

දුරකථන } 011-2136600
தொலைபேசி } 011-2136650
Telephones }

ලේකම් } 011-2136602
செயலாளர் }
Secretary }

ෆැක්ස් } 011-2876169
தொலைநகல் } 011-2876181
Fax }

විද්‍යුත් තැපෑල } info@psc.gov.lk
மின் - அஞ்சல் }
E - mail }

වෙබ් අඩවිය } www.psc.gov.lk
இணையத்தளம் }
Website }



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அரசாங்க சேவை ஆணைக்குழு அலுவலகம்
OFFICE OF THE PUBLIC SERVICE COMMISSION

අංක 1200/9, රජමල්වත්ත පාර, බත්තරමුල්ල
இல. 1200/9, இரஜமல்வத்தை வீதி, பத்தரமுல்லை
No. 1200/9, Rajamalwatta Road, Battaramulla

මගේ අංකය }
எனது இல. } PSC/APP/HB/01/2022
My No. }

ඔබේ අංකය }
உமது இல. }
Your No. }

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திகதி } 27 September 2023
Date }

Public Service Commission Circular No. 02/2023

All Secretaries to Ministries and Heads of Departments

Eligibility of officers to attempt efficiency bars of higher grades of services/posts

Public Service Commission has observed instances where the relevant authorities, permit officers to attempt efficiency bars of higher grades of services/posts prior to their promotion to those grades.

02. As this is not consistent with the objective of efficiency bars in the grades of services/posts which is to assess, not merely the theoretical knowledge in the relevant subjects, but also the competence gained therein by officers through engaging in the relevant services/posts as well as to provide opportunities to develop the knowledge and competency required in performing the duties of the relevant grade. Hence, the Commission has decided that officers should be considered as eligible to attempt an efficiency bar of a higher grade of their respective service/post only after their promotion to such grade.

03. Accordingly, the Commission has further decided that in future an officer shall appear only for the efficiency bar related to his current grade in his service/post and the authorities shall not allow him to appear for the efficiency bars in a higher grade.

04. The Commission has decided that, any officer who has partly completed an efficiency bar of a higher grade by the effective date of this circular while still in a lower grade, the appropriate authority should give him the opportunity to attempt the remaining part of that efficiency bar after such officer is promoted to the relevant grade.

05. The officers those who have passed the efficiency bar of the respective higher grade before the effective date of this circular shall be considered as the officers who have completed the relevant efficiency bar.

06 Furthermore, the Commission has decided to draw the attention of all appointing authorities, administrative authorities and heads of departments to the need of ensuring that efficiency bars of higher grades of services/posts give sufficient weightage to assessment of competency in working in a higher grade applying the knowledge, skills, attitudes acquired by officers through work experience by carrying out constant and continuous review of content of such efficiency bars.(The feasibility of adopting assessment modes like open book examinations/tests / case studieswhere appropriate, shall be explored)

07. The provisions of this circular shall come into force with effect from 01.01.2024 without prejudice to the decisions taken in relation to the efficiency bars, before the effective date of this circular.

By order of the Public Service Commission

Wday →

W.H.M.M.C.K. Dayaratne

Secretary

Public Service Commission