

Structure and content of the proposed selection procedure to be followed in instances where number of candidates with equal marks exceeds the number of available vacancies in recruitments made solely on the results of written examinations (Public Service Commission Circular No. 01/2024)

1. Selection Process – Written examination to assess ability followed by a competency-based interview.

2. Content of the selection process

- I. Written examination – Two question papers to assess verbal reasoning and numerical reasoning
- II. Competency questions – Questions intended to assess identified competencies for the job.

3. Structure of the selection process

For grades of services/service categories below the tertiary level supra grade – non technical	For grades of services/service categories below the tertiary level supra grade - technical	For services of senior level and service categories of tertiary level supra grade requiring academic training/experience in specific fields/specified or minimum length of service in a particular post – e.g., Sri Lanka Engineering Service, Sri Lanka Accountants' Service, Sri Lanka Scientific Service																		
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For services of senior level and service categories of tertiary level supra grade not requiring academic training/experience in specific fields/specified or minimum length of service in a particular post
 e.g., Sri Lanka Planning Service (Open recruitment)

Test	Percentage marks
Written test	70%
Interview	30%

4. Rating scales

I. Written examination

Question papers*	Marks
Verbal Reasoning Test (VRT) to assess verbal abilities	100
Numerical Reasoning Test (NRT) to assess numerical capabilities	100

* Standard of questions vary according to the level of the service/post

Examination to be held by an institute approved by the Commission. When the number of candidates is smaller, computer-based examination will be held.

II. Competency-based interview

Each competency will be rated using 1-7 rating scale

Descriptor		Marks
Not Demonstrated	No positive evidence of the competency	1.
Minimal Demonstration	Limited positive evidence of the competency, without consistency	2.
Moderate Demonstration	Moderate positive evidence of the competency, without consistency	3.
Acceptable Demonstration	Adequate positive and consistent evidence of the competency	4.
Good Demonstration	Substantial and consistent positive evidence of the competency	5.
Strong Demonstration	Substantial, consistent positive evidence of the competency and includes some evidence of exceeding expectations	6.
Outstanding Demonstration	Evidence provided wholly exceeds expectation at this level	7.

5. Interview panel

To be appointed by the Public Service Commission

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