

No. EDN-SE-H(2)B(12)CWP/TGT's-2026-Pay scale.

Directorate of School Education

Himachal Pradesh, Shimla-171001

Dated Shimla-171001

August, 2026

"Office Order"

CWP No. 1961/2025 titled as Aanchal Rana V/s State of H.P. (Regarding higher pay scale after completion of two years of regular services)

The petitioners have filed the present Civil Writ Petition thereby seeking the the benefit of higher pay scale after completion of two years of regular service from the date, the petitioner had completed two years of regular service alongwith all consequential benefit.

The said case was listed before the Hon'ble High Court on different dated when Hon'ble High Court has directed that the "Consequently, in view of the above, this Court without going into the merits of the case, deems it fit to dispose of the present petition with a direction to the respondents to consider and decide the pending representation (Annexure P-4) of the petitioner expeditiously, preferably within a period of four weeks. Ordered accordingly. Needless to say, authority concerned, while doing the needful in terms of instant order, shall afford an opportunity of hearing to the petitioner and pass detailed speaking order thereupon taking note of the judgment, as detailed hereinabove, wherein issue otherwise sought to be decided in the instant proceedings already stands adjudicated. Liberty is reserved to the petitioner to file appropriate proceedings in appropriate Court of law, if she still remains aggrieved. Pending applications, if any, also stand disposed of."

And whereas, the Government has notified Revised Pay Scale Rule- 2022 vide notification No. Fin-(PR)B(7) -1/2021 dated 03.01.2022 for Govt, employees and as per clause 2.1 of these rules, they shall apply to all the persons appointed on regular basis to the services and posts in connection with the affairs of the State of Himachal Pradesh and whose pay is debited to the Consolidated Fund of State of Himachal Pradesh. But as per clause 2.2 they shall not apply to the (g) persons employed on contract basis. And as per OM No. Fin(C)-B(7)-2/2021 dated 12.01.2022 Government has revised the emoluments of contract employees and fixed amount, equal to 60% (Sixty percent) of the first cell of the applicable level of the Pay Matrix of the corresponding cadre of employees, appointed/working on a regular basis. Thereafter, as per Finance Department notification no. Fin-(PR)B(7)-1/2021- loose dated 06.09.2022 it was decided that the pay of employee of those categories/posts included in Schedule-II shall be fixed at higher pay stage in the concerned level of pay matrix after completion of two: years regular service as given in Schedule-II". This rule shall apply to the employees who were appointed before 3rd January 2022.

Whereas, pursuant to the representation submitted by the petitioner, the matter has been re-examined in this Directorate. After examination, it has been found that the petitioner, Smt. Aanchal Rana, was appointed as a TGT on a contract basis in the year 2018 and was regularized in the year 2021. However, the petitioner remained on maternity leave from 08.08.2021 to 09.01.2022 and, therefore, could not join her duties during the said period. She resumed her duties on 10.01.2022 after availing maternity leave. Since the petitioner was initially appointed on a contract basis prior to 03.01.2022, she is covered under the provisions of the Finance Department (Pay Revision) Instructions dated 06.09.2022 and 04.04.2026. Accordingly, the petitioner is entitled to the benefit of the higher pay scale upon completion of two years of regular service, in terms of the aforesaid instructions.

As order passed by the Hon'ble High Court and as per approval received from the Govt. vide their letter dated 01.11.2025, the petitioners are allowed higher pay scale in the concerned level of pay matrix after completion of two years regular service subject to the final outcome of LPA filed by the State. The DDO concerned is hereby directed to fix the pay of the petitioner and release the arrear as per Finance Department instruction from time to time and compliance report sent to this Directorate immediately. However, an undertaking to this effect may be obtained from the petitioner that the overpayment if any, found, in later stage shall be recovered from them accordingly. The entry be also made in the service book of individual concerned. May inform the parties accordingly.

- Sd -
DIRECTOR

Endst no. even dated Shimla-171001 August, 2026.

Copy forwarded for information and further necessary action to:-

1. The Secretary (Education) to the Government of Himachal Pradesh, Shimla.
2. The Deputy Director of School Education Kangra H.P. with the directions to do the needful and also intimate the petitioner accordingly.
3. The Supdt. Legal Cell w for information please.

The Principal, concerned is hereby directed that if the petitioner's case is not found to be similarly situated, it shall be referred back to this Directorate immediately.

5. Incharge IT cell with the request to upload the same on official website.
6. Smt. Aanchal Rana, TGT(M), GSSS, Gheen Distt. Kangra.
7. Guard File.



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DIRECTOR