

“Interim Report” of the Expert Committee appointed to review the salaries, wages and the other remunerations in the Public Service and submit proposals to revise the salaries of all the sectors of the Public Service

Background

More than 1.3 million of employees in the public sector served in the ministries, departments, corporations, statutory boards, provide a wide range of service to 22 million of citizens.

The government spends over 1200 billion rupees approximately for salaries and allowances of the Public Service, in addition to 400 billion rupees for the pension payments.

The Trade Unions in the public service are making different requests stating that the basic salaries have not increased for a long period of time and considering the said requests, it is the hourly need of submitting the suitable proposals for the forthcoming budget to create an effective, qualitative and efficient Public Service introducing attractive salary and allowance schemes align with the current economic criteria after evaluating the salary and allowance of the entire public sector.

The Committee has significantly identified that the new income generated projects should be designed in par with periodic increase in salary and allowances while reducing the expenditure burden on the government which thereby reduce the additional expenditure burden on the Treasury.

The Expert Committee appointed in terms of the Cabinet Decision No. 24/විවිධ (020) dated May 27, 2024 to study the salary anomalies between the various groups of employees and to review the salaries, wages and the other remunerations in the Public Service and to submit recommendations enabling to incorporate them in the Budget Proposals for the year 2025, are having discussions with 91 major Trade Unions in the public sector and government officials.

Further, the proposals have been submitted by Trade Unions, various organizations, institutions and 371 individuals upon the requests made by the Committee through electronic and print media and such information and proposals are also being systematically analyzed.

Accordingly, the Committee strongly believes that the economic development of the country will be increased by improving the quality, efficiency and effectiveness of services rendered by the employees in the public sector by reducing the salary and

allowance anomalies between the various groups of employees upon the following criteria and parameters.

Thus, the Committee recommends that it is appropriate to consider a framework for salary restructure based on the following facts in making the budget proposals for the year 2025 enabling the government to grant salary and other allowances to the public servants in a manner that fulfills a satisfactory public service, subject to bear the burden with the current economy.

1. Classify the posts in the entire Public Service under four (04) main service levels and sub-categorize the qualifications of recruitment based on the Sri Lanka Qualification Framework (SLQF) and National Vocational Qualification (NVQ) and while considering the functions, responsibilities of the relevant employments and attracting and retaining the skilled employees for special professions.
2. Follow the appropriate selection procedures even for the primary service category as of the service requirement based on the Sri Lanka Qualification Framework (SLQF) and National Vocational Qualification (NVQ) as basic qualification for the recruitment.
3. Recruit for all the other service categories only via formal competitive examinations and interviews.
4. Amend the Recruitment Procedures already approved as appropriate, in an expeditious manner.
5. Pay monthly cost of living allowance of Rs.25,000.00 (subject to revise in every consecutive three years) to all the employees in the public sector considering the year 2025 as the base year.
6. Increase the minimum initial salary of Public Service by a minimum of 24% and adjust initial salary for all the other posts considering Rs. 55,000 as the gross salary inclusive of cost of living.
7. Implement this new salary and allowance scheme for all the government institutions except state business companies and banks.
8. Introduce E - Governance for public administration through electronic systems via digitalization and automation for every possible sector within the entire

Public Service to be implemented within 03 years starting from 2025 and prioritize the government's capital investment towards the same.

9. Implement a medical insurance scheme with effect from January 2025 providing more attractive benefits for all the employees in the public sector including pensioners, with a minimum monthly contribution of Rs.1,000.00.
10. Promote methods like outsourcing whenever possible following proper procedure to maximize the effectiveness and reduce the expenditure burden on the government.
11. Implement the restructuring programme of transforming identified Government Departments/ Corporations/ Statutory Boards into the **Public Limited Companies (PLCs) listed on Stock Exchange.** (with the shares of state, private investment, public and, employees)
12. Take measures to conduct a scientific study on the staffing and services in the entire public service by performing a proper work study during 2025.
13. Take measures to limit the work force of the Public Service as one million (1,000,000.00) or less by 2030
14. Introduce an appropriate performance indicators (KPIs) for the employees in the public sector and grant the annual salary increments upon its progress.
15. Ensure the free health services and free higher education system in a secured and qualitative manner, and introduce and implement a service with economic value based on the physical and human resources, confidentially and recognition in said sectors.
16. Grant the claimed salary increment for the employees in the public sector who retired before 2020 and address the relevant salary anomalies by the revision of pension.
17. Grant Cost of Living allowance for the pensioners equivalent to 50% of the Cost of Living allowance paid to the employees in the active public service, with effect from January 2025.

18. Implement this salary scale subject to the expenditure management within the current tax policy and implement the proposed salary scale in step wise with effect from 01st of January 2025, considering the fiscal viability.

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Former Secretary to the President | Chairman of the Committee |
| 2. Mr. G. L. Vernon Perera
Additional Secretary to the President
Presidential Secretariat | Secretary of the Committee |
| 3. Mr. Jude Nilukshan
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| 4. Mrs. Hiransa Kaluthantri
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| 5. Mr. S. Alokabandara
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| 6. Mr. H. A. Chandana Kumarasingha
Director General of Establishments | Member of the Committee |
| 7. Dr. (Mr.) Terrance Gamini De Silva
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| 8. Mr. Duminda Hulangamuwa
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| 9. Mrs. Chandi H. Dharmaratne
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