



Dr. Krishan Lal
B.Sc., B.Ed., M.A., M.Com., Ph.D.
Retd. Lecturer Political Sc.
H. No. 181, Ward No. 3
Bhagat Singh Marg, Near Naveen School,
BUDHLADA -151502 Distt. Mansa (Punjab)

Website : www.krishanahelp.com
Email : drkrishan365@gmail.com. info@krishanahelp.com
M : Punjab 098157-13297 / 70090-22962 / 63
084272-03297, 084272-03298
Whats App No. 9815713297, 9915031482
Office : 9041013814 -19 (6 Lines)
Office Time: 10:00 am to 1:00 pm, 4:00pm to 7:00 pm

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

PERFORMA

To remove the pay anomaly between Senior – Junior P.T.I. Teachers (ENGLISH CAPITAL LETTERS)

Name & Father Name	
Designation	
School	
Date Of Birth	
Aadhar Card No.	
Date Of Regular Joining	
Mobile Number & Whatsapp Number:-	
Email Address	
Residance 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/Appeallant
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
P.T.I. Teachers which has occurred due to
implementation of ACP 4 year benefits to the juniors**

Senior P.T.I. Teacher			Junior P.T.I. Teacher		
Rinku Mittal P.T.I., Govt. Sen. Sec. School, Moosa, Distt. Mansa. Appointed On 09-12- 2006			Tarlochan Singh P.T.I., Govt. Middle School, Dalwana, Complex Govt. Sen. Sec. School, Nangal Kalan, Distt. Mansa. Regular Appointed On 01-04-2011		
Dated	Basic Pay	Remarks	Dated	Basic Pay	Remarks
9/12/2006	10300+3200=13500	Pay Fixation	_____	_____	_____
1/12/2007	10710+3200=13910	Annual Increment	_____	_____	_____
01/12/2008	11130+3200=14330	Annual Increment	_____	_____	_____
01/12/2009	11560+3200=14760	Annual Increment	_____	_____	_____
01/12/2010	12010+3200=15210	Annual Increment	_____	_____	_____
9/12/2010	12470+3600=16070	4 Years ACP	01/04/2011	10830+3600=14430	Initial Pay
01/10/2011	13020+4400=17420	Grade Revision	01/10/2011	13020+4400=17420	Grade Revision
01/10/2012	13550+4400=17950	Annual Increment	01/10/2012	13550+4400=17950	Annual Increment
01/10/2013	14090+4400=18490	Annual Increment	01/10/2013	14090+4400=18490	Annual Increment
01/10/2014	14650+4400=19050	Annual Increment	01/10/2014	14650+4400=19050	Annual Increment
01/04/2015	14650+4400=19050	_____	01/04/2015	15230+4400=19630	4 Years ACP

Difference of basic pay on 01-04-2015=(19630-19050=580)

**To remove the pay anomaly between Senior – Junior
P.T.I. Teachers which has occurred due to
implementation of ACP 4 year benefits to the juniors**

Senior P.T.I. Teacher			Junior P.T.I. Teacher		
Sukhvir Singh P.T.I. S/o Sh. Bachna Ram, Govt. Middle School, Morian, Complex Govt. Sen. Sec. School, Telichack, Distt. Hoshiarpur.			Lakhvir Singh P.T.I. S/o Gurbachan Singh Govt. Middle School, Pandori, Complex Govt. Sen. Sec. School, Lamina, Distt. Hoshiarpur.		
Dated	Basic Pay	Remarks	Dated	Basic Pay	Remarks
7/12/2006	10300+3200=13500	Pay Fixation	_____	_____	_____
1/12/2007	10710+3200=13910	Annual Increment	_____	_____	_____
01/12/2008	11130+3200=14330	Annual Increment	_____	_____	_____
01/12/2009	11560+3200=14760	Annual Increment	18/02/2009	10300+3200=13500	Pay Fixation
01/12/2010	12010+3200=15210	Annual Increment	01/02/2010	10710+3200=13910	Annual Increment
7/12/2010	12470+3600=16070	4 Years ACP	01/02/2011	11130+3200=14330	Annual Increment
01/10/2011	13020+4400=17420	Grade Revision	01/10/2011	13020+4400=17420	Grade Revision
01/10/2012	13550+4400=17950	Annual Increment	01/10/2012	13550+4400=17950	Annual Increment
18/02/2013	13550+4400=17950	_____	18/02/2013	14090+4400=18490	4 Years ACP

Difference of basic pay on 18-02-2013=(18490-17950=540)

2023 1963

9
X-6
9/5/19

**OFFICE OF THE DIRECTOR OF PUBLIC INSTRUCTIONS
(SECONDARY EDUCATION) PUNJAB
(Establishment-5 Branch)**

Order No: 12/01-2018 E-5(2)
Dated, SAS Nagar: 10-04-2019

Sh. Sukhvir Singh A/a 37 years P.T.I., S/o Bachna Ram, Govt. Middle School, Morian , Complex Govt. Sen Sec School, Telichack, District Hoshiarpur and 27 others, (whose detail is at Annexure-I to this order) filed Civil Writ Petition No. 14462 of 2018, which was disposed of by the Hon'ble Punjab and Haryana High Court vide order and judgment dated 31.5.2018 with the following operative order:-

"In view of the above, without adverting to the merits of the case, the present petition is disposed of with a direction to respondent No-2 Director Public Instruction (SE) Punjab, Punjab School Education Board Building, Education Complex, 5th floor, Phase-8 Mohali to consider and decide the legal notice dated 25.02.2018 (Annexure P-8) in terms of instructions dated 25.09.1998 and 21.06.2000 (Annexure P-2 and P-3) respectively within a period of six weeks from the date of receipt of the certified copy of the order. In case, on consideration, the competent authority reaches to the conclusion that the benefit claimed by the petitioners is admissible to them, in such eventuality, the consequential relief be allowed to them, within a period of six weeks thereafter. However, in case the competent authority feels that the relief claimed by the petitioners is not admissible or made out, in that case, a speaking order be passed in the matter."

2. In compliance with the aforesaid directive of the Hon'ble Punjab and Haryana High Court, the undersigned has perused the contents of legal notice dated 25.02.2018 alleged to have been served on behalf of the petitioners, official record pertaining to this matter as produced before the undersigned and other relevant factors. In the said legal

notice, the petitioners have contended that they are working as PTI and Art and Craft Teachers since the years of 2006 and 2007 in the Department of Education. The petitioners have claimed that one Sh. Lakhvir Singh who joined the Department as PTI on 18.2.2009 is getting more pay as compared to them.

3. It is the claim of the petitioners that pay scales of employees were revised with effect from 1.1.2006. The Classical and Vernacular Teachers were given the pay scale of Rs. 10300-34800+3200 Grade Pay. Their Basic pay as well as that of their junior employee, namely Sh. Lakhvir Singh, was fixed as Rs. 13500 (Initial pay) w.e.f. the date of their joining. The pay scales of teaching personnel were further revised with effect from 1.10.2011 and C&V Teachers were given pay scale of Rs. 10300-34800 + Grade pay of Rs. 4400/- with initial pay of Rs. 17420/-. In view of revision of pay scales, their pay as well as that of their junior was fixed at Rs. 17420/- as on 1.10.2011. They were given benefit under Assured Career Progression Scheme in the year of 2010 and 2011 and they were given Grade pay of Rs. 3600/- The said benefit of ACP was merged when their pay scales were re-revised with effect from 1.10.2011. On the other hand, Sh. Lakhvir Singh was given the benefit under ACP scheme on 18.2.2013 on completion of 4 years of service and he started getting pay of Rs. 18490/- on the said date, whereas the petitioners were getting pay of Rs. 17950/- on the said date. Hence, pointing towards this resultant anomaly, they have claimed parity of pay with Sh. Lakhvir Singh as on 18.2.2013 who is junior to them by raising their pay from Rs. 17950/- to 18490/-.
4. The contentions of the petitioners have been perused. Before concluding the claim of the petitioners, it is relevant to take note of the



fact that there does not exist any distinctive cadre of Classical and Vernacular Teachers. The various categories of teachers like Sewing Teachers, Drawing Teachers, Language Teachers, PTI, Art and Craft Teachers are generally understood to belong to the category known as Classical and Vernacular Teachers, which is a broader nomenclature. Otherwise, qualifications and pay scales of above said various categories of teachers are entirely different altogether. Each category of such teachers has a separate cadre and seniority of such Teachers like PTI and Art and Craft Teachers is maintained at the level of respective district in which such teachers are appointed.

5. On perusal of contents of legal notice, it would become clear that the petitioners No. 26 and 27 are working as Art and Craft Teachers. The qualifications and nature of duties of Art and Craft Teachers are entirely different than that, of PTI Teachers and they form a separate cadre. Hence, such personnel cannot equate themselves with the PTI Teachers and cannot seek pay parity with any PTI Teacher. Hence, the claim of the said petitioners for seeking pay parity with one Sh. Lakhvir Singh, PTI Teacher has no substance. Consequently, the same is rejected.
6. It is on the record that Vide order No 16/2-2009 Estt-3(3)/166-170 Dated 02.02.2009 Sh. Lakhvir Singh was appointed as a PTI Teacher. In the present case, the anomaly of pay of senior employees has arisen due to the fact that the benefit under ACP Scheme on completion of 4 years service to senior employees was merged with their initial pay when the pay scales of PTI Teachers were re-revised with effect from 1.10.2011. However, when benefit under ACP scheme was granted to



Sh. Lakhvir Singh on completion of 4 years of service as on 18.2.2013, he started getting pay of Rs. 18490/- on the said date, whereas the other eligible petitioners, who are working as PTI Teachers were getting pay of Rs. 17950/- on the said date. It is a matter of fact that the said Sh. Lakhvir Singh is working as a PTI Teacher in District Hoshiarpur. Therefore, only those PTI Teachers, who are working in District Hoshiarpur and whose names have been included in the seniority list of PTI Teachers working in the District Hoshiarpur could lay their claim that the said Sh. Lakhvir Singh is junior to them, but the PTI teachers working in other districts cannot claim that they are senior to Sh. Lakhvir Singh because their seniority is maintained in their respective districts. Hence, claim of the petitioner No. 28 namely Sh. Gurjeet Singh, PTI S/o S Hardev Singh, who is working as such in Government Middle School, Tahlian District Mansa for bringing his pay at par with Sh. Lakhvir Singh is not sustainable and consequently the same is also rejected.

7. 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. All the petitioners belong to 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.

8. The claim of petitioners No. 1 and 25 are working as PTI Teachers has been examined by the Section Officer and Deputy Controller (Finance). They have vetted the claim of these 25 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 as also examined the fact and verified that the claim of the petitioners is covered under the instructions issued vide letter no. 4/46/2010-1FPII/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 the 25 petitioners namely –

1. Sukhvir Singh A/a 37 Years P.T.I. S/o Sh. Bachna Ram, Govt. Middle School, Morian, Complex Govt. Sen. Sec. School, Telichack, Distt. Hoshiarpur. R/o Village Ahiyapur, P.O. Urmar, Teh. Dasuya, Distt. Hoshiarpur.
2. Lakhvir Singh A/a 37 Years P.T.I. S/o Sh. Sohan Lal, Govt. Middle School, Bhanowal, Complex Govt. Sen. Sec. School, Fatehpur Bhattlan, Distt. Hoshiarpur. R/o V.P.O. Pandori Atwal, Teh. Dasuya, Distt. Hoshiarpur.
3. Rajwinder Kaur A/a 33 Years P.T.I. D/o Sh. Rawal Ram, Govt. Sen. Sec. School, Bassi Wazid, Distt. Hoshiarpur. R/o W/o Sh. Lakhvir Singh, V.P.O. Pandori Atwal, Teh. Dasuya, Distt. Hoshiarpur.
4. Rajwinder Kaur A/a 34 Years P.T.I. D/o Sh. Karnail Singh, Govt. Middle School Behbowal Chhania Complex Govt. High School,



25. Narinder Kumar A/a 37 Years P.T.I S/o Sh. Delawar Singh, Govt. Middle School, Padrana, Complex Govt. Sen. Sec. School, Paddi Sura Singh, Distt. Hoshiarpur. R/o Village Bihran, P.O. Pakhowal, Teh. Garhshankar, Distt. Hoshiarpur.

at par with the pay being drawn by Sh. Lakhvir Singh, PTI Government Middle School, Pandori Complex GSSS Lamina District Hoshiarpur as on 18.2.2013 as on at the stage of Rs. 18490/- subject to the condition that the date of increment of the seniors/petitioners after stepping up shall be same as that of their junior named Sh. Lakhvir Singh, PTI Government Middle School, Pandori Complex GSSS Lamina District Hoshiarpur 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.

9 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 23.05.2018 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.

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

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