



COCp-595-2025 (O&M)

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**IN THE HIGH COURT OF PUNJAB & HARYANA
AT CHANDIGARH**

COCp-595-2025 (O&M)

Date of Decision: 17.10.2025

Kulbir Kaur Sandhu and others

.....Petitioners

Vs.

Dr. Karamjit Singh and another

....Respondents

CORAM: HON'BLE MRS. JUSTICE SUDEEPTI SHARMA

Present: Mr. Puneet Jindal, Senior Advocate, with
Mr. Rahul Bansal, Advocate
for the petitioners.

Mr. M.K. Dogra, Advocate
for the respondents.

SUDEEPTI SHARMA J. (Oral)

1. The present contempt petition has been filed for deliberate and intentional disobedience of order dated 21.02.2024 as well as order dated 13.08.2024 passed by this Court in CWP-5592-2017.

2. This Court had issued the following orders in CWP-5592-2017 and other connected cases, vide its order dated 13.08.2024:-

“Learned counsel for the respondent-University further submits that qua the grant of minimum pay scale along with D.A., a committee has already been constituted and an appropriate order on the claim of the petitioners will be passed within a period of three months from the date of receipt of copy of this order and in case, as per the report of the said committee, the petitioners are found entitled for any



relief, the same will be extended to them within a period of further 08 weeks.

Learned counsel for the respondent-University further submits that the said order will be made applicable upon the employees, who are already working with the respondent-University as of now.

At this stage, learned counsel for the petitioners submits that though, learned counsel for the respondent-University submitted that the petitioners will not be replaced by another set of contractual employees on the same terms and conditions but one of the petitioner namely, Gurpreet Singh in CWP-5592-2017 has already been replaced, which action of the respondent-University needs reconsideration keeping in view the statement of the learned counsel for the respondent-University.

Learned counsel for the respondent-University submits that the said grievance of the petitioner-Gurpreet Singh will also be looked into by the respondent-University and in case, it is found that said petitioner Gurpreet Singh has been replaced by the another contractual employee on the same terms and conditions, appropriate relief for which the said petitioner-Gurpreet Singh is entitled for, will be given to him and in case, it is found that services of the petitioner-Gurpreet Singh have been terminated for any reason other than just for replacing him, appropriate speaking order will also be passed within a period of three months.

Learned counsel for the respondent-University submits that in case any regular incumbent joins or there is a reduction in work so as to reduce strength of the staff, length



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of service rendered by the employee will be kept in mind while relieving the employees.

At this stage, learned counsel for the petitioners submits that some of the petitioners are not working as of now as their services have been terminated due to the shortage of work.

Learned counsel for the respondent-University submits that in case work of the said posts on which the petitioners were working exists as of now and respondent-University issues an advertisement for appointing the personnel for the said posts, the claim of the petitioners will be considered on priority basis subject to their satisfactory work and conduct.

Learned counsel for the petitioners submits that keeping in view the statement made by learned counsel for the respondent-University, present petitions may kindly be disposed of having been not pressed any further but liberty be given to the petitioners that in case, any order passed by the respondent-University causes prejudice to the petitioners, they can avail an appropriate remedy for the redressal of the same.

Keeping in view the above, present petitions are disposed of having been not pressed any further in above terms with liberty as prayed for.”

3. In compliance of the order dated 21.02.2024 as well as order dated 13.08.2024 passed by this Court in CWP-5592-2017, compliance affidavit dated 23.02.2025 of Mr. Karanjeet Singh Kahlon, Registrar, Guru Nanak Dev University, Amritsar, along with Annexures R-1 to R-3, has been



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filed on behalf of the respondents before the Registry. The same is taken on record. The relevant portion of the said compliance affidavit is reproduced as under:-

“3. XXX XXX XXX

Immediately thereafter, as directed by this Hon’ble Court, the case of each individual has been examined and final orders qua the petitioner(s) have been passed on 18.02.2025 (qua petitioner No.1 and 19.02.2025 qua petitioner No.2 and 3. Copy of speaking orders passed qua both the petitioners is attached herewith as ANNEXURE R-1 to R-3.

4. That in compliance of above directions, on thorough consideration and scrutiny of the record, specific speaking orders have been passed qua each of the petitioner. It is submitted that the petitioner has not been found entitled to the benefit of equal pay being not equated in any manner with the regular full time teachers.”

4. A perusal of the above shows that in compliance of the order dated 21.02.2024 as well as order dated 13.08.2024 passed by this Court in CWP-5592-2017, speaking order dated 18.02.2025 qua petitioner No.1 (Annexure R-1) and orders 19.02.2025 qua petitioners No.2 and 3 (Annexures R-2 & R-3) have been passed by the Assistant Registrar (Establishment), Guru Nanak Dev University, Amritsar.

5. In view of the above, since order dated 21.02.2024 as well as order dated 13.08.2024 passed by this Court in CWP-5592-2017, have already been complied with, therefore, the present contempt is purged and rule stands discharged.

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6. Needless to say that the petitioners are at liberty to avail remedy as is available to them in accordance with law to challenge the speaking orders dated 18.02.2025 and 19.02.2025 (Annexure R-1 to R-3) passed by the Assistant Registrar (Establishment), Guru Nanak Dev University, Amritsar..

7. Pending application(s), if any, also stand disposed of.

(SUDEEPTI SHARMA)
JUDGE

17.10.2025

Virender

Whether speaking/non-speaking : Yes/No

Whether reportable : Yes/No