

INVITATION FOR  
**PROPOSALS** TO THE  
**SPECIALIST  
 COMMITTEE**  
 APPOINTED TO ADDRESS  
**SALARY  
 ANOMALIES** IN THE  
**PUBLIC SERVICE**  
 FOR REVISION OF  
 SALARIES/ ALLOWANCES



It has been intended to invite proposals from various Trade Unions, organizations and individuals to the Specialist Committee appointed to develop an attractive salary and allowance system for the entire Public Service by the Budget 2025, taking into account the various representations presented and to be presented by various groups and Trade Unions in the Public Service regarding the salary anomalies.

It is informed to submit proposals based on the following key areas.

- ❶ Circulars and policy matters based on salaries and other remunerations currently paid to various service categories in the Public Service.
- ❷ Methodologies to be adopted to prevent irregular increase in salaries and allowances that lead to salary anomalies.
- ❸ Assigned duties, responsibilities, risks and conditions associated with different roles due to the nature of the employment and other matters, in addition to existing educational and professional qualifications required for recruitment to each service category in the Public Service.
- ❹ Establish a Public Service that integrates knowledge, skill and technology in order to sustain the Public Service in a more efficient manner, to prevent the officers of essential services from leaving the Public Service, and to retain professionals within the service.
- ❺ Information related to career fields and respective posts where functions can be digitized in order to provide quality and efficient Public Service.
- ❻ Adjustments as per the internationally accepted standard rates required to provide optimum Public Service.

Kindly submit your proposals in the specified Format and the Annexure mentioned below.

01. Name of Trade Union/ Organization/ Individual

02. Representing Institution

03. Address

Office

Private

04. WhatsApp Number / Telephone Number

05. Email Address

If you wish to submit information on positions other than the particular position for which you are submitting information, separate forms should be completed along with the justification reports as outlined in Annexure 01. (The Annexure 01 form can be downloaded via the **QR code** provided below, from the official website of the Presidential Secretariat [www.presidentsoffice.gov.lk](http://www.presidentsoffice.gov.lk))

All Proposals should be prepared in **MS Word** format using **font 12– Times New Roman** and submitted only as a soft copy in **PDF** format to [saec@presidentsoffice.lk](mailto:saec@presidentsoffice.lk) on or before **09.08.2024**.

Submission of soft copies is highly encouraged, and hard copies may be sent via registered post or delivered by hand only if absolutely necessary, to the following address on or before **09.08.2024**.

**Secretary,  
Specialist Committee on Salary Anomalies in Public Service,  
3rd Floor, Old Chartered Building,  
Presidential Secretariat,  
Colombo 01.**

All your proposals will be reviewed by the Specialist Committee and accordingly, you/ the Institution/ Trade Union/ Civil Organization that you represent will be notified of a date and time for a discussion, via email and **WhatsApp** within two weeks.





## Obtaining Information on Salary Anomalies

### 01. Ministry / Department

### 02. Position / Service

### 03. How the salary anomaly occurs

- Demand of a higher salary scale for the post
- Decrease of salary on promotion
- Less salary compared to the salary of an officer promoted subsequently
- Time taken for a promotion
- Other

### 04. Recruitment Qualification -

Grade 8 - Passed

G.C.E. O/L - Passed

Appeared

Number of Sittings

Number of subjects to be passed

Subjects to be passed





Other

• NVQ

• NVQ Level

• G.C.E. A/L - Passed

Appeared

Number of Sittings

Number of subjects to be passed

Subject Stream

Subjects to be passed





Other

• Diploma

Subject Area

Time

Other

• Degree

Subject Area

Class/ Pass



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സംസ്ഥാന സെക്രട്ടേറിയം  
Presidential Secretariat

- Post Graduate Degree

- Professional Qualifications

- Work Experience

- Other Qualifications

#### 05. Methodology of Recruitment

- Open  Limited  Merit
- Competitive Examination  Interview  Structured Test
- Professional (Practical) Test

#### 06. Grading Scheme

- III  II  I  Special

#### 07. Salaries

P. A. Circular	Salary Code	Basic Salary (Rs.)	Salary Scale
37/ 92			
2/ 97 (III)			
15/ 2003			
09/ 2004			
06/ 2006			
03/ 2016			

#### 08. Other allowances currently received in addition to the salary

Type of Allowances	Allowance (Rs.)	Approving Authority



09. Duty of the Post


10. If you are of the opinion that there are anomalies in your current salary, please specify the differences you have identified


11. Your proposals for mitigating the anomaly.
