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வருடாந்த அறிக்கை
ANNUAL REPORT

2019

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குடியரசின் அரசாங்க சேவை
ஆணைக்குழு

PUBLIC SERVICE COMMISSION
OF
THE DEMOCRATIC SOCIALIST REPUBLIC
OF SRI LANKA



**PUBLIC SERVICE COMMISSION
ANNUAL REPORT
2019**

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21 of July 2020

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 2019**

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 2019 to 31 December 2019 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 01.01.2019 – 31.12.2019

Chairman

Mr. D. Dissanayake

Members

Dr. P. Ramanujam

Mrs. V. Jegarasasingam

Mr. S. Ranugge

Mr. D.L. Mendis

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

Prof. A. G. Hussain Ismail

Mrs. Sudharma Karunathilaka

Mr. Aruna Shantha De Silva

Mrs. D. S. Wijayathilaka (Up to 30.04.2019)

Mr. S. N. Senavirathna (Up to 14.02.2019)

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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 2019 to 31st December 2019.

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, modify 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. Of this number, members not less than three should be persons with experience as public officers for more than fifteen years. The President, on the recommendation of the Constitutional Council, appointed one of such members as its Chairman. 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 consisted 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 appointed one of such members as the Chairman of the Public Service Commission. They held office for a term of three years and were 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.

In order to avoid questionable and unfavorable situations when taking action to seek covering approval of the Public Service Commission subsequent to the removal of appointments of officers or officers from their posts such as Additional Secretary, Senior Assistant Secretary and Chief Accountant and other similar posts made by the Public Service Commission, the Commission was able to formalize the appointments concerned by issuing necessary instructions for the purpose of obtaining prior approval for such appointments.

Measures were taken to streamline the procedure necessary for availing redress to the officers aggrieved by the non holding of Efficiency Bar Examinations as prescribed in terms of the amended Service Minutes and Schemes of Recruitment in keeping with the provisions of the Public Administration Circular 06/ 2006 as well as the cases of appointments on acting and attending to duties basis and the retirement of officers whilst initiating action to attend to such duties without delay by decentralizing the respective powers that are exercisable in granting required approval.

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.

Steps were also taken to safeguard the appealable opportunities enjoyed by the public officers by way of making justifiable, fair and unbiased decisions within the existing legal provisions on the written appeals submitted to the Public Service Commission in pursuance of Article 58 (1) of the Constitution by the public officers aggrieved by an order of an authority with delegated power whilst finding just and impartial solutions for their grievances within the prevailing legal framework.

During this year too, it was possible to very successfully embark on the entertainment programmes such as the annual excursion towards the welfare of all members of the staff and the musical miscellany, “Gee Gonuwa” aimed at honing the artistic talents of the officers.

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 streamline the procedure necessary for availing redress to the officers aggrieved by the non holding of Efficiency Bar Examinations as prescribed in terms of the amended Service Minutes and Schemes of Recruitment in keeping with the provisions of the Public Administration Circular 06/ 2006 as well as the cases of appointments on acting and attending to duties basis and the retirement of officers whilst initiating action to attend to such duties without delay by decentralizing the respective powers that are exercisable in granting required approval.

In addition, the website of the Public Service Commission was made use of for the purpose of quickly communicating the decisions and orders of the Commission to clients within 03 working days.

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 female officers in some divisions availed maternity leave and 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 Schemes 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.

Moreover, the duties involving absorption relating to departmental posts and those involving reemployment of officers retired from Nursing, Supplementary and Para Medical Services have also been assigned to the Health Service Committee of the Public Service Commission in addition to the duties hitherto assigned to it and the Committee, even with a limited staff, has strived at its optimal level to undertake all related duties without delay.

One of the drawbacks faced by the Public Service Commission is the problematic situations where certain unimplementable decisions as well as those inconsistent with the existing rules and regulations and the ones causing grave disparities in the entire public service in their implementation made by 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 2019 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 (01.01.2019 – 31.12.2019)

Srl. No.	Matter	Total
01	Schemes of Recruitment	52
02	Service Minutes	02
03	Schemes of Transfer	06
04	Schemes of Promotion	19
05	Amendment to Schemes of Recruitment	80
06	Amendment to Service Minutes	28
07	Amendment to Schemes of Transfer	09
08	Amendment to Schemes of Promotion	05
09	Policy matters	139
10	General matters	125

11	Requests on deviations from Service Minutes in exceptional cases	02
12	Requests on deviations from Schemes of Recruitment in exceptional cases	25
13	Delegation of Administrative Powers	17
14	Matters pertaining to SC/AAT/CA	15
15	Circulars	04
	Total	528

Table No. 01

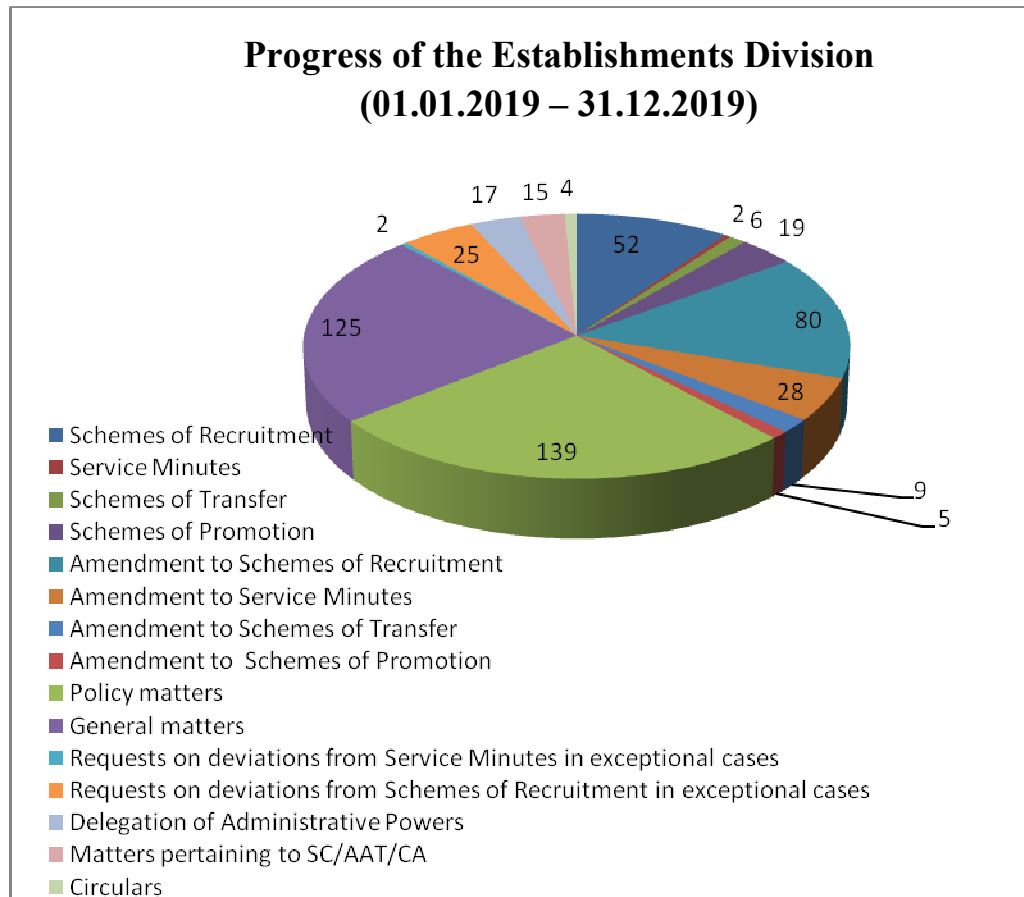


Diagram No. 01

**Details of Schemes of Recruitment approved during the period
from 01.01.2019 to 31.12.2019**

Srl.No.	Ministry	Number Approved
1	Ministry of Education	03
2	Ministry of Justice and Prison Reforms	06
3	Ministry of Internal and Home Affairs and Provincial Councils and Local Government	13
4	Ministry of Economic Reforms and Public Distribution	01
5	Ministry of Upcountry New Villages, Estate Infrastructure and Community Development	02
6	Ministry of Women and Children Affairs and Dry Zone Development	01

7	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development and Youth Affairs	01
8	Ministry of Housing, Construction and Cultural Affairs	02
9	Ministry of Transport and Civil Aviation	02
10	Ministry of Primary Industries and Social Empowerment	05
11	Ministry of Mahaweli Development and Environment	01
12	Ministry of Finance and Mass Media	02
13	Ministry of Public Administration and Disaster Management	02
14	Ministry of Public Enterprise, Kandyan Heritage and Kandy Development	01
15	Ministry of Science, Technology and Research	01
16	Ministry of Telecommunication, Foreign Employment and Sports	01
17	Ministry of Foreign Affairs	01
18	Ministry of Tourism Development, Wildlife and Christian Religious Affairs	01
19	Ministry of Social Welfare and Primary Industries	01
20	Ministry of Health, Nutrition and Indigenous Medicine	02
21	National Procurement Commission	01
22	Chief Government Whip of the Parliament	01
23	Finance Commission	01
	Total	52

Table No. 02

**Details of Schemes of Promotion approved during the period
from 01.01.2019 to 31.12.2019**

Srl.No.	Ministry	Number Approved
01	Ministry of Education	02
02	Ministry of Primary Industries and Social Empowerment	09
03	Ministry of Finance and Mass Media	01
04	Ministry of Health, Nutrition and Indigenous Medicine	03
05	Ministry of National Policies, Economic Affairs, Resettlement and Rehabilitation, Northern Province Development and Youth Affairs	01
06	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resource Development	02
	Ministry of Lands and Parliamentary Reforms	01
	Total	19

Table No. 03

Schemes of Transfer approved in the year 2019 - (11)

1. Scheme of Transfer of the Sri Lanka Administrative Service
2. Scheme of Transfer of the departmental officers and parallel services of the Department of Forest Conservation
3. Scheme of Transfer for Special Grade of the Sri Lanka Administrative Service
4. Scheme of Transfer for Grades I, II and III of the Sri Lanka Administrative Service

5. Annual Scheme of Transfer of the officers in Grade III of the post of Technical Assistants serving in District/ Divisional Secretariats attached to the Home Affairs Division
6. Annual Scheme of Transfer of the Development Officers serving in District/ Divisional Secretariats attached to the Home Affairs Division

Details of Service Minutes approved during the period from 01.01.2019 to 31.12.2019.

1. Service Minute of the Teacher Advisors Service
2. Service Minute of the Sri Lanka Valuation Service

Public Service Commission Circulars issued during the year 2019 - (04)

1. 01/2019 Procedure to be followed in an interview for evaluating eligibility to award marks for seniority
2. 02/2019 Amendment of recruitment qualification in approved Scheme of Recruitment for the post of Legal Officer
3. 01/2019(1) Procedure to be followed in an interview for evaluating eligibility to award marks for seniority
4. 04/2019 Period of service on release to hold a post outside the public service

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, Obtaining of covering approval for appointment on acting/attending to duties basis, Release (outright/temporary), Recruitment on contract basis, Resignation from service, Reappointment to the Service/Post, Retirement (other than retirement under Section 2:17 of the Minutes on Pensions), Reemployment of retired public officers on contract basis, Appointment to Scheduled Posts in the Service Minutes (where applicable).

The Division deals with the appeals to the Administrative Appeals Tribunal against orders/ decisions as well as the case applications filed in the Supreme Court and Court of Appeal.

5.2.2. Progress Review of the Appointments Division (01.01.2019- 31.12.2019)

Srl. No.	Matter	Total
1	Retirement (Except retirement under Section 2:17 of the Minutes on Pensions)	11
2	Confirmation	565
3	Recruitment	832
4	Reemployment on contract basis	923
5	Appointment on contract basis	101
6	Decisions on efficiency bars	924
7	Appointment to act/ attend to the duties	1124
8	Release	102
9	Resignation	23
10	Absorption	1801
11	Answers given to requests relating to the Right to Information Act	93
	Total	6499

Table No. 04

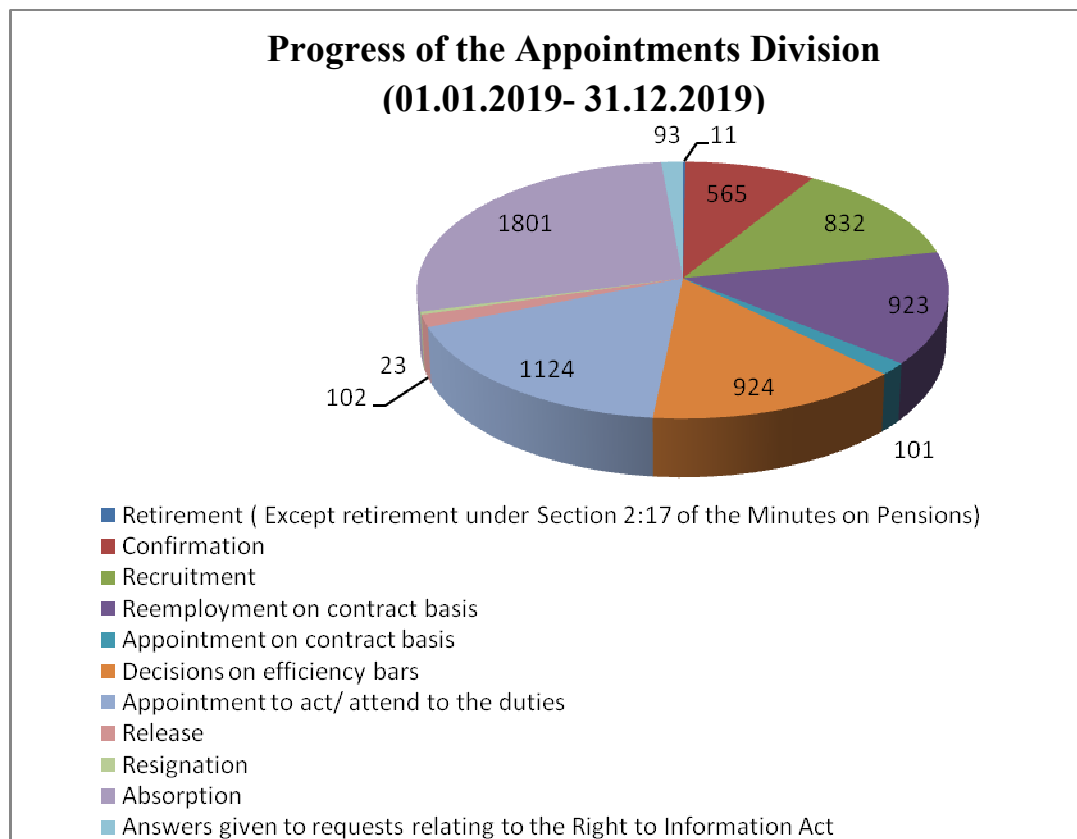


Diagram No. 02

Srl. No.	Retirement	Number
01	Department of Inland Revenue of Sri Lanka	01
02	Ministry of Lands	03
03	Ministry of Transport and Civil Aviation	01
04	Ministry of Primary Industries	01
05	Ministry of Prison Reforms, Rehabilitation and Resettlement	01
06	Ministry of Public Administration and Management	02
07	Sri Lanka Planning Service	01
	Total	10

Table No. 05

Srl. No.	Confirmation	Number
01	Prime Minister's Office	01
02	Ministry of Justice	02
03	Ministry of Internal and Home Affairs	01
04	Ministry of Lands	02
05	Ministry of Agriculture	05
06	Ministry of Labour and Trade Union Relations	19
07	Ministry of Justice and Prison Reforms	03
08	Ministry of National Policies and Economic Affairs	01
09	Department of Wildlife Conservation	01
10	Department of Census and Statistics	05
11	Ministry of Ports, Shipping and Civil Aviation	04
12	Sri Lanka Foreign Service	01
13	Department of Inland Revenue	02
14	Attorney General's Department	02
15	Sri Lanka Information and Communication Technology Service	7
16	Sri Lanka Engineering Service	86
17	Sri Lanka Planning Service	13
18	Sri Lanka Technical Education Service	68
19	Sri Lanka Teacher Educators Service	01
20	Sri Lanka Agriculture Service	05
21	Sri Lanka Accountants Service	151
22	Sri Lanka Administrative Service	88
23	Sri Lanka Scientific Service	20
24	Sri Lanka Architects Service	07
25	Sri Lanka Animal Production and Health Service	69
26	Medical Service of Sri Lankan Health Service	01
	Total	565

Table No. 06

Srl. No.	Recruitment	Number
1	Department of Valuation	01
2	Ministry of Home Affairs	01
3	Attorney General's Department	05
4	Department of Irrigation	01
5	Ministry of Lands	02
6	Ministry of Labour and Trade Union Relations	01
7	Department of Government Printing	05

8	Department of Survey	07
9	Ministry of Industry and Commerce	01
10	Ministry of Buddha Shashana	01
11	Ministry of Tourism and Wildlife	01
12	Land Commissioner General's Department	01
13	Ministry of Power and Energy	01
14	Department of Community Based Corrections	02
15	Ministry of Parliamentary Reforms and Mass Media	01
16	Department of Agriculture	16
17	Ministry of Disaster Management	01
18	Department of Commerce	01
19	Department of Pensions	01
20	Ministry of Foreign Affairs	01
21	Sri Lanka Principals Service (On the appeals forwarded by the Education Service Committee)	01
22	Sri Lanka Custom Service	31
23	Sri Lanka Engineering Service	34
24	Sri Lanka Planning Service	109
25	Sri Lanka Information and Communication Technology Service	05
26	Sri Lanka Accountants Service	264
27	Sri Lanka Administrative Service	182
28	Sri Lanka Surveyors Service	65
29	Sri Lanka Architects Service	01
30	Sri Lanka Scientific Service	23
31	Sri Lanka Animal Production and Health Service	48
32	Sri Lanka Inland Revenue Service	01
33	Senior State Counsel	01
34	Department of Wildlife Conservation	16
	Total	832

Table No. 07

Srl. No.	Reemployment on contract basis	Number
01	Prime Minister's Office	01
02	Ministry of Education	01
03	Public Service Commission	02
04	Ministry of Public Administration and Disaster Management	204
05	Ministry of Lands and Parliamentary Reforms	40
06	Ministry of Labour and Trade Union Relations	05
07	Ministry of Finance and Mass Media	01
08	President's Office	01
09	Ministry of Justice and Prison Reforms	01
10	Ministry of Defence	19
11	Ministry of Foreign Affairs	03
12	Ministry of Housing, Construction and Cultural Affairs	10
13	Ministry of Agriculture	98
14	Ministry of Post and Telecommunication	07
15	Ministry of Industry and Commerce	01
16	Ministry of National Integration, Official Languages and Hindu Religious Affairs	01
17	Ministry of Transport and Civil Aviation	429
18	Ministry of City Planning, Water Supply and Higher Education	08
19	Ministry of Primary Industries and Social Empowerment	04
20	Ministry of Economic Reforms and Public Distribution	19
21	Ministry of Information and Communication Technology	01

22	Ministry of Home Affairs	64
23	Ministry of Health, Nutrition and indigenous Medicine	03
	Total	923

Table No. 08

Srl. No.	Appointment on contract basis	Number
1	Ministry of Buddha Shasana and Wayamba Development	01
2	Ministry of Skills Development and Vocational Training	10
3	Ministry of Agriculture	09
4	Ministry of Plantation Industries	01
5	Ministry of Transport and Civil Aviation	20
6	Department of Cultural Affairs	02
7	Ministry of Public Administration and Management	01
8	Department of Fisheries	25
9	Department of Agriculture	16
10	Department of City Planning and Water Supply	16
	Total	101

Table No. 09

Srl. No.	Release	Number
01	Ministry of Primary Industries	01
02	Ministry of National Policies and Economic Affairs	02
03	Ministry of Housing, Construction and Cultural Affairs	01
04	Department of Wildlife Conservation	02
05	Ministry of Lands	05
06	Ministry of Agriculture	02
07	Ministry of Economic Reforms and Public Distribution	01
08	Ministry of Urban Development, Water Supply and Housing Facilities	01
09	Ministry of Mass Media	01
10	Ministry of Mahaweli Development and Environment	03
11	Ministry of Finance	01
12	Ministry of Public Administration and Disaster Management	65
13	Investigation Commission	01
14	Department of Surveys	03
15	Sri Lanka Scientific Service	01
16	Ministry of Foreign Affairs	02
17	Sri Lanka Engineering Service	02
18	Sri Lanka Administrative Service	02
19	Sri Lanka Inland Revenue Service	01
20	Sri Lanka Planning Service	02
21	Sri Lanka Accountants Service	03
	Total	102

Table No. 10

Srl. No.	Decisions on Efficiency Bars	Number
01	Ministry of Justice	01
02	Ministry of Internal Affairs, Wayamba Development and Cultural Affairs	02

03	Ministry of Lands	05
04	Ministry of Labour and Trade Union Relations	15
05	Ministry of Agriculture	15
06	Ministry of Internal and Home Affairs	01
07	Ministry of National Policies and Economic Affairs	22
08	Ministry of Science, Technology and Research	01
09	Ministry of Post, Postal Services and Muslim Religious Affairs	01
10	Ministry of Fisheries and Aquatic Resources Development	05
11	Ministry of Housing and Construction	56
12	Ministry of Transport and Civil Aviation	11
13	Ministry of Prison Reforms, Rehabilitation and Resettlement	08
14	Ministry of Mahaweli Development and Environment	14
15	Public Administration and Management	01
16	Sri Lanka Information and Communication Technology Service	08
17	Department of Customs	16
18	Ministry of Foreign Affairs	02
19	Sri Lanka Engineering Service	01
20	Sri Lanka Planning Service	27
21	Sri Lanka Technical Education Service	21
22	Development Officers Service	01
23	Sri Lanka Audit Service	01
24	Sri Lanka Technological Service	499
25	Public Management Assistants Service	31
26	Office Employees Service	72
27	Sri Lanka Administrative Service	12
28	Combined Drivers Service	04
29	Authorized Officer, Department of Immigration and Emigration	21
30	Sri Lanka Inland Revenue Service	03
31	Department of Forest Conservation	01
32	Sri Lanka Surveyors Service	13
33	Sri Lanka Scientific Service	07
34	Sri Lanka Animal Production and Health Service	17
35	Ministry of Social Empowerment and Welfare	03
36	Ministry of Health, Nutrition and indigenous Medicine	01
37	Ministry of Women and Child Affairs	01
38	Grama Niladhari Service	04
	Total	924

Table No. 11

Srl. No.	Appointment to act/ attend to duties	Number
01	Ministry of Fisheries and Aquatic Resources	01
02	District Secretariats	38
03	Ministry of Education	02
04	Ministry of Justice and Prison Reforms	12
05	Ministry of Public Administration and Disaster Management	683
06	Ministry of Internal and Home Affairs	10
07	Ministry of National Integration, Official Languages and Hindu Religious Affairs	02
08	Ministry of Economic Reforms and Public Distribution	04
09	Ministry of Labour and Trade Union Relations	13
10	Ministry of Lands	11
11	Ministry of Tourism Development, Wildlife and Christian Religious Affairs	03

12	Ministry of Defence	04
13	Ministry of Agriculture, Rural Economic Affairs and Livestock Development	69
14	Ministry of Transport and Civil Aviation	01
15	Ministry of National Policies and Economic Affairs	31
16	Ministry of Post, Postal Services and Muslim Religious Affairs	25
17	Ministry of Sustainable Development and Wildlife	18
18	Ministry of Industry and Commerce	03
19	Ministry of Skills Development and Vocational Training	03
20	Ministry of Housing and Construction	01
21	Ministry of Transport and Civil Aviation	01
22	Ministry of Telecommunication and Digital Infrastructure	05
23	National Procurement Commission	01
24	Ministry of Mahaweli Development and Environment	03
25	Ministry of Finance and Mass Media	168
26	Ministry of Irrigation and Water Recourse Management	04
27	Ministry of Foreign Affairs	02
28	Ministry of Science, Technology and Research	01
29	Department of Inland Revenue	05
	Total	1124

Table No. 12

Srl. No.	Resignation	Number
01	Sri Lanka Engineering Service	02
02	Sri Lanka Surveyors Service	02
03	Ministry of Agriculture	01
04	Sri Lanka Administrative Service	04
05	Sri Lanka Accountants Service	01
06	Sri Lanka Foreign Service	01
07	Department of Animal Production and Health	01
08	Ministry of Lands	01
09	Ministry of Public Administration and Management	07
10	Ministry of Mahaweli Development	01
11	Ministry of Prison Reforms	02
	Total	23

Table No. 13

Srl. No.	Absorption	Number
01	Ministry of Agriculture	01
02	Samurdhi Department	1125
03	Public Enterprises Department	01
04	Sri Lanka Engineering Service	02
05	Sri Lanka Surveyors Service	623
06	Sri Lanka Accountants Service	02
07	Sri Lanka Scientific Service	47
	Total	1801

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

The role of the Promotions Division is to deal with promotions in accordance with the approved Service Minutes/ Schemes of Recruitment/ Schemes of Promotion, competitive examinations based on seniority and merit, promotions made on selections through structured interviews, appointment of officers to the respective posts based on the results of structured interviews as well as promotions, appointment of officers in Grade I and above of the All Island Services to their respective new posts when they are transferred to a post from another giving prior approval to such transfers, appointment to the post of Divisional Secretary (permanently/ to act/ to attend to duties) and appeals against decisions made by the Health Service Committee and the Education Service Committee relating to promotions of staff officers.

5.3.1 Progress of the Promotions Division - (01.01.2019- 31.12.2019)

Srl. No.	Matter	Total
1	Promotion from Grade to Grade	550
2	Promotion on Selection	1084
3	Appointment to Posts	528
4	Appointment to act, attend to duties (Divisional Secretary)	81
5	Answers given to requests relating to the Right to Information Act	72
	Total	2315

Table No. 15

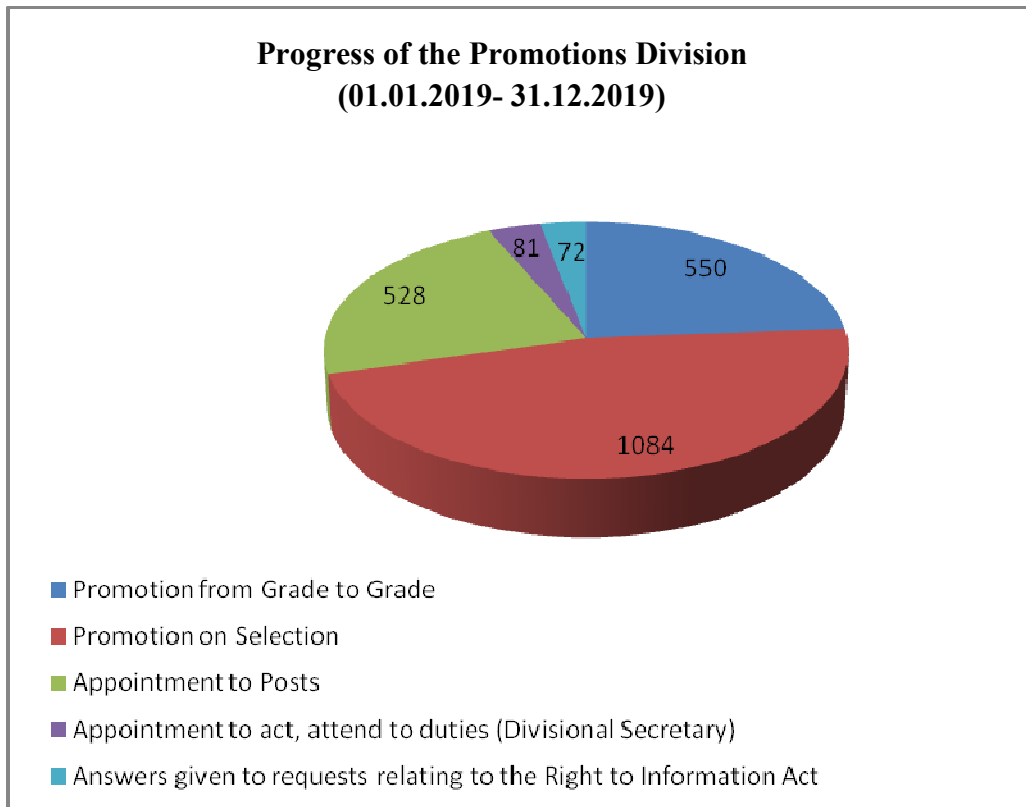


Diagram No. 03

Srl. No.	Promotion from Grade to Grade	Number
01	Sri Lanka Engineering Service	24
02	Sri Lanka Technical Education Service	03
03	Sri Lanka Agriculture Service	18
04	Sri Lanka Planning Service	108
05	Sri Lanka Accountants Service	159
06	Sri Lanka Inland Revenue Service	29
07	Sri Lanka Architects Service	07
08	Sri Lanka Technological Service	01
09	Sri Lanka Administrative Service	21
10	Sri Lanka Surveyors Service	62
11	Sri Lanka Customs Service	13
12	Sri Lanka Foreign Service	04
13	Sri Lanka Scientific Service	33
14	Sri Lanka Animal Production and Health Service	55
15	Ministry of Labour and Trade Union Relations	03
16	Ministry of Fisheries and Aquatic Resources	01
17	Land Use Policy Planning Department	01
18	Department of Posts	02
19	Department of Census and Statistics	05
20	Department of Social Services	01
	Total	550

Table No. 16

Srl. No.	Promotion on Selections	Number
01	Sri Lanka Engineering Service	20
02	Sri Lanka Technical Education Service	03
03	Sri Lanka Agriculture Service	10
04	Sri Lanka Planning Service	33
05	Sri Lanka Accountants Service	81
06	Sri Lanka Administrative Service	94
07	Sri Lanka Technological Service	16
08	Sri Lanka Inland Revenue Service	14
09	Sri Lanka Foreign Service	01
10	Supra Grade of Management Service Officers Service	275
11	Sri Lanka Animal Production and Health Service	01
12	Grama Niladhari	67
13	Authorized Officer	01
14	Commission to Investigate Allegations of Bribery or Corruption	02
15	Department of Prisons	11
16	Sri Lanka Railway Department	210
17	Department of Excise	11
18	Department of Customs	126
19	Department of Social Services	05
20	Attorney General's Department	13
21	Department of Irrigation	01
22	Ministry of Hindu Religious and Cultural Affairs	01
23	Department of Valuation	5
24	Department of Posts	83
	Total	1084

Table No. 17

Srl. No.	Appointment to Posts	Number
01	Ministry of National Policies and Economic Affairs	01
02	Ministry of Finance	01
03	Public Service Commission	01
04	Ministry of Disaster Management	01
05	Sri Lanka Railway Department	04
06	Ministry of Health, and indigenous Medical Services	02
07	Department of Excise	01
08	Ministry of Skills Development and Vocational Training	01
09	Ministry of Telecommunication, Foreign Employment and Sports	02
10	Department of Export Control	01
11	Department of Fisheries and Aquatic Resources	03
12	Sri Lanka Agriculture Service	28
13	Sri Lanka Planning Service	19
14	Sri Lanka Accountants Service	98
15	Sri Lanka Education Administrative Service	01
16	Department of Inland Revenue of Sri Lanka	08
17	Sri Lanka Scientific Service	02
18	Sri Lanka Administrative Service	189
19	Sri Lanka Surveyors Service	10
20	Sri Lanka Technological Service	04
21	Sri Lanka Foreign Service	02
22	Ministry of Primary Industries	01

23	Attorney General's Department	07
24	Department of Export Agriculture	01
25	Ministry of Justice	01
26	Department of Customs	131
27	Sri Lanka Animal Production and Health Service	07
28	Department of Samurdhi Development	01
	Total	528

Table No. 18

Srl. No.	Appointment to act, attend to duties (Divisional Secretary)	Number
01	Sri Lanka Administrative Service	81

Table No. 19

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.

01. 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.

02. 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.

03. 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.

04. Matters relating to the Right to Information Act No. 12 of 2016

Dealing with requests made under Right to Information Act No. 12 of 2016 and information asked by th Designated Officer.

5.4.2 Progress of the Disciplinary Division – (01.01.2019 – 31.12.2019)

Srl. No.	Matter	Number
01	Conclusion of disciplinary matters (Following the Preliminary Inquiry Report/ Comprehensive Answer)	13
02	Issuance of charge sheets	37
03	Amendments to charge sheets	06
04	Appointment of Disciplinary Inquiry Officers	26
05	Revision of the Panel of Inquiry Officers	05
06	Exoneration from charges	09
07	Dismissal from service	03
08	Other disciplinary punishments	22

09	Conversion of retirement under disciplinary grounds to normal retirement	06
10	Interdiction	04
11	Sending on compulsory leave	01
12	Retirement under Section 12 of the Minutes on Pensions	07
13	Transfers	06
14	Retirement from service	08
15	Approval of foreign leave	29
16	Dismissal of appeals (Over the orders of the Education Service and Health Service Committees and the orders of the Provincial Public Service Commissions relating to education authorities)	08
17	Assentment to appeals (Over the orders of the Education Service and Health Service Committees and the orders of the Provincial Public Service Commissions relating to education authorities)	02
18	Dismissal of appeals (Over notices of vacation of post)	10
19	Assentment to appeals	07
20	Registration of Inquiry Officers in the Panel	02
21	Other general orders	221
22	Observation of appeals heard in the AAT	40
23	Observations for court applications	10
24	Implementation of orders of the AAT	209
25	Amendment to Sections of the Establishments Code	01
26	Reinstatement in service	06
	Total	698

Table No. 19

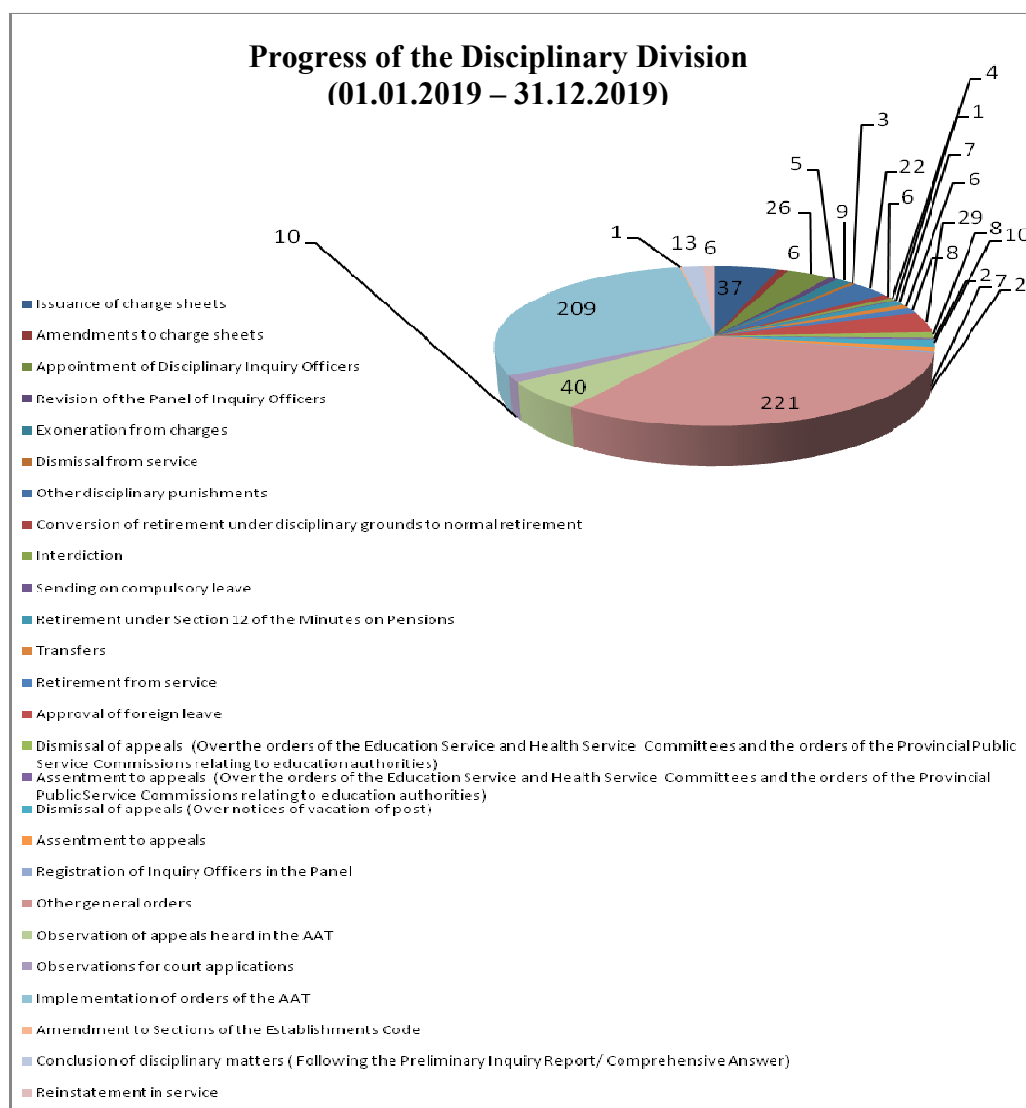


Diagram No. 04

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 (01.01.2019 – 31.12.2019)

Srl No.	Matter	Number
01	Appeals received during the year	2091
02	Appeals for which reports have not been received	406
03	Appeals being processed on receipt of reports	103
04	No. of appeals finalized during the year (including previous years)	2395
05	No. of Supreme Court cases pending (including previous years)	44
06	No. of Court of Appeal cases pending (including previous years)	07
07	No. of AAT cases pending (including previous years)	123
08	No. of inquiries from Public Petitions Committee	23

Table No. 20

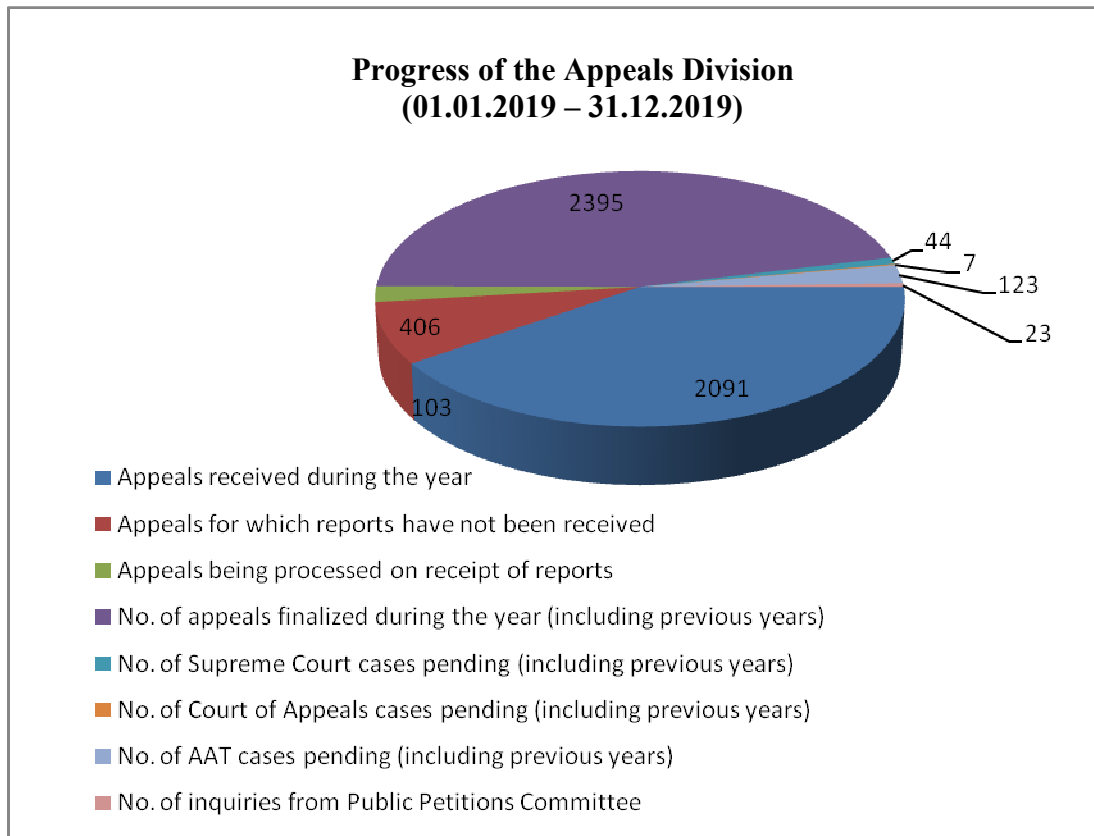


Diagram No. 05

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 2019 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.

1. 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 (Except general retirement) and Re-employment of retired public officers on contract basis.

2. Promotions according to approved Service Minutes / Schemes of Recruitment / Schemes of Promotion (Grade to Grade / Seniority and Merit Basis).
3. Granting relief for Efficiency Bar Examinations.
4. 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.
5. Providing information under Right to Information Act No. 12 of 2016.

6.2 Progress of the Education Service Committee (01.01.2019 – 31.12.2019)

Srl. No.	Matter	Total
01	Issuance of charge sheets	06
02	Amendments to charge sheets	02
03	Making final disciplinary orders	16
04	Appointment of Disciplinary Inquiry Officers	06
05	Recruitment	14
06	Confirmation	172
07	Promotion	814
08	Retirement	230
09	Absorption	458
10	Release (Temporary)	61
11	Release (Permanent)	43
12	Transfers	10
13	Decisions on relief of Efficiency Bars	208
14	Appointment to posts	07
15	Reinstatement in service	01
16	Appointment to cover up duties	01
17	Recruitment on contract basis	01
18	Other orders	323
19	General orders on political victimization relief	07
	Total	2380

Table No. 21

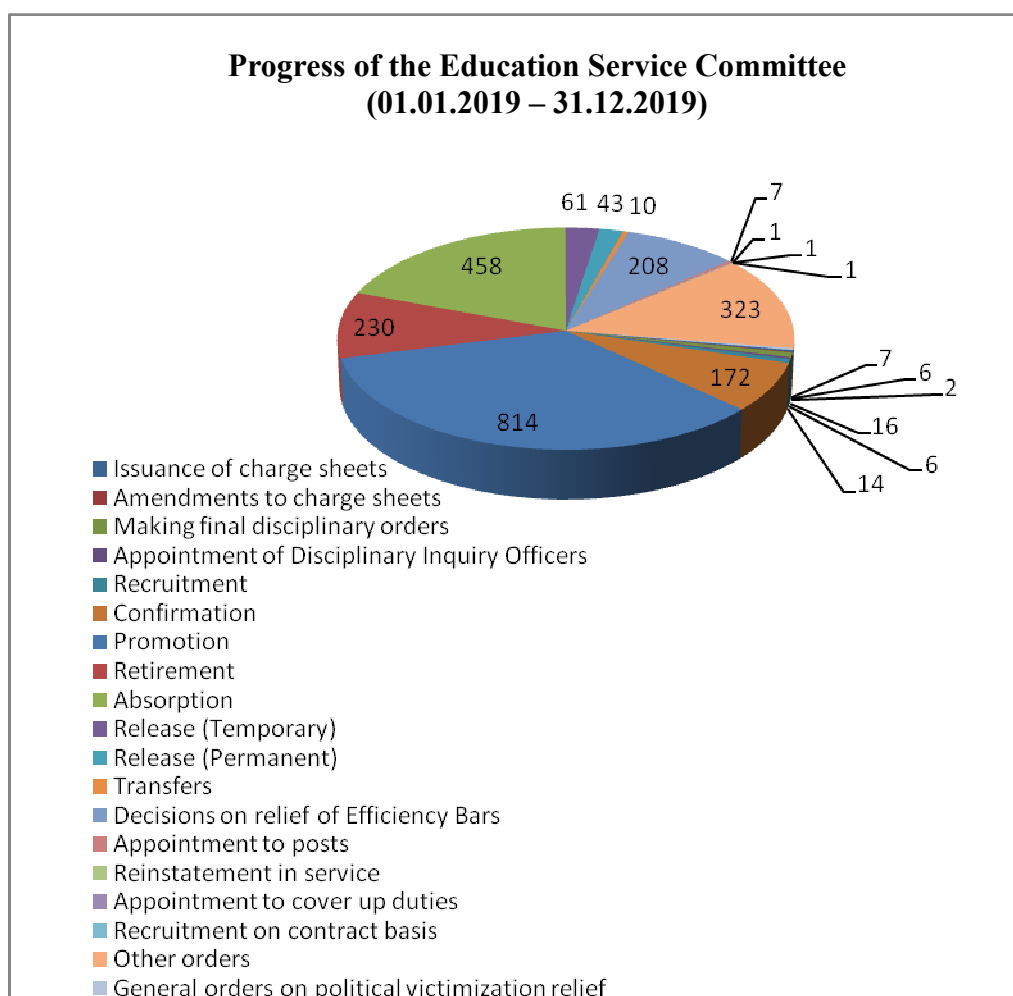


Diagram No. 06

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 (01.01.2019 – 31.12.2019)

Srl No.	Matter	Number
01	Retirement	264
02	Confirmation	1855
03	Recruitment	3566
04	Issuance of letters of appointment for Medical Officers appointed before to 2017 but not issued with formal letters of appointment by the PSC	27
05	Reemployment of retired officers on contract basis	460
06	Promotion	3231
07	Release	42
08	Transfer	5169
09	Appeals on transfer	54
10	Decisions on relief of efficiency bars	221
11	Resignation	23
12	Acting	59
13	Issuance of Charge Sheets	58
14	Amendments to Charge Sheets	04
15	Exoneration from charges (Following the Formal Disciplinary Inquiry)	05
16	Exoneration from charges (On the Comprehensive Answer to the charge sheet)	05
17	Exoneration from charges (Without issuing of charge sheets)	05
18	Other disciplinary punishments	30
19	Retirement under Section 12 of the Minutes on Pensions	02
20	Reinstatement in service	02
21	Conversion of retirement under disciplinary grounds to normal retirement	02
22	Sending on compulsory leave	03
23	Interdiction	01
24	Dismissal of appeals	08
25	Appointment of Officers for Formal Disciplinary Inquiries	25
26	Other general orders	103
27	Other orders	12
	Total	15236

Table No. 22

Progress of the Health Service Committee (01.01.2019 – 31.12.2019)

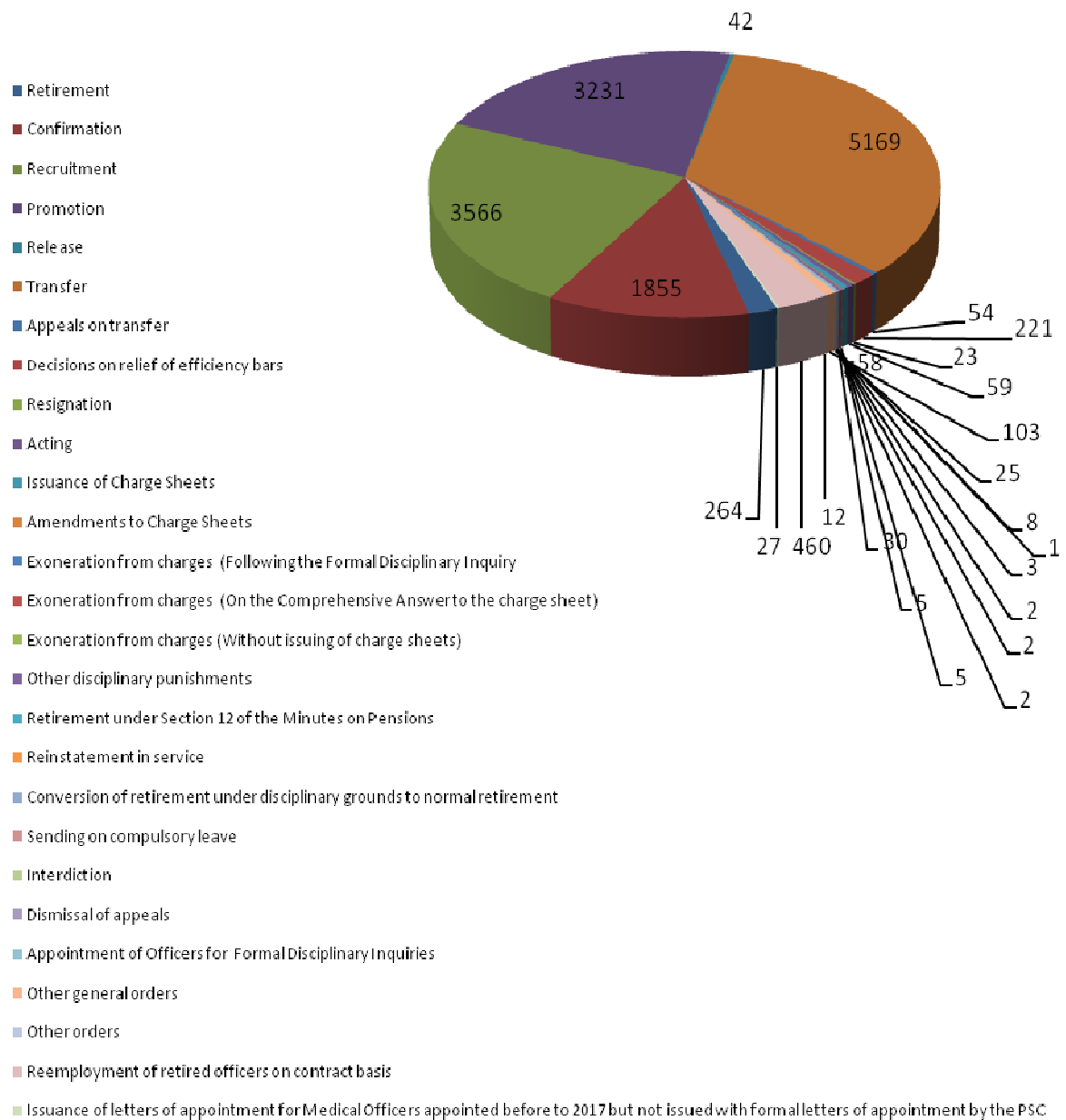


Diagram No. 07

8. Financial Provision

The summary of expenditure of the Office of the Public Service Commission for the period from 01.01.2019 to 31.12.2019 is as follows:

	Allocation	Expenditure	Balance
Recurrent	222,841,000.00	215,524,766.75	7,316,233.25
Capital	39,489,000.00	34,928,713.26	4,560,286.74
Total	262,330,000.00	250,453,480.01	11,876,519.99

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 229 personnel and the actual cadre strength employed in the Office of the Public Service Commission during this particular period was 214. 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	08
Assistant Secretary	32
Accountant	02
Administrative Officer	01
Translator	02
I.C.T. Officer	02
I.C.T. Assistant	01
Public Management Assistant	114
Receptionist	01
Driver	13
Office Employee	31
Electrician	01
Plumber	01
Total	214

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 2019 as well.

Grade	Local	Foreign
Staff Officers	01	09
Non Staff Officers	07	----

Table No.25

10. Number of Cases to which submissions have been made by each Division during 2019

Division	Supreme Court	Court of Appeal	AAT
Establishments	71	14	32
Appointments	40	16	87
Promotions	50	06	98
Disciplinary	09	07	50
Appeals	44	07	123
Education Service Committee	05	01	---
Health Service Committee	11	00	00
Total	230	51	390

Table No. 26

11. Commission Meetings

975 Commission meetings have been held during the period under review from 01.01.2019 to 31.12.2019.

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	08.01.2019	Extension of the retirement age of Medical Specialists up to 63 years	Ministry of Health, Nutrition and indigenous Medicine
02	11.01.2019	Formulation of a recruitment method for open basis recruitment to All Island Services	Ministry of Public Administration and Management
03	25.01.2019	Recruitment to the post of Chief Inspector of Coast Conservation	Ministry of Mahaweli Development and Environment
04	27.01.2019	Promotions in the Surveyors Service	Department of Surveys
05	05.02.2019	Annual transfer of Medical Specialists - 2019	Ministry of Health, Nutrition and indigenous Medicine
06	07.02.2019	Annual transfer of Graded Medical Officers	Government Medical Officers Association
07	08.02.2019	Exemption from Efficiency Bar – Mr. K. S. K. Chandrasekara – Authorized Officer	Ministry of Internal and Home Affairs and Provincial Councils and Local Government Department of Immigration and Emigration
08	12.02.2019	Issues in the Department of Railways	Ministry of Transport and Civil Aviation
09	12.02.2019	<p>1. Sri Lanka Principals Service</p> <p>Issues in placement of Graded Principals attached to the Provincial Councils following formal recruitment</p> <p>Issues in release the Principals attached to the Provincial Councils to National Schools when necessity arises</p> <p>Issues pertaining to incompliance of Provincial Councils with the Scheme annual of transfer</p> <p>Lack of specific information on the number of posts of graded Principals approved for Provincial Council schools</p> <p>2. Sri Lanka Education Administrative Service</p> <p>Not identifying specifically the number of officers of each grade that should be in Provincial Councils in accordance with the Service Minute of the Sri Lanka Education</p>	Ministry of Education

		<p>Administrative Service</p> <p>Formulation of a proper method for appointment of Provincial Directors of Education</p> <p>Formulation of a proper method for appointment of Provincial Directors of Education</p> <p>Amendment to the Service Minute for Scheme of transfer of SLEAS officers of provincial schools in compliance with the Scheme of annual transfers of central government incorporating the posts such as Principal/ Deputy Principal of provincial schools and national schools into the Service Minute and complying with it.</p> <p>3. Sri Lanka Teachers Service</p> <p>Transferring teachers of national schools joining with the Provincial Councils</p> <p>Recruitment of teachers to the relevant subject</p> <p>Discussion on issues of Teachers Service Minute</p>	
10	14.02.2019	Absorption of officers of the Department of Samurdhi Development	<p>Ministry of Primary Industries and Social Empowerment</p> <p>Ministry of Public Administration and Disaster Management</p> <p>Department of Pensions</p> <p>National Salaries and Cadres Commission</p> <p>Department of Samurdhi</p> <p>Department</p>
11	18.02.2019	Appointment to the post of Legal Consultant	Ministry of Defence
12	26.02.2019	Appointment to the post of Marine Surveyor	Ministry of Agriculture, Rural Economic Affairs, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development
13	06.03.2019	Appointment to the post of Assistant Commissioner of Excise	Ministry of Finance and Mass Media
14	11.03.2019	Proper method of appointment of Provincial Director of Education Proper method of appointment of	Ministry of Education All Provincial Councils

		<p>officers for provincial posts</p> <p>Filling up of vacancies in the Sri Lanka Education Administrative Service</p> <p>Issues in placement of Graded Principals attached to Provinces</p> <p>Issues of obtaining concurrence of Provinces for annual transfers of the Sri Lanka Principals Service</p> <p>Issues on release of officers of the Sri Lanka Principals Service to National Schools</p> <p>Necessity of incorporation of details on approved posts of SLEAS and SLPrS in Provincial Councils into Service Minutes</p> <p>Delays of disciplinary orders made by provinces and recommendations of retirements under Section 12 of Minutes on Pensions</p> <p>Prevention of delays related to day to day works such as confirmation and retirement</p>	
15	12.03.2019	Assessment of qualification for sitting for open competitive examination for recruitment to Grade III of the Sri Lanka Accountants Service	Ministry of Public Administration and Management
16	12.03.2019	Promotions of the Technological Service	Ministry of Public Administration
17	01.04.2019	Appointment to the post of Deputy Director (Statistics) of the Department of Census and Statistics	Department of Census and Statistics
18	02.04.2019	<p>Filling up of vacancies in Grade I of the Sri Lanka Education Administrative Service</p> <p>Filling up of vacancies in the posts of Principal in National Schools</p> <p>Appointment to the posts in the Ministry of Education</p> <p>Promotion to Special Grade of the the Sri Lanka Education Administrative Service</p> <p>Amendment to the Service Minute of the Sri Lanka Education Administrative Service</p>	Ministry of Education
19	04.04.2019	Promotion to Special Grade of the Department of Meteorology and	Ministry of Public Administration, Disaster

		issues pertaining to promotion of the Technological Service	Management and Rural Economic Affairs and Department of Meteorology
20	04.04.2019	Appointment to the posts in the Department of Sports Development and National Institute of Sport Science (Director, Registrar, Head Quarters Sports Officer)	Ministry of Telecommunication, Foreign Employment and Sports
21	08.04.2019	Appeal of Mr. Jayasena in the File No. PSC/APP/8/6/66/2017	Department of Railways
22	24.04.2019	Open/ Limited Competitive Examination for filling up of vacancies in Grade III of the Sri Lanka Foreign Service - 2018	Ministry of Public Administration, Disaster Management and Rural Economic Affairs
23	30.04.2019	Assistant Director (Departmental) of the Department of Wildlife Conservation	Department of Wildlife Conservation
24	09.05.2019	Appointment of Specialist Medical Officers for terminal duty stations	Ministry of Health, Nutrition and indigenous Medicine
25	30.05.2019	Filling up of vacancies in Grade I of the Sri Lanka Agriculture Service	Ministry of Agriculture, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development
26	06.06.2019	Issues pertaining to promotion to Special Grade of the Sri Lanka Accountants Service	Ministry of Public Administration, Disaster Management and Rural Economic Affairs
27	10.06.2019	Issues in the Department of Posts	Department of Posts
28	13.06.2019	Issues pertaining to recruitment, training and placement of the Sri Lanka Education Administrative Service Recruitment Training Placement Promotion of officers to Grade I and Special Grade of the Sri Lanka Education Administrative Service Promotion to Grade I Promotion to Special Grade Formulation of a Scheme of Transfer Formal appointment of officers to the scheduled posts and transfers between such posts Formal appointment of officers to the posts including Additional Secretary of the Ministry of	Ministry of Education

		<p>Education, Commissioner General of Educational Publications and Director of Education</p> <p>Increase in number of posts in the Special Grade of Principals for National Schools (Identification of schools for which Principals of Grades I, II, and III of the Sri Lanka Education Administrative Service should be appointed)</p> <p>Appointment of Principals for 1AB and 1C provincial schools in accordance with the 13th amendment to the Constitution</p> <p>Expediting Disciplinary Inquiry proceedings</p> <p>Other matters</p> <p>Following the instructions by the Public Service Commission in pursuance of the Cabinet Decision regarding the provision of relief to officers faced with grievances on political grounds, Secretary of Education was instructed to take action accordingly</p>	
29	21.06.2019	Promotion to Special Grade of the Sri Lanka Librarians Service	Ministry of Public Administration, Disaster Management and Rural Economic Affairs
30	25.06.2019	Appointment to the post of Deputy Chief Valuer of the Sri Lanka Valuation Service	Ministry of Finance
31	28.06.2019	Recruitment of Irrigation - Resident Project Manager	Ministry of Agriculture, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development
32	08.07.2019	Recruitment of District Scientific and Technological Officers	Ministry of Science, Technology and Research
33	18.07.2019	Filling up of vacancies in the post of Deputy/ Assistant Director of the Sri Lanka Animal Production and Health Service	Ministry of Agriculture, Livestock Development, Irrigation and Fisheries and Aquatic Resources Development
34	23.07.2019	Issues on promotion of officers of the Sri Lanka Accountants Service to the Special Grade	Ministry of Public Administration, Disaster Management and Rural

			Economic Affairs
35	25.07.2019	Absorption to the Sri Lanka Information and Communication Technology Service	Ministry of Public Administration and Management Ministry of Defence Department of Police
36	25.07.2019	Amendment to the Marking Scheme relating to the Notice Calling for Applications for filling up of vacancies in the post of Principal in National Schools.	Ministry of Education
37	02.08.2019	Issues on promotions of Inspectors of Measurement Service Devices in Supra Grade of the Sri Lanka Technological Service	Department of Measurement Units, Standards and Services
38	07.08.2019	Recruitment to Grade III of the Sri Lanka Inland Revenue Service	Department of Inland Revenue
39	08.08.2019	to Spacial Grade of Permanent Ways of the Railway Supervisory Management Service	Ministry of Transport and Civil Aviation
40	28.08.2019	Filling up of vacancies in posts in Special Grade (Garden Development Assistant) of the Sri Lanka Technological Service	Ministry of Tourism Development, Wildlife and Christian Religious Affairs
41	03.09.2019	Service which is about to create in the Department of Forest Conservation	Ministry of Mahaweli Development and Environment Department of Forest Conservation
42	12.09.2019	Appointment to the post of Forester in Special Grade of the Sri Lanka Technological Service of the Department of Forest Conservation	Ministry of Mahaweli Development and Environment
43	20.09.2019	Amendment to the Marking Scheme of the interview for promotion to Special Grade from Grade I in the Executive Service Category of the Printing Service of Department of Government Printing	Ministry of Lands and Parliamentary Reforms
44	26.09.2019	Recruitment to the post of Superintendent of Excise on limited basis - 2010(2012)	Ministry of Finance Department of Excise Department of Examinations
45	27.09.2019	Recruitment to the post of Superintendent of Posts on seniority and merit basis	Department of Posts
46	01.10.2019	Conduct a common examination for recruitment under open stream of the Technological Service	Ministry of Public Administration and Management

47	02.10.2019	Granting of appointments to Grade III of the Inland Revenue Service	Department of Inland Revenue
48	04.10.2019	Promotion to II of Assistant Director (Media)	Ministry of Mass Media
49	10.10.2019	Provision of relief to persons who faced with various grievances on political grounds (Mr. Gamini Kumara De Silva)	Ministry of Justice and Prison Reforms Department of Prisons
50	17.10.2019	Absorption into the Development Officers Service	Ministry of Public Administration and Management
51	23.10.2019	Promotion of officers of the Sri Lanka Technological Service of the Department of Irrigation to the Special Grade	Ministry of Mahaweli, Agriculture, Irrigation and Rural Development
52	28.10.2019	Release from service – Mrs. H. L. M. Senarathna	Ministry of Science and Technology Ministry of Public Administration and Disaster Management
53	28.10.2019	Rectification of the method of awarding marks at the interview for recruitment of Legal Officers	Department of Agriculture
54	30.10.2019	Promotion and appointment to Special Grade of the Sri Lanka Scientific Service of the Department of Export Agriculture	Ministry of Public Administration and Disaster Management Department of Export Agriculture
55	04.11.2019	Workshop to discuss the formulation of Volume II of the Procedural Rules of the Public Service Commission (Re. the disciplinary control of public officers)	Ministry of Public Administration, Disaster Management and Livestock Development Ministry of Internal and Home Affairs and Provincial Councils and Local Government Ministry of Education Ministry of Health, Nutrition and indigenous Medicine
56	05.11.2019	Formulation of provisions governing transfer to public service from provincial public service	Chief Secretary's Office (Central, Eastern and North Western Provinces) Ministry of Health, Nutrition and indigenous Medicine Ministry of Public Administration and Management
57	06.11.2019	Likely contentious scenario in the implementation of orders made by the AAT relating to the appeal No.	Ministry of Lands and Land Development

		AAT/96/2017(PSC)	
58	07.11.2019	Issues pertaining to appointment to posts/ appointment to act in the posts of Director, Additional Director, Deputy Director and Principal in Grade I of the Sri Lanka Technical Education Service	Ministry of Industry and Commerce, Resettlement of Protracted Displaced Persons, Cooperative Development and Vocational Training and Skills Development
59	20.11.2019	Transfers of Northern and Eastern Provinces	Ministry of Health, Nutrition and indigenous Medicine
60	22.11.2019	Resolving of issues relating to promotion of Mr. P. S. Agalawatta, Officer of the Sri Lanka Foreign Service to Grade II	Ministry of Foreign Affairs
61	02.12.2019	AAT/98/2019 and SC(FR) 479/2012 of the Sri Lanka Administrative Service	Ministry of Public Administration, Disaster Management and Rural Economic Affairs
62	02.12.2019	Filling up of vacancies in Special Grade of the Sri Lanka Administrative Service dated 01.07.2019	Ministry of Public Administration and Disaster Management
63	02.12.2019	Appointment to the post of Legal Officer of the Department of Valuation	Ministry of Finance Department of Valuation
64	12.12.2019	Marking Scheme of appointment of Principal of National Schools Filling up of vacancies in the post of Principals of National Schools Appointment of Grade I officers of the Sri Lanka Teacher Educators Service to the post	Ministry of Education
64	17.12.2019	Transfers of Medical Officers, promotion and other issues in Deputy Medical Administrative Grade	Ministry of Health, Nutrition and indigenous Medicine
65	19.12.2019	Approving of Scheme of Annual Transfer of Meteorology Observers of the Sri Lanka Technological Service	Department of Meteorology

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,

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

Mr. D. Dissanayake Chairman

Dr. P. Ramanujam Member

Mrs. V. Jegarasasingam Member

Mr. S. Ranugge Member

Mr. D.L. Mendis Member

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

Prof. A. G. Hussain Ismail Member

Mrs. Sudharma Karunarathna Member

Mr. G. S. A. De Silva Member

Handwritten signatures of the members of the Public Service Commission, corresponding to the names listed in the table. The signatures are written in black ink and are placed to the right of the names.

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

Number pending as at 01.01.2019	Number received during 2019	Total Number received as at 31.12.2019	Number of PSC decisions upheld	Number of PSC decisions revoked	Number pending as at 31.12.2019
239	102	341	64	29	248

Cases filed in the Supreme Court

Number pending as at 01.01.2019	Number received during 2019	Total Number received as at 31.12.2019	Number dismissed and agreed with PSC decisions	Number of PSC decisions revoked by SC	Number pending as at 31.12.2019
140	38	178	22	05	151

Cases filed in the Court of Appeal

Number pending as at 01.01.2019	Number received during 2019	Total Number received as at 31.12.2019	Number of PSC decisions upheld by CA	Number of PSC decisions revoked and relief granted by CA	Number pending as at 31.12.2019
31	08	39	03	03	33

- Besides these appeals, 01 complaint was made to the Parliamentary Commissioner for Administration (Ombudsman) during the period from 01.01.2019 to 31.12.2019.
- Number of complaints made to the Human Rights Commission (HRC) during the period from 01.01.2019 to 31.12.2019 was 01.
- 08 complaints made to the Public Petitions Committee during the period from 01.01.2019 to 31.12.2019 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 01.01.2019	Number received during 2019	Total Number received as at 31.12.2019	Number of PSC decisions upheld	Number of PSC decisions revoked	Number pending as at 31.12.2019
169	100	269	101	26	142

Cases filed in the Supreme Court

Number pending as at 01.01.2019	Number received during 2019	Total Number received as at 31.12.2019	Number of cases dismissed and agreed with PSC decisions by SC	Number of PSC decisions revoked by SC	Number pending as at 31.12.2019
78	13	91	12	00	79

Cases filed in the Court of Appeal

Number pending as at 01.01.2019	Number received during 2019	Total Number received as at 31.12.2019	Number of PSC decisions upheld by CA	Number of PSC decisions revoked and relief granted by CA	Number pending as at 31.12.2019
12	06	18	00	00	18

- 01 complaint was made to the Parliamentary Commissioner for Administration (Ombudsman) during the period from 01.01.2019 to 31.12.2019.
- No 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. 2019 to 31.12.2019 was 24.

Public Service Commission Organization Chart

Annex 03

H.S.C. - Health Service Committee
E.S.C. - Education Service Committee
S.A.S. - Senior Assistant Secretary
A.S. - Assistant Secretary
A.O. - Administrative Officer
ICT Officer - Information and Communication Technology Officer
ICT Assistant - Information and Communication Technology Assistant
M.S. Officer - Management Service Officer
O.E.S. - Office Employees Service

