



## COUNCIL FOR THE INDIAN SCHOOL CERTIFICATE EXAMINATIONS

Pragati House, 3rd Floor, 47-48 Nehru Place, New Delhi - 110 019  
Telephones : 26411706, 26413820, 29564831 Fax: 91-11-29564735, 26234575  
E-mail : council@cisce.org

### CERTIFICATE OF AFFILIATION

HP030 / 2018

*This is to certify that* Auckland House School For Boys  
Belvedere, Shimla - 171001, Himachal Pradesh  
*has been affiliated to this Council.*

  
(Gerry Arathoon)  
Chief Executive & Secretary

Date 06.08.2018

  
(Dr. G. Immanuel)  
Chairman



## COUNCIL FOR THE INDIAN SCHOOL CERTIFICATE EXAMINATIONS

PRAGATI HOUSE, 3rd FLOOR, 47-48, NEHRU PLACE, NEW DELHI - 110019  
TELEPHONES: 29564831, 29564833, 29564837, 26413820 E-MAIL: ces@cisce.org

FAX: 91-11-29564735

Chief Executive & Secretary  
GERRY ARATHOON  
M.A., B.Ed.

2/3 | HP030/CISCE/2018  
19<sup>th</sup> April 2018

The Principal  
Auckland House School For Boys  
Belvedere  
Shimla – 171001  
Himachal Pradesh

### Sub:- Permanent Affiliation

Dear Principal,

1. This is with reference to the online request of the School for grant of Permanent Affiliation by the Council. We have gone through the documents/information submitted by the School regarding payment of salary and allowances to its employees.
2. Upon perusal of the documents it is noted that, as prescribed in the CISCE Rules for Affiliation, the school is not paying Dearness Allowances to its employees at par with the employees of the Government schools or Government aided schools in the State.
3. It is also noted that your school is an unaided minority institution and there is no extant law or rule or executive instruction in your State as on date which casts an obligation upon the School to pay the same salary and allowances to its employees as are being paid to employees of Government schools or Government aided schools in the State.



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4. Therefore, keeping in view the judgment passed by the Hon'ble Supreme Court in the case of "**Satimbla Sharma vs St. Paul's Senior Secondary School (Citation: AIR 2011 SC Page 2926)**" the Council has processed the request of the School for grant of Permanent Affiliation, on the basis of the existing salary structure. However, after the grant of affiliation the School shall endeavour to pay salary and allowances to its employees at par with the salary and allowances paid to employees of Government schools or Government aided schools in the State in keeping with the provisions of 'equal pay for equal work' which is also noticed in the aforesaid judgment.
5. The grant of permanent affiliation by the Council on the basis of the above said judgment passed by the Hon'ble Supreme Court shall not however, create any vested right in favour of the School. Please note that if in future the said judgment is over-ruled or the State Government enacts any law or passes any rule or executive instruction mandating payment of salary and allowances to employees of your school at par with the salary and allowances paid to employees of Government schools or Government aided schools in the State, your School shall be required to comply with the same in letter and spirit; in consonance with the CISCE Rules for Affiliation.
6. Please note further that the request of the School for grant of permanent affiliation has been processed by the Council on the basis of information/documents submitted by the School. If the State Government takes any action against the School for non-payment of Dearness Allowances to its employees, at par with the employees of the Government



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schools or Government aided schools in the State, the school will solely be liable to defend itself and the Council and/or its officers shall in no manner be responsible for consequences arising there from.

Kindly confirm your acceptance of the above.

Yours faithfully,

  
Gerry Arathoon -  
Chief Executive & Secretary

G.A/s.k.



