

My No.E.5/1/26  
Ministry of Public Administration and  
Home Affairs  
Independence Square  
Colombo 7.  
25 April, 2006

All Secretaries to Ministries,  
Chief Secretaries of Provincial Councils and  
Heads of Departments

**Restructuring of Public Service Salaries**

**Based on Budget Proposals 2006**

The Government has decided to implement a new salary structure prepared on monthly basis given in Annexure I with effect from 01/01/2006 as stated in the Budget Speech 2006.

**2 Re-categorization and Re-grouping of Posts / Services**

In order to implement the new salary structure all posts/services in the public service should be re-categorized/re-grouped by each Ministry and Department based on the definitions given in Annexure II and in terms of Annexure III – “Index to Salary Conversion”.

In respect of any posts/services not included in the Annexure III, the Ministries/Departments shall take prompt action to submit their proposals in accordance with the definitions in the Annexure II, to the National Salaries & Cadre Commission (NSCC) for its recommendations.

**3. Conversion of Salaries**

Conversion of salaries of government employees from the existing salary structure to the new structure shall be done on step-to-step basis in the following manner.

i) Step (i)

As stated in para 2 above, select the appropriate category/group in respect of each employee and absorb the employee to the respective category/group. Thereafter, place the employee in the appropriate grade in the category/group based on the current grade of the employee.

ii) Step (ii)

Place the employee at the salary step corresponding the salary step the employee is currently drawing.

It shall be noted that the salary scales payable to different grades / classes of employees within a particular service, are now incorporated in to a single salary scale applicable to the respective service / category of employees, contained in this circular.

Example – The salary scale No. MN-2-2006 is applicable to the Classes III, II & I of the Public Management Assistants Service as follows:

**Salary Step**

Class III	Rs.13,640/- p.m.
Class II	Rs.14,980/- p.m.
Class I	Rs.16,590/- p.m.

The qualifications indicated in the definitions contained in Annexure II are purely guidelines and any person who possesses these qualifications but not formally appointed to such post shall not be entitled to the respective salary scale.

Persons who have not yet been promoted to the next higher grade but earned more increments in the present grade shall not be entitled to the salary steps applicable to the higher grade given in column 1. Such employees shall be placed on the corresponding salary step shown in the columns titled 'if not promoted', which are applicable.

Fifty percent (50%) of the difference between the salaries paid in December 2005 inclusive of allowances stated in Para 6(a) below and proposed salary shall be paid with effect from 01.01.2006 and the balance 50% with effect from 01.01.2007. Letter of conversion must be issued in the form specified in Annexure IV.

The salary increase proposed by the P.A.Circular No.9/2004 dated 27.12.2004 has now been incorporated into the new salary scales contained in this circular and the payments made in terms of the Public Administration Circulars No.01/2006 dated 12/01/2006 and No.01/2006(1) dated 06.2.2006, shall be recovered when payments are made in terms of this circular.

#### **4. Cost of Living Allowance**

- a. Government employees are entitled to a Cost of Living Allowance (COLA) of Rs.1000/- per month and shall be paid with effect from 01.01.2006. This COLA will be adjusted at the end of every six months ending 30<sup>th</sup> June and 31<sup>st</sup> December of each year at the rate of Rs.2/50 per unit of increase/decrease in the cost of living index. Instructions in this regard will be issued as and when necessary.
- b. The daily paid employees shall also be paid this allowance at the rate of Rs.34/- per day subject to a maximum of Rs.1000/- per month.

#### **5. Daily Wages**

Daily wages payable to employees on casual/daily paid basis should be computed by the division of the monthly initial salary of the respective category by 30. Such employees shall be paid (50%) fifty percent of the difference between the daily wages paid on 31/12/2005 and the new daily wages.

#### **6. Allowances and Incentives**

- a) The interim allowances provided in PA Circulars 15/2000 of 7/9/2000 and 24/2001 of 16/10/2001 are incorporated in the new salary scales and therefore, payment shall be terminated with effect from 01/01/2006.
- b) The allowance of one third (1/3) of the salary now being paid by certain institutions shall be limited to the amount paid as at 31.12.2005. In respect of persons appointed / transferred to such institutions after 01.01.2006, this allowance shall be computed on the basis of the salary actually paid on 31.12.2005 or the salary they would have been entitled on that date on a hypothetical basis, as the case may be.
- c) Instructions relating to all other allowances and incentive payments will be issued by this Ministry in consultation with the NSCC.

#### **7. Station Allowance**

Station Allowance should be computed at eight percent (8%) of the salary being paid to the respective officer.

#### **8. W&OP**

The rates of recovery for W&OP are as follows:

Primary Level and Secondary Level	6%
Tertiary Level and Senior Level	7%

#### **9. Overtime Payments (OT)**

OT payments shall be computed based on the salaries being paid with effect from 01/01/2006.

#### **10. Efficiency Bar (EB)**

The existing EBs will be operative at the corresponding steps of the new salary scales until such time the amended/new Service Minutes/Schemes of Recruitment are made effective.

#### **11. Grading of Employees**

The grading of employees with effect from 01/01/2006 shall be as follows. The categorization of employees indicated in P.A. Circular No. 15/2003 of 13.12.2003 is hereby repealed

- Primary Grade
- Secondary Grade
- Staff Grade

All posts in the Primary Level stated in Annexure II shall be in the Primary Grade;

All posts in the Secondary Level stated in Annexure II other than the posts assigned with supervisory functions as specified by the Department of Management Services (DMS) in consultation with NSCC, shall be at the Secondary Grade;

Posts of the Secondary Level assigned with supervisory functions as stated above, all posts in the Tertiary Level and the Senior Level stated in Annexure II will be in the Staff Grade.

However, all posts that do not fall within the above definition of staff grade that are currently considered to be in the staff grade will continue to be in the staff grade.

#### **12. Combined Allowances**

Combined allowances are revised from 01/01/2006 as follows:

<u>Employee Grade</u>	<u>Amount</u>
Primary Grade	350/-
Secondary Grade	400/-
Staff Grade	500/-

#### **13. Railway Warrants & Holiday Travel**

- Primary Grade - Class 2
- Secondary Grade - Class 1
- Staff Grade - Class 1

#### **14. Date of Salary Increment**

Date of salary increment will remain unchanged until the next promotion.

#### **15. Salary on re-employment and Project Staff**

##### **(a) Officers Re-employed After Retirement**

The salaries of the officers re-employed after retirement in terms of P.A.Circular No.01/2003 dated 3/1/2003 shall be computed on the basis of the new salary scales and the payments shall be made subject to the conditions stipulated in para 3 above.

Since the persons re-employed after retirement are paid a COLA of Rs.500/- along with their pension, the respective agencies who employ them shall pay them only the difference of Rs.500/- per month.

(b) **Persons Appointed on Contract Basis**

The salaries of persons appointed on contract basis shall not be revised during the contract period.

(c) **Project Staff**

In the case of salaries of the Project Staff, will be reviewed and notified later by DMS in consultation with the NSCC.

**16. Loans and Salary Advances**

- a. Distress Loans should be computed on the basis of salary applicable as at 30.11.2004 excluding allowances.
- b. House and Property Loans and Motor vehicle Loans should be computed on the basis of new salary payable to each employee.

**17. a) Pensions**

The interim allowances payable to the pensioners in terms of PA Circulars 15/2000 of 07/09/2000 and 24/2001 of 16.10.2001 shall be consolidated with the monthly pension with effect from 01/01/2006.

Pensioners who have retired on or before 30/11/2004 shall be paid a 10% (ten percent) increase on their unreduced pension consolidated as above with effect from 01/01/2006 subject to a minimum of Rs.500/- and a maximum of Rs.1,250/-.

**b) Cost of Living Allowance to Pensioners**

A cost of living allowance (COLA) with a base value of Rs.500/- per mensem shall be paid to all pensioners with effect from 01/01/2006. This COLA will be adjusted on the same basis applicable to the Government employees.

**18. Public Corporations and Statutory Boards**

Separate instructions will be issued by the Department of Management Services in consultation with the NSCC with regard to the application of the salary revision and allowances in respect of the Public Corporations and Statutory Boards.

**19. General**

**a) Salary on Appointment/Promotion**

In case of persons recruited/promoted between 01.01.2006 and 31.12.2006, the salary scale to be stated in the Letter of Appointment shall be the new salary scale applicable to the respective category / grade as contained in this circular. In the case of promotion from grade to grade the initial salary step of the respective grade shall be stated. However, the payment of the salary shall be subject to the same conditions laid down in this circular.

**b) Salary at Retirement**

The salary for the purpose of calculation of pension of the employees who retire between 01/01/2006 and 31.12.2006 shall be the 100 % of the new salary they are entitled to subject to the conditions laid down in the Pension Minute.

**c) Armed Services**

It shall be noted that the salary scales of all 'Armed Services' (other than Police) are not included in this circular and separate circular in this regard will be issued by the Department of Management Services in consultation with the NSCC.

**d) Personal Staff of Ministers (Cabinet, Non-Cabinet & Deputy Ministers)**

The Private Secretary	-	Rs.23,000/- p.m.
Coordinating Secretary	-	
Media Secretary	-	Rs.22,250/- p.m.
Public Relations Officer	-	

**e) Annual Increments**

In case of the services where the monetary value of the annual increment in the new salary scale is less than the current value, the difference between the old and the new incremental values shall be paid exclusively to the employees who are currently entitled to the higher values, as a "Matching Allowance" along with the annual increment of the lesser value, as personal to them until such time that the employee is promoted / appointed to a different grade / service. This Matching allowance shall be considered as a part and parcel of the monthly salary for all purposes.

**20 Revision of the Public Sector Salaries / Wages**

The salaries / wages of any posts / services in the Public Sector shall not be revised without the specific recommendations of the NSCC.

**21. Over Payments**

It should also be noted that if as a result of misinterpretation of these instructions or through clerical or other errors in computation any officer is overpaid he will be liable to refund the amount so overpaid.

**22 Clarifications & Further Instructions**

The NSCC is a permanent body and will continue to review the implementation of this circular and to provide any further assistance required by the government institutions in the form of clarifications and further instructions. Such requests shall be addressed to the NSCC, BMICH, Bauddhaloka Mawatha, Colombo 7.

**23. Financial Provision**

This salary increase should be paid out of the provisions under "Budget Code 1001 - Salaries and Wages". An application should be made to the Director General of National Budget for additional provisions required.

**24. Circulars Repealed**

Public Administration Circular No.01/2006 dated 12/01/2006 and Public Administration Circular No.01/2006(1) dated 06/2/2006 are hereby repealed.

This circular is issued with the concurrence of the General Treasury.

Sgd. D. Dissanayake  
Secretary  
Ministry of Public Administration and Home Affairs

New Salary Structure for Public Servants												
Salary Code	Initial	Yrs	1st slab	Yrs	2nd slab	Yrs	3rd slab	Yrs	4th slab	Yrs	5th slab	Maximum
PL 1-2006	11,730	10	100	10	110	10	120	12	130			16,590
PL 2-2006	12,140	10	110	10	120	10	130	12	140			17,420
PL 3-2006	12,360	10	110	10	120	10	130	12	140			17,640
MN 1-2006	12,920	10	120	11	140	10	210	10	290			20,660
MN 2-2006	13,640	10	120	11	140	6	210	14	290			21,700
MN 3-2006	14,510	4	150	6	205	20	290	11	320			25,660
MN 4-2006	14,850	10	185	4	210	15	290	7	320			24,130
MN 5-2006	15,785	10	290	15	325	11	400	-	-			27,960
MN 6-2006	16,920	10	290	15	325	11	400					29,095
MN 7-2006	19,755	15	325	11	400							29,030
MT 1-2006	14,000	10	120	11	140	6	210	14	290			22,060
MT 2-2006	14,140	10	140	11	150	6	210	14	290			22,510
MT 3-2006	14,420	10	140	11	150	6	210	14	290			22,790
MT 4-2006	14,630	7	150	9	240	10	290	15	320			25,540
MT 5-2006	14,780	7	150	9	240	10	290	15	320			25,690
MT 6-2006	14,930	7	150	9	240	10	290	15	320			25,840
MT 7-2006	15,080	7	150	9	240	10	290	15	320			25,990
MT 8-2006	23,940	10	650	8	715							36,160
SL 1-2006	22,935	10	645	8	790	17	1,050					53,555
SL 2-2006	25,515	4	645	8	650	16	1,050					50,095
SL 3-2006	42,390	12	1,310									58,110
SL 4-2006	47,515	12	1,425									64,615
SL 5-2006	28,095	5	645	5	790	15	1,050					51,020
SL 6-2006	28,740	5	645	10	790	13	1,050					53,515
SL 7-2006	51,665	5	1,310									58,215
SL 8-2006	54,285	5	1,310									60,835
TS 1-2006	12,920	10	120	5	150							14,870
TS 2-2006	13,790	9	150	6	210	5	300	8	350	12	645	28,440
TS 3-2006	15,350	5	210	5	300	8	350	19	645			32,955
MP 1-2006	16,360	12	290	13	320	10	460					28,600
MP 2-2006	26,660	10	650	7	715							38,165
RS 1-2006	13,880	7	120	10	150	17	210					19,790
RS 2-2006	15,350	7	150	2	210	8	290	17	325			24,665
SF 1-2006	63,500		Fixed									
SF 2-2006	65,000		Fixed									
SF 3-2006	67,000		Fixed									
SF 4-2006	70,000		Fixed									

Category				Primary Level- Unskilled				Primary Level- Semi skilled				Primary Level- Skilled			
Salary Code				PL 1-2006				PL 2-2006				PL 3-2006			
Time scale for promotion & Increments				Recruitment	If not promoted to II	If not promoted to I	If not promoted to Spl	Recruitment	If not promoted to II	If not promoted to I	If not promoted to Spl	Recruitment	If not promoted to II	If not promoted to I	If not promoted to Spl
Number of Years	Average Performer	Exceptional Performer	Grade	100	100			110	110			110	110		
				10	8			10	8			10	8		
				110		110		120		120		120		120	
				10		5		10		4		10		4	
				120			120	130		130	130	130		130	130
				10			5	10		1	5	10		1	5
				130				140				140			
				12				12				12			
1	1	1	III	11,730				12,140				12,360			
2	2	2		11,830				12,250				12,470			
3	3	3		11,930				12,360				12,580			
4	4	4		12,030				12,470				12,690			
5	5	5		12,130				12,580				12,800			
6	6	6		12,230				12,690				12,910			
7	7			12,330				12,800				13,020			
8	8			12,430				12,910				13,130			
9	9			12,530				13,020				13,240			
10	10			12,630				13,130				13,350			
11				12,730				13,240				13,460			
12	11	7	II	12,840	12,830			13,360	13,350			13,580	13,570		
13	12	8		12,950	12,930			13,480	13,460			13,700	13,680		
14	13	9		13,060	13,030			13,600	13,570			13,820	13,790		
15	14	10		13,170	13,130			13,720	13,680			13,940	13,900		
16	15	11		13,280	13,230			13,840	13,790			14,060	14,010		
17	16	12		13,390	13,330			13,960	13,900			14,180	14,120		
18	17	13		13,500	13,430			14,080	14,010			14,300	14,230		
19	18	14		13,610	13,530			14,200	14,120			14,420	14,340		
20	19			13,720				14,320				14,540			
21				13,830				14,440				14,660			
22	20	15	I	13,950		13,940		14,570		14,560		14,790		14,780	
23	21	16		14,070		14,050		14,700		14,680		14,920		14,900	
24	22	17		14,190		14,160		14,830		14,800		15,050		15,020	
25	23	18		14,310		14,270		14,960		14,920		15,180		15,140	
26	24	19		14,430		14,380		15,090		15,050		15,310		15,270	
27	25	20		14,550				15,220				15,440			
28	26	21		14,670				15,350				15,570			
29	27	22		14,790				15,480				15,700			
30	28	23		14,910				15,610				15,830			
31				15,030				15,740				15,960			
32	29	24	Spl	15,160			15,150	15,880			15,870	16,100			16,090
33	30	25		15,290			15,270	16,020			16,000	16,240			16,220
34	31	26		15,420			15,390	16,160			16,130	16,380			16,350
35	32	27		15,550			15,510	16,300			16,260	16,520			16,480
36	33	28		15,680			15,630	16,440			16,390	16,660			16,610
37	34	29		15,810				16,580				16,800			
38	35	30		15,940				16,720				16,940			
39	36	31		16,070				16,860				17,080			
40	37	32		16,200				17,000				17,220			
41	38	33		16,330				17,140				17,360			
42	39	34		16,460				17,280				17,500			
43	40	35		16,590				17,420				17,640			

Category				MA Non-tech Seg 2			MA Non-tech Seg 1- Multi duty			MA Supervisory Non-Tech/ Tech			MA Tech - Seg 3			MA Tech - Seg 2			MA Tech - Seg 1		
Salary Code				MN 1-2006			MN 2-2006			MN 3-2006			MT 1-2006			MT 2-2006			MT 3-2006		
Time scale for promotion & Increments				Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I
Number of Years	Average Performer	Exceptional Performer		120	120		120	120		150			120			140			140		
				10	4		10	5		4			10			10			10		
				140	140	140	140	140		205			140	140	140	150			150		
				11	4	8	11	3		6			11	8	8	11			11		
				210			210		210	290			210			210			210		
				10			6		7	20			6			6			6		
				290			290			320			290			290			290		
				10			14			11			14			14			14		
			Grade																		
1	1	1	III	12,920			13,640			14,510			14,000			14,140			14,420		
2	2	2		13,040			13,760			14,660			14,120			14,280			14,560		
3	3	3		13,160			13,880			14,810			14,240			14,420			14,700		
4	4	4		13,280			14,000			14,960			14,360			14,560			14,840		
5	5	5		13,400			14,120			15,110			14,480			14,700			14,980		
6	6	6		13,520			14,240			15,315			14,600			14,840			15,120		
7	7			13,640			14,360			15,520			14,720			14,980			15,260		
8	8			13,760			14,480			15,725			14,840			15,120			15,400		
9	9			13,880			14,600			15,930			14,960			15,260			15,540		
10	10			14,000			14,720			16,135			15,080			15,400			15,680		
11				14,120			14,840			16,340			15,200			15,540			15,820		
12	11	7	II	14,260	14,240		14,980	14,960		16,630	16,490		15,340	15,340		15,690	15,680		15,970	15,960	
13	12	8		14,400	14,360		15,120	15,080		16,920	16,640		15,480	15,480		15,840	15,820		16,120	16,100	
14	13	9		14,540	14,480		15,260	15,200		17,210	16,790		15,620	15,620		15,990	15,960		16,270	16,240	
15	14	10		14,680	14,600		15,400	15,320		17,500	16,940		15,760	15,760		16,140	16,100		16,420	16,380	
16	15	11		14,820	14,740		15,540	15,440		17,790	17,090		15,900	15,900		16,290	16,240		16,570	16,520	
17	16	12		14,960	14,880		15,680	15,580		18,080	17,240		16,040	16,040		16,440	16,380		16,720	16,660	
18	17	13		15,100	15,020		15,820	15,720		18,370	17,390		16,180	16,180		16,590	16,520		16,870	16,800	
19	18	14		15,240	15,160		15,960	15,860		18,660	17,540		16,320	16,320		16,740	16,660		17,020	16,940	
20	19	15		15,380			16,100			18,950			16,460			16,890			17,170		
21	20			15,520			16,240			19,240			16,600			17,040			17,320		
22				15,660			16,380			19,530			16,740			17,190			17,470		
23	21	16	I	15,870		15,800	16,590		16,520	19,820		19,735	16,950		16,880	17,400		17,340	17,680		17,620
24	22	17		16,080		15,940	16,800		16,730	20,110		19,940	17,160		17,020	17,610		17,490	17,890		17,770
25	23	18		16,290		16,080	17,010		16,940	20,400		20,145	17,370		17,160	17,820		17,640	18,100		17,920
26	24	19		16,500		16,220	17,220		17,150	20,690		20,350	17,580		17,300	18,030		17,790	18,310		18,070
27	25	20		16,710		16,360	17,430		17,360	20,980		20,555	17,790		17,440	18,240		17,940	18,520		18,220
28	26	21		16,920		16,500	17,640		17,570	21,270		20,760	18,000		17,580	18,450		18,090	18,730		18,370
29	27	22		17,130		16,640	17,930		17,780	21,560		20,965	18,290		17,720	18,740		18,240	19,020		18,520
30	28	23		17,340		16,780	18,220		17,990	21,850		21,170	18,580		17,860	19,030		18,390	19,310		18,670
31	29	24		17,550			18,510			22,140			18,870			19,320			19,600		
32	30	25		17,760			18,800			22,460			19,160			19,610			19,890		
33	31	26		18,050			19,090			22,780			19,450			19,900			20,180		
34	32	27		18,340			19,380			23,100			19,740			20,190			20,470		
35	33	28		18,630			19,670			23,420			20,030			20,480			20,760		
36	34	29		18,920			19,960			23,740			20,320			20,770			21,050		
37	35	30		19,210			20,250			24,060			20,610			21,060			21,340		
38	36	31		19,500			20,540			24,380			20,900			21,350			21,630		
39	37	32		19,790			20,830			24,700			21,190			21,640			21,920		
40	38	33		20,080			21,120			25,020			21,480			21,930			22,210		
41	39	34		20,370			21,410			25,340			21,770			22,220			22,500		
42	40	35		20,660			21,700			25,660			22,060			22,510			22,790		



Category				Para Medical Service Segment 3			Para Medical Service Segment 2			Professions Supplementary to Medicine / Para Medical Service Segment 1			Nursing Service			Spl. Grade for MT 4,5,6,7		AMP / RMP		
Salary Code				MT 4-2006			MT 5-2006			MT 6-2006			MT 7-2006			MT 8-2006		MP 1-2006		MP 2-2006
Time scale for promotion & Increments				Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I	Recruitment	If not promoted to II	If not promoted to I			Recruitment	If not promoted to I	Spl. Grade for AMP/RMP
Number of Years	Average Performer	exceptional Performer	Grade	150			150			150			150			650		290		650
			7			7			7			7			10		12		10	
			240			240			240			240			715		320		715	
			9			9			9			9			8		13		7	
			290			290			290			290					460			
			10			10			10			10					10			
			320			320			320			320								
			15			15			15			15								
1	1	1	III	14,630			14,780			14,930			15,080			MT 4-2006	23,940	II	16,360	26,660
2	2	2		14,780			14,930			15,080			15,230			MT 5-2006	24,590		16,650	27,310
3	3	3		14,930			15,080			15,230			15,380			MT 6-2006	25,240		16,940	27,960
4	4	4		15,080			15,230			15,380			15,530			MT 7-2006	25,890		17,230	28,610
5	5	5		15,230			15,380			15,530			15,680				26,540		17,520	29,260
6	6	6		15,380			15,530			15,680			15,830				27,190		17,810	29,910
7	7			15,530			15,680			15,830			15,980				27,840		18,100	30,560
8	8			15,680			15,830			15,980			16,130				28,490		18,390	31,210
9	9			15,920			16,070			16,220			16,370				29,140		18,680	31,860
10	10			16,160			16,310			16,460			16,610				29,790		18,970	32,510
11				16,400			16,550			16,700			16,850				30,440		19,260	33,160
12	11	7	II	16,640	16,640		16,790	16,790		16,940	16,850		17,090	17,000			31,155		19,550	33,875
13	12	8		16,880	16,880		17,030	17,030		17,180	17,000		17,330	17,150			31,870		19,840	34,590
14	13	9		17,120	17,120		17,270	17,270		17,420	17,150		17,570	17,300			32,585	I	20,160	35,305
15	14	10		17,360	17,360		17,510	17,510		17,660	17,300		17,810	17,450			33,300		20,480	36,020
16	15	11		17,600	17,600		17,750	17,750		17,900	17,450		18,050	17,600		MT 4-2006	34,015		20,800	36,735
17	16	12		17,840	17,840		17,990	17,990		18,140	17,600		18,290	17,750		MT 5-2006	34,730		21,120	37,450
18	17	13		18,130	18,080		18,280	18,230		18,430	17,750		18,580	17,900		MT 6-2006	35,445		21,440	38,165
19	18	14		18,420	18,320		18,570	18,470		18,720	17,900		18,870	18,050		MT 7-2006	36,160		21,760	
20	19	15		18,710			18,860			19,010			19,160						22,080	21,870
21	20	16		19,000			19,150			19,300			19,450						22,400	22,160
22	21	17		19,290			19,440			19,590			19,740						22,720	
23	22	18		19,580			19,730			19,880	19,830		20,030	19,980					23,040	
24	23	19		19,870			20,020			20,170	20,070		20,320	20,220					23,360	
25	24	20		20,160			20,310			20,460	20,310		20,610	20,460					23,680	
26	25			20,450			20,600			20,750	20,550		20,900	20,700					24,000	
27				20,740			20,890			21,040	20,790		21,190	20,940					24,460	
28	26	21	I	21,060	21,030		21,210	21,180		21,360	21,030		21,510	21,180					24,920	
29	27	22		21,380	21,320		21,530	21,470		21,680	21,270		21,830	21,420					25,380	
30	28	23		21,700	21,610		21,850	21,760		22,000	21,510		22,150	21,660					25,840	
31	29	24		22,020	21,900		22,170	22,050		22,320			22,470						26,300	
32	30	25		22,340	22,190		22,490	22,340		22,640			22,790						26,760	
33	31	26		22,660	22,480		22,810	22,630		22,960			23,110						27,220	
34	32	27		22,980	22,770		23,130	22,920		23,280			23,430						27,680	
35	33	28		23,300	23,060		23,450	23,210		23,600			23,750						28,140	
36	34	29		23,620			23,770			23,920			24,070						28,600	
37	35	30		23,940			24,090			24,240			24,390							
38	36	31		24,260			24,410			24,560			24,710							
39	37	32		24,580			24,730			24,880			25,030							
40	38	33		24,900			25,050			25,200			25,350							
41	39	34		25,220			25,370			25,520			25,670							
42	40	35		25,540			25,690			25,840			25,990							

Category				Associate Officers				Field / Office Based Officers selected thro. Exam- Segment 2		Office / Field Based Officers Segment 1			Office Admin. & Others
Salary Code				MN 4-2006				MN 5-2006		MN 6-2006			MN 7-2006
Time scale for promotion & Increments				Recruitment	If not promoted to II	If not promoted to I		Recruitment	If not promoted to I	Recruitment	If not promoted to I		MA Supra/Spl
Number of Years	Average Performer	Exceptional Performer		185	185			290		290			325
				10	4			10		10			15
				210				325		325			400
				4				15		15			11
				290				400		400			
				15				11		11			
				320									
				7									
			Grade										
1	1	1	III	14,850			II	15,785		16,920		MN 1	19,755
2	2	2		15,035				16,075		17,210		MN 2	20,080
3	3	3		15,220				16,365		17,500		MT 3, 2 & 1	20,405
4	4	4		15,405				16,655		17,790		MN 3	20,730
5	5	5		15,590				16,945		18,080			21,055
6	6	6		15,775				17,235		18,370			21,380
7	7			15,960				17,525		18,660			21,705
8	8			16,145				17,815		18,950			22,030
9	9			16,330				18,105		19,240			22,355
10	10			16,515				18,395		19,530			22,680
11				16,700				18,685		19,820			23,005
12	11	7	II	16,910	16,885		I	19,010	18,975	20,145	20,110		23,330
13	12	8		17,120	17,070			19,335	19,265	20,470	20,400		23,655
14	13	9		17,330	17,255			19,660	19,555	20,795	20,690		23,980
15	14	10		17,540	17,440			19,985	19,845	21,120	20,980		24,305
16	15	11		17,830				20,310	20,135	21,445	21,270		24,630
17	16	12		18,120				20,635	20,425	21,770	21,560		25,030
18	17	13		18,410				20,960	20,715	22,095	21,850		25,430
19	18	14		18,700				21,285	21,005	22,420	22,140		25,830
20	19	15		18,990				21,610		22,745			26,230
21	20			19,280				21,935		23,070			26,630
22				19,570				22,260		23,395			27,030
23	21	16	I	19,860		19,860		22,585		23,720			27,430
24	22	17		20,150		20,150		22,910		24,045			27,830
25	23	18		20,440		20,440		23,235		24,370			28,230
26	24	19		20,730		20,730		23,560		24,695			28,630
27	25	20		21,020		21,020		23,960		25,095			29,030
28	26	21		21,310				24,360		25,495			
29	27	22		21,600				24,760		25,895			
30	28	23		21,890				25,160		26,295			
31	29	24		22,210				25,560		26,695			
32	30	25		22,530				25,960		27,095			
33	31	26		22,850				26,360		27,495			
34	32	27		23,170				26,760		27,895			
35	33	28		23,490				27,160		28,295			
36	34	29		23,810				27,560		28,695			
37	35	30		24,130				27,960		29,095			

Category		Teachers / Principals								
Salary Code		TS 1-2006		TS 2-2006				TS 3-2006		
Time scale		Recruitment		Recruitment	If not promoted to SLTS 2-II	If not promoted to SLTS 2-I	If not promoted to SLTS 1	Promotion	If not promoted to SLPS 2-II	If not promoted to SLPS 2-I
Number of Years		120		150				210		
		10		9				5		
		150		210				300		
		5		6				5		
				300				350		
				5				8		
				350				645		
				8				19		
				645						
				12						
	Grade	SLTS 3-II	Grade	SLTS 3-I				Grade		
1		12,920	SLTS 3-I	13,790				SLPS 3	15,350	
2		13,040		13,940					15,560	
3		13,160		14,090					15,770	
4		13,280		14,240					15,980	
5		13,400		14,390					16,190	
6		13,520		14,540					16,400	
7		13,640		14,690					16,700	
8		13,760		14,840					17,000	
9		13,880		14,990					17,300	
10		14,000		15,140					17,600	
11		14,120	SLTS 2-II	15,350	15,290			SLPS 2-II	17,900	17,900
12		14,270		15,560	15,440				18,250	18,200
13		14,420		15,770	15,590				18,600	18,500
14		14,570		15,980	15,740				18,950	18,800
15		14,720		16,190	15,890				19,300	19,100
16		14,870		16,400	16,040				19,650	19,400
17				16,700					20,000	
18				17,000					20,350	
19				17,300					20,700	
20				17,600				SLPS 2-I	21,345	21,050
21			SLTS 2-I	17,900		17,900		SLPS 1	21,990	21,400
22				18,250		18,200			22,635	21,750
23				18,600		18,500			23,280	22,100
24				18,950		18,800			23,925	22,450
25				19,300		19,100			24,570	22,800
26				19,650		19,400			25,215	
27				20,000					25,860	
28				20,350					26,505	
29				20,700					27,150	
30			SLTS 1	21,345			21,050		27,795	
31				21,990			21,400		28,440	
32				22,635			21,750		29,085	
33				23,280			22,100		29,730	
34				23,925			22,450		30,375	
35				24,570			22,800		31,020	
36				25,215					31,665	
37				25,860					32,310	
38				26,505					32,955	
39				27,150						
40				27,795						
41				28,440						

Category				Executive			Senior Executive	Special Posts at the level of Ministry Secretary
Salary Code				SL 1-2006			SL 3-2006	SL 4-2006
Time scale for promotion & Increments				Recruitment	If not promoted to II	If not promoted to I		
Number of Years	Average Performer	Exceptional Performer		645			1,310	1,425
				10			12	12
				790				
				8				
				1,050				
				17				
			Grade					
1	1	1	III	22,935			42,390	47,515
2	2	2		23,580			43,700	48,940
3	3	3		24,225			45,010	50,365
4	4	4		24,870			46,320	51,790
5	5	5		25,515			47,630	53,215
6	6	6		26,160			48,940	54,640
7	7			26,805			50,250	56,065
8	8			27,450			51,560	57,490
9	9			28,095			52,870	58,915
10	10			28,740			54,180	60,340
11				29,385			55,490	61,765
12	11	7	II	30,175	30,030		56,800	63,190
13	12	8		30,965	30,675		58,110	64,615
14	13	9		31,755	31,320			
15	14	10		32,545	31,965			
16	15	11		33,335	32,610			
17	16	12		34,125	33,255			
18	17	13		34,915				
19				35,705				
20	18	14	I	36,755		36,495		
21	19	15		37,805		37,285		
22	20	16		38,855		38,075		
23	21	17		39,905		38,865		
24	22	18		40,955		39,655		
25	23	19		42,005				
26	24	20		43,055				
27	25	21		44,105				
28	26	22		45,155				
29	27	23		46,205				
30	28	24		47,255				
31	29	25		48,305				
32	30	26		49,355				
33	31	27		50,405				
34	32	28		51,455				
35	33	29		52,505				
36	34	30		53,555				

Category		Regulatory Services (Police & Similar Services)					
Salary Code		RS 1-2006			RS 2-2006		
Time scale		Recruitment	If not promoted to PS		Recruitment & Promotion	If not promoted to IP	If not promoted to CIP
Number of Years		120			150		
		7			7		
		150			210		
		10			2		
		210			290		
		17			8		
					325		
					17		
1	PC/Gr.III	13,880		SM / SI	15,350		
2		14,000			15,500		
3		14,120			15,650		
4		14,240			15,800		
5		14,360			15,950		
6		14,480			16,100		
7		14,600			16,250		
8		14,720			16,400		
9	PS/Gr.II	14,870	14,870		16,610		
10		15,020	15,020		16,820		
11		15,170	15,170	IP	17,110	17,110	
12		15,320	15,320		17,400	17,400	
13		15,470	15,470		17,690	17,690	
14		15,620	15,620		17,980	17,980	
15		15,770	15,770		18,270	18,270	
16		15,920	15,920		18,560	18,560	
17		16,070	16,070		18,850	18,850	
18		16,220	16,220		19,140	19,140	
19		16,430	16,370	CIP	19,465	19,430	19,430
20		16,640	16,520		19,790	19,720	19,720
21		16,850	16,670		20,115	20,010	20,010
22		17,060	16,820		20,440	20,300	20,300
23		17,270	16,970		20,765	20,590	20,590
24		17,480	17,120		21,090	20,880	20,880
25		17,690	17,270		21,415	21,170	21,170
26		17,900	17,420		21,740	21,460	21,460
27		18,110	17,570		22,065	21,750	21,750
28		18,320	17,720		22,390	22,040	22,040
29		18,530	17,870		22,715	22,330	22,330
30		18,740	18,020		23,040	22,620	22,620
31		18,950	18,170		23,365	22,910	22,910
32		19,160	18,320		23,690	23,200	23,200
33		19,370	18,470		24,015	23,490	23,490
34		19,580	18,620		24,340	23,780	23,780
35		19,790	18,770		24,665	24,070	24,070

Category	Medical Officers		
Salary Code	SL 2-2006		
Time scale		Recruitment	If not promoted to MO I
Number of Years		645	
		4	
		650	
		8	
		1,050	
		16	
1	Dentl	25,515	
2	Prilim	26,160	
3		26,805	
4		27,450	
5	MO II	28,095	
6		28,745	
7		29,395	
8		30,045	
9		30,695	
10		31,345	
11		31,995	
12		32,645	
13		33,295	
14	MO I	34,345	33,945
15		35,395	34,595
16		36,445	35,645
17		37,495	36,695
18		38,545	37,745
19		39,595	
20		40,645	
21		41,695	
22		42,745	
23		43,795	
24		44,845	
25		45,895	
26		46,945	
27		47,995	
28		49,045	
29		50,095	
30			
31			

Category	Judicial Officers		Law Officers			
Salary Code	Salary Code	SL 6-2006		Salary Code	SL 5-2006	
Time scale					State coun.	If not promoted to SSC/SASA
Number of Years		645			645	
		5			5	
		790			790	
		10			5	
		1,050			1,050	
		13			15	
		1,310			1,310	
		5			5	
1	Class II Gr II	28,740	SC/ ASA /ALD /Asst. Legal CIBC	28,095		
2		29,385		28,740		
3		30,030		29,385		
4		30,675		30,030		
5		31,320		30,675		
6		31,965		31,320		
7		32,755		32,110		
8	President LT II	33,545		32,900		
9	Class II Gr I	34,335		33,690		
10	Dy.C.WC	35,125		34,480		
11		35,915		35,270		
12		36,705	SSC /SASA/SALD/ADG CIBC	36,320	36,060	
13		37,495		37,370	36,850	
14		38,285		38,420	37,640	
15		39,075		39,470	38,430	
16	Class I Gr II	39,865		40,520	39,220	
17		40,915		41,570	40,010	
18		41,965		42,620		
19		43,015		43,670		
20		44,065	SA / DSG/DLD/DDGCIBC	44,720		
21	President LT I	45,115		45,770		
22	Class Gr I	46,165		46,820		
23	Com. WC	47,215		47,870		
24		48,265		48,920		
25	President LT Spl	49,315		49,970		
26	Spl.Grade	50,365		51,020		
27		51,415				
28		52,465	Addl. SG/LD	SL 7-2006	51,665	
29		53,515			52,975	
					54,285	
	SL 8-2006	54,285			55,595	
		55,595			56,905	
		56,905			58,215	
		58,215				
		59,525				
		60,835				

		Fixed			
Appeal CJ	SF 1-2006	63,500	SG	SF 1-2006	63,500
		Fixed			Fixed
President CA					
SCJ	SF 2-2006	65,000			
		Fixed	AG	SF 3-2006	67,000
Chief J	SF 4-2006	70,000			Fixed
		Fixed			

## **Re-categorization and Re-grouping of Posts / Services and Promotional Procedure**

### **1 Re-categorization**

The categorization of employees has been based on the following criteria:

- a) Entry Qualifications/Scheme of Recruitment
- b) Promotional Procedures
- c) Nature of Duties
- d) Simplicity
- e) Practicability
- f) Consistency/Compatibility

Accordingly, the posts/positions have been regrouped with the new terminology as follows:

- 1) Primary Level - Un-skilled
- 2) Primary Level - Semi-skilled
- 3) Primary Level - Skilled
- 4) Management Assistants - Non-Technical
- 5) Management Assistants - Technical
- 6) Associate Officers
- 7) Field/Office Based Officers
- 8) Supra / Special Class Management Assistants
- 9) Executives
- 10) Senior Executives
  
- 11) Police Service and Other Regulatory Services
- 12) Judicial/Law Officers
- 13) Teachers / Principals
- 14) Nurses, Professions Supplementary to Medicine, Para-Medical Services
- 15) Medical Practitioners
- 16) Medical Officers

A summary of categorization and required qualifications is in Schedule 1.

### **2. Service Levels**

#### **I. Primary Level**

Primary Level - Un-skilled  
 Primary Level - Semi-skilled  
 Primary Level - Skilled

#### **II. Secondary Level**

Management Assistants - Non-Technical  
 Management Assistants - Technical  
 Associate Officers  
 Sri Lanka Teachers' Service  
 Police Constables/Sergeants/Sergeants Major/Sub-Inspectors and similar posts in other regulatory services  
 Supervisory Management Assistants  
 Nurses, PSM Services, Para-Medical Services except the Special Grades of these services



### III. Tertiary Level

Field/Office Based Officers  
Supra / Special Class Management Assistants  
Sri Lanka Principals' Service  
Police Inspectors/Chief Inspectors and similar posts in other Regulatory Services  
Special Grades of Nurses, PSM Services and Para-Medical Services  
Medical Practitioners

### IV. Senior Level

Executives/Senior Executives  
Judicial/Law Officers  
Medical Officers

## 3 Definitions

### 3.1 Primary Level; (Un-skilled - Semi-skilled - Skilled)

Employees performing the basic functions that facilitate the implementation/carrying out of activities of the government institutions at the primary level are brought under the broad category of Primary Level Employees. Functions such as cleaning, lighting, transporting, operating of communicatory systems etc. required for the operational/administrative/executive grades to perform their duties are described under this category of employees. This category is further divided into 3 sub-categories, namely, un-skilled, semi-skilled and skilled.

#### 3.1.1 Un-skilled

This is the category of employees, who are not required to possess any vocational training or tradesmanship of any nature in performing their duties as an entry qualification. In their case, seniority/experience only are taken in to account for the purpose of promotion but not any vocational skills. The minimum basic educational qualification for this category is 8th std./Gr. or Year 9.

#### 3.1.2 Semi-skilled

Employees, who are required to possess educational qualifications stated under the category of un-skilled above and skills / tradesmanship / vocational training of any defined nature, proven at a practical test, but who have not acquired a relevant certificate awarded by an authorized institution are listed under the category of semi-skilled employees. These employees can be promoted to the category of skilled employees once they acquire the qualifications defined as necessary under a promotional scheme.

#### 3.1.3 Skilled

Employees, who possess the educational qualifications stated under the category of un-skilled above and skills / tradesmanship / vocational training leading to a certificate or licence awarded by an authorized institution/person as an entry qualification, are listed under the category of skilled employees.

### 3.2 Management Assistants (Non-Technical / Technical)

Management Assistants are the employees who facilitate and assist the administrative, managerial and executive grades in the discharge of their duties. Their entry qualifications differ in keeping with the duties assigned to them. This category is further divided into 2 sub-categories, namely - Non-Technical and Technical.

Management Assistants in charge of supervisory functions are brought under a separate category titled "Supervisory Management Assistants".

### **3.2.1 Management Assistants - Non-Technical**

Management Assistants recruited purely on educational qualifications and in whose case no technical expertise is required at recruitment or for promotion, are listed under the category of Management Assistants - Non-Technical. This category is further divided into 2 segments as follows:

#### **3.2.1.1 Segment - 1**

Employees whose basic educational qualification at the recruitment is G.C.E.- O.L / A.L and who should possess skills of a defined nature in addition to the above educational qualification and assigned with multi-duties are listed under Segment 1 of the Management Assistants - Non-Technical.

The Departmental Posts of Clerk, Typist, Stenographer, Storekeeper, Shroff and Book-keeper shall be absorbed into this category only after the formulation of a new Scheme of Recruitment (S.R) converting their services to a multi-duty service similar to the Public Management Assistants Service, within 3 months. The Ministries/Departments concerned shall formulate new S.RR for them in line with the S.R of the Public Management Assistants Service with the condition that all employees of the service shall acquire the multi disciplinary skills within a specified period of time and submit to the Director General (Establishments) with the recommendation of the NSCC.

After the establishment of the new service as stated above the salary scale applicable to the State Management Assistant's Service in terms of this circular will be applicable to the new service with effect from 1/1/2006.

#### **3.2.1.2 Segment - 2**

Employees who fall within the above category of "Management Assistants", whose basic educational qualification in terms of the Scheme of Recruitment is a pass at the G.C.E.(O/L) or A/L examination and are not required to possess skills of any defined nature as an entry qualification, are included in Segment 2 of Management Assistants - Non-Technical.

### **3.2.2 Management Assistants - Technical**

All employees falling within the above definition of Management Assistants who are required to possess an institutional/in-service vocational training of a technical nature leading to a certificate or a diploma for the purpose of recruitment in addition to the G.C.E.(O/L) or G.C.E.(A/L) qualifications. This category is further divided into 4 segments.

#### **3.2.2.1 Segment - 1**

Employees whose technical/vocational training is of a duration above 24 months are brought under this category.

#### **3.2.2.2 Segment - 2**

Employees whose technical/vocational training is of a duration between 13-24 months are brought under this category.

#### **3.2.2.3 Segment - 3**

Employees whose technical/vocational training is of a duration up to 12 months are brought under this category.

#### **3.2.2.4 Segment - 4**

Persons recruited to the posts in the category of Management Assistant-Technical to be trained in service are listed under this category.

### **3.3 Supervisory Management Assistants**

Management Assistants (Non-tech / tech) assigned with supervisory functions and whose basic qualifications at recruitment are similar to that of the categories of Management Assistants Non-tech/Tech above are listed as 'Supervisory Management Assistants'.

### **3.4 Nursing Service, P.S.M. Services, Para-Medical Services**

Nurses, Professions Supplementary to Medicine and Para-Medical Services of the Health Sector are grouped as follows:

#### **3.4.1 Special Grade**

The Officers of the Special Grades of the Nursing Service and the 3 Segments stated below are included in this grade. The initial step and the maximum step applicable to each group is shown separately within this scale.

#### **3.4.2 Nursing Service**

All officers of the Nursing Service other than the Special Grade.

#### **3.4.3 Segment - 1**

School Dental Therapists, Dental Technicians, Entomological Assistants, Ophthalmic Assistants, Radiographers, Pharmacists, Medical Lab Technicians, Physio-Therapists, Occupational Therapists (except Special Grade).

#### **3.4.4 Segment - 2**

Public Health Inspectors and Midwives (except Special Grade).

#### **3.4.5 Segment - 3**

E.E.G. Recordists, Cardiographers, Public Health Laboratory Technicians (except Special Grade).

### **3.5 Medical Practitioners**

All medical practitioners (Assistant Medical Practitioners, Registered Medical Practitioners) are listed under the category of Medical Practitioners comprising Gr. II, Gr. I and Special Grade.

### **3.6 Associate Officers**

Employees whose basic educational qualification in terms of the scheme of recruitment (S.R) is a degree or an equivalent qualification and recruited to the posts other than the posts in all the categories stated hereinafter.

### **3.7 Field/Office Based Officers (selected through an examination)**

This category is divided into 2 Segments as follows:

#### **3.7.1 Segment - 1**

Employees recruited with degree qualifications with Post Graduate qualifications or employees recruited with degree qualifications, who should possess or are expected to acquire skills of defined nature such as Translators but do not belong to All Island Services are brought under the category of Field/Office Based Officers - Seg-1.

### **3.7.2 Segment - 2**

Segment 2 of the Field/Office Based Officers comprises the officers who are performing duties of administrative/enforcement nature conferred upon them by a statute/act/ordinance and selected as follows but do not belong to All Island Services.

- a) Employees whose basic educational qualification in terms of S/R is a degree or equivalent qualification, selected through a competitive examination held for the purpose;
- b) Employees who are selected through an examination held for the purpose exclusively for employees who have completed a defined duration of service in defined posts.

### **3.8 Supra / Special Class Management Assistants**

This is the promotional grade for the employees of the category of Management Assistants, both Technical and Non-Technical.

### **3.9 Teachers/Principals**

All members of Sri Lanka Teachers' Service and Sri Lanka Principals' Service are listed separately under this category.

### **3.10 Executives**

Officers of All Island Services and persons recruited with a degree qualification or a defined duration of service in a managerial post, handling executive functions are brought under the category of Executives.

### **3.11 Senior Executives**

Officers with 18 years of service in an All Island Service of which, 5 years should be in a post in the Class 1 or a post similar to that and members of a defined profession with a defined duration of service as decided by the Ministry of Public Administration, are listed under the category of Senior Executives.

### **3.12 Special Posts at the level of Secretaries to Ministries**

Secretaries to Ministries and other officers who exercise similar degree of authority are categorized thus.

### **3.13 Police Service and Other Regulatory Services**

Police Officers from the rank of Constables to Chief Inspector are listed under the title of "Police Service". The employees functioning in posts similar to the posts in the Police Service, in other departments such as Dept. of Customs, Dept. of Excise and Dept. of Prisons are listed under Other Regulatory Services. The officers of the ranks of Asst. Superintendent of Police and above are listed under the categories of Executives and Senior Executives.

### **3.14 Medical Officers**

The category titled "Medical Officers" consists of those grades of officers designated as Medical Officers. However, salary scales of Medical Administrators and Specialist Medical Officers/Specialist Dental Surgeons are now shown under Executive and Senior Executive categories.

### **3.15 Judiciary**

This category includes Judges of Primary Courts, Magistrates, District Judges, High Court Judges, Appeal Court Judges, President - Court of Appeal, Supreme Court Judges and the Chief Justice and

President - Labour Tribunal, Commissioner for Workmen's Compensation.

### **3.16 Law Officers**

This category comprises the Attorney General, Solicitors-General, Legal Draftsmen, State Counsels, State Attorneys and Directors and Directors General of the Commission to Investigate into Allegations of Bribery and Corruption, Secretary to the Judicial Services Commission. Any officers who are designated as Law Officers/Legal Officers in the cadre of any Department / Ministry are not included here. They are to be placed under the category of 'Executives' in the respective cadre.

## **4. Promotional Procedure:**

4.1.1 The new salary structure has been formulated with a new promotional scheme, which is different from existing schemes.

4.1.2 A performance based promotional scheme is recommended and the current practice of automatic promotions shall be terminated on the formulation of new promotional schemes in keeping with this requirement.

4.1.3 Any employee whose performance is judged to be below average at annual appraisal will not qualify for any increments or promotions. In the process of absorption, purely as an interim measure, employees already drawing a salary higher than the maximum point of salary applicable to the respective grade will have their increments frozen at the present level on a personal basis. However, this concession will not be available to employees currently drawing a salary lower than the maximum step applicable to the respective grade as stated above or to new entrants.

4.1.4 In the case of services where the promotional prospects are highly limited due to the cadre of the promotional grades being considerably few, such services may be exempted from this requirement on a joint decision by the Secretary/Ministry of Finance and Secretary/Ministry of Public Administration, after consulting the National Salaries & Cadre Commission.

4.1.5 The increments of employees whose performance is judged to be below the required level will be suspended when observed to be so and restored only if and when their performance is satisfactory.

## **4.2 New Promotional Procedure**

In case of employees who deserve promotions a two fold promotional scheme is proposed as follows. However, to be entitled to the promotions the employees shall be persons who are qualified for promotions in terms of the S.RR and who are not otherwise disqualified.

### **4.2.1 Fast Track for Exceptional Performer**

The exceptional performer will earn his first promotion at the end of sixth year after recruitment based on the results of:

- a. a competitive examination held for the purpose or a similar selection process;
- b. performance appraisal judged through a structured and objective appraisal procedure with an appropriate degree of transparency

This category of promotees who earn their first promotion through the fast track will earn the benefit of 5 additional increments at this stage, which means that the employee will be placed at the initial step of the respective layer applicable to the promotional grade, within the salary scale applicable to the service. Employees promoted under this stream will be entitled to the next promotions at the end of periods of defined duration.

#### **4.2.2. Average Performer - Promotional Stream**

Employees whose performance is judged to be average at the process of appraisal stated above will be promoted at the end of the 10th year from recruitment and will earn the benefit of one additional increment. The promotions thereafter of this category will be provided in the same manner as in the case of the fast track, at the end of periods of defined duration.

4.3 The need to develop an objective, meaningful, effective and transparent scheme of performance appraisal for all categories of employees is reiterated. Similarly the implementation of the provision in this circular may call for the amendment of the existing service minutes and the formulation of Service Minutes in respect of those categories where no Service Minutes are available.

Secretaries to the Ministries, Heads of Departments and other Government Agencies are thus required to amend Service Minutes/Schemes of Recruitment relating to promotions to suit the above promotional scheme.

4.4 PA Circular No.7/2003 is hereby repealed. As such, the maximum point to the respective salary scale applicable to each grade is given in the Annexure I. Percentage increase allowed for fixed salaries shall also be terminated.

4.5 In terms of the new promotional schemes proposed, employees are allowed a definite number of years in service to earn the next promotion. In the process there can be instances where they have to be placed in the middle of the salary scale of the promoted grade. Such employees shall be allowed the benefit of the entirety of the period they are entitled to earn the next promotion and be able to earn annual increments during this period. Provision for this is made in the supernumerary salary steps in the column titled 'if not promoted'. The same procedure shall be applied in the process of absorption of employees to their new grades as provided in this circular. If it is observed that the supernumerary steps provided here are not adequate to accommodate the current employees, such cases must be referred to NSCC for a recommendation.

## Categories of employees and required Minimum Qualifications

	Level of Positions	Grades	Basic Qualifications
1	Primary Level - Unskilled	III, II, I, Spl	8 <sup>th</sup> standard / Grade 9 / Year 9
2	Primary Level -Semi-skilled	III, II, I, Spl	8 <sup>th</sup> std./Year 9 + any skills of a defined nature proven at a practical test
3	Primary Level - Skilled	III, II, I, Spl	8 <sup>th</sup> std./Year 9 + Vocational training or tradesman-ship leading to a certificate / license &/or defined duration of service
4	Management Assistants (MA) Segment 2	III, II, I,	GCE OL/AL
5	Management Assistants – Segment 1	III, II, I,	GCE OL/AL + skills of defined nature
6	Supervisory Management Assistants Tech / Non-tech	III, II, I,	GCE OL/AL or Equivalent + Supervisory functions
7	MA Technical – Segment 3	III, II, I,	GCE OL or GCE AL + Training of a duration up to 12 months leading to a certificate / Diploma
8	MA Technical – Segment 2	III, II, I,	GCE OL or GCE AL + Training of a duration between 13 – 24 months leading to a certificate / Diploma
9	MA Technical – Segment 1	III, II, I,	GCE OL or GCE AL + Training of a duration over 24 months leading to a certificate / Diploma
10	Nurses, PSM Services, Para Medical Services a. PMS Segment 3 b. PMS Segment 2 c. PSM / PMS Segment 1 d. Nurses e. Special Grade	III, II, I,  Selective grade (Spl)	OL + AL (Sc) + Tech/Vocational Training OL + AL (Sc) + Tech / Vocational Training OL + AL (Sc) + Tech / Vocational Training OL + AL (Sc) + Tech / Vocational Training Promotional Grade
11	Associate Officers	III, II, I,	Degree / Equivalent
12	Field/Office based Officer Segment 2	III, II, I,	Degree / Equivalent or experience of a defined duration in the grade / service from which the person is promoted, selected through an examination
13	Field/Office based Officer Segment 1	III, II, I,	Degree / Equivalent + PG or Degree/ Equivalent + defined skills
14	Supra Level MA	Selective Grade	Service of a defined duration in the grade / service from which the person is promoted.
15	Medical Practitioners AMO / RMO	II, I, Spl	As per Scheme of Recruitment
16	Medical Service a. Dental b. MO c. MO Admin	II, I, Spl	Medical Degree, BDS MBBS MBBS/BDS +PG
17	Executives	III, II, I	Employees who have executive responsibilities. Degree or Equivalent, through open exam or 15 years of service through limited exam.
18	Senior Executives	Addl Sec. / & similar Sec.	Employees who have senior executive responsibilities. 18 years of service as an Executive with minimum of 5 years in Class I / Members of defined professions with defined duration of service.
19	Judicial Service a. Chief Justice b. Supreme Court Judges c. Appeal Court Judges d. High Court Judges e. Other Judges f. President Labour Tribunal g. Commissioner / Dy. Commissioner Workmen		As per Service Minutes / Schemes of recruitment

	Compensation		
20	Law Officers a. AG Dept b. LD Dept c. JSC d. Law Com e. Com. IB or C		As per Service Minutes / Schemes of recruitment
21	Teachers / Principals a. Teachers Service b. Principals service	3-II, 3-I, 2-II, 2-I, 1 3, 2-II, 2-I, 1	As per Service Minutes



වැටුප් පරිවර්තන සූචිය சம்பள மீளமைப்பு அட்டவணை Index to Salary Conversion

සේවාව/තනතුර	சேவை/பதவி	Service/Post	Salary Code
<b>අධිකරණ නිලධාරීන්</b>	<b>நீதி அலுவலர்கள்</b>	<b>Judicial Officers</b>	
අග්‍ර විනිශ්චයකාරවරයා	பிரதம நீதியரசர்	Chief Justice	SF 4-2006
ශ්‍රේෂ්ඨාධිකරණයේ විනිශ්චයකාරවරු අභියාචනාධිකරණයේ සභාපතිවරයා	உச்ச நீதிமன்ற நீதிபதிகள் மேன்முறையீட்டு நீதிமன்ற தலைவர்	Puisne Judges / President Court of Appeal	SF 2-2006
අභියාචනාධිකරණයේ විනිශ්චයකාරවරු	மேன்முறையீட்டு நீதிமன்ற நீதிபதிகள்	Appeal Court Judges	SF 1-2006
මහාධිකරණ විනිශ්චයකාරවරු	மேல் நீதிமன்ற நீதிபதிகள்	High Court Judges	SL 8-2006
ශ්‍රී ලංකා අධිකරණ සේවය විශේෂ ශ්‍රේණිය I පන්තිය I ශ්‍රේණිය, I පන්තිය II ශ්‍රේණිය, II පන්තිය I ශ්‍රේණිය, II පන්තිය II ශ්‍රේණිය,	இலங்கை நீதிச் சேவை விசேட தரம் வகுப்பு 1 தரம் 1, வகுப்பு 1 தரம் 11 வகுப்பு 11 தரம் 1, வகுப்பு 11 தரம் 11	Sri Lanka Judicial Service Spl Gr, Class I Gr I, Class I Gr II Class II Gr I, Class II Gr II	SL 6-2006
කමිකරු විනිශ්චය සභා සභාපති විශේෂ ශ්‍රේණිය I ශ්‍රේණිය, II ශ්‍රේණිය, කමිකරු වන්දි කොමසාරිස් නියෝජ්‍ය කමිකරු වන්දි කොමසාරිස්	தொழில் நியாய சபை தலைவர் விசேட தரம், தரம் 1, தரம் 11 தொழில் இழப்பீட்டு ஆணையாளர் பிரதி தொழில் இழப்பீட்டு ஆணையாளர்	President, Labour Tribunal Spl. Grade, Gr. I, Gr.II Commissioner for Workmen's Compensation Deputy Commissioner for Workmen's Compensation	SL 6-205 SL 6-206 SL 6-206
<b>නීති නිලධාරීන්</b>	<b>சட்ட அலுவலர்கள்</b>	<b>Law Officers</b>	
නීතිපති	சட்டத்துறை அதிபதி	Attorney General	SF 3-2006
සොලිසිටර් ජනරාල්	மன்றாடி அதிபதி	Solicitor General	SF 1-2006
අතිරේක සොලිසිටර් ජනරාල්/නීති කෙටුම්පත් සම්පාදක	மேலதிக மன்றாடி அதிபதி/ சட்ட வரைஞர்	Additional Solicitor General/ Legal Draftsman	SL 7-2006
නියෝජ්‍ය සොලිසිටර් ජනරාල්/රාජ්‍ය නීතිඥ/ නියෝජ්‍ය නීති කෙටුම්පත් සම්පාදක	பிரதி மன்றாடி அதிபதி/அரச சட்டத்தரணி/ பிரதி சட்ட வரைஞர்	Dy, Solicitor General / State Attorney / Deputy Legal Draftsman	SL 5-2006
ජ්‍යෙෂ්ඨ රජයේ අධි නීතිඥ/ජ්‍යෙෂ්ඨ සහකාර රාජ්‍ය නීතිඥ/ජ්‍යෙෂ්ඨ සහකාර නීති කෙටුම්පත් සම්පාදක	சிரேஸ்ட அரச சட்டவாதி/ சிரேஸ்ட உதவி அரச சட்டத்தரணி/ சிரேஸ்ட உதவி சட்டவரைஞர்	Senior State Counsel / Senior Asst. State Attorney / Senior Asst. Legal Draftsman	SL 5-2006
රජයේ අධි නීතිඥ/සහකාර රාජ්‍ය නීතිඥ/සහකාර නීති කෙටුම්පත් සම්පාදක	அரச சட்டத்தரணி/உதவி அரச சட்டத்தரணி/சட்டவரைஞர்	State Counsel / Asst. State Attorney / Asst. Legal Draftsman	SL 5-2006
<b>අල්ලස් හෝ දූෂණ චෝදනා විමර්ශන කොමිෂන් සභාව</b>	<b>இலஞ்சம் அல்லது ஊழல் பற்றிய குற்றச்சாட்டுக்கள் புலனாய்வுக்குழு</b>	<b>Office Of the Commission to Investigate Allegations of Bribery or Corruption</b>	
අධ්‍යක්ෂ ජනරාල්	பணிப்பாளர் நாயகம்	Director General	SL 4-2006
නියෝජ්‍ය අධ්‍යක්ෂ ජනරාල්	பிரதிப் பணிப்பாளர் நாயகம்	Dy. Director General	SL 5-2006
සහකාර අධ්‍යක්ෂ ජනරාල්	உதவிப் பணிப்பாளர் நாயகம்	Asst. Director General	SL 5-2006
සහකාර අධ්‍යක්ෂ (නීති)	உதவிப் பணிப்பாளர் சட்டத்துறை	Asst. Director Legal	SL 5-2006

අධිකරණ සේවා කොමිෂන් සභාවේ ලේකම්	நீதிச் சேவை ஆணைக்குழுவின் செயலாளர்	Secretary Judicial Service Commission	SL 8-2006
<b>රාජ්‍ය සේවය</b>	<b>அரசு சேவை</b>	<b>Public Service</b>	
ජනාධිපති ලේකම්	ஜனாதிபதியின் செயலாளர்	Secretary to the President	SL 4-2006
අමාත්‍ය මණ්ඩල ලේකම්	அமைச்சரவைச் செயலாளர்	Secretary to Cabinet	SL 4-2006
අමාත්‍යාංශ ලේකම්(කැබිනට්/කැබිනට් නොවන)	அமைச்சர்(அமைச்சரவை/அமைச்சரவையல்லாத) செயலாளர்	Secretary to a Ministry (Cabinet/Non Cabinet)	SL 4-2006
විගණකාධිපති	கணக்காய்வாளர் தலைமை அதிபதி	Auditor-General	SL 4-2006
මැතිවරණ කොමසාරිස්	தேர்தல் ஆணையாளர்	Commissioner of Elections	SL 4-2006
නාණ්ඩාගාරයේ නියෝජ්‍ය ලේකම්	திறைசேரியின் பிரதிச் செயலாளர்	Deputy Secretary to the Treasury	SL 4-2006
පළාත් සභාවක ප්‍රධාන ලේකම්	மாகாண சபை பிரதம செயலாளர்	Chief Secretary of a Provincial Council	SL 4-2006
අමාත්‍යාංශයක අතිරේක ලේකම්	அமைச்சொன்றின் மேலதிக செயலாளர்	Additional Secretary to a Ministry	SL 3-2006
පළාත් සභාවක ආණ්ඩුකාරවරයාගේ ලේකම්	மாகாண சபையொன்றின் ஆளுநரது செயலாளர்	Secretary to a Governor of a Provincial Council	SL 3-2006
පළාත් සභාවක අමාත්‍යවරයෙකුගේ ලේකම්	மாகாண சபையொன்றின் அமைச்சரொருவரின் செயலாளர்	Secretary to a Minister of a Provincial Council	SL 3-2006
දිස්ත්‍රික් ලේකම්	மாவட்ட செயலாளர்	District Secretary	SL 3-2006
ශ්‍රී ලංකා පරිපාලන සේවය	இலங்கை நிர்வாக சேவை	Sri Lanka Administrative Service	SL 1-2006
ශ්‍රී ලංකා ඉංජිනේරු සේවය	இலங்கை பொறியியல் சேவை	Sri Lanka Engineering Service	SL 1-2006
ශ්‍රී ලංකා විද්‍යාත්මක සේවය	இலங்கை விஞ்ஞான சேவை	Sri Lanka Scientific Service	SL 1-2006
ශ්‍රී ලංකා කෘෂිකර්ම සේවය	இலங்கை கமத்தொழில் சேவை	Sri Lanka Agricultural Service	SL 1-2006
ශ්‍රී ලංකා සත්ව නිෂ්පාදන හා සෞඛ්‍ය සේවය	இலங்கை கால் நடை உற்பத்திகள் மற்றும் சுகாதார சேவை	Sri Lanka Animal Production & Health Service	SL 1-2006
ශ්‍රී ලංකා සැලසුම් සේවය	இலங்கை திட்டமிடல் சேவை	Sri Lanka Planning Service	SL 1-2006
ශ්‍රී ලංකා ගණකාධිකාරී සේවය	இலங்கை கணக்காளர் சேவை	Sri Lanka Accountants Service	SL 1-2006
ශ්‍රී ලංකා අධ්‍යාපන පරිපාලන සේවය	இலங்கை கல்வி நிர்வாக சேவை	Sri Lanka Educational Administrative Service	SL 1-2006
ශ්‍රී ලංකා ගුරු අධ්‍යාපනඥ සේවය	இலங்கை ஆசிரியர் கல்விச் சேவை	Sri Lanka Teacher Educators' Service	SL 1-2006
ශ්‍රී ලංකා වාස්තු විද්‍යාඥ සේවය	இலங்கை கட்டிடக் கலைஞர் சேவை	Sri Lanka Architects Service	SL 1-2006
ශ්‍රී ලංකා විගණන සේවය	இலங்கை கணக்காய்வுச் சேவை	Sri Lanka Audit Service	
I පන්තිය I ශ්‍රේණිය,	வகுப்பு 1 தரம் 1	Class I Grade I	SL 1-2006 step 22
I පන්තිය II ශ්‍රේණිය, II පන්තිය I ශ්‍රේණිය, II පන්තිය II ශ්‍රේණිය,	வகுப்பு 1 தரம் 11, வகுப்பு 11 தரம் 1 வகுப்பு 11 தரம் 11	Class I Grade II, Class II Grade I, Class II Grade II	SL 1-2006
ශ්‍රී ලංකා විගණන පරීක්ෂක සේවය	இலங்கை கணக்காய்வு பரீட்சகர் சேவை	Sri Lanka Audit Examiners Service	
I ශ්‍රේණිය, II ශ්‍රේණිය	தரம் 1, தரம் 11	Grade I, Grade II	MN 5-2006
ශ්‍රී ලංකා විදේශ සේවය	இலங்கை க்டல் கடந்த சேவை	Sri Lanka Overseas Service	
ශ්‍රී ලංකා විදේශ සේවයෙන් තෝරා ගත් තානාපතිවරුන්	இலங்கை க்டல் கடந்த சேவையிலிருந்து தெரிவு செய்து கொண்ட தூதுவர்கள்	Ambassadors selected from SLOS	SL 1-2006 step 26
I ශ්‍රේණිය	தரம் 1	Grade I	SL 1-2006 step 21
II ශ්‍රේණිය	தரம் 11	Grade II	SL 1-2006 step 13

III ஸ்ரேணிய	தரம் 111	Grade III	SL 1-2006
<b>ශ්‍රී ලංකා දේශීය ආදායම් සේවය</b>	<b>இலங்கை உள்நாட்டு இறைவரிச் சேவை</b>	<b>Sri Lanka Inland Revenue Service</b>	
கொலையார்ස් ජනරාල්	ஆணையாளர் அதிபதி	Commissioner General	SL 3-2006
ජෝෂ්ඨ නියෝජ්‍ය කොමසාරිස් ජනරාල්	சிரேஸ்ட பிரதி ஆணையாளர் அதிபதி	Senior Dy. Commissioner General	SL 1-2006 step 25
නියෝජ්‍ය කොමසාරිස් ජනරාල්	பிரதி ஆணையாளர் அதிபதி	Dy. Commissioner General	SL 1-2006 step 21
I පන්තිය, II පන්තිය I ශ්‍රේණිය, II පන්තිය II ශ්‍රේණිය,	வகுப்பு 1, வகுப்பு 11 ,தரம் 1, வகுப்பு 11 தரம் 11	Class I, Class II Grade I, Class II Gr II	SL 1-2006
III පන්තිය I ශ්‍රේණිය, III පන්තිය II ශ්‍රේණිය,	வகுப்பு 111 தரம் 1, வகுப்பு 111 தரம் 11	Class III Grade I, Class III Grade II	MN 5-2006
<b>වෛද්‍ය නිලධාරීන්</b>	<b>மருத்துவ அலுவலர்கள்</b>	<b>Medical Officers</b>	
සෞඛ්‍ය සේවා අධ්‍යක්ෂ ජනරාල්	சுகாதார சேவைகள் பணிப்பாளர் அதிபதி	Director General Health Services	SL 3-2006
නියෝජ්‍ය සෞඛ්‍ය සේවා අධ්‍යක්ෂ ජනරාල්	பிரதி சுகாதார சேவைகள் பணிப்பாளர் அதிபதி	Deputy Director General Health Services	SL 3-2006
විශේෂඥ වෛද්‍යවරු	மருத்துவ நிபுணர்கள்	Specialists	SL 3-2006
වෛද්‍ය නිලධාරීන් - පරිපාලන ශ්‍රේණිය	மருத்துவ அலுவலர்கள் நிர்வாகத் தரம்	Medical Officers - Administrative Grade	SL 1-2006 step 20
වෛද්‍ය නිලධාරීන් - I ශ්‍රේණිය,	மருத்துவ அலுவலர்கள் தரம் 1	Medical Officers - Grade I	SL 2-2006
වෛද්‍ය නිලධාරීන් - II ශ්‍රේණිය,	மருத்துவ அலுவலர்கள் தரம் 11	Medical Officers - Grade II	SL 2-2006
ප්‍රාථමික ශ්‍රේණිය	ஆரம்பத் தரம்	Preliminary Grade	SL 2-2006
දත්ත ශල්‍ය වෛද්‍ය I ශ්‍රේණිය,	பல் சிகிச்சை மருத்துவர் - தரம் 1	Dental Surgeon - Grade I	SL 2-2006
දත්ත ශල්‍ය වෛද්‍ය II ශ්‍රේණිය,	பல் சிகிச்சை மருத்துவர் - தரம் 11	Dental Surgeon - Grade II	SL 2-2006
<b>ශ්‍රී ලංකා පොලීසිය</b>	<b>இலங்கை பொலிஸ்</b>	<b>Sri Lanka Police</b>	
පොලිස්පති	பொலிஸ் மா அதிபர்	Inspector General of Police	SL 3-2006
ජෝෂ්ඨ නියෝජ්‍ය පොලිස්පති	சிரேஸ்ட பிரதி பொலிஸ் மா அதிபர்	Senior Deputy Inspector General of Police	SL 1-2006 Step 25
නියෝජ්‍ය පොලිස්පති	பிரதிப் பொலிஸ்மா அதிபர்	Deputy Inspector General of Police	SL 1-2006 Step 22
පොලිස් අධිකාරී - I ශ්‍රේණිය,	‘பொலிஸ் அத்தியட்சகர் தரம் 1	Superintendent of Police - Grade I	SL 1-2006 Step 12
පොලිස් අධිකාරී - II ශ්‍රේණිය,	‘பொலிஸ் அத்தியட்சகர் தரம் 1	Superintendent of Police - Grade II	SL 1-2006 Step 8
සහකාර පොලිස් අධිකාරී	‘உதவி பொலிஸ் அத்தியட்சகர்	Assistant Superintendent of Police	SL 1-2006
ප්‍රධාන පොලිස් පරීක්ෂක	பிரதம பொலிஸ் பரிசோதகர்	Chief Inspector of Police	RS 2-2006
පොලිස් පරීක්ෂක	பொலிஸ் பரிசோதகர்	Inspector of Police	RS 2-2006
උප පොලිස් පරීක්ෂක	உதவி பொலிஸ் பரிசோதகர்	Sub Inspector of Police	RS 2-2006
ප්‍රධාන සැරයන්	பிரதம சாரஜன்	Sergeant Major	RS 2-2006
පොලිස් සැරයන්	பொலிஸ் சாஜன்	Police Sergeant	RS 1-2006
පොලිස් කොස්තාපල්	பொலிஸ் கொன்ஸரபள்	Police Constable	RS 1-2006
<b>ශ්‍රී ලංකා රේගුව</b>	<b>இலங்கை சுங்கம்</b>	<b>Sri Lanka Customs</b>	
රේගු අධ්‍යක්ෂ ජනරාල්	சுங்கப் பணிப்பாளர் அதிபதி	Director General of Customs	SL 3-2006
නියෝජ්‍ය රේගු අධ්‍යක්ෂ ජනරාල්	பிரதி சுங்கப் பணிப்பாளர் அதிபதி	Dy. Director General of Customs	SL 3-2006
රේගු අධ්‍යක්ෂ	சுங்கப் பணிப்பாளர்	Director of Customs	SL 1-2006
නියෝජ්‍ය රේගු අධ්‍යක්ෂ	பிரதி சுங்கப் பணிப்பாளர் அதிபதி	Deputy Director of Customs	SL 1-2006
සහකාර රේගු අධ්‍යක්ෂ (දෙපාර්තමේන්තුව)	உதவி சுங்கப் பணிப்பாளர் திணைக்களப் பதவி	Assistant Director of Customs	SL 1-2006 Step 9

		(Departmental)	
ரேயு டிபுட்டரி	சுங்க அத்தியட்சகர்	Superintendent of Customs	SL 1-2006
ஈனகார ரேயு டிபுட்டரி I பன்திய, II பன்திய,	உதவி சுங்க அத்தியட்சகர் வகுப்பு 1 , வகுப்பு 11	Asst. Superintendent of Customs Class I, Class II	MN 5-2006
புடான ரேயு பரீக்ஷக	பிரதான சுங்கப் பரிசோதகர்	Chief Inspector of Customs	RS 2-2006
ரேயு பரீக்ஷக I ட்ரேனீய, II ட்ரேனீய,	சுங்கப் பரிசோதகர் தரம் 1 தரம் 11	Inspector of Customs Grade I, Grade II	RS 1-2006
<b>த்ரி லங்கா சீனின்டோர்சு ஈேவிய</b>	<b>இலங்கை நில அளவைச் சேவை</b>	<b>Sri Lanka Surveyors' Service</b>	
தீனுதீபரி ஈன டிரேனீய தீனுதீபரி	நில அளவை அதிபதி மற்றும் மேலதிக நில அளவை அதிபதி	Surveyor General & Addl. Surveyor General	SL 3-2006
I பன்திய/ II பன்திய/ I ட்ரேனீய ஈன II ட்ரேனீய	வகுப்பு 1/ வகுப்பு 11/தரம் 1 மற்றும் தரம் 11	Class I, Class II Grade I & Grade II,	SL1-2006
ஶாப்திக தீனின்டோர்சு	பயிலுநர் அளவையாளர்	Apprentice Surveyor	MN 5-2006
<b>தீனுதீபோர்சு டேபார்தமீன்துவ</b>	<b>நில அளவைத் திணைக்களம்</b>	<b>Surveyor's General Department</b>	
புடான கார்தீக னா பரீபாளு கிலடாரீ	பிரதான தொழில் நுட்பம் மற்றும் நிர்வாக அலுவலர்	Chief Technical & Administrative Officer	SL 1-2006 step 5
கார்தீக னா பரீபாளு கிலடாரீ	தொழில் நுட்ப மற்றும் நிர்வாக உத்தியோகத்தர்	Technical & Administrative Officer	MN 7-2006 step 3
ஈனியதீ கிலபாளு கிலடாரீ	அளவைப் பட தயாரிப்பு அலுவலர்	Map Production Officer	MN 7-2006 step 3
புடா ரேவீன தீனீயு	புகைப் பட பதிவாளர்	Photogrametrist	MN 7-2006
நாவினீரீ	நெவிகேற்றர்	Navigator	MN 7-2006
<b>ரீயாபரீவி/ஈனகார வேடா கிலடாரீன</b>	<b>பதிவி செய்யப்பட்ட துணைச் சேவை மருத்துவ அலுவலர்கள்</b>	<b>Registered / Assistant Medical Officers</b>	
<b>ரீனீய ட்ரேனீய</b>	விசேட தரம்	Special Grade	MP 2-2006
I ட்ரேனீய ஈன II ட்ரேனீய	தரம் 1 மற்றும் தரம் 11	Grade I, Grade II	MP 1-2006
<b>பீகாடீட நாபுரீ ஈேவிய</b>	<b>இணைந்த அஞ்சல் சேவை</b>	<b>Unified Postal Service</b>	
நாபுரீபரி	அஞ்சல் அதிபதி	Postmaster General	SL 3-2006
பீ.நு.ஈ. டு காநீவிய, I ட்ரேனீய, II ட்ரேனீய, III ட்ரேனீய டு வநீவிய	இ. அ. சே. தொ. அ தரம் 1, தரம் 11, தரம் 11 பிரிவு அ	UPS Group A Grade I, Grade II, Grade III Seg A	SL 1-2006
பீ.நு.ஈ. டு காநீவிய, III ட்ரேனீய ஶா வநீவிய, ஶா காநீவிய I ட்ரேனீய, II ட்ரேனீய,	இ. அ. சே. தொ. அ தரம் 111 பிரிவு ஆ தரம் பிரிவு ஆ பிரிவு ஆ தரம் 1. தரம் 11	UPS Group A Grade III Seg B, Group B Grade I, Grade II	MN 3-2006
த்ரி லங்கா ரூப நாபுரீ ஈபாநாபரி ஈேவிய	இலங்கை உப அஞ்சல் அதிபர் சேவை	Sri Lanka Sub Postmasters' Service	MN 1-2006
பீ.நு.ஈ. டு காநீவிய, I ட்ரேனீய,	இ.உ.அ.சே. தொகுதி இ . தரம் 1	UPS Group C Grade I	PL 1-2006 step 22
பீ.நு.ஈ. டு காநீவிய, II ட்ரேனீய,	இ.உ.அ.சே. தொகுதி இ . தரம் 11	UPS Group C Grade II	PL 1-2006 step 12
பீ.நு.ஈ. டு காநீவிய, III ட்ரேனீய,	இ.உ.அ.சே. தொகுதி இ . தரம் 111	UPS Group C Grade III	PL 1-2006 step 4
<b>த்ரி லங்கா இடீன ஈேவிய</b>	<b>இலங்கை அச்சகச் சேவை</b>	<b>Sri Lanka Printing Service</b>	
ரபீயே இடீனாடீயாபரி,	இலங்கை அச்சக அதிபதி	Government Printer	SL 3-2006
I பன்திய I ட்ரேனீய	வகுப்பு 1 தரம் 1	Class I Gr I	PL 1-2006 step 20
I பன்திய II ட்ரேனீய	வகுப்பு 1 தரம் 11	Class I Gr II,	PL 1-2006 step 12
II பன்திய I ட்ரேனீய	வகுப்பு 11 தரம் 1	Class II Gr I	PL 1-2006 step 6
II பன்திய II ட்ரேனீய	வகுப்பு 11 தரம் 11	Class II Gr II	MN 5-2006
புதுநுபன ஶாலா ஶாட டிபுட்டரி	கிளை அத்தியட்சகர் பயிற்சி	Branch Superintendents Trainee	MN 4-2006

රාජ්‍ය කළමනාකරණ සහකාර සේවය	அரசு முகாமை உதவியாளர் சேவை	Public Management Assistants Service	
අධි පන්තිය	அதி உயர் வகுப்பு	Supra Class	MN 7-2006
I පන්තිය II පන්තිය III පන්තිය	வகுப்பு 1 வகுப்பு 11 வகுப்பு 11	Class I, Class II, Class III	MN 2-2006
හාන පරිවර්තක සේවය	மொழி பெயர்ப்பாளர் சேவை	Translators Service	
විශේෂ පන්තිය	விசேட வகுப்பு	Special Class	MN 6-2006 step 23
I පන්තිය	வகுப்பு 1	Class I	MN 6-2006 step 12
දුම්රිය ස්ථානාධිපති සේවය	புகையிரத நிலைய பொறுப்பதிகாரி சேவை	Railway Station Masters' Service	
දුම්රිය ස්ථාන අධිකාරී සහ බඩු ගබඩා නිලධාරී	புகையிரத நிலைய அத்தியட்சகர் மற்றும் பொருட் களஞ்சிய அலுவலர்	Station Superintendent & Goods Agent	MN 7-2006 Step 4
දුම්රිය ස්ථානාධිපති-අධි ශ්‍රේණිය, I පන්තිය හා II	புகையிரத நிலையப் பொறுப்பதிகாரி அதி உயர் தரம் , வகுப்பு 1 மற்றும் வகுப்பு 11	Station Master Supra, Class I & II	MN 3-2006
ග්‍රාම නිලධාරී	கிராம அலுவலர்	Grama Niladharis	
අධි ශ්‍රේණිය	அதிஉயர் தரம்	Supra Class	MN 7-2006
I පන්තිය	வகுப்பு 1	Class I	MN 1-2006 step 17

II பந்திய கமீகர் கிலடர்	வகுப்பு 11 தொழில் அலுவலர்	Class II Labour Officers	MN 1-2006 step 6
I பந்திய, II பந்திய பரீலாச கிலடர்	வகுப்பு 1 வகுப்பு 11 நன்னடத்தை அலுவலர்கள்	Class I, Class II Probation Officers	MN 5-2006
I பந்திய, II பந்திய கிரீ லுமா டர் சேவ	வகுப்பு 1 வகுப்பு 11 இலங்கை ஆசிரியர் சேவை	Class I, Class II Sri Lanka Teachers Service	MN 5-2006
பந்திய 3 - II பந்திய 3 -I, 2 - II, 2 - I, 1	வகுப்பு 3 -11 வகுப்பு 3 -1, 2 -11, 2-1, 1	Class 3-II Class 3-I, 2-II, 2-I, 1	TS 1-2006 TS 2-2006
கிரீ லுமா விதலர் சேவ	இலங்கை அதிபர் சேவை	Sri Lanka Principals Service	
சுரீலா III, II - II, II - I, I	தரம் 111, 11- 11,11 - 1,1	Grade III, II-II, II-I, I	TS 3-2006
கிரீ லுமா தாக்ஷ சேவ	இலங்கை தொழில்நுட்பவியல் சேவை	Sri Lanka Technological Service	
பிசேல பந்திய	விசேட வகுப்பு	Special Grade	MN 7-2006
I பந்திய, II பந்திய ஃ லுனீலிய, II பந்திய ஃ லுனீலிய,	வகுப்பு 1, வகுப்பு 11, பரிவு அ , வகுப்பு 11	Class I, Class II A, Class II B	MT 2-2006
புதுபுது கலம்காக்கர் டயகார் கார்டிக சுரீலா	முகாமை உதவியாளர் தொழில் நுட்ப பயிற்சி தரம்	Trainee Management Assistant Technical Groups	MN 1-2006
புதுபுது லுனீலி பி.பி. 2 - 5 -2 டயனே லுலு லு லுலிடாரீன்	சம்பளத் தொகுதி ரிபி 2 - 5 - 2 இன் கிழ் சேர்த்துக் கொள்ளப்பட்ட	Graduates Recruited on Salary Group TB 2-5-2	MN 4-2006
லுலு லுலு லுலிடாரீன் (லு.ப.ல.லுலு 20/94 டயனே)	கிழுழைப்புச் சேவைப் பட்டதாரிகள் (அ.நி.சு, இல 20/94 இன் கிழ்	Under employed Graduates (PA circular 20/94 referred)	MN 4-2006 step 23
புதுபுது கமீகர் சுரீலா	பயிற்றப்படாத தொழிலாளர் தரங்கள்	Labour Grades Unskilled	PL 1-2006
கமீகர் சுரீலா டர் டு புதுபுது டு புதுபுது(பரிவலிய தாகர் லு)	தொழிலாளர் தரங்கள் பகுதிப் பயிற்சி மற்றும் பயிற்சி (வரைவிலக்கணப்படுத்தாத)	Labour Grades Semi-skilled & Skilled (undefined)	Refer to NSCC
லுலுலு லுலு லுலுலு	லுலுலுலு வாகனச் சாரதிகள்	Drivers of Motor Vehicles	PL 3-2006
லுலுலு லுலு லுலுலுலு டு லுலுலு லுலுலுலுலு	பண்ணடகசாலை லுலுலுலு லுலுலுலுலு பண்ணடசாலை லுலுலுலுலுலு	Store Keeper Clerks & Store Clerks	MN 1-2006
லுலுலு டயனே லுலுலுலு	தரவுப் பதிவு இயக்குநர்	Data Entry Operator	MN 1-2006
புலுலுலுலுலுலுலுலுலுலு	லுலுலுலு	Librarians	
டுலு சுரீலா	அதி உயர் தரம்	Supra	MN 7-2006
சுரீலா I, II, III, லுலிடாரீன்	தரம் 1, 11, 11 பட்டதாரிகள்	Grade I, II, III Graduates	MN 4-2006
லுலிடாரீன் டுலுலு புலுலுலுலுலுலுலுலு	பட்டதாரிகள் அல்லாத லுலுலுலு	Librarians non graduates	MN 3-2006

සුභසාධක නිලධාරීන්	நலன்புரி அலுவலர்கள்	Welfare Officers	
ශ්‍රේණිය I, II,	தரம் 1,11	Grade I, II	MN 1-2006 step 6
හෙද නිලධාරීන්		Nursing Officers	
විශේෂ පන්තිය		Special Class	MT 8-2006 step 4
I පන්තිය, II අ , II ආ		Class I, Class II A & B	MT 7 -2006
දත්ත කාර්මික ශිල්පී, කීට විද්‍යා සහකාර, අක්ෂි විද්‍යා සහායක, පාසැල් දත්ත චිකිත්සක	பல் தொழில்நுட்பவியலர் பூச்சியல் உதவியாளர் கண் அறிவியல் உதவியாளர் , பாடசாலை பல் சிகிச்சை செய்பவர்	Dental Technicians, Entomological Assistants, Ophthalmic Assistants, School Dental Technicians	
විශේෂ පන්තිය	விசேட வகுப்பு	Special Class	MT 8-2006 step 3
I පන්තිය, II අ , II ආ	வகுப்பு 1, 11 அ, 11 ஆ	Class I, Class II A & B	MT 6-2006

பட்டி யோவ் டீவீகா (பித்ன), ஹர்த யோவ் பரீக்ஷ	குடும்ப சுகாதார சேவை உத்தியோகத்தர், பொதுச் சுகாதார பரிசோதகர்	Family Health Workers (Midwives), Public Health Inspectors	
பிளேட் பத்ரிய	விசேட வகுப்பு	Special Class	MT 8-2006 step 2
I பத்ரிய, II ஈ II ஈ	வகுப்பு 1, II அ, II ஆ	Class I, Class II A & B	MT 5-2006
பிளூத் திகர்பத் டிஹ்நர், பிளூத் ஹ்ந் ரேவ்ஹ் டிஹ்நர், ஹர்த யோவ் ரயாஹ்நர் டிரீபி	ஈ ஈ ஜீ மின்சார முளை இயக்க பதிவாளர் ஈ சீ ஜீ மின்சார இருதய துடிப்பு பதிவாளர் மக்கள் சுகாதார இரசயான கூட தொழில் நுட்பவியலாளர்	EEG Recordists, ECG Recordists, Public Health Lab-Technicians	
பிளேட் பத்ரிய	விசேட வகுப்பு	Special Class	MT 8-2006
I பத்ரிய, II ஈ , II ஈ	வகுப்பு 1, II அ, II ஆ	Class I, Class II A & B	MT 4-2006
டிப்கார் டிப்கார்	கூட்டுறவு அபிவிருத்தி	Co-operative Development	
டிப்கார் டிப்கார் டிப்கார்	கூட்டுறவு அபிவிருத்தி உப ஆணையாளர்	Assistant Commissioner Co- operative Development	SL 1-2006
பிளூத் திகர்பத்	மாவட்ட அலுவலர்	District Officer	MN 7-2006
டிப்கார் டிப்கார் பரீக்ஷ I பத்ரிய, II ஈ , II ஈ	கூட்டுறவுச் சங்க பரி சோதகர் வகுப்பு 1, II அ, II ஆ	Co-operative Inspector Class I, IIA & IIB	MN 1-2006
டிப்கார் டிப்கார் ரய் திகர்பத் டிப்கார் (டிப்கார் டிப்கார் டிப்கார்)	அட்டவணைப்படுத்தப்பட்ட அரசு அலுவலர்களின் சேவை (நீதிமன்ற பணித் தொகுதி)	Scheduled Public Service (Courts Staff)	
டிப்கார் டிப்கார் ரய் திகர்பத்	உச்ச நீதிமன்ற பதிவாளர்	Registrar of Supreme Court	SL 1-2006 step 14
டிப்கார் டிப்கார் ரய் திகர்பத்	மேன் முறையீட்டு நீதிமன்ற பதிவாளர்	Registrar of Court of Appeal	SL 1-2006 step 12
டிப்கார் டிப்கார் ரய் திகர்பத்	உச்ச நீதிமன்ற பிரதிப் பதிவாளர்	Deputy Registrar of Supreme Court	SL 1-2006 step 12
டிப்கார் டிப்கார் ரய் திகர்பத்	மேன்முறையீட்டு நீதி மன்ற பிரதிப் பதிவாளர்	Deputy Registrar of Court of Appeal	SL 1-2006 step 8
டிப்கார் ரய் திகர்பத் டிப்கார் 1 டிப்கார்	நீதிமன்றப் பதிவாளர் சேவை தரம் 1	Court Registrar Service Gr. I	SL 1-2006 step 8
டிப்கார் ரய் திகர்பத் டிப்கார் 11 டிப்கார்	நீதிமன்றப் பதிவாளர் சேவை தரம் 11	Court Registrar Service Gr. II	SL 1-2006 step 3
டிப்கார் ரய் திகர்பத் டிப்கார் 111 டிப்கார்	நீதிமன்றப் பதிவாளர் சேவை தரம் 111	Court Registrar Service Gr. III	MN 7-2006 step 3
டிப்கார் டிப்கார் 1 டிப்கார்	நீதிமன்ற எழுதுநர் தரம் 1	Courts Clerk Gr.I ,	MN 1-2006 step 25
டிப்கார் டிப்கார் 11 டிப்கார்	நீதிமன்ற எழுதுநர் தரம் 11	Courts Clerk Gr II	MN 1-2006 step 16
டிப்கார் டிப்கார் டிப்கார் டிப்கார்	நீதிமன்ற எழுதுநர் ஆட்சேர்ப்புத் தரம்	Courts Clerk Recruitment Grade	MN 1-2006 step 14
டிப்கார் டிப்கார் டிப்கார் டிப்கார் 1 டிப்கார்	நிதிமன்ற உரைபெயர்ப்பாளர் சேவை தரம் 1	Courts Interpreter Gr.I ,	MN 1-2006 step 24
டிப்கார் டிப்கார் டிப்கார் டிப்கார் 11 டிப்கார்	நிதிமன்ற உரைபெயர்ப்பாளர் சேவை தரம் 11	Courts Interpreter Gr. II	MN 1-2006 step 19
டிப்கார் டிப்கார் டிப்கார் டிப்கார்	நிதிமன்ற பிரதம சுருக்கெழுத்தளர்	Courts Chief Stenographer	MN 7-2006 step 3
டிப்கார் டிப்கார் டிப்கார் டிப்கார் 1 டிப்கார்	நிதிமன்ற சுருக்கெழுத்தளர் தரம் 1	Courts Stenographer Gr.I	MN 1-2006 step 22
டிப்கார் டிப்கார் டிப்கார் டிப்கார் 11 டிப்கார்	நிதிமன்ற சுருக்கெழுத்தளர் தரம் 11	Courts Stenographer Gr. II	MN 1-2006 step 14





**2006 Salary Conversion – Specimen Form**

My No.:

Date:

Name of the Officer:

Designation/Class/Grade

**Revision of Salary in terms of Public Administration Circular No.06/2006**

Your salary is converted as follows in terms of the above circular.

- (1) (a) Salary Group in terms of P.A.Circular No.9/2004 as at 31.12.2005  
 (b) Salary Scale in terms of P.A.Circular No.9/2004 :  
 (If P.A.Circular No.9/2004 is not applicable the salary scale as per the relevant circular to be stated here)  
 (c) Salary Step as at 31.12.2005  
     (i) Annual :  
     (ii) Monthly :  
 (d) Salary Payable as at 31.12.2005 :  
 (e) Interim Allowances payable as at 31.12.2005 :  
 (in terms of P.A.Circulars 15/2000 and 24/2001)  
 (f) Gross Salary (d + e) :
- (2) (a) Title of the group of posts/positions :  
 (Para 2 of P.A.Circular No.06/2006)  
 (b) Segment :  
 (c) Salary Code :  
 (d) Salary Scale (as per Annexure 1) :  
 (e) Grade :  
 (f) Corresponding salary step :
- (3) (a) Total increase (2.f – 1.f) :  
 (b) Increase payable w.e.f. 1.1.2006  $\frac{3a}{2}$  :
- (4) Salary payable w.e.f. 1.1.2006 (1.f + 3.b) :
- (5) Salary payable w.e.f. 1.1.2007 (2.f) :  
 (Annual increment earned during the year to be added)

Your date of increment/your efficiency bar will remain unchanged

This conversion is subject to the recovery of any over payment due to the incorrect classification or calculation or any other error.

sgd: Head of Department