



PUBLIC SERVICE COMMISSION
ANNUAL REPORT
2018

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My No: PSC/ADM/07/02/2019

Office of the Public Service Commission
1200/9, Rajamalwatta Road,
Battaramulla.

20th June 2019

The Secretary General,
Parliament of the Democratic Socialist Republic of Sri Lanka.

Sir,

**ANNUAL REPORT OF THE PUBLIC SERVICE COMMISSION FOR THE
PERIOD 1 JANUARY TO 31 DECEMBER 2018**

I, by order of the Public Service Commission herewith kindly forward to you the Commission's Report of its activities for the period 1 January 2018 to 31 December 2018 for submission before the Parliament in terms of Article 55(5) of the Constitution of the Democratic Socialist Republic of Sri Lanka.

Yours faithfully,



M.A.B. Daya Senarath
Secretary
Public Service Commission

Vision

Dedicated public service for the nation's excellence.

Mission

To establish and promote an efficient, disciplined and contented public service to serve the public with fairness, transparency and consistency.

Members of the Public Service Commission
for the period 01.01.2018 – 31.12.2018

Chairman

D. Dissanayake

Members

Mrs. D.S. Wijayatilake

Dr. P. Ramanujam

Mrs. V. Jegarasasingam

Mr. S.N. Seneviratne

Mr. S. Ranugge

Mr. D.L. Mendis

Mr. S.A.C.S.W. Jayatilake

Prof. Hussain Ismail

Contents

Srl. no.	Description	Page
1	Introduction	01
2	Historical path of the Public Service Commission	01
3	Powers of the Public Service Commission	03
3.1	Instances where the decisions of the Public Service Commission can be canvassed	05
4	General review of the work of the Public Service Commission	05
4.1	Solutions to challenges and problems faced by the Public Service Commission in the execution of its activities	07
5	Tasks assigned to the Divisions following the delegation of powers of the Public Service Commission.	08
5.1	Establishments Division	09
5.1.1	Role of the Establishments Division	09
5.1.2	Progress Review of the Establishments Division (2018.01.01 – 2018.12.31)	10
5.2	Appointments Division	14
5.2.1	Role of the Appointments Division	14
5.2.2	Progress Review of the Appointments Division (2018.01.01 – 2018.12.31)	15
5.3	Promotions Division	23
5.3.1	Role of the Promotions Division	23
5.3.2	Progress Review of the Promotions Division (2018.01.01 – 2018.12.31)	24
5.4	Disciplinary Division	26
5.4.1	Role of the Disciplinary Division	27
5.4.2	Progress Review of the Disciplinary Division (2018.01.01 – 2018.12.31)	29
5.5	Appeals Division	30
5.5.1	Role of the Appeals Division	31
5.5.2	Progress Review of the Appeals Division (2018.01.01 – 2018.12.31)	32
5.6	Administration Division	33
5.7	Finance Division	33
5.8	Internal Audit Division	34
6	Education Service Committee	34
6.1	Role of the Education Service Committee	34
6.2	Progress Review of the Education Service Committee (2018.01.01 – 2018.12.31)	35
7	Health Service Committee	36
7.1	Role of the Health Service Committee	37
7.2	Progress Review of the Health Service Committee (2018.01.01 – 2018.12.31)	37
8	Financial Provision	39
9	Staff	39
9.1	Organization Chart	39
9.2	Composition of Staff	39
9.3	Staff Training	40
10	Number of Cases to which submission have been made by each Division during 2018	40
11	Commission Meetings	40
12	Ministerial and Departmental Meetings	41
13	Acknowledgement	49
	Annexes	50 - 52

01. Introduction

In terms of Article 54(1) of the Constitution as amended by the 19th Amendment, the Public Service Commission (PSC) consists of nine members appointed by the President. Of this number, members not less than three should be persons with experience as public officers for more than fifteen years. The President will, on the recommendation of the Constitutional Council, appoint one of such members as its Chairman. Following the 19th Amendment to the Constitution the new Commission was appointed on 15.10.2015. In accordance with the provisions in Article 55(5) of the Constitution the Public Service Commission submits this report to Parliament incorporating its activities during the period 1st January 2018 to 31st December 2018.

02. Historical path of the Public Service Commission

During the era when Sri Lanka was a colony under the British Empire, the first Public Service Commission was established by the Ceylon (Constitution) Order in Council of 15th May 1946. The Public Service Commission was thereby vested with the executive powers of appointment, promotion, transfer, disciplinary control and dismissal of public officers.

With the adoption of the first Republican Constitution in 1972 the Public Service Commission which was hitherto in existence for 26 years was abolished and the authoritative power over the public service was vested in the Cabinet of Ministers.

The second Republican Constitution of 1978 re-established the Public Service Commission and it functioned only as the Appellate Authority. In 1992, this Commission by virtue of the delegated authority vested in it by the Cabinet of Ministers exercised the executive powers of appointment, promotion, transfer, disciplinary control and dismissal of public officers (except higher positions of Senior Assistant Secretary and above). The Cabinet of Ministers retained with it the authority to alter, vary or rescind any decision made by the Commission or a Committee thereof with delegated powers.

The 17th Amendment to the Constitution in 2001 nullified the hitherto existed Chapter IX of the Constitution concerning the public service and a new chapter was incorporated. As such, the Public Service Commission consisted of members, not more than nine in number, appointed by the President on the recommendation of the Constitutional Council and one person from among such members was appointed as the Chairman of the Public Service Commission. This particular amendment brought about a robust change into the profile of the Public Service Commission and the authority vested in the Cabinet of Ministers with regard to appointment, promotion, transfer and disciplinary control of the public service was delegated to the Public Service Commission subject to the provisions of the Constitution. Moreover, the Public Service Commission in this instance was made an institution accountable and answerable to the Parliament adhering to its Standing Orders.

In the year 2010, matters pertaining to the establishment and functions of the Public Service Commission have been revised by the 18th Amendment to the Constitution. This ought to be a Commission answerable to Parliament in keeping with its Standing Orders. In terms of Sub Article 54(1) of the Constitution as amended by its 18th Amendment, the Public Service Commission consists of not more than nine members appointed by the President. Of this number, members not less than three should be persons with experience as public officers for more than fifteen years. The President will appoint one of such members as the Chairman of the Public Service Commission. They hold office for a term of three years and are eligible for reappointment for one further term.

In pursuance of Article 55 (1) of the Constitution as amended by its 18th Amendment, the Cabinet of Ministers shall provide for all policy matters concerning the public officers. Subject to provisions of the Constitution, the Public Service Commission has been vested with the powers of appointment, promotion, transfer and disciplinary control of the public officers including police officers.

In terms of Article 54(1) of the Constitution as amended by the 19th Amendment, the Public Service Commission consists of nine members appointed by the President. Of this number, members not less than three should be persons with experience as public officers for more than fifteen years. The President will, on the recommendation of the Constitutional Council, appoint one of such members as its

Chairman. Subject to provisions of the Constitution, the Public Service Commission has been vested with the powers of appointment, promotion, transfer and disciplinary control of the public officers. Powers over police officers and audit officers were removed from the scope of the Public Service Commission with the establishment of the National Police Commission and the Audit Commission by the 19th Amendment to the Constitution.

The Education Service Committee and Health Service Committee have been established in terms of the provisions in Article 57(1) of the Constitution.

03. Powers of the Public Service Commission

By virtue of the powers vested via 19th Amendment to the Constitution, except for members of Army, Navy and Air Force, an officer of the Election Commission appointed by the Election Commission or a police officer appointed by the National Police Commission or scheduled public officer appointed by the Judicial Service Commission or a member of the Sri Lanka Audit Service appointed by the Audit Commission, provincial public officers appointed by the Provincial Public Service Commissions, Ministry Secretaries appointed by the President, Heads of Department appointed by the Cabinet of Ministers and employees of Public Corporations, Statutory Bodies and Government Owned Business Undertakings,

- the appointment
- promotion
- transfer
- disciplinary control and
- dismissal from service

of all other public officers including officers falling under All Island Services employed in the Provincial Councils are handled by the Public Service Commission.

In accordance with the delegation of powers of the Public Service Commission published in the Gazette Extraordinary No. 1941/41 dated 20.11.2005 as amended by the Gazette Extraordinary No. 1955/22 dated 25.02.2016, power of appointment, promotions, transfers, disciplinary control and dismissal from service concerning all officers other than Ministry Secretaries, Heads of Departments, and officers of the Provincial Public Service and Judicial Service

and all other officers in the primary and secondary level excluding supra grade or special grade officers of the tertiary level as defined in the Public Administration Circular No. 6/2006 has been delegated to the Secretaries of Ministries, Heads of Department and the Director General of Combined Services. Disciplinary control over offences concerning all officers of the public service that have been specifically set out in Schedule II of Chapter XLVIII of the Establishments Code has been delegated to Heads of Departments and Secretaries of Ministries.

Powers to take measures in relation to matters concerning appointment, confirmation in service, promotion, transfer, termination of service, resignation from service, retirement and re-employment on contract basis as well as consideration of appeals made against vacation of post notices and matters in dealing with disciplinary control over officers set out in Schedule I of Chapter XLVIII of the Establishments Code, granting concessions on efficiency bar examinations and dismissal from service of officers of the education sector have been delegated to the Education Service Committee by the Gazette Extraordinary No. 1989/29 dated 19.10.2016 as amended by the Gazette Extraordinary No. 1992/07 dated 07.11.2016. An officer aggrieved by an order of this Committee may submit a written appeal to the Public Service Commission in terms of Article 58(1) of the Constitution.

Powers to take measures in relation to matters concerning appointment, confirmation in service, promotion, transfer, termination of service, resignation from service, retirement and re-employment on contract basis as well as consideration of appeals made against vacation of post notices and matters in dealing with disciplinary control over officers set out in Schedule I of Chapter XLVIII of the Establishments Code, granting concessions on efficiency bar examinations and dismissal from service of officers of the health sector have been delegated to the Health Service Committee by the Gazette Extraordinary No. 1994/24 dated 27.10.2016. An officer aggrieved by an order of this Committee may submit a written appeal to the Public Service Commission in terms of Article 58(1) of the Constitution.

In addition, the officers belonging to the national services but those who are employed under provincial authority on secondment basis such as teachers, principals and education officers of all education cadres have the right to appeal to the Public Service Commission against their transfers and matters on disciplinary control in terms of the 13th amendment to the Constitution. Furthermore, the officers belonging to the provincial education service too have the right to appeal to the Public Service Commission against the dismissal of service.

However, where the instances of uncertainty that may arise in dealing with the scope of the delegation of powers made by the Public Service Commission or the implementation by the said Commission of such powers so delegated, the decision of the Public Service Commission is final and conclusive.

3.1 Instances where the decisions of the Public Service Commission can be canvassed.

The decisions of the Commission cannot be canvassed in any Court of Law or Tribunal except;

- in the Supreme Court for the sake of fundamental rights subject to Article 61A and paras (1), (2), (3), (4) and (5) of Article 126 of the Constitution and,
- in the Administrative Appeals Tribunal established by the Administrative Appeals Tribunal Act No. 4 of 2002 in terms of Article 59(1) of the Constitution.

04. General review of the work of the Public Service Commission

In making recruitments and promotions to services of executive level of the public service action has been taken to recruit and promote persons with specialized knowledge, skill, professional qualifications and experience for each of such services in pursuance of the respective Schemes of Recruitment and Promotion advocating transparency. By formulating Service Minutes and Schemes of Recruitment making it possible for recruitments to take place at the opportune time in a streamlined manner it was possible to recruit to the executive level services

batches of youth possessing knowledge and proficiency in keeping with the modern day requirements of the public service.

As the Public Service Commission has been awarded with the ISO 9001:2008 international quality certification of the International Standard Organization for establishing and maintaining a quality management system in conformity with such ISO 9001:2008 certification, it has been possible to make continued improvements constantly in the quality management system and finalize tasks in a more systematic, accurate and expeditious manner within set time lines and phases of work introduced for the purpose. The efficiency levels have been further enhanced by formulating a Clients Charter and assigning set targets for routine duties.

As in the previous years, necessary action was taken to review issues confronting in the execution of duties with the Public Service Commission and expedite work after inviting Ministry Secretaries and Additional Secretaries in charge of administration matters to the Commission during this year as well.

A systematic programme was made possible having set targets for officers to get orders of the Public Service Commission and implement them in a fixed timeframe. It was also possible to issue circulars outlining instructions to avoid delays caused due to non submission of all documents related to appointments and promotions at one stretch and to make functions involving appointments and promotions through revisiting the formats and check lists in the website of the Public Service Commission more efficient.

Steps were taken to make the work efficient by minimizing the delays in bringing down relevant information from the Ministries and Departments after dispatching formal reminders and also by holding discussions so as to reduce the exchange of letters in order to provide a prompt service to public officers seeking services.

In the event of promotions in the executive level services in the public service, steps were taken to promote the persons with specialized knowledge, skill, professional qualifications and experience for each of such services in keeping

with the relevant Schemes of Promotion in a transparent manner. It has been strived to maintain a qualitative and vibrant public service by instilling motivation in the public officers by making such promotions without any delay.

The opportunity to make appeals by the public officers in a justifiable manner was ensured by making just and unbiased decisions within the legal provisions in terms of the Article 58(1) of the Constitution on written appeals submitted to the Public Service Commission by such officers aggrieved by an order of the authority with delegated power.

Sinhala and Tamil New Year, a religious sermon on account of Vesak Festival, a sermon presided over by a Muslim Moulavi on account of Ramazan Festival, a Deva Puja administered by a Hindu priest on account of Deepawali and a holy sermon under the aegis of a Catholic priest on account of Christmas Festival were held with a view to fostering amity and religious reconciliation among various nationalities.

Construction work of the office building of the Public Service Commission situated in Battaramulla got off the ground on the 02nd of January 2014 and it was possible to complete it during the month of January this year. Accordingly, the Office of the Public Service Commission has been housed in the new building from 21.02.2018.

4.1 Solutions to challenges and problems faced by the Public Service Commission in the execution of its activities

In order to avoid delays due to various problems in the execution of duties involving the formulation of Schemes of Recruitment and Service Minutes, appointments, promotions and matters concerning discipline and appeals referred to the Public Service Commission, action was taken to arrive at solutions after holding discussions with the officers of the respective institutions wherever necessary. Apart from it, action was also taken to dispatch reminders to the Ministries/ Departments with a view to getting down prompt replies.

Measures were taken to enhance efficiency and productivity through reassigning duties involving respective subjects among officers in charge of the subjects in

order to minimize the disparities in the distribution of tasks in each of the divisions and in view of the fact that the officers with wide experience who served a long period in the Public Service Commission were on transfer and the newly arrived officers would take some considerable time to gain experience in their work, necessary service with efficacy could be made available by asking them to undergo training and attending to proper follow up action.

Action was taken to fill the vacancies in various services resolving the issues that existed in the respective Service Minutes involving certain services. Moreover, provision of more efficient service was possible overcoming the unnecessary delays in the dispatch of the soft copies of the Schems of Recruitment, when they undergo amendments, after obtaining the approval thereto from the Commission with necessary amendments and channeling it at the same time via email to the Ministry or Department concerned.

One of the drawbacks faced by the Public Service Commission is the problematic situations where the unimplementable and flawed decisions of the Administrative Appeals Tribunal make it difficult for the Commission to handle matters in regard to appeals made to the Administrative Appeals Tribunal by the persons aggrieved by the decisions of the Public Service Commission.

When taking the overall work performed during the year 2018 into consideration, the period under review marked a successfully ‘directed public service journey’ through commitment and mutual cooperation of the staff who faced up to challenges as opportunities in analyzing and resolving problems during the course of the execution of their duties.

05. Tasks assigned to the Divisions following the delegation of powers of the Public Service Commission.

In order to exercise powers vested in the Public Service Commission by the Constitution following Divisions have been established and geared up for making the required contribution as appropriate.

- Establishments Division
- Appointments Division
- Promotions Division
- Disciplinary Division
- Appeals Division
- Administration Division
- Finance Division
- Internal Audit Division

5.1 Establishments Division

In pursuance of the delegation of powers vested in the Public Service Commission by the Gazette Notice No. 1941/41 dated 20.11.2015, formulation of a Service Minute to each approved service and a Scheme of Recruitment to each approved post outside of such service in the public service is dealt with by the Establishments Division.

In the formulation of such Service Minutes and Schemes of Recruitment, method of recruitment to be followed in recruiting officers for each approved post, eligibilities for recruitment, relevant salary scale applicable to the post, terms and conditions of service, methods of promotions and all other related particulars are incorporated into them. Prior to the approval of the relevant Service Minute or Scheme of Recruitment, approval of the Director General of Management Services having regard to the cadre approval, recommendation of the Salaries and Cadre Commission having regard to the salary scale and the recommendation from the Director General of Establishments for the draft Service Minute or Scheme of Recruitment are obtained.

5.1.1 Role of the Establishments Division

- Matters relating to formulation of Service Minute for each approved service of the public service.
- Matters relating to formulation of Scheme of Recruitment for each approved post outside of such services.
- Matters relating to formulation of Schemes of Promotion

- Matters relating to delegation of powers within the scope of the Public Service Commission.
- Matters relating to formulation of guidelines based on the Procedural Rules of the Public Service Commission.
- Matters relating to formulation of the Schemes of Transfer for all the services.
- Matters relating to amendment of an approved Service Minute or Scheme of Recruitment or Scheme of Transfer on the recommendation of the Secretary concerned where it is necessary to amend such Minutes and Schemes.
- Matters relating to policy decision making on requests seeking solutions to issues concerning appointments and promotions made by the authorities on whom powers have been delegated.
- Matters relating to finding solutions to the issues concerning the instances where action to be taken in deviation of the Procedural Rules of Public Service Commission, Service Minutes, Schemes of Recruitment, Schemes of Transfer, Circulars and Orders.
- Matters relating to the Right to Information Act, No. 12 of 2016.

5.1.2 Progress of the Establishments Division (01.01.2018 – 31.12.2018)

Srl. No.	Matter	Total
1	New Schemes of Recruitment	75
2	Schemes of Transfer	11
3	Schemes of Promotion	08
4	Amendment to Schemes of Recruitment	95
5	Amendment to Service Minutes	25
6	Amendment to Schemes of Transfer	14
7	Policy Matters	180
8	General Matters	139
9	Requests on deviations from Service Minutes in exceptional cases	10
10	Requests on deviations from Schemes of Recruitment in exceptional cases	22

11	Requests on deviations from Schemes of Transfer in exceptional cases	03
12	Requests on deviations from Schemes of Promotion in exceptional cases	01
13	Delegation of Administrative Powers	09
14	Matters pertaining to SC/AAT/CA	17
15	Circulars	01
	Total	610

Table No. 01

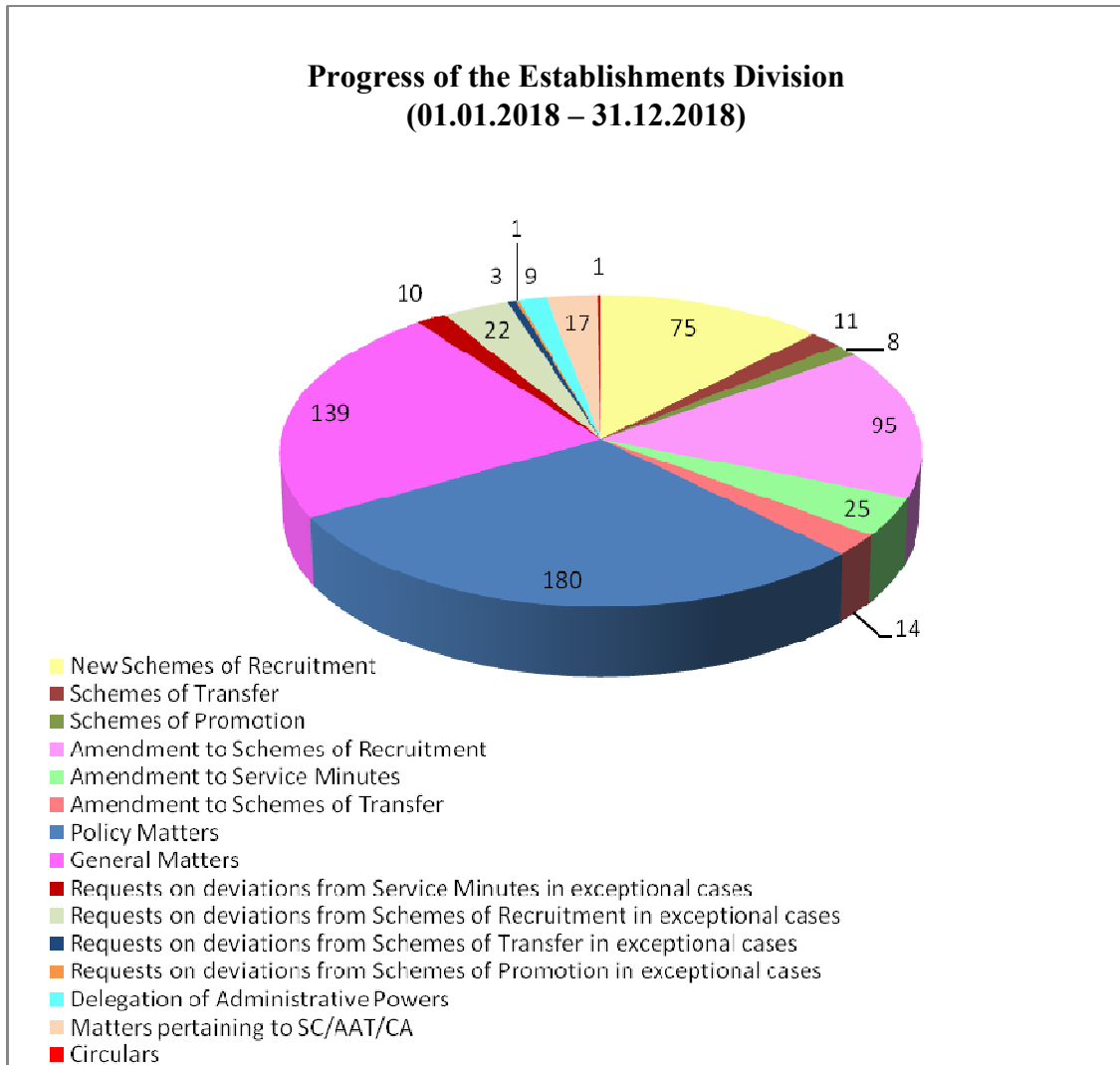


Diagram No. 01

Details of Schemes of Recruitment approved during the period from 01.01.2018 to 31.12.2018

Srl.No.	Ministry	Number Approved
1	Ministry of Finance and Mass Media	03
2	Ministry of Finance and Economic Affairs	01
3	Ministry of Rural Economy	01
4	Ministry of Health, Nutrition and Indigenous Medicine	03
5	Ministry of Fisheries and Aquatic Resources Development	02
6	Ministry of Higher Education and Cultural Affairs	06
7	Ministry of Industry and Commerce	06
8	Ministry of Housing and Construction	03
9	Ministry of Provincial Councils, Local Government and Sports	01
10	Ministry of Public Administration and Management	02
11	Ministry of National Policies and Economic Affairs	03
12	Ministry of External Affairs	02
13	Ministry of Prison Reforms, Resettlement, Rehabilitation and Hindu Religious Affairs	01
14	Ministry of National Integration, Reconciliation and Official Languages	01
15	Ministry of Mahaweli Development and Environment	04
16	Ministry of Buddha Shasana	01
17	Ministry of Women and Child Affairs	02
18	Ministry of Justice and Prison Reforms	01
19	Ministry of Internal Affairs, Wayamba Development and Cultural Affairs	05
20	Ministry of Social Empowerment, Welfare and Kandyan Heritage	01
21	Ministry of Highways and Road Development	01
22	Ministry of Sports	01
23	Ministry of Lands and Parliamentary Reforms	01
24	Ministry of Transport and Civil Aviation	09
25	Ministry of Public Administration, Management and Law and Order	01
26	Ministry of City Planning, Water Supply and Disaster Management	01
27	Ministry of Cultural, Internal Affairs and Regional Development	04
28	Ministry of Irrigation and Water Resources and Disaster Management	02
29	Ministry of Labour and Trade Union Relations	01
30	Ministry of Science, Technology and Research	01
31	Public Service Commission	02
32	Commission to Investigate Allegations of Bribery or Corruption	02
	Total	75

Table No. 02

**Details of Schemes of Promotion approved during the period
from 01.01.2018 to 31.12.2018**

Srl.No.	Ministry	Number Approved
01	Ministry of Irrigation and Water Resources and Disaster Management	03
02	Ministry of Social Empowerment and Primary Industries	01
03	Ministry of Cultural, Internal Affairs and Regional Development	01
04	Ministry of Irrigation and Water Resources and Disaster Management	01
05	Ministry of National Integration, Reconciliation and Official Languages	01
06	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	01
	Total	08

Table No. 03

Schemes of Transfer approved in the year 2018 - (11)

1. Transfers of Sri Lanka Accountants Service
2. Transfers of Sri Lanka Planning Service
3. Annual transfers of Home Guard/ Civil Security, Sub Warden, Warden and District Officers of the Department of Civil Security.
4. Transfers of Staff officers of the Department of Prison
5. Annual transfers of Combine Service
6. Annual transfers of Sri Lanka Administrative Service
7. Annual transfers of officers of the Sri Lanka Scientific Service of the of Forest Department
8. Annual transfers of Plantation Community Facilitator
9. Transfers for the departmental posts of the Department of Technical Education Training
10. Transfers of the Sri Lanka Teacher Educators Service
11. Annual transfers of the Department of Archaeology

Public Service Commission Circulars issued during the year 2018-(02)

1. 01/2018 Computation of the immediately preceding satisfactory period of service of an officer who has obtained no pay leave, when grade promotions are made in accordance with the approved Service Minutes and Schemes of Recruitment
2. 02/2018 Reversion of an officer recruited under limited or merit stream to his former service during the acting period

5.2 Appointments Division

Following functions relating to the appointment of public officers (other than Ministry Secretaries, Heads of Departments and officers of the Provincial Public Service and Judicial Officers) in respect of whom the powers of the Public Service Commission have not been delegated, published in the Gazette Extraordinary No. 1941/41 dated 20.11.2015 as amended by the Gazette Extraordinary No.1955/22 dated 25.02.2016 and also published in the Gazettes Extraordinary No. 1989/29 dated 29.01.2016, No.1990/24 dated 27.10.2016 and No. 1992/7 dated 07.11.2017 are carried out by the Appointments Division of the Public Service Commission.

5.2.1 Role of the Appointments Division

Recruitment in accordance with the approved Service Minutes/Schemes of Recruitment and Promotion, Confirmation in Service, Termination of Service, Reversion to the former post, Appointment on acting/attending to duties basis (Other than Divisional Secretary), Release (outright/temporary), Recruitment on contract basis, Resignation from service, Reappointment to the Service/Post, Retirement (on optional/compulsory/medical grounds in terms of P.A. Circular 30/88), Reemployment of retired public officers on contract basis, Appointment to Scheduled Posts in the Service Minutes (where applicable) and Dealing with matters pertaining to appeals made against decisions given by the Health Service Committee and Education Service Committee in relation to the appointments of staff officers are handled by the Appointments Division.

Submission of observations and other necessary reports pertaining to appeals laid before the Administrative Appeals Tribunal, cases filed in the Supreme Court/ Court of Appeal and cases forwarded to Parliamentary Ombudsman and Human

Rights Commission against orders/decisions made by the Public Service Commission having regard to above functions are also dealt with by the Appointments Division.

5.2.2. Progress Review of the Appointments Division (01.01.2018- 31.12.2108)

Srl. No.	Matter	Total
1	Retirement	366
2	Confirmation	536
3	Recruitment	672
4	Reemployment on contract basis	1043
5	Appointment on contract basis	80
6	Decisions on efficiency bars	2255
7	Appointment to act/ attend to the duties	1147
8	Release	85
9	Resignation	12
10	Absorption	195
	Total	6391

Table No. 04

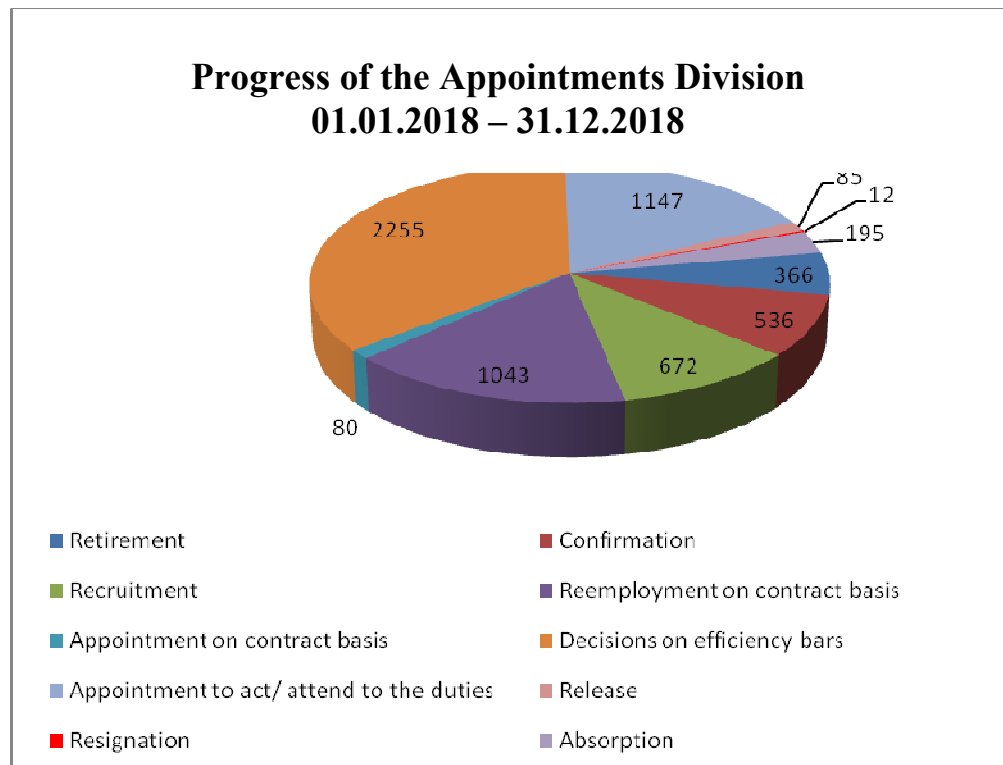


Diagram No. 02

Srl. No.	Retirement	Number
01	Ministry of Justice and Prison Reforms	07
02	Ministry of Internal and Home Affairs and Provincial Councils and Local Government	20
03	Ministry of Lands and Parliamentary Reforms	25
04	Ministry of Labour and Trade Union Relations	03
05	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons and Cooperative Development	04
06	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	43
07	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	22
08	Ministry of Postal Services and Muslim Religious Affairs	07
09	Ministry of Transport and Civil Aviation	10
10	Ministry of Primary Industries and Social Empowerment	01
11	Ministry of Mahaweli Development and Environment	03
12	Ministry of Finance	68
13	Ministry of Public Administration and Disaster Management	149
14	Auditor General's Department	02
15	Ministry of External Affairs	01
	Total	366

Table No. 05

Srl. No.	Confirmation	Number
01	Ministry of Justice and Prison Reforms	05
02	Ministry of Lands and Parliamentary Reforms	11
03	Ministry of Labour and Trade Union Relations	07
04	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	07
05	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	02

06	Ministry of Mahaweli Development and Environment	20
07	Ministry of Finance	02
08	Ministry of Ports and Shipping and Southern Development	02
09	Ministry of Plantation Industries	02
10	Attorney General's Department	02
11	Sri Lanka Engineering Service	73
12	Sri Lanka Technical Education Service	37
13	Sri Lanka Agriculture Service	09
14	Sri Lanka Planning Service	24
15	Sri Lanka Accountants Service	110
16	Sri Lanka Information and Communication Technology Service	05
17	Sri Lanka Inland Revenue Service	01
18	Sri Lanka Administrative Service	139
19	Sri Lanka Architects Service	04
20	Sri Lanka Audit Service	17
21	Sri Lanka Foreign Service	18
22	Sri Lanka Scientific Service	29
23	Sri Lanka Animal Production and Health Service	10
	Total	536

Table No. 06

Srl. No.	Recruitment	Number
1	Ministry of Justice and Prison Reforms	89
2	Ministry of Education	01
3	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons and Cooperative Development	03
4	Ministry of Women and Child Affairs and Dry Zone Development	01
5	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	50
6	Ministry of Telecommunication, Foreign Employment and Sports	03
7	Ministry of Primary Industries and Social Empowerment	01

8	Ministry of Finance	62
9	Ministry of Public Administration and Disaster Management	01
10	Ministry of Ports and Shipping and Southern Development	36
11	Ministry of External Affairs	23
12	Ministry of Health, Nutrition and indigenous Medicine	01
13	Legal Officer	09
14	Sri Lanka Engineering Service	244
15	Sri Lanka Information and Communication Technology Service	08
16	Sri Lanka Administrative Service	03
17	Sri Lanka Surveyors Service	114
18	Sri Lanka Scientific Service	23
	Total	672

Table No. 07

Srl. No.	Reemployment on contract basis	Number
01	Prime Minister's Office	01
02	Ministry of Justice and Prison Reforms	02
03	Ministry of Education	03
04	Ministry of Internal and Home Affairs and Provincial Councils and Local Government	41
05	Ministry of Defence	17
06	Ministry of Lands and Parliamentary Reforms	31
07	Ministry of Labour and Trade Union Relations	01
08	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons and Cooperative Development	14
09	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	82
10	Ministry of Telecommunication, Foreign Employment and Sports	01
11	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	03
12	Ministry of Postal Services and Muslim Religious	18

	Affairs	
13	Ministry of City Planning, Water Supply and Higher Education	04
14	Ministry of Housing, Construction and Cultural Affairs	06
15	Ministry of Transport and Civil Aviation	495
16	Ministry of Primary Industries and Social Empowerment	03
17	Ministry of Megapolis and Western Province Development	01
18	Ministry of Mahaweli Development and Environment	05
19	Ministry of Public Administration and Disaster Management	269
20	Ministry of Ports and Shipping and Southern Development	01
21	Ministry of Tourism Development, Wildlife and Christian Religious Affairs	03
22	Ministry of Health, Nutrition and indigenous Medicine	32
23	Sri Lanka Engineering Service	01
24	Sri Lanka Accountants Service	03
25	Government Translators Service	02
26	Miscellaneous	01
27	Total	1043

Table No. 08

Srl. No.	Appointment on contract basis	Number
1	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	56
2	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	11
3	Ministry of City Planning, Water Supply and Higher Education	02
4	Ministry of Finance	04
5	Ministry of Public Administration and Disaster Management	04
6	Ministry of Ports and Shipping and Southern Development	01
7	Ministry of Plantation Industries	02
8	Total	80

Table No. 09

Srl. No.	Release	Number
01	Ministry of Justice and Prison Reforms	01
02	Commission to Investigate Allegations of Bribery or Corruption	01
03	Ministry of Lands and Parliamentary Reforms	03
04	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons and Cooperative Development	01
05	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	01
06	Ministry of Public Administration and Disaster Management	74
07	Ministry of External Affairs	01
08	Ministry of Tourism Development, Wildlife and Christian Religious Affairs	01
09	Ministry of Health, Nutrition and indigenous Medicine	02
	Total	85

Table No. 10

Srl. No.	Decisions on Efficiency Bars	Number
01	Ministry of Education	6
02	Ministry of Justice and Prison Reforms	39
03	Ministry of Lands and Parliamentary Reforms	13
04	Ministry of Labour and Trade Union Relations	13
05	Ministry of Women and Child Affairs and Dry Zone Development	04
06	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	16
07	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	54
08	Ministry of Primary Industries and Social Empowerment	16
09	Ministry of Transport and Civil Aviation	106
10	Ministry of Finance	02
11	Ministry of Public Administration and Disaster Management	96
12	Ministry of Health, Nutrition and indigenous Medicine	08

13	Department of Immigration and Emigration	07
14	Forest Department	02
15	Attorney General's Department	02
16	Unified Postal Service	1596
17	Government Translators Service	02
18	Drivers Service	02
19	Sri Lanka Engineering Service	01
20	Sri Lanka Technical Education Service	11
21	Sri Lanka Agriculture Service	07
22	Sri Lanka Planning Service	06
23	Sri Lanka Accountants Service	07
24	Sri Lanka Information and Communication Technology Service	23
25	Sri Lanka Inland Revenue Service	19
26	Sri Lanka Administrative Service	19
27	Sri Lanka Technological Service	83
28	Sri Lanka Surveyors Service	29
29	Sri Lanka Architects Service	01
30	Sri Lanka Audit Service	01
31	Sri Lanka Foreign Service	25
32	Sri Lanka Scientific Service	10
33	Sri Lanka Animal Production and Health Service	07
34	Assistant Archivist	05
35	Authorized Officer	003
36	Assistant Secretary (Non SLAS)	01
	Total	2255

Table No. 11

Srl. No.	Appointment to act/ attend to duties	Number
01	Ministry of Justice and Prison Reforms	11
02	Ministry of Education	06
03	Ministry of Internal and Home Affairs and Provincial Councils and Local Government	147
04	Ministry of Lands and Parliamentary Reforms	12
05	Ministry of Labour and Trade Union Relations	22
06	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons and Cooperative Development	07
07	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	116
08	Ministry of National Integration, Official Languages, Social Progress and Hindu Religious Affairs	01
09	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province	28

	Development, Vocational Training and Skills Development and Youth Affairs	
10	Ministry of Postal Services and Muslim Religious Affairs	55
11	Ministry of City Planning, Water Supply and Higher Education	01
12	Ministry of Transport and Civil Aviation	01
13	Ministry of Buddha Shasana and Wayamba Development	02
14	Ministry of Megapolis and Western Province Development	01
15	Ministry of Mahaweli Development and Environment	02
16	Ministry of Finance	77
17	Ministry of Public Administration and Disaster Management	653
18	Ministry of Telecommunication, Foreign Employment and Sports	03
19	Ministry of External Affairs	02
	Total	1147

Table No. 12

Srl. No.	Resignation	Number
01	Ministry of Justice and Prison Reforms	01
02	Ministry of Lands and Parliamentary Reforms	02
03	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	05
04	Ministry of Public Administration and Disaster Management	01
05	Ministry of Ports and Shipping and Southern Development	01
06	Ministry of External Affairs	01
07	Sri Lanka Foreign Service	01
	Total	12

Table No. 13

Srl. No.	Absorption	Number
01	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development	01
02	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs	01

03	Ministry of Transport and Civil Aviation	18
04	Ministry of Primary Industries & Social Empowerment	28
05	Ministry of Mahaweli Development and Environment	02
06	Ministry of Public Administration and Disaster Management	06
07	Department of Immigration and Emigration	30
08	Sri Lanka Engineering Service	02
09	Sri Lanka Accountants Service	06
10	Sri Lanka Information and Communication Technology Service	03
11	Sri Lanka Surveyors Service	04
12	Sri Lanka Architects Service	01
13	Sri Lanka Scientific Service	93
	Total	195

Table No. 14

5.3 Promotions Division

Following functions relating to the promotion of public officers (other than Ministry Secretaries, Heads of Departments and officers of the Provincial Public Service and Judicial Service) in respect of whom the powers of the Public Service Commission have not been delegated, published in the Gazette Extraordinary No. 1941/41 dated 20.11.2015 as amended by the Gazette Extraordinary No.1955/22 dated 25.02.2016 and also published in the Gazettes Extraordinary No. 1989/29 dated 29.01.2016, No.1990/24 dated 27.10.2016 and No. 1992/7 dated 07.11.2017 are carried out by the Promotions Division of the Public Service Commission.

5.3.1 Role of the Promotions Division

Promotion in accordance with the approved Service Minutes / Schemes of Recruitments (Grade to grade/ On seniority and merit) Appointment to posts (On seniority / results of structured interviews)

The division also deals with the matters pertaining to appeals laid before the Administrative Appeals Tribunal and cases filed in the Supreme Court/ Court of Appeal against orders/ decisions made by the Public Service Commission having regard to above functions

5.3.2 Progress of the Promotions Division - (01.01.2018- 31.12.2018)

RI. No.	Matter	Total
1	Promotion from Grade to Grade	369
2	Promotion on Selection	244
3	Appointment to Posts	553
4	Appointment to act, attend to duties (Divisional Secretary)	79
	Total	1245

Table No. 15

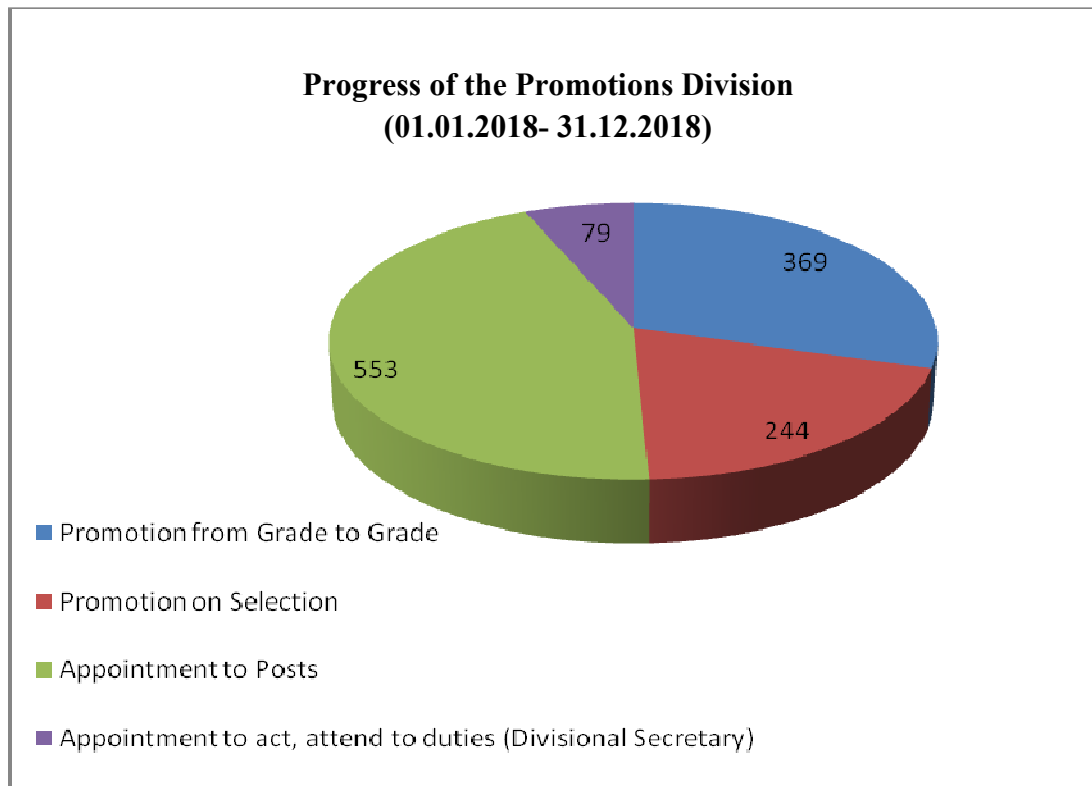


Diagram No. 03

Srl. No.	Promotion from Grade to Grade	Number
01	Sri Lanka Engineering Service	04
02	Sri Lanka Technical Education Service	07
03	Sri Lanka Agriculture Service	28
04	Sri Lanka Planning Service	08
05	Sri Lanka Accountants Service	12
06	Sri Lanka Information and Communication Technology	02

	Service	
07	Sri Lanka Administrative Service	130
08	Sri Lanka Surveyors Service	22
09	Sri Lanka Custom Service	03
10	Sri Lanka Audit Service	01
11	Sri Lanka Foreign Service	13
12	Sri Lanka Scientific Service	01
13	Sri Lanka Animal Production and Health Service	134
14	Department of Census and Statistics	04
	Total	369

Table No. 16

Srl. No.	Promotion on Selections	Number
01	Ministry of Justice and Prison Reforms	02
02	Senior Valuer	08
03	Deputy Director General	02
04	Ministry of Public Administration and Disaster Management	127
05	Sri Lanka Technical Education Service	02
06	Sri Lanka Agriculture Service	30
07	Sri Lanka Accountants Service	19
08	Sri Lanka Inland Revenue Service	02
09	Sri Lanka Administrative Service	40
10	Sri Lanka Surveyors Service	06
11	Sri Lanka Custom Service	03
12	Sri Lanka Scientific Service	02
13	Department of Excise	01
	Total	244

Table No. 17

Srl. No.	Appointment to Posts	Number
01	Additional Secretary	41
02	Director	05
03	Ministry of Defence	02
04	Senior Technical Officer	01
05	Senior Authorized Officer	26

06	Senior Assistant Secretary	14
07	Ministry of Justice and Prison Reforms	08
08	Ministry of Internal and Home Affairs and Provincial Councils and Local Government	32
09	Ministry of Mahaweli Development and Environment	02
10	Ministry of Telecommunication, Foreign Employment and Sports	01
11	Public Enterprise Department	01
12	Sri Lanka Technical Education Service	02
13	Sri Lanka Agriculture Service	59
14	Sri Lanka Planning Service	39
15	Sri Lanka Accountants Service	99
16	Sri Lanka Information and Communication Technology Service	01
17	Sri Lanka Inland Revenue Service	35
18	Sri Lanka Administrative Service	137
19	Sri Lanka Surveyors Service	15
20	Sri Lanka Architects Service	02
21	Sri Lanka Audit Service	05
22	Sri Lanka Foreign Service	01
23	Sri Lanka Examinations Department	01
24	Sri Lanka Animal Production and Health Service	24
	Total	553

Table No. 18

5.4 Disciplinary Division

This Division handles the disciplinary matters involving the officers coming under the scope of the Public Service Commission stated in the Gazette Extraordinary No. 1941/41 dated 20.11.2015 as amended by the Gazette Extraordinary No. 1955/22 dated 25.02.2016 setting out the delegation of powers of the Public Service Commission other than the officers under the Ministry of Education in accordance with the notices of Gazettes Extraordinary Nos. 1989/27, 1989/28, 1989/29 dated 19.10.2016 and the Gazette Extraordinary No. 1992/7 dated 07.11.2016 and also the officers under the Ministry of Health, Nutrition and Indigenous Medicine in

accordance with the notices of Gazettes Extraordinary Nos. 1990/24 and 1990/25 dated 27.10.2016 and No. 2004/49 dated 01.02.2017. The disciplinary division after having comprehensively studied all the letters and corrected documents received by it, extends the needful cooperation by making clear observations and recommendations on such matters to the Commission in order that it could arrive at unbiased decisions.

5.4.1 Role of the Disciplinary Division

Dealing with matters of discipline concerning officers under the disciplinary control of the Public Service Commission as referred in paragraph 5.4 above.

(1) In the Case of a disciplinary matter

- I. The Public Service Commission, on receiving a preliminary investigation report to the Disciplinary Division filed by the Heads of Department or Ministry Secretaries and following a proper study thereon with a complete examination into relevant information, files and documents, observations and recommendations, will make a suitable determination on whether charge sheets should be served or not against offending officers.
- II. If decided to serve a charge sheet, action will be taken to hand over such charge sheet to the officer concerned through the Administrative Authority, Ministry Secretary and Head of Department. Upon consideration of the answers furnished by the accused officer to such charge sheet and the observations and recommendations thereon made by the respective Head of Department, Ministry Secretary and Administrative Authority a decision will be made as to whether the institution of a formal disciplinary inquiry on the matter is feasible or not.
- III. Where the decision is to institute a Formal Disciplinary Inquiry it is required to be held following the appointment of a suitable Inquiry Officer selected from the Panel of Inquiry Officers maintained by the Public Service Commission for such purpose. However, if decided against holding a formal disciplinary inquiry the accused officer will either be exonerated from all the charges or be subject to the imposition of a suitable punishment based on the answers filed by the accused officer and the observations and recommendations thereon by the respective Head of Department, Ministry Secretary and Administrative Authority.

IV. Where a formal disciplinary inquiry is held, the Public Service Commission, following the receipt of the report of such inquiry, takes all oral and documentary evidence that were laid before the said inquiry and observations and recommendations of the Administrative Authority of the accused officer into account and makes an appropriate disciplinary order either to exonerate the accused officer from all the charges or to hold him an offender to one or several or all the charges.

V. Furthermore, as a part of the disciplinary procedure an accused officer can be interdicted from service or reinstated in service following his interdiction or he could even be sent on compulsory retirement. If the officer concerned is to be retired from service pending disciplinary action it can be so done by retiring him under Section 12 of the Minute on Pensions.

(2) In the case of appeals against the orders made by the Education Service Committee and the Health Service Committee –

This Division in accordance with the Notices of Gazette Extraordinary Nos. 1989/27, 1989/28 and 1989/29 dated 19.10.2016 and the Notice of Gazette Extraordinary No. 1992/27 dated 07.11.2016 having regard to Education Service Committee and also in accordance with the Notices of Gazette Extraordinary Nos. 1990/24 and 1990/25 dated 27.10.2016 and the Notice of Gazette Extraordinary No. 2004/49 dated 01.02.2017 having regard to Health Service Committee in pursuance of the provisions in Article 57(1) of the Constitution, will provide relief to or reject any such relief over the officers of the Ministry of Education and the Ministry of Health, Nutrition and Indigenous Medicine respectively upon consideration of the facts contained in the appeals of such officers against the disciplinary orders made by the said committees and the observations and recommendations thereon made by the respective Committee and the Administrative Authorities of such officers.

(3.) In the case of appeals against the Notices of Vacation of Post

This Division through the Public Service Commission under its scope referred to in the Gazette Notice No. 1941/41 dated 20.11.2015 as amend by the Gazette Notice No. 1955/22 dated 25.10.2016 in relation to the delegation of powers of the Public Service Commission will reinstate or will not reinstate the officers in service upon consideration of the facts contained in the appeals of such officers against their vacation of post notices and the observations and recommendations thereon made by the respective Administrative Authorities of such officers having regard to those under the Ministry of Education in accordance with the Gazettes Extraordinary Nos. 1989/27, 1989/28 and 1989/29 dated 19.10.2016 and the Gazette Extraordinary No. 1992/7 dated 07.11.2016 and also having regard to officers other than those under the Ministry of Health, Nutrition and Indigenous Medicine in accordance with the Gazettes Extraordinary Nos. 1990/24 and 1990/25 dated 27.10.2016 and Gazette Extraordinary No. 2004/49 dated 01.02.2017.

(4) In the case of appeals made to the Superior Courts, Administrative Appeals Tribunal, Human Rights Commission, Public Petitions Committee of the Parliament and the Ombudsman -

This Division appropriately handles the matters involving the preparation of observations on the applications made to the Superior Courts against the disciplinary orders or decisions on such disciplinary matters made by the Public Service Commission, preparation of observations on appeals made to the Administrative Appeals Tribunal, Public Petition Committee of the Parliament and the Ombudsman, representing the Public Service Commission at such institutions on the dates fixed for the hearing of such cases and dealing with the inquiries made by the Human Rights Commission.

5.4.2 Progress of the Disciplinary Division – (01.01.2018 – 31.12.2018)

Srl. No.	Matter	Number
01	Issuance of charge sheets	25
02	Amendments to charge sheets	07
03	Exoneration from charges	10

04	Other disciplinary punishments	15
05	Reinstatement in service	13
06	Dismissal of appeals	18
07	Appointment of Disciplinary Inquiry Officers	35
08	Retirement under Section 12 of the Minute on Pensions	02
09	Compulsory retirement	07
10	Conversion of retirement under disciplinary grounds to normal retirement	14
11	Retirements from service	03
12	Completion of disciplinary matters	13
13	Other general orders	208
14	Observation on Appeals made to AAT	72
15	Observation on Court applications	07
	Total	449

Table No.19

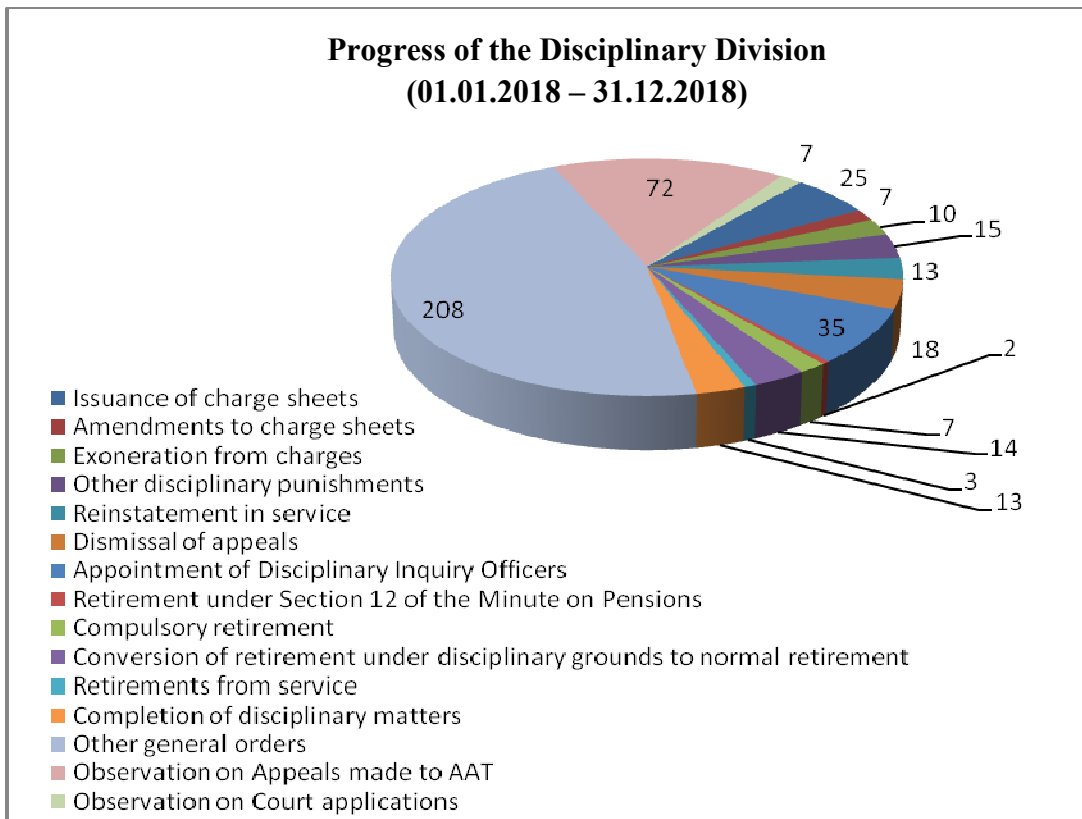


Diagram No. 04

5.5 Appeals Division

Appeals Division extends assistance to the Commission to arrive at decisions on appeals submitted to the Public Service Commission in writing in terms of

Article 58(1) of the Constitutions by public officers aggrieved by an order made by an authority with delegated powers and to make decisions on such appeals within the prescribed time frame.

5.5.1 Role of the Appeals Division

- i. Calling for reports containing observations and recommendations from the relevant Ministry/ Department on each appeal.
- ii. Preparing a detailed report on each appeal thereafter and forwarding it to the Public Service Commission.
- iii. Informing of the decisions made by the Public Service Commission on the appeals to the appellant and other related parties.
- iv. Preparing observation reports forwarded to the Administrative Appeals Tribunal against the decision made by the Public Service Commission on appeals and representing the Public Service Commission before the Tribunal when such appeals are taken up for hearing.
- v. Submitting recommendations of the Public Service Commission on petitions referred to the Public Petitions Committee in connection with the decisions of the Public Service Commission.
- vi. Appearing before the Public Petitions Committee in connection with the petitions taken up for hearing by such Committee.
- vii. Submitting observations/ recommendations of the Public Service Commission on applications made to the Supreme Court and the Court of Appeal against the decisions of the Public Service Commission.
- viii. Submitting observations of the Public Service Commission in connection with the petitions made to the Parliamentary Commissioner for Administration (Ombudsman) against the decisions of the Public Service Commission.

- ix. Forwarding observations of the Public Service Commission in connection with the applications made to the Human Rights Commission against the decisions of the Public Service Commission.
- x. Forwarding detailed particulars to the Attorney General’s Department on the cases of the Supreme Court and the Court of Appeal.

5.5.2 Progress of the Appeals Division (01.01.2018 – 31.12.2018)

Srl No.	Matter	Number
01	Appeals received during the year	1438
02	Appeals for which reports have not been received	457
03	Appeals being processed on receipt of reports	233
04	No. of appeals finalized during the year 2018 itself for which reports received in the same year	96
05	No. of appeals finalized during the year 2018 for which reports received in the previous year	1451
06	No. of Supreme Court cases pending (including previous years)	41
07	No. of Court of Appeals cases pending (including previous years)	05
08	No. of AAT cases pending (including previous years)	152
09	No. of inquiries from Public Petitions Committee during the period	12

Table No. 20

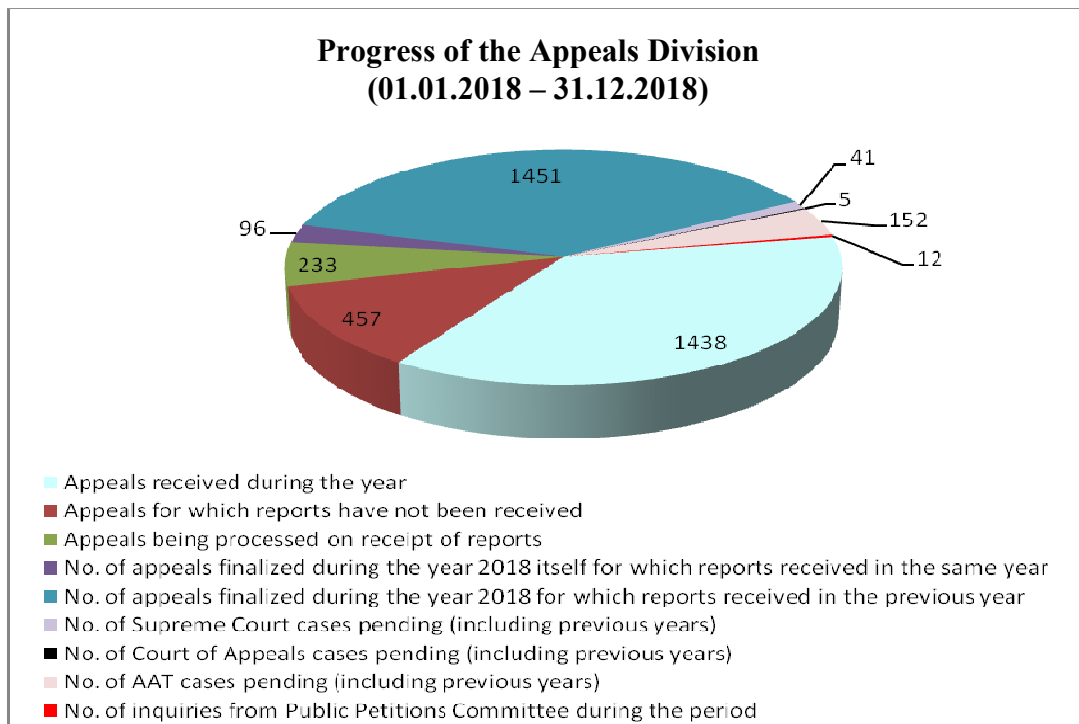


Diagram No. 05

5.6 Administration Division

General administration of the Office of the Public Service Commission is entrusted with the Administration Division. The Additional Secretary (Administration & Finance) functions as the Head of this Division.

The Administration Division handles following areas of work:

- Distribution of all letters received by the Commission among divisions through Data Management System (DMS)
- Overall administration of the staff of the Office of the Public Service Commission
- Matters involving vacancies in the staff
- Submission of reports on the role and progress of the Commission to Parliament quarterly and annually
- Coordination of the meetings of the general public looking into the client grievances
- All administrative matters relating to the vehicles of the Office of the Public Service Commission
- Matters concerning maintenance and security service of the office building
- Continuing to carry on with the staff within the approved cadre and matters related to the creation of new appointments

5.7 Finance Division

This Division provides financial services to the Office of the Commission ensuring an uninterrupted financial information and management system. Following tasks for that purpose are carried out.

- Formulation and implementation of financial plans for the Office of the Commission.
- Supply of goods and services.
- Management of fixed assets.
- Guidelines and advice on financial matters.
- Provision of updated information on activities of the Accounts Division to the Secretary who is the Chief Accounting Officer.
- Co-ordination of financial activities between Divisions.
- Execution of procurement work.

5.8 Internal Audit Division

This Division which has been established under the direct supervision of the Secretary of the Public Service Commission has carried out following tasks during the year 2016 in order to ensure a productive performance and effective system of internal control in the institution.

- Financial Audit.
- Preparation of the Annual Internal Audit Plan focusing on the system analysis and performance analysis and implementation of the internal audit functions continuously throughout the year covering all the divisions of the institution accordingly.
- Submission of internal audit reports.
- Extending necessary assistance by providing useful information to the top management in making management decisions through convening and holding the meetings of the Audit Management Committee.

6. Education Service Committee of the Public Service Commission

The Education Service Committee has been appointed by the Public Service Commission in terms of Article 56 (1) of the Constitution of the Democratic Socialist Republic of Sri Lanka by Gazette Notice No. 1989/27 dated 19.10.2016 and the delegation of powers to the above Committee and amendments thereto have been made by Gazette Notices No. 1989/29 dated 10.10.2016, No. 1997/07 dated 07.11.2016 and No. 2014/03 dated 11.04.2017.

The Education Service Committee by virtue of the powers vested in it through Gazette Notice No. 2014/3 dated 11.04.2017 carries out its functions as from 07.04.2017.

6.1 Role of the Education Service Committee

Following functions in respect of the officers on whom powers have been delegated by the Public Service Commission, published in the Gazette Extraordinary No. 2014/3 dated 11.04.2017 are carried out by the Education Service Committee.

- Recruitment in accordance with approved Service Minutes / Schemes of Recruitment, Confirmation in Service, Termination of Service, Reversion to the former post, Appointment on the basis of acting / attending to duties, Release (permanent / temporary), Resignation from Service, Consideration of appeals against vacation of post notices, Reappointment to the service / post, Retirement and Re-employment of retired public officers on contract basis.
- Promotions according to approved Service Minutes / Schemes of Recruitment / Schemes of Promotion (Grade to Grade / Seniority and Merit Basis)
- Granting relief for Efficiency Bar Examinations.
- Disciplinary Control and dismissal from service concerning the offences set out in the First Schedule of Chapter XLVIII of the Establishments Code in relation to the officers belonging to the scope of the Education Service Committee.
 - Providing information under Right to Information Act No. 12 of 2016.

6.2 Progress of the Education Service Committee (01.01.2018 – 31.12.2018)

Srl. No.	Matter	Total
01	Issuance of charge sheets	16
02	Amendment to charge sheets	09
03	Concluding disciplinary matters	04
04	Exoneration from charges	06
05	Issuance of final disciplinary order	08
06	Retirement under Section 12 of the Minute on Pensions	01
07	Appointment of Inquiry Officers	13
08	Recruitment	617
09	Confirmation	208
10	Promotion	1278
11	Retirement	377
12	Release	150
13	Absorption	2081
14	Transfers	44
15	Decisions on Efficiency Bars	175
16	Decisions on relief for language proficiency	01
17	Appointment to cover up duties	04
18	Appointment to posts	45
19	Recruitment on contract basis	02
20	Other orders	305
21	General orders on political victimization relief	31
	Total	5375

Table No. 21

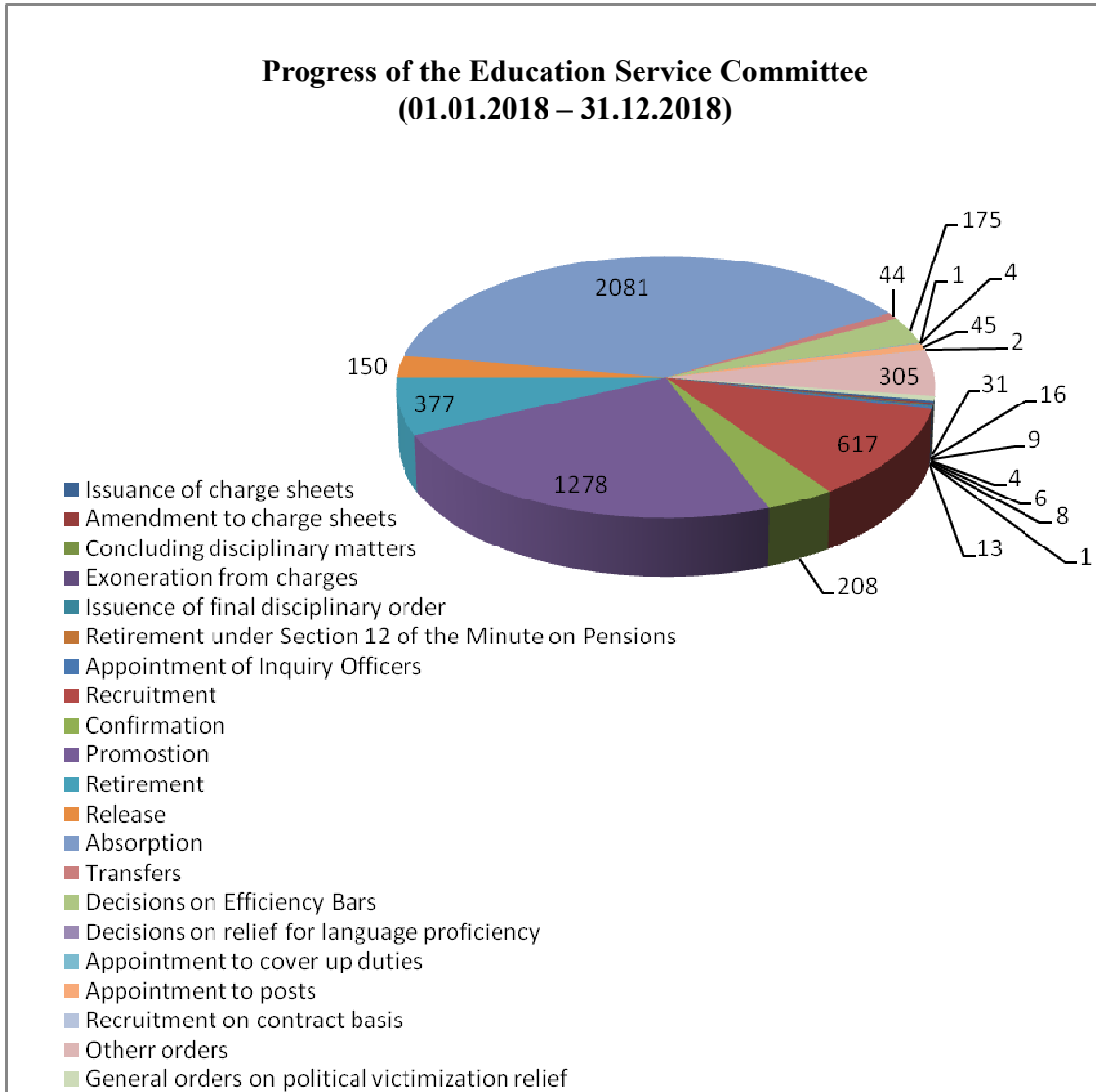


Diagram No. 06

7. Health Service Committee of the Public Service Commission

The Public Service Commission by the Gazette Extraordinary No. 1990/24 dated 27.10.2016 has delegated its powers to the Health Service Committee with effect from 01.11.2016. The delegation of powers to the Committee above has been amended by the Gazettes Extraordinary No. 2004/49 dated 01.02.2017 and No. 2009/18 dated 08.03.2017. The rules for the Procedure and Quorum of Committees appointed by the Public Service Commission have been published by the Gazette Extraordinary No. 1989/28 dated 19.10.2016.

Members for such Committee have been appointed with effect from 27.10.2016 by the Gazette Extraordinary No. 1990/25 dated 27.10.2016. The term of office of the

Members of the Committee above expired on 31.10.2018 and the new Committee Members have been appointed from 01.11.2018.

7.1 Role of the Health Service Committee

The role of the Education Service Committee is to make decisions on matters forwarded to it in keeping with the delegation of powers as described above.

7.2 Progress of the Health Service Committee (01.01.2018 – 31.12.2018)

Srl No.	Matter	Number
01	Retirement	240
02	Confirmation	2810
03	Recruitment	1648
04	Issuance of letters of appointment for Medical Officers appointed before to 2017 but not issued with formal letters of appointment by the PSC	301
05	Reemployment of retired officers on contract basis	245
06	Promotion	3133
07	Appointment to posts	1648
08	Appointment to Special Grade	357
09	Release	73
10	Transfer	4807
11	Decisions on relief of efficiency bars	235
12	Resignation	29
13	Acting	52
14	Issuance of Charge Sheets	33
15	Amendments to Charge Sheets	06
16	Exoneration from charges – Without issuing of Charge Sheets	03
17	Conversion of retirement under disciplinary grounds to normal retirement	01
18	Retirement under section 12 of the Minute on Pensions	01
19	Reinstatement in service	07
20	Other disciplinary punishments	14

21	Dismissal of appeals	01
22	Appointment of officers for Formal Disciplinary Inquiries	31
23	Other general orders	85
	Total	15760

Table No. 22

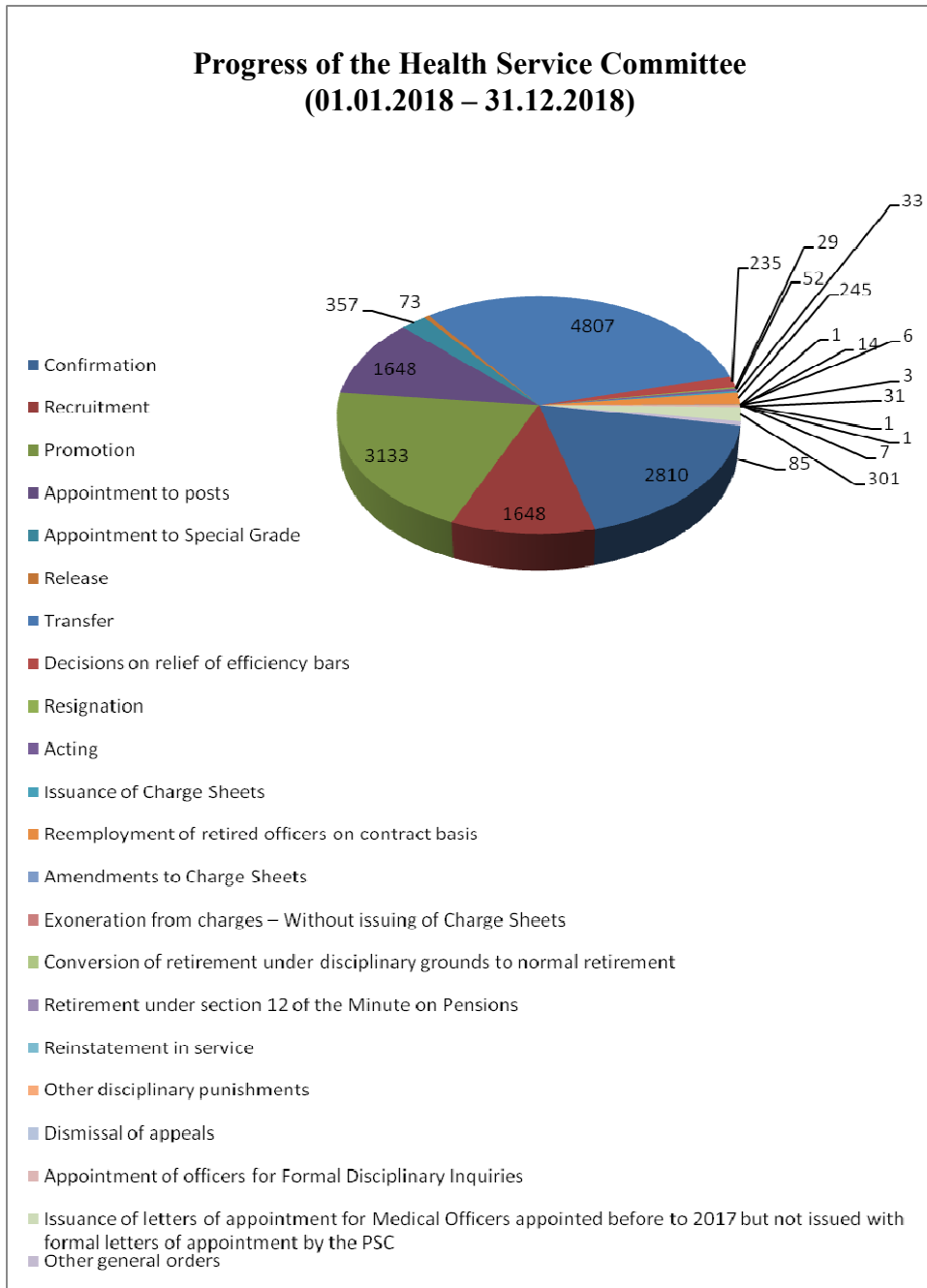


Diagram No. 07

Financial Provision

The summary of expenditure of the Office of the Public Service Commission for the period from 01.01.2018 to 31.12.2018 is as follows:

	Allocation	Expenditure	Balance
Recurrent	188 000 000.00	183 967 541.00	4 032 459.00
Capital	143 481 000.00	115 047 379.00	28 433 621.00
Total	331 481 000.00	299 014 920.00	32 466 080.00

Table No. 23

9. Staff

9.1 Organization Chart

Please see Annex 03 for Organization Chart.

9.2 Composition of Staff

During the period under review the approved cadre of the Public Service Commission consisted of 227 personnel and the actual cadre strength employed in the Office of the Public Service Commission during this particular period was 205. Details of the composition of the staff are as follows.

Composition of Staff

Designation	No. of officers
Secretary	01
Additional Secretary	02
Secretary for Committee	02
Senior Assistant Secretary	07
Assistant Secretary	24
Accountant	02
Administrative Officer	02
Translator	02
I.C.T. Officer	01
I.C.T. Assistant	01
Public Management Assistant	113
Receptionist	01
Driver	14
Office Employee	33
Total	205

Table No. 24

9.3 Staff Training

With a view to improving subject based knowledge of the staff members of the Public Service Commission in language proficiency, technological knowhow and other specialized management skills they were provided with opportunities to participate in different training programmes during the year 2018 as well.

Grade	Local	Foreign
Staff Officers	02	03
Non Staff Officers	09	----

Table No. 25

10. Number of Cases to which submissions have been made by each Division during 2018

Division	Supreme Court	Court of Appeal	AAT
Establishments	82	12	41
Appointments	43	17	114
Promotions	46	04	78
Disciplinary	11	11	144
Appeals	48	07	285
Education Service Committee	06	---	---
Health Service Committee	11	---	---
Total	247	51	662

Table No. 26

11. Commission Meetings

95 Commission meetings have been held during the period under review from 01.01.2018 to 31.12.2018.

12. Ministerial and Departmental Meetings

Measures have been taken to hold meetings with following Ministries and Departments with a view to making the tasks delivered to the clients by the Divisions of the Commission more efficient and to provide them with a more efficient and effective service resolving the issues through such meetings.

Srl. No.	Date	Matter	Ministries / Departments / Institutions participated
01	03.01.2018	Judgment No. HRC/4038/07	Department of Customs
02	05.01.2018	Interim provisions of the Sri Lanka Scientific Service	Ministry of Public Administration and Disaster Management
03	15.01.2018	Retirement of Mr. R.M. Wimalarathne	Ministry of Justice and Prison Reforms
04	16.01.2018	Service Minute of the Sri Lanka Inland Revenue Service	National Salaries and Cadres Commission Ministry of Finance Department of Inland Revenue
05	08.02.2018	Annual transfers 2018 and appointment to Senior Medical Administrative Grade	Ministry of Health, Nutrition and Indigenous Medicine
06	15.02.2018	Providing relief on Efficiency Bars for officers of the Sri Lanka Surveyors Service Recruitment of the Sri Lanka Technological Service	Ministry of Lands and Parliamentary Reforms
07	20.02.2018	Scheme of Promotion for the Executive Service category	Department of Public Enterprises
08	26.02.2018	Public Management Assistant Service	Ministry of Public Administration and Management
09	28.02.2018	Providing a period of relief for National Languages Examinations (Tamil)	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development, Vocational Training and Skills Development and Youth Affairs

10	09.03.2018	Issues pertaining to promotion in the Department of Posts	Ministry of Postal Services and Muslim Religious Affairs
11	13.03.2018	Recruitments under the salary category of MT - 2	Ministry of Public Administration and Management Ministry of Transport and Civil Aviation Department of Railways
12	15.03.2018	Implementation of the official eanguages Policy and Extension of interim provisions in the All Island Services	Ministry of Public Administration and Management
13	21.03.2018	Promotion of Agriculture Instructor / Research Assistant to Special Grade of the Sri Lanka Technological Service	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development
14	02.04.2018	Appointment to the posts of Director/ Deputy Director (Department of Meteorology) of the Sri Lanka Scientific Service	Ministry of Public Administration and Disaster Management
15	02.04.2018	Change of structure in the question papers of the open and limited competitive examinations of recruitment to Grade III of the Sri Lanka Administrative Service	Ministry of Public Administration, Management and Law and Order Department of Examinations National Salaries and Cadres Commission Sri Lanka Institute of Development Administration
16	03.04.2018	Recruitment of male and female youths having experience in youth development work to the Teachers Service	Ministry of Education
17	04.04.2018	Recruitment of the Department of Museums	Department of Museums
18	05.04.2018	Appointment to acting posts in the Deputy Medical Administrative Grade	Ministry of Health, Nutrition and Indigenous Medicine

19	10.04.2018	SC (FR) 412/2017 Appointment of Mr. W. W. Rajapaksa to the post of Superintendent of Social Welfare	Ministry of Primary Industries and Social Empowerment
20	20.04.2018	Appointment to the post of Commissioner in Grade I of the Sri Lanka Inland Revenue Service	Ministry of Finance
21	23.04.2018	Promotions of the Sri Lanka Technological Service	Headquarters of Sri Lanka Navy
22	24.04.2018	Promotion to Special Grade of the Sri Lanka Foreign Service	Ministry of External Affairs
23	02.05.2018	Appointment to the post Superintendent of Post in Executive Service Category III - 2016	Ministry of Postal Services and Muslim Religious Affairs
24	08.05.2018	Recruitment to Grade III of the Sri Lanka Inland Revenue Service – 2016/ 2017 (Open)	Ministry of Education
25	08.05.2018	Promotion of the Grade III Development Coordinators to Grade II	Ministry of Home Affairs
26	15.05.2018	Filling of vacancies in Special Grade of the Sri Lanka Scientific Service of the Department of Export Agriculture	Ministry of Public Administration and Disaster Management
27	21.05.2018	Recruitment of internal employees (Filed Instructors) to the post of Colony Officer of the Sri Lanka Technological Service	Land Commissioner General's Department
28	22.05.2018	Issues pertaining to recruitment to the Supervisory Management Assistant Service	Ministry of Transport and Civil Aviation Department of Railways
29	25.05.2018	Issues pertaining to promotion to Supra Class of Railway Clerk	Ministry of Transport and Civil Aviation
30	31.05.2018	Recruitments and transfers in the Deputy Medical Administrative Grade	Ministry of Health, Nutrition and Indigenous Medicine
31	08.06.2018	Promotion of Class I officers of the Sri Lanka Technological Service to Special Grade	Department of Agrarian Development
32	2018.06.11	Absorption into Class II of the Sri Lanka Information and Communication Technology Service	Ministry of Public Administration, Management and Law and Order

33	11.06.2018	Amendments to Schemes of Recruitment relating to Supplementary and Paramedical Services and Confirmation in service of officers who have not met with qualifications	Ministry of Health, Nutrition and Indigenous Medicine
34	12.06.2018	Political victimization	Ministry of Education
35	13.06.2018	Promotion to Special Grade of the Sri Lanka Foreign Service	Ministry of External Affairs
36	18.06.2018	Service Minute of the Sri Lanka Administrative Service	Ministry of Public Administration, Management and Law and Order Department of Management Services
37	25.06.2018	Filling of vacancies in the posts of Director (Land Use) of the Grade I of the Sri Lanka Scientific Service – Department of Irrigation	Ministry of Public Administration and Disaster Management
38	25.06.2018	Promotion of officers of the Sri Lanka Technological Service – Department of Measurement Units, Standards and Services	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons and Cooperative Development
39	26.06.2018	Formulation of a method to resolve issues pertaining to All Island Services	Ministry of Public Administration, Management and Law and Order Ministry of Lands and Parliamentary Reforms Ministry of Education Ministry of Agriculture Ministry of Fisheries and Aquatic Resources and Rural Economy National Salaries and Cadres Commission Department of Management Services Department of Animal Production and Health

40	04.07.2018	Annual Transfers of Specialist Medical Officers	Ministry of Health, Nutrition and Indigenous Medicine
41	09.07.2018	Promotion of Class I Motor Vehicle Inspectors of the Sri Lanka Technological Service of the Department of Motor Traffic	Ministry of Transport and Civil Aviation
42	26.07.2018	Recruitment on Limited basis for the post of Administrative Grama Niladhari belonging to Supra Class of the Management Assistant Service	Ministry of Internal and Home Affairs and Provincial Councils and Local Government
43	03.08.2018	Filling of vacancies and recruitments of the Department of Government Printing	Ministry of Internal Affairs and Wayamba Development Department of Government Printing
44	03.08.2018	Filling of vacancies in the post of Assistant Printer (Production)	Department of Government Printing
45	04.08.2018	Creation of a post on supernumerary basis to the Sri Lanka Foreign Service with retrospective effect	Ministry of External Affairs Department of Management Services
46	06.08.2018	Issues pertaining to Railway Security Service	Ministry of Transport and Civil Aviation Department of Railways
47	07.08.2018	Formulation of a method pertaining to open recruitment of the All Island Services	Ministry of Public Administration, Management and Law and Order Department of Examinations
48	09.08.2018	Annual transfers of Ayurvedic Medical Officers	Department of Ayurveda Ministry of Health, Nutrition and Indigenous Medicine
49	13.08.2018	Amendment to the Service Minute of the Sri Lanka Ayurvedic Medical Service	Ministry of Health, Nutrition and Indigenous Medicine Department of Ayurveda

50	14.08.2018	Exemption from Efficiency Bar – Mr. K. K. Mohomad – Station Master (Covering up)	Ministry of Transport and Civil Aviation Department of Railways
51	16.08.2018	Annual transfers of Ayurvedic Medical Officers	Department of Ayurveda Ministry of Health, Nutrition and Indigenous Medicine
52	17.08.2018	Issues pertaining to Efficiency Bar examinations of officers of Postal Service belonging to the salary category of MN - 03	Ministry of Post, Postal Services and Muslim Religious Affairs Department of Posts
53	17.08.2018	Recruitment of the post of Statistician in Grade III of executive service category	Ministry of National Policies and Economic Affairs
54	20.08.2018	Efficiency Bars of the Public Management Assistant Service	Ministry of Public Administration, Management and Law and Order
55	21.08.2018	Holding of Efficiency Bar examinations for Dispensers	Ministry of Justice and Prison Reforms Prison Headquarters
56	29.08.2018	Promotion of Class I officers of the Sri Lanka Technological Service of the Department of Agrarian Development to Special Grade	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development
57	04.09.2018	Recruitment to Grade III of the Sri Lanka Engineering Service (Open)	Ministry of Public Administration, Management and Law and Order
58	20.09.2018	Placement of Specialist Medical Officers	Ministry of Health, Nutrition and Indigenous Medicine
59	28.09.2018	Granting appointments for the posts of Principal to officers recruited under Special Cadre of the Sri Lanka Education Administrative Service	Ministry of Education Department of Management Services

60	01.10.2018	Providing relief on Efficiency Bars	Ministry of Post, Postal Services and Muslim Religious Affairs
61	02.10.2018	Appointment of temporarily acting Senior State Counsels to the permanent cadre	Ministry of Justice and Prison Reforms
62	04.10.2018	Service Minute of the Sri Lanka Surveyors Service	Ministry of Lands and Parliamentary Reforms Department of Survey
63	12.10.2018	Issues pertaining to the Sri Lanka Teacher Educators Service (2008/2009)	Ministry of Education Department of Management Services
64	15.10.2018	Administrative issues	Ministry of Post, Postal Services and Muslim Religious Affairs Department of Posts
65	19.10.2018	Formulation of a method relating to recruitment of All Island Services	Ministry of Public Administration, Management and Law and Order Department of Examinations
66	26.10.2018	Schemes of Recruitment	Department of Customs
67	29.10.2018	Service Minute of the Sri Lanka Valuers Service	Ministry of Finance Department of Valuation
68	31.10.2018	Technical and Administrative Officer in Grade III of Executive Service Category of the Department of Survey	Ministry of Lands and Parliamentary Reforms
69	02.11.2018	Formulation of a method relating to recruitment of All Island Service	Ministry of Public Administration, Management and Law and Order Department of Examinations
70	09.11.2018	Providing Efficiency Bar relief to Mrs. T. Ananth, Human Resources Development Assistant	Ministry of Labour and Trade Union Relations
71	26.11.2018	Appointment to posts in the Department of Customs	Ministry of Finance
72	27.11.2018	Granting Promotions of Supra Class of the Department of Railways	Ministry of Transport and Civil Aviation

73	28.11.2018	Service Minute of the Sri Lanka Foreign Service	Ministry of External Affairs
74	29.11.2018	Service Minute of the Sri Lanka Teachers Service	Ministry of Education
75	29.11.2018	Amendment to Service Minute of the Sri Lanka Architects Service	Ministry of Public Administration, Home Affairs and Justice
76	29.11.2018	Special Grade of the Accountants Service	Ministry of Public Administration and Disaster Management
77	03.12.2018	Absorption of officers of the Department of Samurdhi Development	Ministry of Housing, Construction and Cultural Affairs
78	04.12.2018	Judgment No. HRC/4038/07	Ministry of Finance and Economic Affairs Department of Customs
79	14.12.2018	Schemes of Recruitment pertaining to the posts of Controller of Explosives	Ministry of Defence
80	19.12.2018	Post of Director General of the Research and Development Center	Ministry of Defence
81	27.12.2018	Issues pertaining to the Department of Railways	Ministry of Transport and Civil Aviation National Salaries and Cadres Commission Ministry of Public Administration and Disaster Management Department of Railways
82	27.12.2018	Granting of Supra Class promotions of the Department of Railways	Ministry of Transport and Civil Aviation

Table No. 27

13. Acknowledgement

The Public Service Commission acknowledges with profound gratitude the co-operation and contribution extended by all Secretaries of Ministries and Heads of Departments, particularly,

- Presidential Secretariat
- Prime Minister's Office
- Office of the Cabinet of Ministers
- Ministry of Public Administration and Management
- Ministry of Finance and Planning
- National Salaries and Cadres Commission
- Information and Communication Technology Agency
- Attorney General's Department
- Entire Staff of the Public Service Commission

Mr. D. Dissanayake	Chairman
Mrs. D.S.Wijayatilake	Member
Dr. P. Ramanujam	Member
Mrs. V. Jegarasasingam	Member
Mr. S.N. Seneviratne	Member
Mr. S. Ranugge	Member
Mr. D.L. Mendis	Member
Mr. S.A.C.S.W. Jayatilake	Member
Prof. Hussain Ismail	Member

The image shows a vertical column of handwritten signatures in blue ink, corresponding to the names and titles listed in the table to the left. The signatures are:

- Mr. D. Dissanayake (Chairman)
- Mrs. D.S. Wijayatilake (Member)
- Dr. P. Ramanujam (Member)
- Mrs. V. Jegarasasingam (Member)
- Mr. S.N. Seneviratne (Member)
- Mr. S. Ranugge (Member)
- Mr. D.L. Mendis (Member)
- Mr. S.A.C.S.W. Jayatilake (Member)
- Prof. Hussain Ismail (Member)

Annex 01**Appeals made against PSC decisions by Staff Officers during the year under review.****Complaints laid before AAT**

Number pending as at 01.01.2018	Number received during 2018	Total Number received as at 31.12.2018	Number of PSC decisions upheld	Number of PSC decisions revoked	Number pending as at 31.12.2018
322	55	377	74	46	257

Cases filed in the Supreme Court

Number pending as at 01.01.2018	Number received during 2018	Total Number received as at 31.12.2018	Number dismissed and agreed with PSC decisions	Number of PSC decisions revoked by SC	Number pending as at 31.12.2018
161	39	200	18	03	179

Cases filed in the Court of Appeal

Number pending as at 01.01.2018	Number received during 2018	Total Number received as at 31.12.2018	Number of PSC decisions upheld by CA	Number of PSC decisions revoked and relief granted by CA	Number pending as at 31.12.2018
39	06	45	06	01	38

- Besides these appeals, 02 complaints were made to the Parliamentary Commissioner for Administration (Ombudsman) during the period from 01.01.2018 to 31.12.2018.
- Number of complaints made to the Human Rights Commission (HRC) during the period from 01.01.2018 to 31.12.2018 was 03 and reports have been sent to HRC on such complaints.
- 04 complaints made to the Public Petitions Committee during the period from 01.01.2018 to 31.12.2018 have been dealt with.

Annex 02**Appeals made against Public Service Commission decisions by non staff officers during the year under review.****Complaints laid before AAT**

Number pending as at 01.01.2018	Number received during 2018	Total Number received as at 31.12.2018	Number of PSC decisions upheld	Number of PSC decisions revoked	Number pending as at 31.12.2018
214	71	285	106	27	152

Cases filed in the Supreme Court

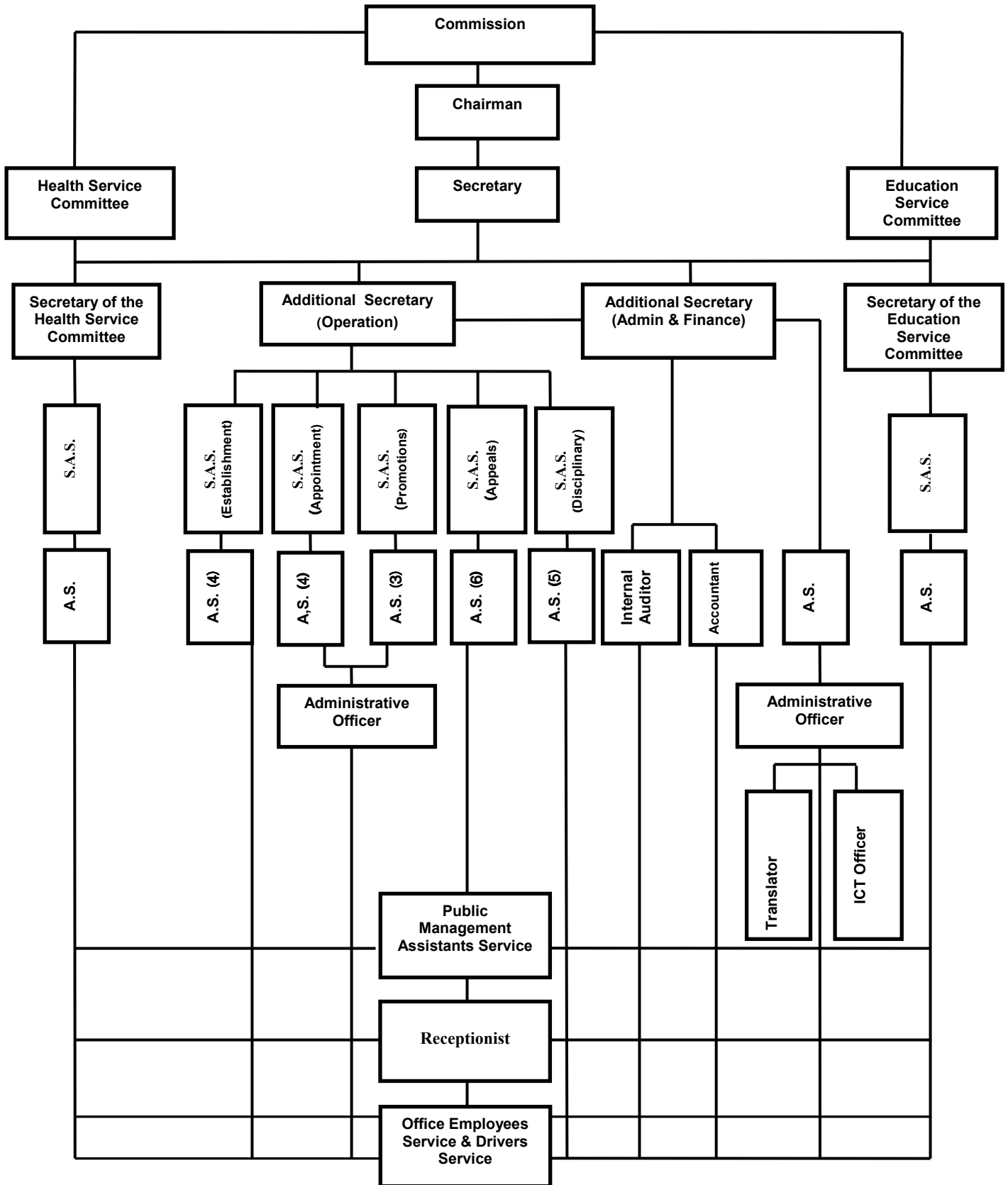
Number pending as at 01.01.2018	Number received during 2018	Total Number received as at 31.12.2018	Number of cases dismissed and agreed with PSC decisions by SC	Number of PSC decisions revoked by SC	Number pending as at 31.12.2018
37	10	47	08	--	39

Cases filed in the Court of Appeal

Number pending as at 01.01.2018	Number received during 2018	Total Number received as at 31.12.2018	Number of PSC decisions upheld by CA	Number of PSC decisions revoked and relief granted by CA	Number pending as at 31.12.2018
04	02	06	01	--	05

- 16 complaints were made to the Parliamentary Commissioner for Administration (Ombudsman) during the period from 01.01.2018 to 31.12.2018.
- 04 complaints have been made to the Human Rights Commission (HRC) during the period under review.
- Number of complaints made to the Public Petitions Committee (PPC) during the period from 01.01. 2018 to 31.12.2018 was 02.

Organization Chart Public Service Commission



S.A.S. - Senior Assistant Secretary
 A.S - Assistant Secretary
 ICT - Information and Communication Technology Officer