

CWP-10758-1997 (O&M) & -1-
connected cases

IN THE HIGH COURT OF PUNJAB AND HARYANA
AT CHANDIGARH

102 (05 Cases)

CWP-10758-1997 (O&M)
Date of Decision :30.09.2024

Rawail Singh Sandhu and others

...Petitioners

Versus

State of Punjab and another

...Respondents

CWP-18311-1998 (O&M)

Jagjit Singh and others

..Petitioners

Versus

State of Punjab and others

...Respondents

CWP-5491-1998 (O&M)

Gurdev Singh and others

..Petitioners

Versus

State of Punjab and others

...Respondents

CWP-6490-1999 (O&M)

Kulwant Singh and others

...Petitioners

Versus

State of Punjab and others

...Respondents

CWP-649-1999 (O&M)

Kewal Krishan

..Petitioner



**CWP-10758-1997 (O&M) & -2-
connected cases**

Versus

State of Punjab and others

...Respondents

CORAM: HON'BLE MR. JUSTICE HARSIMRAN SINGH SETHI

Present:- Mr. Innayat Khullar, Advocate for the petitioners
in CWP-10758-1997.

Mr. R.K. Arora, Advocate with Mr. Jugam Arora, Advocate
for the petitioners in CWPs.18311 & 5491 of 1998
& CWPs-6490 & 649 of 1999

Mr. Mandeep K. Dutt, Advocate for petitioner No.48
in CWP-18311-1998.

Mr. T.P.S. Chawla, DAG, Punjab.

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Harsimran Singh Sethi, J. (Oral)

In the present petitions, the grievance of the petitioners is that though they are entitled for the grant of benefit of proficiency step up on completion of 08 years and 18 years of service under the instructions dated 01.12.1988 (Annexure P/3) but the said benefit has not been extended to them, which act on the part of the respondents is arbitrary and illegal.

Learned counsel for the petitioners submits that the petitioners had 18 years of service to their credit but they were not granted the benefit of promotion and hence, the petitioners were entitled for the grant of benefit of two proficiency step up in the emoluments already being drawn by them.

Upon notice of motion, the respondents have filed reply wherein, it has been mentioned that the petitioners have already been granted the benefit of proficiency step up on completion of 08 years and 18 years of service and in fact not only this, the petitioners have also got



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senior/selection grade in the cadre in which they are working and hence, the claim of the petitioners for the grant of benefit of two proficiency step up is not permissible under the instructions dated 01.12.1988 (Annexure P/3).

I have heard learned counsel for the parties and have gone through the record with their able assistance.

The claim of the petitioners is based upon the instructions dated 01.12.1988 (Annexure P/3). As per the said instructions, in case, a Government employee despite being eligible for promotion to the next higher rank, does not get promotion on completion of 08 years or 18 years of service, he/she will be entitled for the benefit of proficiency step up. As per Clause-I of the instructions dated 01.12.1988 (Annexure P/3), benefit of only one additional increment is to be granted apart from regular increment on completion of 8 years or 18 years of service. The said benefit has already been granted to the petitioners.

Further, the petitioners have already been granted benefit of senior/selection grade in the cadre in which they are working and their pay has already been increased in higher pay scale after the grant of senior/selection grade. Senior/selection grade is also a promotion though, limited to the next pay scale admissible in the cadre itself hence, the petitioners have already been granted the benefit as admissible to them under the instructions dated 01.12.1988 (Annexure P/3) and no further benefit can be granted to them as being claimed by them.

Keeping in view the facts and circumstances noticed hereinabove, no ground for interference by this Court is made out and the present petitions are accordingly dismissed.



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connected cases**

Civil miscellaneous application pending, if any, is also disposed of.

A photocopy of this order be placed on the files of connected cases.

September 30, 2024
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(HARSIMRAN SINGH SETHI)
JUDGE

Whether speaking/reasoned : Yes/No
Whether reportable : Yes/No