.
4. To withdraw or compromise the said case or submit for arbitration any difference or disputes that shall arise touching or in any manner relating to the said case.
5. To deposit draw any receive money and grant receipt there of and to do all other acts and things which may be necessary to be done for the progress and in the case of prosecutions of said case.
6. To employee and other legal practitioner authorising him to exercise the power and authorities hereby conferred on the advocate whenever he may think fit to do so.

And I/We hereby agree to ratify whatever the Advocate or his substitute shall do in the promises.

And I/We hereby agree not to hold the Advocate or his substitute responsible for the result of said for hearing case in consequence from the court when the said case is called up or for any negligence of the said Advocate or his substitute.

And I/We hereby agree that in the event of whole or any part of fee agreed by me to be paid to the Advocate, remaining unpaid he shall be entitled to withdraw from the prosecution of the said case until the same is paid if any costs are allowed for an adjournment the advocate would be entitled to the same.

IN WITNESS WHERE OF I/We agree to set my/our hands to the represent the contents of which have been explained to understand by me/us this the

.....day..... 20.....

(Signature or Thumb Impression of client)

Accepted :

**To remove the pay anomaly between Senior – Junior Math/Hindi /
Punjabi / Sc. / S.S. / Agriculture Masters / D.P.E. as seniority list of all
master cadre subjects is combined which has occurred due to
implementation of 4 years ACP benefits to the juniors**

Bhushan Kumar Senior Hindi Master S/o Surinder Kumar, Govt. High School, Namada, Distt. Patiala. appointed in 23-12-2006			Raghwinder Bhatia Junior D.P.E. Govt. Sen. Sec. School (Girls) Bhogpur, Distt. Jalandhar appointed on 10-03-2008 on death priority basis		
Dated	Basic Pay	Remarks	Dated	Basic Pay	Remarks
23/12/2006	10830+3600=14430	Pay Fixation	_____	_____	_____
01/12/2007	11270+3600=14870	Annual Increment	_____	_____	_____
01/12/2008	11720+3600=15320	Annual Increment	10-03-2008	10830+3600=14430	Pay Fixation
01/12/2009	12180+3600=15780	Annual Increment	01-03-2009	11270+3600=14870	Annual Increment
01/12/2010	12660+3600=16260	Annual Increment	01-03-2010	11720+3600=15320	Annual Increment
23/12/2010	13150+3800=16950	4 Years ACP	01/10/2011	13430+4600=18030	Grade Revision
01/10/2011	13430+4600=18030	Grade Revision	01/12/2011	13450+5000=18450	Grade Revision
01/12/2011	13450+5000=18450	Grade Revision	10-03-2012	14010+5000=19010	4 Years ACP
10/03/2012	13450+5000=18450	_____	_____	_____	_____

1. Difference of basic pay on 10/03/2012 with Junior Raghwinder Bhatia =(19010-18450=560)

_To remove the pay anomaly between Senior – Junior Math/Hindi / Punjabi / Sc. / S.S. / Agriculture Masters / D.P.E. as seniority list of all master cadre subjects is combined which has occurred due to implementation of 4 years ACP benefits to the juniors

Bhushan Kumar Senior Hindi Master S/o Surinder Kumar, Govt. High School, Namada, Distt. Patiala. appointed in 23-12-2006			Rattandeep Singh S/o Sh. Nahar Singh Junior Punjabi Master Govt.Sec Sen.School Cheema Jodhpur, Distt. Barnala appointed on 11-11-2008 on death prority basis		
Dated	Basic Pay	Remarks	Dated	Basic Pay	Remarks
23/12/2006	10830+3600=14430	Pay Fixation	_____	_____	_____
01/12/2007	11270+3600=14870	Annual Increment	_____	_____	_____
01/12/2008	11720+3600=15320	Annual Increment	11/11/2008	10830+3600=14430	Pay Fixation
01/12/2009	12180+3600=15780	Annual Increment	01/11/2009	11270+3600=14870	Annual Increment
01/12/2010	12660+3600=16260	Annual Increment	01/11/2010	11720+3600=15320	Annual Increment
23/12/2010	13150+3800=16950	4 Years ACP	01/10/2011	13430+4600=18030	Grade Revision
01/10/2011	13430+4600=18030	Grade Revision	01/12/2011	13450+5000=18450	Grade Revision
01/12/2011	13450+5000=18450	Grade Revision	11/11/2012	14010+5000=19010	4 Years ACP
11/11/2012	13450+5000=18450				

Difference of basic pay on 11/11/2012=(19010-18450=560)

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10/03/2012	13450+5000=18450				
01-12-2012	14010+5000=19010	Annual Increment	01-12-2012	14590+5000=19590	Annual Increment
01-12-2013	14590+5000=19590	Annual Increment	01-12-2013	15180+5000=20180	Annual Increment
01-12-2014	15180+5000=20180	Annual Increment	01-12-2014	15790+5000=20790	Annual Increment
01-12-2015	15790+5000=20790	Annual Increment	01-12-2015	16420+5000=21420	Annual Increment
23-12-2015	16420+5000=21420	9 Years ACP	01-12-2016	17070+5000=22070	Annual Increment
01-12-2016	17070+5000=22070	Annual Increment	01-01-2017	17070+5000+1104=23174	Interim Relief 5%
01-01-2017	17070+5000+1104=23174	Interim Relief 5%	10-03-2017	17740+5000+1137=23877	9 Years ACP
01-12-2017	17740+5000+1137=23877	Annual Increment	01-12-2017	18430+5000+1172=24602	Annual Increment
01-12-2018	18430+5000+1172=24602	Annual Increment	01-12-2018	19140+5000+1207=25347	Annual Increment

Difference of basic pay on 10/03/2012 Due To 4 Years ACP=(19010-18450=560)

Difference of basic pay on 01/12/2018 Due To 4 Years ACP=(25347-24602=745)

D.A. On 01-12-2018 132%=983

Benefit Of Basic Pay On 01-12-2018 Per Month=745+983=1728

To remove the pay anomaly between Senior – Junior Math/Hindi / Punjabi / Sc. / S.S. / Agriculture Masters / D.P.E. as seniority list of all master cadre subjects is combined which has occurred due to implementation of 4 years ACP benefits to the juniors

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01/12/2008	11720+3600=15320	Annual Increment	11/11/2008	10830+3600=14430	Pay Fixation
01/12/2009	12180+3600=15780	Annual Increment	01/11/2009	11270+3600=14870	Annual Increment
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01/12/2011	13450+5000=18450	Grade Revision	11/11/2012	14010+5000=19010	4 Years ACP
11/11/2012	13450+5000=18450	_____	_____	_____	_____
01-12-2012	14010+5000=19010	Annual Increment	01-12-2012	14590+5000=19590	Annual Increment
01-12-2013	14590+5000=19590	Annual Increment	01-12-2013	15180+5000=20180	Annual Increment
01-12-2014	15180+5000=20180	Annual Increment	01-12-2014	15790+5000=20790	Annual Increment
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01-12-2018	18430+5000+1172=24602	Annual Increment	01-12-2018	19140+5000+1207=25347	Annual Increment

Difference of basic pay on 11/11/2012 Due To 4 Years ACP=(19010-18450=560)

Difference of basic pay on 01/12/2018 Due To 4 Years ACP=(25347-24602=745)

D.A. On 01-12-2018 132%=983

Benefit Of Basic Pay On 01-12-2018 Per Month=745+983=1728

OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTION
(SECONDARY EDUCATION) PUNJAB,

Order No. 4/91-18 Estt.-III (1)
Dated, SAS Nagar : 14-03-2019

4/91-18
Estt.-III
26/3/19

201975754
26/3/2019

Kamal Kishore A/a 48 years, Science Master S/o Gurprashad Govt. Sen.Sec. School, Partappura, Distt. Jalandhar, R/o M.I.G 393, Houseing Board Colony, Urban Estate, Phase-1, Jalandhar and 18 others.

2. In order to decide claim of the petitioners in due compliance with the aforesaid directions of Hon'ble Court, the contents of legal notice dated 12.3.2018 have been perused. In the said legal notice, the petitioners have, *inter-alia*, contended that initially they were recruited as Masters/Mistresses in the year of 2006. It is assertion of the petitioners that one Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala who joined as a Punjabi Master on 11.11.2008 and is, thus junior to them, is drawing more pay than the Petitioners. The petitioners have also contended that they were granted benefit under ACP scheme in the year 2010 on completion of 4 years of service and they were placed in the scale of Rs. 10300-34800 +3800 grade pay. With re-revision of pay scales with effect from 1.12.2011, they were placed in the pay band of Rs. 10300-34800 + Grade pay Rs. 5000 with initial pay of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed at the stage of Rs. 18450/-. However, due to grant of benefit under the ACP scheme on completion of 4 years of service with effect from 11.11.2012 the pay of junior employee was enhanced to Rs. 19010 and further, with the grant of annual increment on 1.12.2012, his pay was fixed at Rs. 19590/- Whereas the pay of the petitioners was fixed at Rs. 19010/- as on 1.12.2012. Therefore, the petitioners have contended that they are entitled to the basic pay of Rs. 19590/- w.e.f. 1.12.2012 at par with their junior, Sh. Rattandeep Singh.
3. The undersigned has perused the said contentions of the petitioners. The petitioners, who were appointed in the year of 2006 are claiming pay parity with one Sh. Rattandeep Singh who was appointed in the year of 2008. Though, the process to finalize the seniority of Masters and Mistresses is underway and has not been finalized so far, but it is apparent that the Masters and Mistresses, like the petitioners, who were appointed in the year of 2006 would remain senior to those who were appointed in the same cadre

18/3/19

in the year of 2008 in the seniority of Masters/Mistresses whenever the same is finalized.

4. It is also on the record that the Department of Finance vide circular letter No 6/46/2010-1 FP-II/327, dated 12.08.2010 issued instructions regarding removal of anomaly by stepping up pay of senior Government employees, drawing less pay than their juniors due to the operation of the provisions of Rule 11-A of the Punjab Civil Service (Revised Pay) Rules 2009. According to material available on the record, it is apparent that all the petitioners are senior to Sh. Rattan Deep Singh in terms of length of service in the cadre of Masters and Mistresses. A scrutiny of comparative statement of pay fixation of the petitioners as well as their junior employee, has brought out that on re-revision of pay scales w.e.f. 1.12.2011, all the petitioners were placed in the pay band of Rs. 10300-34800 + Grade pay Rs. 5000 with initial pay of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed as Rs. 18450/-. But due to grant of benefit under the ACP scheme on completion of 4 years of service with effect from 11.11.2012, the pay of junior employee was enhanced to Rs. 19010 and further with the grant of annual increment on 1.12.2012, his pay was fixed at the stage of Rs. 19590/- Whereas, the pay of the petitioners was fixed at the stage of Rs. 19010/- as on 1.12.2012.
5. In the circular letter No. 6/46/2010-1FP2/322892/1, dated 13.10.2014 issued by the Department of Finance, it has been laid down that the Competent Authority to dispose of the cases relating to stepping up pay of senior employees shall be the Head of the Department in case of employees falling in Group 'C' and Group 'D' service. On the date when the anomaly in pay of senior employee had arisen, all the petitioners were working as Masters, which fall in Group 'C' service. The said instructions, *inter-alia*, stipulate that such cases shall be sent to the Competent Authority after getting the same vetted from the Section Officer and DCFA posted in concerned Department.
6. The claim of petitioners has been examined by the Section Officer and Deputy Controller (Finance). They have vetted the claim of the petitioners and confirmed that as per instructions issued by the Government from time to time the pay of senior employees/ petitioners needs to be refixed to bring it at par with the junior employees. Further the office has also examined the facts and verified that the claim of the petitioners is covered under the instructions issued vide letter no. 4/46/2010-1FP2/327 dated 12/08/2010 by

Government of Punjab, Department of Finance. Hence, in view of the above, approval is hereby accorded for stepping of pay of all petitioners at par with the pay being drawn Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala as on 11.11.2012 at the stage of Rs. 19010 and Rs. 19550/- as on 1.12.2012 subject to the condition that senior employees i.e. petitioners shall also be granted Annual Increment on the same date, which is 1.12.2012, as was due to the said junior employee namely Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala in the accordance with the aforesaid instructions dated 12/08/2010. The concerned Drawing and Disbursing Officer shall re-fix pay of the petitioners in accordance with these orders.

7. Further, as per instructions of Department of Finance issued vide No. 6/46/2010-1FP2/322892/1 dated 13.10.2014 having granted the benefit of aforesaid step up, the resultant admissible arrears shall be payable for only 38 months from the date of such application. In the present case, the petitioners have filed present writ petition on 01-08-2018. Therefore, the said date shall be construed as the date of filing of application for the purpose of calculation of payable arrears to the petitioners in the present case.
8. With the aforesaid orders, the claim of the petitioners shall stand disposed of.

(Sukhjeet Pal Singh, P.C.S)
Director of Public Instruction (SE) Punjab.

Endst. No. Even, 86815-40 Dated, SAS Nagar, the: 18/3/19

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, Punjab Civil Secretariat-II, Sector-9, Chandigarh.
2. P.A to DPI(S.E) Punjab.
3. OSD Litigation
4. Nodal Officer (Legal Cell)
5. District Education Officer (SE), Jalandhar, Hoshiarpur, Shri Mukatsar Sahib, Ludhiana, S.A.S Nagar, Amritsar, is hereby directed to rectify pay of all petitioners in the manner as provided in these orders within a period of 15 Days positively.
6. All 19 petitioners as per list enclosed.

meek
18/3/19
Assistant Director (SA-II)

For Director of Public Instruction (SE) Punjab.

ਰਵਤੋ ਸਿੰਘ ਸਿੱਖਿਆ ਮਾਹਿਰ (ਲੈ ਡੀ) ਜਲੰਧਰ
ਪਿਠਿ ਮਾਰਕੋ ਨੰਬਰ-11/20196767
ਮਿਤੀ ਜਲੰਧਰ - 27-03-19
ਉਪਰੋਕਤ ਦਾ ਫੈਡਰਲ ਸਿੱਖੀਪਾਠ, ਨਰਨਜ ਪ੍ਰਯਾਪਨਾ, ਪੱਤਰ ਸੰਗ, ਰਵੇਦਾਰੀ,
ਮਾਹਿਰ ਰਵੇਦਾਰੀ, ਬੁਟਾ ਮੰਡੀ ਜਲੰਧਰ ਤੇ ਉਸਦੇ ਸਿੱਖਿਆ ਲਾਗੂ ਡੇ ਰਿ ਉਪਰੋਕਤ ਤਰ੍ਹਾਂ
ਦੀ ਵਿਕ-ਸਿਕ ਪਾਠਾ ਲੀਓ ਜਾਵੇ।

ਸਿੱਖਿਆ ਮਾਹਿਰ (ਲੈ ਡੀ)
ਜਲੰਧਰ
27/3/19

Sr. No.	Name
1	Kamal Kishore ,Science Master Gsss Partapura, via Lambra , Jalandhar
2	Gurpreet Singh, Math Master Gsss Partapura, via Lambra , Jalandhar
3	Hitika Singla, Hindi Mistress, GHS Jagera, Distt Ludhiana
4	Rajesh Bansal, Hindi Master, GHS Madhar Kalan, Distt Shri Muktsar Sahib
5	Rajesh Kumar, Hindi Master, GHS Rupewali, Distt Jalandhar.
6	Manoj Sharma, Sci, Master, GSSS Pattar Kalan Jalandhar.
7	Raj Kumar Hindi Master, GSSs Jhingar Kalan Distt Hoshiarpur
8	Anju, Hindi Miss, GGSSS Sector-3 Talwara, Hoshiarpur
9	Navneet Kaur, Math Mistress, GHS Khun Khun Kalan , Hoshiarpur
10	Gurvire Kaur, Hindi Mistress, GHS Khun Khun Kalan , Hoshiarpur
11	Sulinder Singh, DPE, GHS Boota Mandi(Jalndhar)
12	Jeenat Rani, SS, GGSSS Dasuya (Hoshiarpur)
13	Vandna Dahda, Sci Mistress, GGSSS Dasuya(Hoshiarpur)
14	Anu Datta, Math Mistress, GHS Karkaur (S.A.S Nagar)
15	Poonam Ghai, Sc Mistress, GSSS Ladhewali, Jalandhar.
16	Jaspreet Singh, Math Master, GMS Kot Mahna Singh Comp: GHS Chowk Lachman Sar, Amritsar
17	Jasvir Kaur, Punjabi Mistress, GMS Krishna Nagar Comp: GSSS (G) M.S Gate Shivala Bagh (Amritsar)
18	Meenu, Math Mistress,GGSSS M.S Road, Amritsar
19	Harjinder Pal, SS Master, GGSSS M.S Road (Amritsar)

ਦਫਤਰ, ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈ:ਸਿ:) ਪਟਿਆਲਾ।

ਵੱਲ:-

ਪ੍ਰਿੰਸੀਪਲ/ਮੁੱਖ ਅਧਿਆਪਕ,
ਸਮਸਤ/ਸਹਸ/ਸਮਿਸ ਵਤਿਹਪੁਰ/ਨਨਹੋੜੀ/ਗਦਾਪੁਰ/ਤ੍ਰਿਪਤੀ/ਗਦਾਪੁਰ/ਬਿਰਥਨੋ/ਦੇਵਰਾਲਾ ਚੰਡੀਆ
ਅਨਾਰਦਾਨਾ ਚੌਕ/ਸਿਵਲ ਲਾਈਨਜ ਪਟਿਆਲਾ।
ਪੱਤਰ ਨੰ: 4/31-2018/ਅਮਲਾ-2/289/1672/545/
ਮਿਤੀ ਪਟਿਆਲਾ: 08-01-2019

ਦਿਸ਼ਾ: ਜਿ:ਬਿ:ਪ:ਨੰ: 28541/2017-ਸ਼੍ਰੀ ਸਹਿਲ ਬਾਸਲ ਸੈਥ ਮਾਸਟਰ, ਸਮਸਤ, ਚੰਡੀ ਨਨਹੋੜਾ ਅਤੇ ਹਰ ਬਨਾਮ ਖੋਜਕ ਸਰਕਾਰ ਅਤੇ ਹੋਰ।

ਹਵਾਲਾ: ਡੀ.ਪੀ.ਆਈ.(ਸੈ:ਸਿ:)ਪੰਜਾਬ, ਐਸ.ਏ.ਐਸ.ਨਗਰ ਦੇ ਮੀਮੋ ਨੰ: 20/02-2018 ਅਮਲਾ-4(1) ਮਿਤੀ: 07-06-18 ਅਤੇ 13-11-2018

ਦਿਸ਼ਾ ਅੰਕਿਤ ਸਬੰਧੀ ਹਵਾਲਾ ਅਧੀਨ ਪੱਤਰ ਰਾਹੀਂ ਵਿਭਾਗ ਵੱਲੋਂ ਮੂੰਹ ਕੋਲਦੇ ਹੁਕਮ ਜਾਰੀ ਕੀਤੇ ਗਏ ਸਨ ਅਤੇ ਉਸਦੀ ਪਾਲਣਾ ਵਿਚ ਇਸ ਸਿਲ੍ਹੇ ਦੇ ਲੜੀ ਨੰ: 77 ਤੋਂ 86 ਤੱਕ ਦਰਜ ਪਟੀਸਨਰਾਂ ਦੇ ਸੇਵਾ ਰਿਕਾਰਡ ਦਾ ਪ੍ਰੀ-ਆਡਿਟ ਕੀਤਾ ਗਿਆ। ਇਸ ਸਿਲ੍ਹੇ ਦੇ ਹੇਠ ਲਿਖੇ ਪਟੀਸਨਰਾਂ ਦੀ ਹੇਠ ਲਿਖੀਆਂ ਸਰਤਾਂ ਤਹਿਤ ਨਿਯਮ/ਹਦਾਇਤਾਂ ਅਨੁਸਾਰ ਤਨਖਾਹ ਜੂਨੀਅਰ ਕਰਮਚਾਰੀ ਸ਼੍ਰੀ ਰਗਵਿੰਦਰ ਭਾਟੀਆ, ਡੀ.ਪੀ.ਈ. ਮਾਸਟਰ ਸਕੋਲਰਸ ਭੋਗਪੁਰ (ਜਲੰਧਰ) ਸੀਨੀਅਰਤਾ ਨੰ: 33016 ਦੇ ਬਰਾਬਰ ਕਰਦੇ ਹੋਏ, ਬਣਦੇ ਲਾਭ ਦੀ ਅਦਾਇਗੀ ਕੀਤੀ ਜਾਂਦੀ ਹੈ।

ਕਰਮਚਾਰੀ ਦਾ ਨਾਮ ਅਰੁੰਦਾ	ਪ ਟੀ ਸ ਨ ਨੰ:	ਆਰਜੀ ਸੀਨੀ: ਨੰਬਰ	ਸਕੂਲ ਦਾ ਨਾਮ ਸਮਸਤ/ ਸਹਸ/ਸਮਿਸ	ਨਿਯੁਕਤੀ ਦੀ ਮਿਤੀ	ਤਨਖਾਹ ਬਰਾਬਰ ਕਰਨ ਦੀ ਮਿਤੀ	ਪੁਰਾਣੀ ਤਨਖਾਹ	ਜੂਨੀਅਰ ਦੇ ਬਰਾਬਰ ਫਿਕਸ ਕਰਨ ਉਪਰੰਤ ਬਣਦੀ ਤਨਖਾਹ
ਅਕਵਿੰਦਰ ਕੌਰ, ਸਸ ਮਿਸਟ੍ਰੈਸ	77	31842	ਵਤਿਹਪੁਰ	16-04-08 ਨੋਸਨਲ 09-12-06	10-03-12	13450+5000=18450	14010+5000=19010
ਹਰਦੀਪ ਸਿੰਘ, ਹਿੰਦੀ ਮਾਸਟਰ	78	32236	ਵਤਿਹਪੁਰ	23-12-06 (ਬ.ਦ)	10-03-12	13450+5000=18450	14010+5000=19010
ਜੁਸਮਾ ਰਾਣੀ ਪੰਜਾਬੀ ਮਿਸਟ੍ਰੈਸ	79	32534	ਨਨਹੋੜੀ	19-12-06 (ਬ.ਦ)	10-03-12	13450+5000=18450	14010+5000=19010
ਰੁਪਦਮਨ ਕੌਰ, ਸਸ ਮਿਸਟ੍ਰੈਸ	80	31135	ਤ੍ਰਿਪਤੀ	21-12-06 (ਦ.ਪ)	10-03-12	13450+5000=18450	14010+5000=19010
ਗੁਰਜੰਟ ਸਿੰਘ, ਪੰਜਾਬੀ ਮਾਸਟਰ	81	31001	ਗਦਾਪੁਰ	02-03-09 ਨੋਸਨਲ 07-12-06	10-03-12	13450+5000=18450	14010+5000=19010
ਭਜਨ ਸਿੰਘ, ਸਾਇੰਸ ਮਾਸਟਰ	82	31826	ਬਿਰਥਨੋ	22-12-06 (ਦ.ਪ)	10-03-12	13450+5000=18450	14010+5000=19010
ਰਮਨਦੀਪ ਸਿੰਘ, ਪੰਜਾਬੀ ਮਾਸਟਰ	83	31765	ਅਨਾਰਦਾਨਾ ਚੌਕ	20-12-06 (ਦ.ਪ)	10-03-12	13450+5000=18450	14010+5000=19010
ਸਿਫਾਲੀ ਗੁਪਤਾ, ਸੈਥ ਮਿਸਟ੍ਰੈਸ	84	30428	ਤ੍ਰਿਪਤੀ	20-12-06	10-03-12	13450+5000=18450	14010+5000=19010
ਸ਼੍ਰੀਤੁ ਸਰਮਾ, ਸੈਥ ਮਿਸਟ੍ਰੈਸ	85	32869	ਤ੍ਰਿਪਤੀ	21-12-06	10-03-12	13450+5000=18450	14010+5000=19010
ਜਸਪ੍ਰੀਤ ਕੌਰ, ਸੈਥ ਮਿਸਟ੍ਰੈਸ	86	30411	ਸਿਵਲ ਲਾਈਨ	20-12-06 (ਦ.ਪ)	10-03-12	13450+5000=18450	14010+5000=19010

ਸਰਤਾਂ:-

- ਜੇਕਰ ਸੀਨੀਅਰ ਕਰਮਚਾਰੀਆਂ ਦੀ ਪਹਿਲਾ ਕੀਤੀ ਗਈ ਗਲਤ ਤਨਖਾਹ ਰਿਕਮੇਸਨ ਦੀ ਰਿਕਵਰੀ ਕਰਨੀ ਬਣਦੀ ਹੈ, ਤਾਂ ਤਨਖਾਹ ਸਟੈਪਅਪ ਦੇ ਬਣਦੇ ਏਰੀਅਰ ਵਿਚ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਇਹ ਬਕਾਇਆ ਰਿਟ ਦਾਇਰ ਕਰਨ ਦੀ ਮਿਤੀ ਤੋਂ 36 ਮਹੀਨੇ ਪਹਿਲਾਂ ਦਾ ਦਿੱਤਾ ਜਾਣਾ ਹੈ।
- ਵਿਭਾਗ ਵੱਲੋਂ ਜਾਰੀ ਸੀਨੀਅਰਤਾ ਸੂਚੀ ਵਿਚ ਜੂਨੀਅਰ/ਸੀਨੀਅਰ ਕਰਮਚਾਰੀਆਂ ਦੇ ਸੀਨੀਅਰਤਾ ਨੰਬਰ ਤੇ ਵੇਰਵੇ ਚੰਗੀ ਤਰ੍ਹਾਂ ਖੋਖਣ ਉਪਰੰਤ ਹੀ ਸੀਨੀਅਰ/ਜੂਨੀਅਰ ਦਾ ਲਾਭ ਦਿੱਤਾ ਜਾਂਦਾ ਹੈ।
- ਜੇਕਰ ਬਾਅਦ ਵਿਚ ਕਿਸੇ ਵੀ ਸਟੇਜ ਤੇ ਮਾਨਯੋਗ ਕੋਰਟ ਦੇ ਫੈਸਲੇ, ਸਰਕਾਰ/ਵਿਭਾਗ ਦੇ ਹੁਕਮਾਂ ਜਾਂ ਸੀਨੀਅਰਤਾ ਸੂਚੀ ਵਿਚ ਤਬਦੀਲੀ ਹੁੰਦੀ ਹੈ ਤਾਂ ਸਬੰਧਤ ਕਰਮਚਾਰੀ ਰਿਕਵਰੀ ਕਰਵਾਉਣ ਲਈ ਪਾਬੰਦ ਹੋਣਗੇ, ਇਸ ਸਬੰਧੀ ਕਰਮਚਾਰੀਆਂ ਤੋਂ ਅੰਤਰਣੀਕਤਾ ਲਈ ਜਾਂਦੀ ਹੈ।

ਉਕਤ ਅਨੁਸਾਰ ਕਰਮਚਾਰੀ ਦੀ ਸੇਵਾ ਪੱਤਰੀ ਵਿਚ ਅੰਟਰੀ ਕੀਤੀ ਜਾਂਦੀ ਹੈ। ਇਸ ਦੀ ਪੱਚ ਰਸੀਦ ਦਿੱਤੀ ਜਾਂਦੀ ਹੈ, ਤਾਂ ਜੋ ਵਿਭਾਗ ਨੂੰ ਪਾਲਣਾ ਰਿਪੋਰਟ ਭੇਜੀ ਜਾ ਸਕੇ। ਇਸ ਦੀ ਨਿਰੋਲ ਜਿੰਮੇਵਾਰੀ ਸਬੰਧਤ ਸਕੂਲ ਮੁੱਖੀ ਦੀ ਹੋਵੇਗੀ।

ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈ:ਸਿ:)

ਪਟਿਆਲਾ।
31.11.19

ਬਿੰਨ ਅੰਕਣ ਨੰ: ਤੇ ਮਿਤੀ: ਉਕਤ

ਉਪਰੋਕਤ ਦਾ ਉਤਾਰਾ ਡੀ.ਪੀ.ਆਈ. (ਸੈ:ਸਿ:) ਪੰਜਾਬ, ਐਸ.ਏ.ਐਸ.ਨਗਰ ਨੂੰ ਉਹਨਾਂ ਦੇ ਮੀਮੋ ਨੰ: 20/02-2018 ਅਮਲਾ-4(1) ਮਿਤੀ: 13-11-2018 ਦੀ ਪਾਲਣਾ ਹਿੱਸੇ।

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ਜਿਲ੍ਹਾ ਸਿੱਖਿਆ ਅਫਸਰ (ਸੈ:ਸਿ:)
ਪਟਿਆਲਾ।

Office of Director of Public Instruction (Secondary Education) Punjab.
(Establishment - IV Branch)

Order No. 20/02-18 E4(1)

Dated: 7-06-18

The following petitioners namely Sahil Bansal S/o. Sh. Pawan Kumar, Math Master, Age: 33 Years, GSSS Chatha Nanhera, Sangrur, and 86 others (A Soft Copy of the list of the petitioners has been posted on the "Notice Board" for further necessary action) filed C.W.P. No. 28541 of 2017 in the Hon'ble Punjab and Haryana High Court inter alia claiming therein for removal of the pay anomaly and fix the pay of the petitioners at par with their juniors as has been done in the case of ETT Teachers vide order dated 20.09.2017 (Annexure P-7) as per the direction issued by this Hon'ble Court in C.W.P No. 8884 of 2016 and other connected writ petitions. The Hon'ble Punjab and Haryana High Court disposed of this writ petition vide order dated 15.12.2017. The operative part of which is as follows:-

Keeping in view the limited prayer of the petitioners and by considering the directions issued in CWP No. 8884 of 2016, the present writ petition is also disposed of with a direction to respondent No. 2 to consider the legal notice dated 03.11.2017 (Annexure P-9) and take action in accordance with law and order passed in C.W.P. No. 8884 of 2016. The necessary relief be granted to the petitioners at par with the petitioners in aforesaid writ petition if they are found entitled. The necessary exercise be done within a period of two months from the date of receipt of copy of this order.

In compliance of the above said order, I, Paramjit Singh, Director Public Instructions (SE) Punjab, have gone through the contents of above said judgment, legal notice date 03.11.2017 (P-9) and order dated 20.09.2017 (P-7) passed in CWP No. 8884 of 2016. It is pertinent to mention that in CWP No. 8884 of 2016 the Hon'ble High Court had directed to fix the pay of the senior employees at par

with their juniors. These employees were recruited by the Zila parishads in the year 2006 and 2007. These employees have now on dated 19.09.2014, been merged by the Government into the Education Department vide notification of the Rural Development and Panchayati Department. Here, it is also clarified that some Teachers in the year 2006 and some teachers in the year 2007 were recruited in the Zila Parishad/Municipal Corporation/ Councils. Their pay anomaly details are as under:-

Those teachers who were recruited in the year 2006, at that time they were given the basic pay of Rs. $8470+3000=11470$ in the grade of Rs. $5910-20200+3000$ and on completion of 4 years of service, after grant of benefit under ACP scheme and award of grade of Rs. $10300-34800+3200$, their pay has fixed at Rs. 13500/- With effect from 01.10.2011, the Government granted the grade of $10300-34800+4200$ to the ETT teachers and due to the basic pay of Rs. $12090+4200=16290$, the salary of these teachers was fixed Rs. $12090+4200=16290$, on 01.10.2011 and the next annual increment was fixed on 01.10.2012.

Likewise, these teachers, who were given the basic pay of Rs. $8470+3000=11470$ in the grade of Rs. $5910-20200+3000$. With effect from 01.10.2011, the Government granted the grade of $10300-34800+4200$ to the ETT Teachers and due to the basic pay of Rs. $12090+4200=16290$, the salary of these teachers was fixed Rs. $12090+4200=16290$, on 01.10.2011 and the next annual increment was fixed on 01.10.2012. On account of completion of 4 years of these employees after 01.10.2011, by grant of the benefit of One increment under ACP scheme in the grade of $10300-34800+4200$, their pay was fixed at Rs. $12580+4200=16780$.

In this way, the pay of the Teachers recruited in the year 2006 became less than the teachers recruited in the year 2007 after 01.10.2011. In this regard, these

teachers recruited in the year 2006 filed CWP No. 12023 of 2015 in the Hon'ble High Court. The Hon'ble High Court while deciding this petition on 29.05.2015 had directed to consider the claim of the petitioners in the light of their representation within 3 Months. The Zila Parishads while removing the pay anomaly of the teachers of some blocks fixed the pay of the senior teachers at par with junior teachers but due to non removal pay anomaly of some teachers, they filed different Writ Petitions which were disposed of by Hon'ble High Court to consider the claim of the petitioners immediately in terms of CWP No. 12023 of 2015. It is also clarified here that the pay anomaly was between the ETT teachers recruited by Zila Parishads in the year 2006 and 2007.

In this regard, as per the instructions issued by the Finance Department (Finance Personnel 2-Branch) vide its letter No. 6/46/2010-1F.P.2/322892/1 dated 13.10.2014, the concerned D.E.O's (EE) were directed to fix the pay of these teachers recruited in the year 2006 at par with the teachers recruited in the year 2007, Vide letter dated 20.09.17. It had also been clarified that while giving the benefit of senior/junior, the arrears were to be given prior to 38 Months of submission of application by the employees. This benefit was admissible only to the ETT Teachers recruited by Zila Parishads and Municipal Corporations.

It is pertinent to mention that operation of the seniority list dated 12.12.17 of the Master Cadre has been stayed by the Hon'ble Court vide its order dated 15.02.18 rendered in CWP No. 3491/2018. Hence these orders shall be implemented only after the vacation of stay on the seniority list of Master Cadre.

After due consideration of the facts and circumstances of the case, I, Paramjit Singh, Director Public Instructions (SE) Punjab, have come to conclusion that the petitioners of the present writ petition are also similarly situated and the instant writ petition has been disposed of in terms of order passed in CWP No. 8884 of 2016, Hence the concerned D.E.O's (SE) are hereby directed to fix the pay

of these petitioners recruited in the year 2006 at par with the teacher recruited in the year 2007. It has also been clarified that while giving the benefit of senior/junior, the arrears is to be given prior to 38 months of filing of the present petition.

The concerned District Education Offices, before granting this benefit will compare the particulars of the senior employees with their junior employees and get vetted from S.O. posted in concerned D.E.O Offices or the concerned office of internal audit organization (Revenue of the concerned district), only thereafter will give the benefit as per the instruction issued by the Government on 13.10.2014. During this re-fixation if any employee is given benefit by ignoring the Rules/Instructions, then the concerned D.E.O. will be solely responsible for this. After deciding all the claims of the petitioners of your district, the compliance report must be sent to this office by 05.06.2018 so that in the subject cited cases the order of the Hon'ble High Court may be complied with. The concerned District Education Officer (SE) shall be personally responsible for any kind of negligence/delay in these cases.

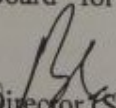
Paramjit Singh, P.C.S
Director of Public Instructions (S.E.)
Panjab.

EndstNo :-Even/

Dated:

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

1. District Education Officer (S.E.), Sangrur, Ferozepur, Bathinda, Fatehgarh Sahib, Patiala, Ludhiana, Roop Nagar, Gurdaspur, Hoshiarpur, Jalandhar, Mansa, Mohali, Fazilka, Sri Muktsar Sahib, Pathankot, are being directed to pursue in this matter . (A Copy of the list of the petitioners has been posted on the "Notice Board" for further necessary action).


Assistant Director (S.A.-4)
O/o Director Public Instruction(S.E.),Punjab

**OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTIONS
(SECONDARY EDUCATION) PUNJAB.**

Order No. 20/18-19 Estt.-IV(3),

Dated, SAS Nagar : 3.5.18

Sh. Balbir Singh A/a 40 years Punjabi Master S/o Sh. Jarnail Singh, Govt. Senior Secondary School, Cheema Jodhpur District Barnala and 23 others, (whose details is at Annexure-I to this order) filed CWP No. 14116 of 2018, which was disposed of by the Hon'ble Punjab and Haryana High Court vide order and judgment dated 30.5.2018 with the following operative order:-

"In view of the nature of the order being passed, there is no necessity to seek written statement.

The writ petition is disposed of with a direction to respondent No-2 to objectively consider the legal notice (Annexure P-8) and pass a speaking order thereupon within a period of eight weeks from the date of receipt of a certified copy of this order."

2. In order to decide claim of the petitioners in due compliance with the aforesaid directions of Hon'ble Court, the contents of legal notice dated 14.3.2018 have been perused. In the said legal notice, the petitioners have, *inter-alia*, contended that initially they were recruited as Masters/Mistresses in the year of 2006. It is assertion of the petitioners that one Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala who joined as a Punjabi Master on 11.11.2008 and is, thus junior to them, is drawing more pay than the Petitioners. The petitioners have also contended that they were granted benefit under ACP scheme in the year 2010 on completion of 4 years of service and they were placed in the scale of Rs. 10300-34800 + 3800 grade pay. With re-revision of pay scales with effect from 1.12.2011, they were placed in the pay band of Rs. 10300-34800 + Grade pay Rs. 5000 with initial pay of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed at the stage of Rs. 18450/-. However, due to grant of benefit under the ACP scheme on completion of 4 years of

service with effect from 11.11.2012 the pay of junior employee was enhanced to Rs. 19010 and further, with the grant of annual increment on 1.12.2012, his pay was fixed at Rs. 19590/- Whereas the pay of the petitioners was fixed at Rs. 19010/- as on 1.12.2012. Therefore, the petitioners have contended that they are entitled to the basic pay of Rs. 19590/- w.e.f. 1.12.2012 at par with their junior, Sh. Rattandeep Singh.

3. The undersigned has perused the said contentions of the petitioners. The petitioners, who were appointed in the year of 2006 and 2007 are claiming pay parity with one Sh. Rattandeep Singh who was appointed in the year of 2008. Though, the process to finalize the seniority of Masters and Mistresses is underway and has not been finalized so far, but it is apparent that the Masters and Mistresses, like the petitioners, who were appointed in the year of 2006 and 2007 would remain senior to those who were appointed in the same cadre in the year of 2008 in the seniority of Masters/Mistresses whenever the same is finalized.
4. It is also on the record that the Department of Finance vide circular letter No 6/46/2010-1 FP-II/327, dated 12.08.2010 issued instructions regarding removal of anomaly by stepping up pay of senior Government employees, drawing less pay than their juniors due to the operation of the provisions of Rule 11-A of the Punjab Civil Service (Revised Pay) Rules 2009. According to material available on the record, it is apparent that all the petitioners are senior to Sh. Rattan Deep Singh in terms of length of service in the cadre of Masters and Mistresses. A scrutiny of comparative statement of pay fixation of the petitioners as well as their junior employee, has brought out that on re-revision of pay scales w.e.f. 1.12.2011, all the petitioners were placed in the pay band of Rs. 10300-34800 + Grade pay Rs. 5000 with initial pay of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed as Rs. 18450/- . But due to grant of benefit under the ACP scheme on completion of 4 years of service with effect from 11.11.2012, the pay of junior employee was enhanced to Rs. 19010 and further with the grant of annual increment on 1.12.2012, his pay was fixed at the stage of Rs. 19590/- Whereas, the pay of the petitioners was fixed at the stage of Rs. 19010/- as on 1.12.2012.
5. In the circular letter No. 6/46/2010-1FP2/322892/1, dated 13.10.2014 issued by the Department of Finance, it has been laid down that the



Competent Authority to dispose of the cases relating to stepping up pay of senior employees shall be the Head of the Department in case of employees falling in Group 'C' and Group 'D' service. On the date when the anomaly in pay of senior employee had arisen, all the petitioners were working as Masters, which fall in Group 'C' service. The said instructions, *inter-alia*, stipulate that such cases shall be sent to the Competent Authority after getting the same vetted from the Section Officer and DCFA posted in concerned Department.

6. The claim of petitioners has been examined by the Section Officer and Deputy Controller (Finance). They have vetted the claim of the petitioners and confirmed that as per instructions issued by the Government from time to time the pay of senior employees/ petitioners needs to be refixed to bring it at par with the junior employees. Further the office has also examined the facts and verified that the claim of the petitioners is covered under the instructions issued vide letter no. 4/46/2010-1FP11/327 dated 12/08/2010 by Government of Punjab, Department of Finance. Hence, in view of the above, approval is hereby accorded for stepping of pay of all petitioners at par with the pay being drawn Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala as on 11.11.2012 at the stage of Rs. 19010 and Rs. 19540/- as on 1.12.2012 subject to the condition that senior employees i.e. petitioners shall also be granted Annual Increment on the same date, which is 1.12.2012, as was due to the said junior employee namely Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala in the accordance with the aforesaid instructions dated 12/08/2010. The concerned Drawing and Disbursing Officer shall re-fix pay of the petitioners in accordance with these orders.
7. Further, as per instructions of Department of Finance issued vide No. 6/46/2010-1FP2/322892/1 dated 13.10.2014 having granted the benefit of aforesaid step up, the resultant admissible arrears shall be payable for only 38 months from the date of such application. In the present case, the petitioners have filed present writ petition on 23.5.2018. Therefore, the said date shall be construed as the date of filing of application for the purpose of calculation of payable arrears to the petitioners in the present case.

8. With the aforesaid orders, the claim of the petitioners shall stand disposed of.

(Sukhjeet Pal Singh, P.C.S)

Director of Public Instruction (SE) Punjab.

Endst. No. Even, 2019/162. Dated, SAS Nagar, the: 13.5.19

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, Punjab Civil Secretariat-II, Sector-9, Chandigarh.
2. Concerned District Education Officer (SE) as per list enclosed are hereby directed to rectify pay of all petitioners in the manner as provided in these orders within a period of 15 Days positively.
3. All 24 petitioners as per list enclosed.

Assistant Director (SA-IV)

For Director of Public Instruction (SE) Punjab.

**OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTIONS
(SECONDARY EDUCATION) PUNJAB,**

Order No. 20/80-18 Estt.-IV(3).

Dated, SAS Nagar : 3.5.19

Sh. Puneet Garg A/a 34 years Math Master S/o Krishan Lal, Govt. High School, Kahne ke District Barnala and 67 others, (whose details is at Annexure-I to this order) filed CWP No. 14048 of 2018, which was disposed of by the Hon'ble Punjab and Haryana High Court vide order and judgment dated 30.5.2018 with the following operative order:-

"In view of the nature of the order being passed, there is no necessity to seek written statement.

The writ petition is disposed of with a direction to respondent No-2 to objectively consider the legal notice (Annexure P-8) and pass a speaking order thereupon, within a period of eight weeks from the date of receipt of a certified copy of this order."

2. In order to decide claim of the petitioners in due compliance with the aforesaid directions of Hon'ble Court, the contents of legal notice dated 14.3.2018 have been perused. In the said legal notice, the petitioners have, *inter-alia*, contended that initially they were recruited as Masters/Mistresses in the year of 2006. It is assertion of the petitioners that one Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala who joined as a Punjabi Master on 11.11.2008 and is, thus junior to them, is drawing more pay than the Petitioners. The petitioners have also contended that they were granted benefit under ACP scheme in the year 2010 on completion of 4 years of service and they were placed in the scale of Rs. 10300-34800 + 3800 grade pay. With re-revision of pay scales with effect from 1.12.2011, they were placed in the pay band of Rs. 10300-34800 + Grade pay Rs. 5000 with initial pay of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed at the stage of Rs. 18450/-. However, due to grant of benefit under the ACP scheme on completion


of 4 years of service with effect from 11.11.2012 the pay of junior employee was enhanced to Rs. 19010 and further, with the grant of annual increment on 1.12.2012, his pay was fixed at Rs. 19590/- Whereas the pay of the petitioners was fixed at Rs. 19010/- as on 1.12.2012. Therefore, the petitioners have contended that they are entitled to the basic pay of Rs. 19590/- w.e.f. 1.12.2012 at par with their junior, Sh. Rattandeeep Singh.

3. The undersigned has perused the said contentions of the petitioners. The petitioners, who were appointed in the year of 2006 and 2007 are claiming pay parity with one Sh. Rattandeeep Singh who was appointed in the year of 2008. Though, the process to finalize the seniority of Masters and Mistresses is underway and has not been finalized so far, but it is apparent that the Masters and Mistresses, like the petitioners, who were appointed in the year of 2006 and 2007 would remain senior to those who were appointed in the same cadre in the year of 2008 in the seniority of Masters/Mistresses whenever the same is finalized.
4. It is also on the record that the Department of Finance vide circular letter No 6/46/2010-1 FP-II/327, dated 12.08.2010 issued instructions regarding removal of anomaly by stepping up pay of senior Government employees, drawing less pay than their juniors due to the operation of the provisions of Rule 11-A of the Punjab Civil Service (Revised Pay) Rules 2009. According to material available on the record, it is apparent that all the petitioners are senior to Sh. Rattan Deep Singh in terms of length of service in the cadre of Masters and Mistresses. A scrutiny of comparative statement of pay fixation of the petitioners as well as their junior employee, has brought out that on re-revision of pay scales w.e.f. 1.12.2011, all the petitioners were placed in the pay band of Rs. 10300-34800 + Grade pay Rs. 5000 with initial pay of Rs. 18450/-. The above said junior employee was also given the same pay band and Grade pay and his initial pay was also fixed as Rs. 18450/- . But due to grant of benefit under the ACP scheme on completion of 4 years of service with effect from 11.11.2012, the pay of junior employee was enhanced to Rs. 19010 and further with the grant of annual increment on 1.12.2012, his pay was fixed at the stage of Rs. 19590/- Whereas, the pay of the petitioners was fixed at the stage of Rs. 19010/- as on 1.12.2012.

5. In the circular letter No. 6/46/2010-1FP2/322892/1, dated 13.10.2014 issued by the Department of Finance, it has been laid down that the Competent Authority to dispose of the cases relating to stepping up pay of senior employees shall be the Head of the Department in case of employees falling in Group 'C' and Group 'D' service. On the date when the anomaly in pay of senior employee had arisen, all the petitioners were working as Masters, which fall in Group 'C' service. The said instructions, *inter-alia*, stipulate that such cases shall be sent to the Competent Authority after getting the same vetted from the Section Officer and DCFA posted in concerned Department.
6. The claim of petitioners has been examined by the Section Officer and Deputy Controller (Finance). They have vetted the claim of the petitioners and confirmed that as per instructions issued by the Government from time to time the pay of senior employees/ petitioners needs to be refixed to bring it at par with the junior employees. Further the office has also examined the facts and verified that the claim of the petitioners is covered under the instructions issued vide letter no. 4/46/2010-1FP2/327 dated 12/08/2010 by Government of Punjab, Department of Finance. Hence, in view of the above, approval is hereby accorded for stepping of pay of all petitioners at par with the pay being drawn Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala as on 11.11.2012 at the stage of Rs. 19010 and Rs. 19590/- as on 1.12.2012 subject to the condition that senior employees i.e. petitioners shall also be granted Annual Increment on the same date, which is 1.12.2012, as was due to the said junior employee namely Rattandeep Singh, Punjabi Master, Government Senior Secondary School, Cheema Jodhpur District Barnala in the accordance with the aforesaid instructions dated 12/08/2010. The concerned Drawing and Disbursing Officer shall re-fix pay of the petitioners in accordance with these orders.
7. Further, as per instructions of Department of Finance issued vide No. 6/46/2010-1FP2/322892/1 dated 13.10.2014 having granted the benefit of aforesaid step up, the resultant admissible arrears shall be payable for only 38 months from the date of such application. In the present case, the petitioners have filed present writ petition on 23.5.2018. Therefore, the said date shall be construed as the date of filing of

application for the purpose of calculation of payable arrears to the petitioners in the present case.

8. With the aforesaid orders, the claim of the petitioners shall stand disposed of.


(Sukhjeet Pal Singh, P.C.S)

Director of Public Instruction (SE) Punjab.

Endst. No. Even, 2019/63 Dated, SAS Nagar, the: 13.5.19

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, Punjab Civil Secretariat-II, Sector-9, Chandigarh.
2. Concerned District Education Officer (SE) as per list enclosed are hereby directed to rectify pay of all petitioners in the manner as provided in these orders within a period of 15 Days positively.
3. All 68 petitioners as per list enclosed.


Assistant Director (SA-IV)

For Director of Public Instruction (SE) Punjab.

Sr. No.	Name, designation and place of posting
1.	Punit Garg PUNEET GARG, Math Master, GHS Kahne Ke, Barnala.
2.	Ranjit Singh, Math Master, GHS Chak Ram Singh Wala, Bathinda.
3.	Deepak Chopra, Science Master, GSSS (G) Machhiwara, Ludhiana.
4.	Pardeep Kumar, Science Master, GHS Kahne Ke, Barnala.
5.	Navneet Garg, Math Mistress, GSSS Khudi Kalan, Barnala.
6.	Aarti, Math Mistress, GSSS Handiaya, Barnala.
7.	Harwinder Singh, Hindi Master, GMS Purana Pind, Gurdaspur.
8.	Balbir Kaur, Hindi Mistress, GSSS Telichakmand, Hoshiarpur.
9.	Parveen Sharma, Hindi Master, GSSS (G) Machhiwara, Ludhiana.
10.	Jagmohan Singh, Math Master, GSSS Daffar, Hoshiarpur.
11.	Anisha, Hindi Mistress, GSSS Riondkalan, Mansa.
12.	Rajesh Kumar, DPE, GSSS Ghotpokhar, Gurdaspur.
13.	Rahul Sharma, Math Master, GSSS Ghotpokhar, Gurdaspur.
14.	Sushil Kumar Gulati, Lect. Chemistry, GSSS Karnana, SBS Nagar.
15.	Nirmal Singh, Math Master, GSSS Rajia, Barnala.
16.	Gurbrinder Singh, Hindi Master, GSSS Jaloor, Barnala.
17.	Jaswinder Singh, Science Master, GSSS Jaloor, Barnala.
18.	Manpreet Singh, Science Master, GMS, Bhumal, Ludhiana.
19.	Rahul Kumar, Math Master, GHS Adamwal, Hoshiarpur.
20.	Gurdeep Singh, DPE GHS, Phallewal, Ludhiana.
21.	Harpreet Kaur, Math Mistress, GSSS (G) Nabha, Patiala.
22.	Satvir Singh, Math Master, GHS Ibrahimwal, Kapurthala.
23.	Balwinder Singh, Math Master, GHS Talwara, Kapurthala.
24.	Gulzar Singh, Science Master, GHS Maksudapur, Kapurthala.
25.	Manjit Lal, Science Master, GHS Raipur Pir Bux Wala, Kapurthala.
26.	Varinder Kaur, Math Mistress, GSSS Bariar, Kapurthala.
27.	Varinder Singh, Science master, GSSS Bariar, Kapurthala.
28.	Rakesh Kumar Hindi Master, GSSS Noon Barkat, Gurdaspur.
29.	Lal Bahadur Math Master, GSSS(G), Sidhwan Bet Ludhiana.
30.	Pawan Bhandhari, Math Master, GSSS Barsal, Ludhiana.
31.	Gurpreet Singh Science Master GSSS, Bazidpur, Ferozepur.
32.	Naveen Sharma Science maste, GSSS, Mana Singh Wala, Ferozepur.
33.	Manoj Kumar Monga, Science Master, GSSS Bhurekhurd, Ferozepur.
34.	Jobinder Singh, Science Master, GHS Kalowal, Hoshiarpur.
35.	Ritu Makan, Science Mistress, GMS (G) Nabha, Patiala.
36.	Tejinder Singh, Hindi Master, GSSS Dunera, Pathankot.
37.	Tajwinder Singh, Agriculture Master, GSSS (B) Badnikalan, Moga.
38.	Rohini, Math Mistress, GSSS Guniana, Sri Muktsar Sahib.
39.	Varinder Kumar, Agriculture Master, GSSS Mehta, Bathinda.
40.	Jaswinder Singh, Science Master, GSSS Jaloor, Barnala.
41.	Jagjit Singh, Math Master, GSSS Dhaddar, Hoshiarpur.
42.	Satinder Kumar, Hindi Master, GSSS Narot Jai Mal Singh, Pathankot.
43.	Baljinder Singh, Science Master, GSSS Nangal Bihalan, Hajipur, Hoshiarpur.
44.	Ranjuman Deep Kaur, Math Mistress, GSSS Basti Mithu, Jalandher.
45.	Raman Kumar, Math Master, GSSS Jagatpur Jattan, Kapurthala.

46.	Palvinder Singh, S.S Master, GHS ibrahimwal, Kapurthala.
47.	Nishan Singh, S.S.Master, GSSS Bassi, Kapurthala.
48.	Thakur Singh, Math Master, GSSS Bassi, Kapurthala.
49.	Balwinder Kumar, Lect. math, GSSS (B) Moonak, Sangrur.
50.	Geeta Rani, Science Mistress, GSSS Dasuya, Hoshiarpur.
51.	Jaswinder Singh, Science Master, GMS Kokri Vehniwal, Complex GSSS Talwandi Mallian, Moga.
52.	Amandeep Baina, Math Mistress, GSSS (G) Kokri Kalan, Moga.
53.	Harkirat Singh, Math Master, GSSS Purnewala, Complex GHS Chugawan, Moga.
54.	Sharanjit Kaur, Hindi Mistress, GSSS (G) Kokri Kalan, Moga.
55.	Sukhwinder Kaur, Hindi Mistress, B,P, S GSSS Dhudhike, Moga.
56.	Sukhdev Singh, Math Master, B,P, S (Co-Ed) GSSS Dhudhike, Moga.
57.	Jagjit Singh, Science Master, GSSS Kapure, Moga.
58.	Gurdeep Kumar, Science Master, GSSS Ramuwala, Moga.
59.	Ramandeep, Science Master, GHS Aminwala, Moga.
60.	Parveen Kumar, Math Master, GHS Kaleke, Moga.
61.	Nitasha Kapoor, Lect. Physics, GSSS Bhim Nagar, Moga.
62.	Jasminder Singh Kainth, Lect. Physics, GSSS Bagha Purana, Moga.
63.	Deepak Kumar, Lect. Physics, GSSS (B) Daroli Bhai, Moga.
64.	Vivek Arora, Lect. Physics, GSSS (B) Baghapurana, Moga.
65.	Vaneet Kumar, Hindi Master, GMS Cheema, Complex GHS Karyal, Moga.
66.	Kamaljit Singh, Math Master, GHS Chand Nawan, Moga.
67.	Ajay Kumar, Science Master, GSSS Chandpurana, Moga.
68.	Harjit Kaur Gill, S.S. Mistress, GSSS Balongi, Mohali.