No. EDN-HE(1)E(3)-2024-Pay scale
Directorate of Higher Education
Himachal Pradesh Shimla-1 **July, 2025**

OFFICE ORDER

Whereas, the petitioner were appointed in the department as Clerks in the Education Department and they have joined in the year 2017 & 2019 on contract/daily wage basis and they were regularized as per Government directions from time to time i.e. after 03.01.2022. They have filed court cases **Ex. Pet No. 400/2025 in CWP No. 4154/2024 titled as Sandeep Sharma Vs State of HP & Anr. and CWP No. 9609/2025 titled as Vijay Kumar Vs. State of HP** before the Hon'ble High Court of HP and sought the benefit of judgment passed by the Hon'ble High Court of HP in CWP No. 1638 of 2024 titled as Mohit Sharma &Ors. Vs State of HP.

And whereas, Sh. Mohit Sharma has filed CWP No. 1638 of 2024 before the Hon'ble High Court of HP and same was been disposed of on dated 29.11.2024 with following order: -

"Looking from any angle, it has to be held that petitioners are entitled to the benefit of higher stage of pay under Rule 7(A) of the Himachal Pradesh Civil Services (Revised Pay) First Amendment Rules, 2022, notified on 06.09.2022, on completion of two years of regular service.

This writ petition is accordingly allowed. Respondents are directed to release the higher stage of pay of Rs. 30,500/- to the petitionersw.e.f. their completing two years of regular service as Clerks. This is be done within four weeks from today. Pending miscellaneous application(s), if any, to also stand disposed of."

And whereas, Ex. Pet. 79/2025 in CWP No. 1638 of 2024 was listed on 08.04.2025 and the Hon'ble Court observed as under: -

"It was on 29.11.2024 that the judgment was passed, giving certain specific directions to the respondents. The judgment has still not been complied with by the respondents. Instructions placed on record on 05.03.2025 and 27.03.2025, from the Director, Higher Education, Himachal Pradesh, are only to the effect that the matter is under consideration at the Government level.

This stand cannot be accepted, as specific directions have been issued in the judgment. Let respondents file compliance affidavit within a week. It is made clear that this shall be the final opportunity for the purpose, failing which, appropriate orders shall be passed on the next date of hearing."

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 as per **clause 2.1** 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 are appointed before 3rd January 2022.

And whereas, per Department of Finance notification No. FIN(PR)-B(1)-1/2021-LOOSE dated 23.06.2022 Government has allowed placement in higher pay structure on completion of two years regular service as was admissible under Re-revision 2012 to the government employees who were in position before the notification of HP Civil Services (Revised Pay) Rules, 2022 on 03.01.2022. It is also directed that the benefits of placement in higher pay structure shall also be admissible to the category of Junior Office Assistant (IT).

And whereas, in compliance of Hon'ble High Court orders in Ex. Pet. 79/2025 in CWP No. 1638 of 2024 Mohit Sharma Vs State of HP and direction conveyed by the Govt. vide letter No. EDUA-B015/157/2024-EDU-A/238106 dated 07.04.2025 & 08.04.2025 higher pay stage have already [illegible] Sh. Mohit Sharma and Smt. AyushiBahri, Clerk after completion of 02 years regular

Now therefore, in compliance of Hon'ble High Court orders in various Ex. Petitions and CWP's and as per approval conveyed by the Government vide letter No. EDUA-B015/157/2024-EDU-A/238106 dated 17.07.2025 the committee has been constituted in this Directorate vide order no. EDN-HE(1)E(3)-2024-Pay scale dated 22.07.2025 to examine these case in light of opinion given by Law Department and Finance Department in the analogy of Mohit Sharma case and report submitted by the committee on dated 23.07.2025. As per committee report those who have completed two years contractual services up to 30.09.2021 and these petitioner are similar situated on the analogy of Mohit Sharma case. Therefore higher pay stage in the concerned level of pay matrix after completion of 02 years regular service is hereby allowed to the petitioners as under: -

Sr. No.	Name of the Petitioner	Date of appointment on Contract basis	Date of completion of two years of continues contract service	Date of regularization	Pay Matrix Level, Cell & the state amount of the Post fixed HP Civil Service (Revised Pay Rule 2022 Level-3/4 Cell-15)	Date of completion of two years regular service
1.	Sandeep Sharma (Clerk) GHS Sehal Baijnath KGR	06.03.2019	06.03.2021	19.01.2022	30500	19.01.2024
2.	Vinay Kumar, Clerk G(G)SSS Paprola KGR	01.03.2019	01.03.2021	19.01.2022	30500	19.01.2024
3.	Vijay Kumar, Clerk O/o BEEO Mashobra SML	21.02.2017	21.02.2021	19.01.2022	30500	19.01.2024

The DDO concerned is hereby directed to fix the pay of petitioners and release the arrear as per Finance Department instructions from time to time and compliance report sent to this directorate immediately. The entry be also made in the service book of individual concerned. May inform the parties accordingly.

Director Higher Education
Himachal Pradesh Shimla-1
July, 2025

Endst. No. Even. Dated : Shimla, the
Copy for information and necessary action is forwarded to the:-

1. The Secretary (Education) to the Government of Himachal Pradesh w.r.t. his letter no. EDUA-B015/157/2024-EDU-A/238106 dated 17.07.2025.
2. The Director of School Education Himachal Pradesh Shimla.
3. CTO/District/Sub-Treasury concerned for information, please.
4. Ld. District Attorney, Directorate of Higher Education HP
5. All the concerned Deputy Director of Higher Education H.P.
6. The Supdt. Legal Cell (Internal) DHE HP
7. In-charge IT Cell to upload the same on Departmental website.
8. All the Petitioner (Concerned) w.r.t. above mentioned Court Case.
9. Guard file.

Director Higher Education
Himachal Pradesh Shimla-1

शिक्षा निदेशालय उच्चतर हि0प्र0
02 AUG 2025

No. EDN-HE(1)E(3)-2024-Pay scale
Directorate of Higher Education
Himachal Pradesh Shimla-1

August, 2025

शिक्षा निदेशालय उच्चतर हि.प्र.
02 AUG 2025
शिमला-1

OFFICE ORDER

Whereas, the petitioner were appointed in the department as Clerks in the Education Department and they have joined in the year 2017 & 2019 on contract/daily wage basis and they were regularized as per Government directions from time to time i.e. after 03.01.2022. They have filed court cases in **CWP No. 8566/2025 titled as Keshav Ram Vs State of HP & Anr. , CWP No. 9608/2025 titled as Chandresh Kumari Vs. State of HP & Ors, CWP No. 5777/2025 titled as Shyam Lal Sharma and Anr Vs State of HP & Ors** and CWP No. 4668/2025 **Ravi Kumar Vrs State of HP & Anr** before the Hon'ble High Court of HP and sought the benefit of judgment passed by the Hon'ble High Court of HP in CWP No. 1638 of 2024 titled as Mohit Sharma &Ors. Vs State of HP.

And whereas, Sh. Mohit Sharma has filed CWP No. 1638 of 2024 before the Hon'ble High Court of HP and same was been disposed of on dated 29.11.2024 with following order: -

"Looking from any angle, it has to be held that petitioners are entitled to the benefit of higher stage of pay under Rule 7(A) of the Himachal Pradesh Civil Services (Revised Pay) First Amendment Rules, 2022, notified on 06.09.2022, on completion of two years of regular service.

This writ petition is accordingly allowed. Respondents are directed to release the higher stage of pay of Rs. 30,500/- to the petitionersw.e.f. their completing two years of regular service as Clerks. This is be done within four weeks from today. Pending miscellaneous application(s), if any, to also stand disposed of."

And whereas, Ex. Pet. 79/2025 in CWP No. 1638 of 2024 was listed on 08.04.2025 and the Hon'ble Court observed as under: -

"It was on 29.11.2024 that the judgment was passed, giving certain specific directions to the respondents. The judgment has still not been complied with by the respondents. Instructions placed on record on 05.03.2025 and 27.03.2025, from the Director, Higher Education, Himachal Pradesh, are only to the effect that the matter is under consideration at the Government level.

This stand cannot be accepted, as specific directions have been issued in the judgment. Let respondents file compliance affidavit within a week. It is made clear that this shall be the final opportunity for the purpose, failing which, appropriate orders shall be passed on the next date of hearing."

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 as per **clause 2.1** 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 are appointed before 3rd January 2022.

And whereas, per Department of Finance notification No. FIN(PR)-B(1)-1/2021-LOOSE dated 23.06.2022 Government has allowed placement in higher pay structure on completion of two years regular service as was admissible under Re-revision 2012 to the government employees who were in position before the notification of HP Civil Services (Revised Pay) Rules, 2022 on 03.01.2022. It is also directed that the benefits of placement in higher pay structure shall also be admissible to the category of Junior Office Assistant (IT).

And whereas, in compliance of Hon'ble High Court orders in Ex. Pet. 79/2025 in CWP No. 1638 of 2024 Mohit Sharma Vs State of HP and direction conveyed by the Govt. vide letter No. EDUA-B015/157/2024-EDU-A/238106 dated 07.04.2025 & 08.04.2025 higher pay stage have already been allowed to Sh. Mohit Sharma and Smt. AyushiBahri, Clerk after completion of 02 years regular service vide order dated 08.04.2025.

Now therefore, in compliance of Hon'ble High Court orders in various CWP's and as per approval conveyed by the Government vide letter No. EDUA-B015/157/2024-EDU-A/238106 dated 17.07.2025 the committee was constituted in this Directorate vide order no. EDN-HE(1)E(3)-2024-Pay scale dated 22.07.2025 to examine these case in light of opinion given by Law Department and Finance Department in the analogy of Mohit Sharma case and report submitted by the committee on dated 23.07.2025. As per committee report those who have completed two years contractual services up to 30.09.2021 and these petitioner are similar situated on the analogy of Mohit Sharma case. Therefore higher pay stage in the concerned level of pay matrix after completion of 02 years regular service is hereby allowed to the petitioners as under: -

Sr. No.	Name of the Petitioner	Date of appointment on Contract basis	Date of completion of two years of continues contract service	Date of regularization	Pay Matrix Level, Cell & the state amount of the Post fixed HP Civil Service (Revised Pay Rule 2022 Level-3/4 Cell-15)	Date of completion of two years regular service
1.	Keshav Ram, JOA (IT) GSSS Pandranu SML	14.01.2019	14.01.2021	19.01.2022	31200	19.01.2024
2.	Ravi Kumar, JOA (IT) GSSS Sari Molag KGR	15.01.2019	15.01.2021	19.01.2022	31200	19.01.2024
3.	Chandresh Kumari, Clerk DDEE KGR	30.08.2017	30.08.2021	19.01.2022	30500	19.01.2024
4.	Shyam Lal Sharma, Clerk Govt. Sanskrit College Sarain (Chopal) SML	06.02.2019	06.02.2021	19.01.2022	30500	19.01.2024

The DDO concerned is hereby directed to fix the pay of petitioners and release the arrear as per Finance Department instructions from time to time and compliance report sent to this directorate immediately. The entry be also made in the service book of individual concerned. May inform the parties accordingly.

Director Higher Education
Himachal Pradesh Shimla-1

August, 2025

Endst. No. Even. Dated : Shimla, the
Copy for information and necessary action is forwarded to the:-

1. The Secretary (Education) to the Government of Himachal Pradesh w.r.t. his letter no. EDUA-B015/157/2024-EDU-A/238106 dated 17.07.2025.
2. The Director of School Education Himachal Pradesh Shimla.
3. CTO/District/Sub-Treasury concerned for information, please.
4. Ld. District Attorney. Directorate of Higher Education HP
5. All the concerned Deputy Director of Higher Education H.P.
6. The Supdt. Legal Cell (Internal) DHE HP
7. In-charge IT Cell to upload the same on Departmental website.
8. All the Petitioner (Concerned) w.r.t. above mentioned Court Case.
9. Guard file.

Director Higher Education
Himachal Pradesh Shimla-1

शिक्षा निदेशालय उच्चतर हि0प्र0

0 2 AUG 2025