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இலங்கை சனநாயக சோசலிசக் குடியரசின்
அரசாங்க சேவை ஆணைக்குழுவின்
ஆண்டறிக்கை 2008

**PUBLIC SERVICE COMMISSION
OF
THE DEMOCRATIC SOCIALIST REPUBLIC
OF SRI LANKA
ANNUAL REPORT - 2008**

OFFICE OF THE PUBLIC SERVICE
COMMISSION

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Date: 13 May 2009

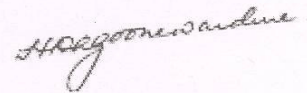
The Secretary General
Parliament of the Democratic Socialist Republic of Sri Lanka
Sri Jayewardenepura
Kotte

Sir,

ANNUAL REPORT OF THE PUBLIC SERVICE COMMISSION
FOR THE PERIOD 1ST JANUARY TO 31ST DECEMBER 2008

I am directed by the Public Service Commission to forward through you to Parliament the Commission's Report of its activities for the period 1st January to 31st December, 2008 in terms of Article 55(5) of the Constitution of the Democratic Socialist Republic of Sri Lanka.

Yours faithfully,



H.D.L. Goonewardene
Secretary
Public Service
Commission

The Mission of the Commission

The Mission of the Public Service Commission is to help establish and maintain a competent, efficient, independent, impartial, highly motivated body of public officers of the highest integrity, dedicated to serving the Public.

All those holding delegated authority from the Commission share in this mission. In order to fulfill it, they must act with:

Fairness

Impartiality

Transparency

Accountability

Independence

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**Report of the Public Service Commission
of the Democratic Socialist Republic of Sri Lanka for
the period 01st January to 31st December 2008**

1. Introduction

Even though the kings in the history of Sri Lanka made appointments of officers to the public service during their reign the Public Service Commission was established during the British Rule in 1946 to assume that role under the Ceylon (Constitution) Order in Council of 15th May 1946. The Commission was accordingly vested with executive powers of appointment, promotion, transfer, disciplinary control and dismissal of public officers.

With the emergence of the first Republican Constitution the Public Service Commission which was autonomously in existence for a period of 26 years was abolished and the authority over the public service was vested in the Cabinet of Ministers. In the exercise of this vested authority in the Cabinet of Ministers over public servants the Cabinet of Ministers was assisted by two Boards, the State Services Advisory Board and the State Services Disciplinary Board.

The second Republican Constitution of 1978 re-established the Public Service Commission and His Excellency the President under Article 56(1) thereof appointed the members of the Commission. This Commission functioned under a delegated authority granted by the Cabinet of Ministers which had the power to alter, vary or rescind any decision made by the Commission or a Committee thereof in terms of the provisions under Article 59(a) of the Constitution.

The 17th Amendment to the Constitution which came into force on 3rd October 2001, restored the position of the Public Service Commission as an independent body by making it responsible and answerable only to Parliament.

In terms of the 17th Amendment, the Public Service Commission consists of 9 Members appointed by the President on the recommendation of the Constitutional Council. The President on the recommendation of the Constitutional Council will appoint one of such nine members as its Chairman. They hold office for a term of three years and are eligible for re-appointment for one further term. It is expected that these members represent a broad spectrum of administrative, academic and professional experience and expertise. The term of office of the first Public Service Commission established under 17th Amendment to the Constitution expired on 1st December 2005 and the Second Public Service Commission was appointed by His Excellency the President on 10.04.2006. This Commission commenced its business as from 18.04.2006. In accordance with Article 55(5) of the Constitution, the Commission submits its report to Parliament for the period 1st January to 31st December 2008.

2. The Role of the PSC

In terms of Article 55(1) of the Constitution of the Democratic Socialist Republic of Sri Lanka the PSC is vested with the power of appointment, promotion, transfer, disciplinary control and dismissal of officers of All Island Services serving in the Provincial Councils and all other public officers.

All officers serving in the Provincial Public Service who do not belong to All Island Services are dealt with by the respective Governors of the Provincial Councils or Provincial Public Service Commissions appointed by the respective Governors. The employees of State Corporations, Statutory Bodies and State owned companies do not come within the purview of the PSC as the officers who serve in such institutions are not Public Officers within the meaning of the Constitution. Further,

officers appointed by the Judicial Service Commission and the National Police Commission do not come within the purview of the PSC.

Despite the fact that the PSC, through the procedure of the delegation of authority dated 27.06.2003 published by the notification in the Gazette Extraordinary No. 1295/26 of 02.07.2003, has delegated the exercise of powers vested with the PSC to the respective Heads of Departments in respect of “non-staff officers” an ambiguity exists as to the definition of “non-staff officers” in view of the salary scales given in the PA Circular No. 6/2006 of 25.04.2006 as officers who did not fall within the category of Staff Officers are presently, in view of their salaries, fall within the Salary Scales of Staff Officers. As a result, the duties of the PSC, even after delegation, have become wider due to requests for appointment, promotion, transfer, disciplinary control and dismissal of certain “non-staff grade officers” being referred to PSC for necessary action.

The powers of the PSC of appointment, dismissal and disciplinary control of public officers, however do not extend to very important categories, namely,

Secretaries to Ministries, who are appointed by the President, and
Heads of Departments, who are appointed by the Cabinet of Ministers.
Nevertheless, the Cabinet of Ministers is constitutionally bound to exercise such powers after ascertaining the views of the Commission in the latter case which is supposed to be Heads of Departments.

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

- (a) in the Supreme Court under its fundamental Rights jurisdiction, and
- (b) in the Administrative Appeals Tribunal established in terms of the Article 59 (1) and the 17th Amendment to the Constitution.

3. General Review of the Work of the PSC

This Commission which functions as an independent entity, as in the previous years, continued to execute its work transparently during the year 2008 as well purely based on the seniority and merit void of any political favour in dealing with public service appointments, promotions and transfers and disciplinary procedure against public officers. The PSC, when approving/revising schemes of recruitment and promotion for higher Managerial level positions in the public service, endeavoured in giving due weightage to academic and professional qualifications as well as experience with a view to improving the qualitative aspect of the public service.

Efforts also continued to bring to task public officers who had breached accepted norms of integrity and conduct. As a means to this end the PSC continues with its tasks of setting in place procedures and guidelines.

During the year, Hon. Attorney General's observations on Part I of the PSC Procedural Rules compiled to encompass appointments, promotions, transfers and other related matters pertaining to public officers were obtained and it has now been approved by the Commission. Preparation of the draft to be issued as Part II of the PSC Procedural Rules has also been completed as at present. Arrangements are accordingly under way to publish Part I of the PSC Rules in the near future. Necessary steps were also taken during the year to put Part II of such rules, which is now in the form of a draft prepared by a panel of experts, through the requisite channels of scrutiny.

During the year the PSC was successful in finding a solution to the problem of inadequate office accommodation which had an adverse impact on its performance. Accordingly the Office of the Public Service Commission which was located at No. 46, Vauxhall Street, Colombo 02 upto 31.03.2008 was moved into a more spacious

building situated at No. 356 B, Carlwil Place, Galle Road, Colombo 03 from 01.04.2008. Inadequacy of the space in the old building which housed the Office of the Public Service Commission was a cause for severe concern over the years on the performance of the PSC as it was not in a position to employ at least its required minimum level of staff. Due to this moving in of the Office of the PSC to a new spacious building from 01.04.2008 having addressed such shortcomings the PSC was able to properly identify its staff requirements and make respective cadre recruitments accordingly.

When the independent PSC was established in the year 2001 majority of the work handled by the Director General of Establishments under the direction of the then Secretary, Ministry of Public Administration, despite the fact that such work were to be executed by the PSC having them taken charge of under its wings, was not properly on track due to various reasons. The PSC during the year 2008 having laid special emphasis on this requirement has made arrangements towards the latter part of 2008 to set up the “Establishments Division” under a new Additional Secretary with a view to carrying out the tasks hitherto handled by the Director General of Establishments.

As described above the PSC during the year under review has been able to successfully address the problems such as inadequacy of office space and staff which (inadequacy of office space was fully addressed and shortage of staff to some extent) adversely affect the activities of the Commission. The PSC as such reports that it was able to render a better service in the year 2008 in comparison to previous years.

4. Challenges faced in the discharge of PSC functions

4.1 Inadequacy of staff

One of the main challenges confronted in exercising the vested authority in pursuance of the 17th Amendment to the Constitution was the inadequacy of PSC Staff. Due to unfilled cadre strength in the approved staff officer posts as well as the posts in Public Management Service and Office Employees Service many a varied difficulty had to be experienced in the performance of duties. It is to be noted that the dedication and enormous commitment shown by all members of the staff however enabled a greater extent resolution of these challenges. Furthermore the PSC has identified 30 posts that should be created anew during this year and requests have been made to Director General of Management Services for the approval of such new posts. During the year 2008 approval of the Director General of Management Services has been granted only for 18 of 30 such posts.

4.2 Delay of reports receivable from officers who exercise the delegated authority

It was observed during the year under review that the efficient discharge of the duties of the PSC had hampered due to non receipt in the PSC in time of the reports required for decision making from the Heads of Ministries/Departments on whom the authority has been delegated. The officers employed in public service should forward their requests/appeals through their Heads of Departments and there are reported instances where such pleas take a very long time to reach the Office of the Commission thereby causing delays in granting redress to those aggrieved. As a relief measure towards this situation the Commission has given permission to submit to it direct the advance copy of the appeal forwarded to the respective HOD and the procedure of calling for reports from the respective Ministry Secretaries on receipt of such advance copies was continued to be in operation. Even then there were reported instances where Ministry

Secretaries have caused very long delays in sending their observations/ recommendations. Particulars of such delays are given in Annex 01.

4.3 Delays in disciplinary matters

During this year too there were instances where the delays occurred in the matters pertaining to formal disciplinary inquiries as the Prosecuting Officers did not give priority to participate in such disciplinary inquiries when in session.

According to disciplinary procedure of the Establishments Code one of the most important steps in initiating disciplinary action is institution of “a preliminary investigation”. However, due to lack of capacity and experience shown by the majority of the public officers in the procedure of holding a preliminary inquiry in an orderly manner in terms of the provisions set out in Volume II of the Establishments Code there were many instances where the reports of such preliminary inquiries submitted to the PSC had to be sent back to the authorities concerned for the rectification of shortcomings. Such situations cause very long delays in bringing about disciplinary actions. It has to be noted that there were instances where the entire disciplinary procedure concerned had to be abandoned at times due to difficulties in tracing the documents required for preliminary inquiries because of prolonged delays and also due to difficulty in getting down witnesses for giving evidence at the inquiries. Strengthening of the procedure of instituting preliminary inquiries has therefore become very necessary in order to have a well maintained public service. It is to be stressed hence that it would be a timely measure if the officers in the middle and upper managerial levels of the public sector are given an appropriate training in the aspects of holding preliminary inquiries as most of them already possess only a theoretical knowledge.

4.5 Delays caused due to incomplete and defective reports submitted by officers who exercise the delegated authority

As the Commission at times is compelled to repeatedly refer incomplete reports for rectification purposes back to respective officers with delegated authority in view of the lack of proper advertence on the part of such officers over the provisions of the Establishments Code, Financial Regulations, Circular Guidelines, Commission Orders, general law, fundamentals of natural justice etc. Commission is compelled to put its decision making process on hold for a long period of time.

4.6 Lack of Database

There is no effective mechanism in place to set up a proper database of public officers upto now despite a large sum of money being invested to upgrade a computer network and information technology in the Public Sector. In view of the lack of a proper database, it is extremely difficult to ascertain the number of public officers, their services, grade/class, date of appointment, date of promotion, date of retirement, disciplinary actions and other information, without perusing each and every personal file of public officers. These personal files are in the custody of the respective Secretaries or Heads of Departments. Therefore, in order to ascertain information of any public officer, the PSC had to resort to the same procedure of requesting the respective Secretary or the Head of Department to provide information to the PSC during this year too. There is a long delay in getting information from Ministries and Departments. Due to this deficiency, there is a long delay in filling vacancies by recruitment or promotions, taking disciplinary actions, continuing with disciplinary proceedings and granting retirement to public officers. Therefore, the PSC strongly recommends that the State should take immediate action to have a comprehensive and systematic database of all public officers / employees and the PSC must have online access to such database.

4.6 Being compelled to detail officers for external institutional duties including matters related to Administrative Appeals Tribunal and difficulties in obtaining necessary services from external institutions

The number of officers to be released for the purpose of appearing before the AAT on behalf of the PSC on weekly basis did not undergo any variation during this year either. The year under review accordingly saw the daily deployment of officers numbering 03 to 05 for such duties.

Inability to obtain the services of state law officers for PSC matters as in the case of Attorney General's Department requiring their availability for its cases and to retain the services of private lawyers where necessary due to lack of funds has hampered the work of the PSC.

4.7 Being further compelled to detail officers for duties related to external institutions such as Public Petitions Committee

Even after the 17th Amendment to the Constitution came into force officers of the Commission had to prepare reports on complaints made to the Public Petitions Committee, Human Rights Commission and Parliamentary Commissioner for Administration (Ombudsman) and appear before such tribunals in consultation with the Attorney General's Department and it has to be noted that this year too has seen the deployment of many number of officers for duties involving these external entities on some given dates.

4.9 Frequent lapses occurred in submitting documents pertaining to interviews

There were reported cases during this year as well where no prior approval of the Commission had been obtained for marking schemes and nominations for interview boards at the time of the filling of vacant posts despite being

required to do so by delegated authorities. It has been reported that there were legal snags stood in the way of rationalizing the appointments of officers recruited without the approval of the PSC under these circumstances. There were also reported instances where respective Ministry Secretaries/Heads of Departments delayed the submission of nominations for interview boards for the approval of the Commission for months when asked to do so. Early disposal of decisions by the Commission has been stalled due to reasons such as delays for months in forwarding results of the interviews and submission of irregularly prepared schedules of results to the Commission.

4.9 Ministry Secretaries and Heads of Departments being not subject to disciplinary control of the PSC

There seems many an instance of delays in getting the PSC guidelines and decisions implemented by Ministry Secretaries and Heads of Departments as they do not come under the disciplinary control of the PSC.

Although the PSC has laid down clear procedure for recruitment and promotions, there were several reported incidents during this year too where Secretaries and Heads of Departments have failed to comply with the directions of the PSC and adhere to the marking schemes or interview boards approved by the PSC. In certain instances, the PSC was compelled to cancel the whole process of recruitments and promotions.

4.11 Being compelled to have officers detailed for furnishing reports that have to be submitted to the Supreme Court spending most of their duty hours

Officers of the Commission have to promptly prepare reports in connection with petitions laid before the Supreme Court against the decisions of the PSC. These tasks are also to be co-ordinated with the Attorney General's

Department. Duty hours of the officers have to be spent on the tasks of this nature as well apparently causing setbacks in their routine work.

4.11 Being compelled to put on hold the decision making pertaining to cases pending in Courts

As there are legal implications in arriving at decisions on cases pending before the Courts of Law instances of delays in making determinations on such matters were observed.

4.12 Amendments to Service Minutes

Even though there are large number of Service Minutes and Schemes of Recruitment in the public service almost all of them have fallen into a state of obsolescence in view of the new policy decisions and guidelines laid down by the government from time to time. Moreover the necessity to revise and reproduce all such Service Minutes in compliance with the provisions of the Public Administration Circular No. 06/2006 issued under the heading of “Restructuring of Public Service Salaries” following the budget proposals 2006 was not receiving due attention during the past few years.

Most of the tasks, particularly the work involving Schemes of Recruitment and Service Minutes which were carried out by Director General of Establishments under the Ministry of Public Administration prior to 2001 has now been entrusted with the PSC in pursuance of the 17th Amendment to the Constitution.

This issue has now been successfully addressed with the setting up of the new “Establishments Division” in the Office of the PSC as explained under para 3 of this report.

5. **Details of the work carried out by the Commission during the period 01st January to 31st December 2008.**

During the year 2008 Commission attended to correspondence with various requests relating to staff grade posts, letters carrying requests relating to appointments, transfers and promotions of staff officers, letters received on disciplinary matters pertaining to staff grades as well as appeals made by non-staff grade officers during the period from 01.01.2008 to 31.12.2008. In this institutional endeavour, the Administration Branch, Appeals Branch, Appointments Branch and the Disciplinary Branch of the PSC have played an enormous role.

6. **Work in relation to appointments, promotions and transfers by PSC**

Appointments Branch of the PSC has in this context has carried out following major tasks during the period under review.

6.1 **New Appointments**

During the period from 01.01.2008 to 31.12.2008, following recruitments have been made to posts in the All-Island Services and for staff grade posts in various Ministries/Departments.

On open basis (graduates & Diploma Holders)	1366
On limited and merit basis	<u>374</u>
Total recruitments	<u>1740</u>

(Please see Annex 02 and Diagram 01)

6.2 **Acting Appointments**

Due to dearth of qualified officers for permanent appointment, the PSC in 2008 granted approval to appoint officers on acting basis to 361 vacancies in staff grades. (See Annex 03 and Diagram 02)

6.3 Appointment of retired Public Officers on Contract Basis and the grant of Service Extensions

Appointments on contract basis have been granted during the period from 01.01.2008 to 31.12.2008 as follows:

Officers of Sri Lanka Administrative Service	85
Officers of other All Island Services	43
Officers of Departmental Staff Grades	124
Other Officers of Departments/Ministries	<u>277</u>
Total appointments	<u>529</u>

(See Annex 04 and Diagram 03)

* Extensions of service beyond 57 years 4217

(See Annex 05 and Diagram 04)

6.4 Promotions

During the year 2008 the PSC has made 2478 promotions for posts in the staff grades of the Public Service. (See Annex 06 and Diagram 05)

6.5 Confirmations in Service and grant of Exemptions from Efficiency Bar Examinations

During 2008, 1280 staff officers, who were on probation were made permanent in their service. The number of staff officers exempted from the stipulated efficiency bar examinations in terms of the respective Service Minutes and Circulars during the year under review amounted to 85. (See Annex 07 and Diagram 06 & 07)

6.6 Resignations, Releases and Retirements from Service

Resignations, releases and retirements from service were met with PSC approval during the year 2008 as follows:

Staff Officers resigned from public service	88
Officers released outright to posts outside the public service	124

Officers released temporarily to posts outside the public service	136
Staff Officers retired from service on reaching the compulsory age of 60 years	1778

(See Annex 08 and Diagram 08, 09 and 10)

6.7 Appeals made by Staff Grade Officers

During 2008 staff grade officers have submitted 126 appeals to the PSC. In addition there were 115 appeals submitted by officers holding posts under various Ministries/Departments. (See Annex 09 and Diagram 11)

6.8 Miscellaneous Work including Releases to Posts

Officers released to various posts during 2008 were 31 and the number of officers released to Provincial Councils stood at 139.

85 extensions of service have been granted in lieu of the period of leave saved in terms of the Public Administration Circular 24/2007. (See Annex 10)

6.9 Appeals made against PSC Decisions

57 staff grade officers who were aggrieved by decisions of the PSC made their appeals to AAT and number of cases filed before the Supreme Court was 49. In addition there were 14 cases filed in the Court of Appeal and the number of representations made to the Parliamentary Commissioner for Administration was

12.

Apart from this, staff grade officers had made 52 and 08 appeals respectively to the Human Rights Commission and Public Petitions Committee challenging the decisions of the PSC. (See Annex 11)

6.10 Residual Pending Work of the Education Service Committee

As the particulars with regard to 32 relief measures recommended by the Cabinet Decision CP/01/1769/010/004 of 12.10.2001 with no moving forward of matters for want of necessary information were not received during the year 2008 as well action was taken to report of it to the Cabinet of Ministers.

In view of the non submission of sufficient material by the Ministry of Education towards arriving at decisions by the PSC on relief measures recommended by the Cabinet Decision CP/07/0646/316/027 of 09.05.2007 and the delegated authority to PSC over appointments and promotions of the public service after 03.10.2001 following the Court of Appeal Case 694/07, action was taken to inform the Cabinet of Ministers that there was no provisions to implement the respective recommendations as it has been the consensus that the decisions made by the Cabinet of Ministers on such matters carry no validity.

However, the PSC was of the opinion that the relief measures recommended to the Cabinet of Ministers even after the 17th Amendment to the Constitution by the respective Recommendation Committees on alleged political victimization had been mooted without a precise and justifiable study of the relevant cases by such committees. Special attention of the PSC herein had to be paid to the fact that such recommendations by the respective Political Victimization Committees generally carried an appointment or promotion to the Sri Lanka Education Administrative Service or Sri Lanka Principals Service for most of the teachers who were said to have been transferred due to political victimization.

7. Disciplinary Procedure implemented by PSC

The Disciplinary Branch of the PSC handles disciplinary matters of all staff officers belonging to the Central Government having regard to preliminary investigations conducted by Heads of Departments or Ministry Secretaries. On receiving a preliminary investigation report to the Disciplinary Branch and following a proper study thereon with respective observations in hand the PSC will make a suitable

determination on whether to serve charge sheets against accused officers. When a decision is made to serve a charge sheet action will be taken to hand over such charge sheet to the officer concerned through the Ministry Secretary and Head of Department. Following the answers furnished by the accused officer to such charge sheet, a decision as to whether the institution of a formal disciplinary inquiry on the matter is feasible is arrived at having also taking the observations and recommendations thereon by the respective Head of Department or Ministry Secretary into consideration.

Where the institution of a formal disciplinary inquiry is decided it is required to be held subsequent to the appointment of a suitable Inquiry Officer selected from the Panel of Inquiry Officers maintained by the PSC for that purpose. However if decided against holding a formal disciplinary inquiry the accused officer will either be exonerated from all the charges or 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 or Ministry Secretary.

Where a formal disciplinary inquiry is held, the PSC, following the receipt of the report of such inquiry, takes into account all oral and documentary evidence that were laid before the said inquiry 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.

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.

In addition to these tasks, appeals made by staff officers against vacation of post orders will be reconsidered by the Commission in deciding whether to reinstate the suitable officers in service or not.

Appeals laid before the Superior Courts, Administrative Appeals Tribunal, Human Rights Commission, Public Petitions Committee and Ombudsman against the disciplinary orders or decisions made by the PSC on such disciplinary matters would be appropriately dealt with.

Prime task of the Disciplinary Branch is to lay before the Commission the cases without any ambiguity having made a thorough scrutiny of all connected documents received in the Branch for the Commission to take unbiased decisions. In the process of carrying out the above tasks Senior Assistant Secretary together with other Assistant Secretaries assisted by officers of the Public Management Assistants Service are in the forefront and one of them handles over 200 files as at present. As the execution of such a task involving a substantial number of such files by a single officer where the subject area such as disciplinary matters requires careful and indepth study of issues is not realistic, action has been taken to augment the staff strength of the Disciplinary Branch during the year. Approximately a half of such identified additional staff strength has been achieved during the latter part of 2008 resulting in an enhanced improvement in the Disciplinary Branch during the period under review in comparison to previous years.

On the other hand the ignorance of senior public officers in certain Departments and Ministries to fall in line with the disciplinary procedure and the 17th Amendment to the Constitution is seen as an impediment for the Commission to perform its disciplinary tasks diligently. Therefore the necessity to educate them on such matters by holding training workshops, lectures, seminars etc. remained unchanged during this year as well.

It is also stated that the Inquiry Officers conducting formal disciplinary inquiries were hitherto paid for such duties by the respective Ministries or the Departments themselves. However the PSC, having observed that these payments were subject to

unnecessary delays, has taken necessary steps to make such payments through the PSC Office itself from the year 2008.

The role played by the Disciplinary Branch during 2007 is shown in Annex 12.

8. Matters pertaining to Appeals in the PSC

8.1 Appeals made to the PSC

Article 58(1) of the Constitution provides for public officers aggrieved by an order made by a Committee or an officer on whom the powers have been delegated by the PSC, right of appeal to the Commission against such order.

Similarly, Article 58(2) provides for PSC on receipt of such appeal to grant relief to public officers by rescinding or altering such order having looked into the matter concerned.

In accordance with these provisions the Commission constantly receives large number of appeals from public officers. By the end of the year 2008, 844 appeals so received were being dealt with whilst 477 more appeals had been received during the year. Accordingly there were total of 1321 appeals to be dealt with during the year 2008. Decisions pending by the end of the year were 563. (See Annex 13)

Decisions on appeals received from public officers could be arrived at by the Commission only after receiving a report on contents of such appeals from respective Departments and Ministries. Due to failure in promptly forwarding the reports and documents so summoned undue delays occur very often in making decisions on appeals. The PSC with a view to circumventing these delays, always endeavors to take all necessary steps within its purview.

In order to revitalize the work on appeals, Commission during the year made following arrangements to further streamline the following decisions of the PSC.

- I. A copy of the formal appeal, in addition to submitting it to the Commission through Head of Department, could be dispatched to the Commission direct.

II. Acknowledgement of the receipt of appeal should be sent to the appellant direct.

III. Decision of the Commission should also be conveyed to the appellant direct. IV. Grounds on which the decision of the Commission was based should be indicated in brief in the letter conveying such decision.

V. Right of appeal, if aggrieved by the decision of the Commission, to Administrative Appeals Tribunal in terms of the Act No. 04 of 2002 should be indicated in the letter conveying such decision.

Yet another problem facing the dealings on appeals is that the officers tend to make their appeals in deviation of the provisions laid down in the Establishments Code. For example, there are a large number of appeals sent direct to the Commission without channeling them through the authorities on whom the powers have been delegated by the PSC despite the fact that such appeals could only be forwarded through one of such authorities. As the PSC does not have legal authority to handle the requests of such nature Commission has decided to reject such requests submitted to it in the form of appeals.

Although the Establishments Code stipulates time frames for forwarding appeals they continue to make their way in beyond such time limits, even against orders given long ago at times. During this year too the Commission continued to dismiss those appeals submitted beyond the stipulated time limits except for very specific reasons.

As the Constitution provides for right of appeal by public officers to Administrative Appeals Tribunal against decisions made by the Commission it has no lawful authority to cause alterations to its own decisions following any reconsiderations. As the Commission is therefore compelled to ignore recommendations received from other independent bodies to reconsider its decisions such instances very often make the Commission extremely uncomfortable. The Parliamentary Public Petitions Committee, Human Rights Commission and Commissioner for Parliamentary

Affairs (Ombudsman) are the institutions that make representations concerning public officers.

Even though an appeal can be made to PSC under Article 58(1) of the Constitution only against an order of promotion or transfer or dismissal or any other order relating to disciplinary matter, public officers constantly make their representations on matters such as efficiency bars, period of probation, seniority and other terms and conditions of service. These too were dealt with by the Commission and decisions made thereon.

8.2 Appeals made against the decisions given on appeals submitted to the PSC

78 officers aggrieved by the decisions of the PSC have submitted appeals to the AAT in terms of Section 59(2) of the Constitution. At such hearings, officers of the PSC were present on request. Reports and additional explanations were provided where necessary in the course of the hearings.

9. Financial Provisions

Following provisions from the budget estimates 2008 had been set aside.

Recurrent Expenditure	-	Rs. 80,820,000.00
Capital	-	<u>Rs. 3,650,000.00</u>
Total Allocation	-	<u>Rs. 84,470,000.00</u>

A request made to General Treasury for additional allocations on recurrent expenditure and capital expenditure amounting to Rs. 21,147,680/- and Rs. 16,980,950/- respectively had been granted.

The Budget Circular No.137 has freezed from such allocations 1.5% of all recurrent expenditure items and 7% of all capital expenditure items excluding salaries/wages and the property loan interest on public servants.

Advances to Public Officers “B” Account had been allocated a sum of Rs.10,000,000/- and of it a sum of Rs. 9,989,254/- has been disbursed. As such summary of expenditure for the year 2008 is as follows.

	Allocation	Expenditure	Balance
Recurrent	101,328,680.00	95,945,394.00	5,383,286.00
Capital	20,375,450.00	10,903,800.00	9,471,650.00
Advance Account “B”	10,000,000.00	9,989,254.00	10,746.00
Total	131,704,130.00	116,838,448.00	14,865,682.00

10. Staff

In the period under review the approved cadre of the PSC consisted of 185 persons with its constituent 09 members including Chairman. During this period the actual cadre strength employed in the Office of the PSC was 143. (43 vacancies existed) Details of the composition of the staff are as follows:

Details of Staff

Secretary	01
Additional Secretary	02
Senior Assistant Secretary	04
Assistant Secretary (S.L.A.S.)	20
Assistant Secretary (Non S.L.A.S.)	01
Deputy Secretary (Finance)	01
Administrative Officer	02
Translator	02
Public Management Assistant	77
Drivers Service	12
O.E.S.	<u>21</u>
Total	<u>143</u>

Organization Chart of the Office of the PSC is given in Annex 14.

11. Staff Training

With a view to improving the subject based knowledge of staff members of the PSC in language competency, Information Technology and other specialized skills they were provided with opportunities to participate in different training programmes during the year.

In this endeavour, one staff officer had the opportunity to proceed to Netherlands and two other staff officers paid a visit to India for training. Under local training, one staff officer was provided with opportunity to take part in the programme, Leadership in 21st Century conducted by the Alumni Association affiliated to SLIDA and six officers of Sri Lanka Administrative Service were also sent to SLIDA to complete their induction training during the year.

In addition, 44 officers of the Public Management Assistants Service were given the opportunity of participating in several training courses conducted by the Public Service Training Institute while seven officers were sent to the Institute of Government Accounting and Finance for training in several courses. Five drivers were also afforded opportunities to undergo training in the PSTI.

12. Acknowledgements

The Commission acknowledges with gratitude the assistance and co-operation extended by all Secretaries of Ministries, Heads of Departments and particularly by entire Staff of the PSC in many a specific matter dealt with by the Commission during the year under review.

Justice P.R.P. Perera	-	Chairman
Prof. Dayasiri Fernando	-	Member	Mr.
W.P.S. Jayawardane	-	Member Prof. M.S. Mookiah
-	Member	Mr. Palitha M. Kumarasinghe PC -
Member		
Prof. M. Rohanadeera	-	Member.....	
Mr. Gunapala Wickramaratne	-	Member.....	
Mrs. S.A. Wijeratne	-	Member.....	
Dr. Bernard Zoysa	-	Member.....	

Subjects delayed due to non receipt of reports from respective Ministry Secretaries
(from 01.01.2008 – 31.12.2008)

	Ministry	Delays over 06 months	Delays over 01 year	Total
i.	Ministry of Education	11	09	20
ii.	Ministry of Transport	23	31	54
iii.	Ministry Agriculture Development and Agrarian Services	09	13	22
iv.	Ministry of Irrigation and Water Management	04	05	09
v.	Ministry of Environment and Natural Resources	06	05	11
vi.	Ministry of Science and Technology	-	01	01
vii.	Ministry of Livestock Development	01	01	02
viii.	Ministry of Internal Administration	-	02	02
ix.	Ministry of Fisheries Aquatic Resources	-	02	02
x.	Ministry of Health and Nutrition	15	135	150
xi.	Ministry of Indigenous Medicine	10	09	19
xii.	Ministry of Public Administration and Home Affairs	12	14	26
xiii.	Ministry of Construction and Engineering Services	-	08	08
xiv.	Ministry of Posts and Telecommunication	04	40	44
xv.	Ministry of Justice and Law Reforms	04	04	08
xvi.	Ministry of Media and Information	01	04	05
xvii.	Ministry of Trade, Marketing Development, Co-operative and Consumer Services	01	-	01
xviii.	Ministry of Defence, Public Security, Law and Order	02	04	06
xix.	Ministry of Sports and Public Recreation	01	-	01
xx.	Ministry of Finance and Planning	03	01	04
xxi.	Ministry of Labour Relation and Manpower	01	-	01
			Grand Total	396

**Details of new appointments to All -Island Services and
Staff Grade Posts in various Ministries/Departments
(01st January 2008 to 31st December 2008)**

**(a) Appointments to posts in All Island
Services (Open Competitive basis)**

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Medical Service	210
ii	Sri Lanka Engineering Service	110
iii	Dental Surgeons' Service	108
iv	Sri Lanka Planning Service	249
v	Sri Lanka Scientific Service	06
vi	Sri Lanka Accountants Service	243
vii	Sri Lanka Surveyors Service	<u>112</u>
	Total	<u>1038</u>

**(b) Appointments to posts of staff grade in various Ministries/Departments
(on open basis)**

	<u>Ministry/Department</u>	<u>Number</u>
i	Ministry of Disaster Management & Human Rights	01
ii	Ministry of Finance & Planning	168
iii	Commission to Investigate Allegations of Bribery or Corruption	13
iv	Ministry of Labour Relations and Manpower	81
v	Ministry of Internal Administration	57
vi	Ministry of Export Development and International Trade	08
	Total	<u>328</u>

(c) Appointments to All Island Services (on Limited & Merit basis)

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Administrative Service	81
ii	Sri Lanka Engineering Service	04
iii	Sri Lanka Planning Service	05
iv	Sri Lanka Scientific Service	01
v	Sri Lanka Accountants Service	117
vi	Sri Lanka Surveyors Service	<u>01</u>
	Total	<u>209</u>

(d) Appointments to posts in public service in various Ministries/Departments (on Limited & Merit basis)

	<u>Ministry/Department</u>	<u>Number</u>
i	Ministry of Healthcare and Nutrition	06
ii	Ministry of Finance & Planning	44
iii	Ministry of Environment and Natural Resources	14
iv	Ministry of Justice & Law Reforms	30
v	Ministry of Nation Building and Estate Infrastructure Development	01
vi	Ministry of Agriculture Development and Agrarian Services	49
vii	Ministry of Disaster Management and Human Rights	01
viii	Ministry of Enterprise Development and Investment Promotion	01
ix	Ministry of Fisheries & Aquatic Resource	19
	Total	<u>165</u>
	Grand Total	1740

**Acting Appointments made during the period from
(01st January 2008 to 31st December 2008)**

(a) Acting appointments made to various posts

	<u>Post</u>	<u>Number</u>
i.	Additional Secretary	02
ii	Senior Assistant Secretary	10
iii	Divisional Secretary	<u>75</u>
	Total	<u>87</u>

(b) Acting appointments made to posts belonging to various services

	<u>Service</u>	<u>Number</u>
i.	Sri Lanka Administrative Service	52
ii	Sri Lanka Engineering Service	05
iii	Sri Lanka Planning Service	21
iv	Sri Lanka Accountants Service	41
v	Public Management Assistants Service	50
vi	Sri Lanka Agriculture Service	<u>02</u>
	Total	<u>171</u>

(c) Acting appointments made to various ministerial/departmental posts

	<u>Ministry/Department posts</u>	<u>Number</u>
i	Ministry of Justice & Law Reforms	03
ii	Ministry of Agricultural Development & Agrarian Services	11
iii	Ministry of Healthcare and Nutrition	03
iv	Ministry of Labour Relations & Manpower	04
v	Ministry of Post & Telecommunication	42
vi	Ministry of Vocational & Technical Training	02
vii	Ministry of Land & Land Development	01
viii	Ministry of Education.	29
ix	Ministry of Defense, Public Security, Law & Order	02
x	Ministry of Media & Information	02
xi	Ministry of Cultural Affairs	01
xii	Ministry of Environment and Natural Resources	<u>03</u>
	Total	<u>103</u>

Grand Total

361

Appointment of retired public officers on contract basis

(a) All Island Services

	<u>Service</u>	<u>Number</u>
i.	Sri Lanka Planning Service	15
ii	Sri Lanka Administrative Service	85
iii	Sri Lanka Engineering Service	04
iv	Sri Lanka Accountants Service	05
v	Sri Lanka Educational Administrative Service	12
vi	Sri Lanka Animal Production & Health Service	04
vii	Sri Lanka Agriculture Service	02
viii	Sri Lanka Medical Service	<u>01</u>
	Total	<u>128</u>

(b) Appointments made on contract basis to the posts other than All Island Services

	<u>Post</u>	<u>Number</u>
i	Public Management Assistants Service	44
ii	Librarian	03
iii	Grama Niladhari (Supra)	29
iv	Nurses Service	11
v	Combined Drivers Service	01
vi	Government Translators Service	10
vii	Sri Lanka Technological Service	12
viii	Sri Lanka Technical Education Service	03
ix	Sri Lanka Foreign Service	02
x	Sri Lanka Principals Service	01
xi	Health Management Assistants Service	01
xii	Railway Clerical Service	<u>07</u>
	Total	<u>124</u>

(c) Appointments on contract basis under Ministries/Departments

	<u>Ministry/Department</u>	<u>Post</u>	<u>Number</u>
i	Ministry of Justice & Law Reforms	Photocopy Machine Operator	02
		Foreman	01
		Nurse	01
		Pharmacist	04
ii	Ministry of Transport	Painter	01
		Inspector of Permanent Way	11
		Fitter	01
		District Traffic Inspector	01
		Railway Guard	27
		Railway Engine Driver	07
		Cable Fitter	04
		Running Shed Foreman	02
		Inspector of Signal & Telecommunication	13
		Supervisor of Bridges	01
		Goods Shed Agent (Supplies)	01
		Technologist	02
		Administrative Officer	01
		Transformational Superintendent of Railway	01
		Driving Assistant	01
		Time Keeping Clerk	12
		Additional Secretary	02
		Railway Protection Force	02
		Lineman	12
iii	Ministry of Defense, Public Security, Law & Order	Additional Secretary	01

		Public Management Assistant	01
iv	Ministry of Textile Industry Development	Assistant Commissioner	01
v	Ministry of Healthcare & Nutrition	Medical Laboratory Technician	01
		Registered Medical Practitioner	02
		Nursing Tutor	02
		Nursing Officer	10
		Registered Medical Practitioner	02
		Nursing Tutor	02
		Nursing Officer	10
		Radiographer	01
		Food & Drug Inspector	02
		Public Health Inspector	01
		Physiotherapist	01
		Administrative Officer	03
		Technical Assistant	01
		Dispenser	10
vi	Ministry of Public Administration & Home Affairs	Grama Niladhari	12
vii	Ministry of Plantation Industries	Public Management Assistant Director	04 01
viii	Ministry of Media & Information	Assistant Director	01
ix	Ministry of Labour Relations & Manpower	Assistant Labour Commissioner	06
		Assistant Director	01
		Translator	01
		Labour Commissioner	02
		Senior Assistant Secretary	01
		Deputy Labour Commissioner	01
		Labour Officer	02
		Public Management Assistant	03
x	Ministry of Environment & Natural Resources	Deputy Director (Elephant Conservator)	01

xi	Ministry of Trade, Marketing	Inspector of Measures & Service Devices	02
	Development, Co-operatives & Consumer Services	Deputy Commissioner of Co-operative Development	01
xii	Ministry of Finance & Planning	Valuer	03
		Assistant Superintendent of Customs	01
		Valuation Inspector	01
		District Valuer	04
		Assistant Director	04
		Deputy Director	01
		Additional Director General	01
		Librarian	01
xiii	Ministry of Agricultural Development & Agrarian Services	Deputy Director	01
		Agrarian Development Officer	02
		Engineering Assistant	02
		Farm Machinery Instructor	01
		Building Overseer	03
		Internal Auditor	01
xiv	Ministry of Rural Industries and Self Employment Promotion	Assistant Director	01
xv	Ministry of Vocational and Technical Training	Deputy Director	01
		Director	01
xvi	Ministry of Irrigation and Water Management	Engineering Assistant	03
		Director	01
xvii	Ministry of Science & Technology	Project Director	01
xviii	Ministry of Cultural Affairs	Assistant Director	01
xix	Ministry of Nation Building Estate Infrastructure Development	Additional Secretary	01
xx	Ministry of Religious Affairs	Senior Assistant Secretary	01

	and Moral Upliftment		
xxi	Ministry of Land and Land Development	Deputy Commissioner	02
		Assistant Commissioner	03
		Works Supervisor	01
		Superintendent of Survey	02
		Additional Secretary	01
		Draughtsman	01
		Public Management Assistant Service	01
xxii	Office of the Public Service Commission	Assistant Secretary (Non SLAS)	01
xxiii	Ministry of Housing and Common Amenities	Senior Assistant Secretary	01
xxiv	Ministry of Indigenous Medicine	Indigenous Nurse	37
		principal	01
		Technologist	01
		Pharmacist	<u>02</u>
	Total		<u>277</u>
	Grand Total		529

Granting Extensions of Service beyond 57 years of age

(a) All Island Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Accountants Service	142
ii	Sri Lanka Administrative Service	186
iii	Sri Lanka Agriculture Service	56
iv	Sri Lanka Medical Service	148
v	Sri Lanka Animal Production and Health Service	24
vi	Sri Lanka Ayurveda Medical Service	23
vii	Sri Lanka Educational Administrative Service	286
viii	Sri Lanka Engineering Service	67
ix	Sri Lanka Planning Service	59
x	Sri Lanka Scientific Service	10
xi	Sri Lanka Teacher Educators Service	<u>47</u>
	Total	<u>1048</u>

(b) Other Services

	<u>Service</u>	<u>Number</u>
i	Nurses Service	302
ii	Sri Lanka Principals Service	1387
iii	Public Management Assistants Service	117
iv	Grama Niladhari (Supra)	37
v	Librarian	02
vi	Translator	05
vii	Sri Lanka Dental Service	22
viii	Sri Lanka Foreign Service	12
ix	Sri Lanka Technological Service	<u>02</u>
	Total	<u>1886</u>

c) **Other Staff Officers holding posts under Ministries/Departments**

	<u>Ministries/Departments</u>	<u>Number</u>
i	Ministry of Sports & Public Recreation	08
ii	Ministry of Religious Affairs & Moral Upliftment	02
iii	Ministry of Trade, Marketing Development, Co-operatives & Consumer Services	06
iv	Ministry of Disaster Management & Human Rights	08
v	Ministry of Healthcare & Nutrition	88
vi	Ministry of Land & Land Development	20
vii	Ministry of Agricultural Development & Agrarian Services	04
viii	Ministry of Child Development & Women's Empowerment	01
ix	Ministry of Defense, Public Security, Law & Order	01
x	Auditor General's Department	43
xi	Ministry of Vocational & Technical Training	95
xii	Ministry of Social Services & Social Welfare	22
xiii	Ministry of Finance & Planning	202
xiv	Ministry of Fisheries & Aquatic Resource	12
xv	Ministry of Cultural Affairs	06
xvi	Ministry of Nation Building & Estate Infrastructure Development	04
xvii	Ministry of Transport	216
xviii	Ministry of Urban Development & Sacred Area Development	04
xix	Ministry of Ports & Aviation	02
xx	Ministry of Media & Information	04
xxi	Ministry of Local Government & Provincial Councils	01
xxii	Ministry of Industrial Development	03
xxiii	Ministry of Post & Telecommunication	108
xxiv	Ministry of Labour Relations & Manpower	71
xxv	Ministry of Indigenous Medicine	24
xxvi	Ministry of Internal Administration	23
xxvii	Ministry of Irrigation & Water Management	87
xxviii	Ministry of Environment & Natural Resources	09
xxix	Ministry of Construction & Engineering Services	19
xxx	Ministry of Education	01
xxxi	Ministry of Plan Implementation	01
xxxii	Ministry of Justice & Law Reforms	44
xxxiii	Ministry of Public Administration and Home Affairs	30
xxxiv	Ministry of Housing and Common Amenities	04
xxxv	Ministry of Foreign Affairs	04
xxxvi	Ministry of Export Development and International Trade	04
	Total	1283

Grand Total

4217

Promotions

(a) **Number of officers who were promoted in various Services
1st January 2008 to 31st December 2008**

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Accountants Service	32
ii	Sri Lanka Administrative Service	128
iii	Sri Lanka Agriculture Service	07
iv	Sri Lanka Animal Production and Health Service	10
v	Sri Lanka Ayurveda Medical Service	75
vi	Sri Lanka Educational Administrative Service	09
vii	Sri Lanka Engineering Service	20
viii	Sri Lanka Medical Service	437
ix	Sri Lanka Planning Service	03
x	Sri Lanka Scientific Service	15
xi	Sri Lanka Technological Service	77
xii	Grama Niladhari (Supra)	11
xiii	Sri Lanka Overseas Service	21
xiv	Sri Lanka Dental Service	05
xv	Public Management Assistants Service	251
xvi	Registrar Service	26
xvii	Sri Lanka Technical Education Service	06
xviii	Sri Lanka Teacher Educators Service	11
xix	Nurses Service	684
xx	Librarian Service	11
xxi	Management service Railway supervision	<u>13</u>
	Total	<u>1852</u>

(b) Number of officers promoted in Ministries /Departments

	<u>Ministry / Department</u>	<u>Number</u>
i	Auditor General's Department	19
ii	Ministry of Healthcare & Nutrition	318
iii	Ministry of Transport	57
iv	Ministry of Post & Telecommunication	44
v	Ministry of Labour Relations & Manpower	01
vi	Ministry of Justice & Law Reforms	26
vii	Ministry of Irrigation & Water Management	08
viii	Ministry of Land & Land Development	40
ix	Ministry of Agricultural Development & Agrarian Services	15
x	Ministry of Finance & Planning	43
xi	Ministry of Vocational & Technical Training	13
xii	Ministry of Foreign Affairs	02
xiii	Ministry of Cultural Affairs	01
xiv	Ministry of Media & Information	02
xv	Ministry of Export Development and International Trade	01
xvi	Ministry of Environment and Natural Resources	11
xvii	Ministry of Nation Building and Estate Infrastructure Development	01
xviii	Ministry of Internal Administration	<u>24</u>
	Total	<u>626</u>
	Grand Total	2478

Number of officers confirmed in posts under various Services and Ministries / Departments

Number of officers confirmed in posts under All Island Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Accountants Service	03
ii	Sri Lanka Administrative Service	81
iii	Sri Lanka Animal Production and Health Service	09
iv	Sri Lanka Engineering Service	34
v	Sri Lanka Medical Service	804
vi	Sri Lanka Planning Service	04
vii	Sri Lanka Scientific Service	06
viii	Sri Lanka Educational Administrative Service	<u>20</u>
	Total	<u>961</u>

Number of officers confirmed in posts under other Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Principals Service	169
ii	Sri Lanka Teacher Educators Service	04
iii	Government Translators Service	16
iv	Sri Lanka Dental Service	79
v	Sri Lanka Foreign Service	<u>02</u>
	Total	<u>270</u>

Number of officers confirmed in posts under Ministries / Departments

	<u>Ministry / Department</u>	<u>Number</u>
i	Ministry of Labour Relations & Manpower	05
ii	Ministry of Ports & Aviation	01
iii	Ministry of Justice & Law Reforms	16
iv	Auditor General's Department	02
v	Commission to Investigate Allegations of Bribery or Corruption	01
vi	Ministry of Nation Building & Estate Infrastructure Development	01
vii	Ministry of Environment & Natural Resources	08
viii	Ministry of Media & Information	06
ix	Ministry of Vocational & Technical Training	09
	Total	<u>49</u>
	Grand Total	<u>1280</u>

Number of officers exempted from Efficiency Bar Examinations of the Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Scientific Service	03
ii	Sri Lanka Overseas Service	02
iii	Sri Lanka Planning Service	07
iv	Sri Lanka Educational Administrative Service	17
v	Sri Lanka Principals Service	13
vi	Sri Lanka Animal Production and Health Service	<u>17</u>
	Total	<u>59</u>

Number of officers exempted from Efficiency Bar Examinations attached to posts under Ministries / Departments

	<u>Ministry / Department</u>	<u>Number</u>
i	Ministry of Justice & Law Reforms	08
ii	Ministry of Labour Relations & Manpower	09
iii	Ministry of Internal Administration	04
iv	Ministry of Environment & Natural Resources	02
v	Ministry of Defense, Public Security, Law & Order	02
vi	Ministry of Media & Information	<u>01</u>
	Total	<u>26</u>

Grand Total **85**

Resignations

Number of officers resigned from posts under All Island Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Engineering Service	01
ii	Sri Lanka Medical Service	15
iii	Sri Lanka Administrative Service	02
iv	Government Translators Service	01
v	Sri Lanka Scientific Service	05
vi	Sri Lanka Agricultural Service	04
vii	Sri Lanka Educational Administrative Service	<u>02</u>
	Total	<u>30</u>

Number of officers resigned from posts under Ministries / Departments

	<u>Ministry / Department</u>	<u>Number</u>
i	Ministry of Justice & Law Reforms	01
ii	Auditor General's Department	03
iii	Ministry of Internal Administration	02
iv	Ministry of Agricultural Development and Agrarian Services	01
v	Ministry of Land and Land Development	03
vi	Ministry of Public Administration and Home Affairs	01
vii	Ministry of Finance and Planning	05
viii	Commission to Investigate Allegations of Bribery or Corruption	01
ix	Ministry of Transport	40
x	Ministry of Environment and Natural Resources	<u>01</u>
	Total	<u>58</u>

Grand Total

88

Number of officers granted outright releases from posts under All Island Services and other Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Administrative Service	05
ii	Sri Lanka Teachers Service	01
iii	Sri Lanka Medical Service	13
iv	Sri Lanka Scientific Service	01
v	Sri Lanka Accountants Service	07
vi	Sri Lanka Planning Service	06
vii	Sri Lanka Engineering Service	04
viii	Sri Lanka Principals Service	07
ix	Public Management Assistants Service	<u>01</u>
	Total	<u>45</u>

Number of Officers granted outright releases from posts under

Ministries /Departments

	<u>Ministry / Department</u>	<u>Number</u>
i	Ministry of Finance & Planning	41
ii	Auditor General's Department	30
iii	Ministry of Justice & Law Reforms	01
iv	Ministry of Sports & Public Recreation	01
v	Ministry of Media and Information	01
vi	Ministry of Disaster Management & Human Rights	04
vii	Ministry of Environment and Natural Resources	<u>01</u>
	Total	<u>79</u>
	Grand Total	124

Ministries/Departments

(a) Temporary release of officers in various Services

	Service	<u>Number</u>
i	Sri Lanka Accountants Service	24
ii	Sri Lanka Administrative Service	30
iii	Sri Lanka Agriculture Service	03
iv	Sri Lanka Education Administrative Service	27
v	Sri Lanka Animal Production and Health Service	11
vi	Sri Lanka Planning Service	16
vii	Sri Lanka Teachers Service	06
viii	Sri Lanka Principals Service	10
ix	Sri Lanka Engineering Service	03
x	Public Management Assistants Service	<u>02</u>
	Total	<u>132</u>

(b) Temporary release of officers holding posts under Ministries/Departments

	Ministry/Department	<u>Number</u>
i	Ministry of Justice and Law Reforms	1
ii	Ministry of Environment and Natural Resources	1
iii	Ministry of Vocational and Technical Training	<u>2</u>
	Total	<u>4</u>
Grand Total		136

**Number of officers retired on reaching 60 years of age during
the period from 01st January 2008 to 31st December 2008**

(a) Number of officers retired from posts under All Island Services

	<u>Service</u>	<u>Number</u>
i	Sri Lanka Accountants Service	31
ii	Sri Lanka Educational Administrative Service	100
iii	Sri Lanka Engineering Service	41
iv	Sri Lanka Ayurveda Medical Service	06
v	Sri Lanka Agriculture Service	24
vi	Sri Lanka Animal Production & Health Service	06
vii	Sri Lanka Planning Service	23
viii	Sri Lanka Scientific Service	14
ix	Sri Lanka Medical Service	48
x	Sri Lanka Administrative Service	<u>57</u>
	Total	<u>351</u>

(b) Number of officers retired from posts under other Services

	<u>Service</u>	<u>Number</u>
i	Government Translators Service	02
ii	Sri Lanka Principals Service	588
iii	Sri Lanka Teacher Educators Service	19
iv	Public Management Assistants Service	55
v	Librarian Service	02
vi	Nurses Service	84
vii	Grama Niladhari Service (Supra)	13
viii	Sri Lanka Teacher Service	04
ix	Sri Lanka Dental Service	08
x	Sri Lanka Foreign Affairs	03
xi	Sri Lanka Registrar Service	03
x	Para Medical Service	<u>09</u>
	Total	<u>786</u>

(c) Number of officers retired from posts under Ministries / Departments

(Staff Grade)	
<u>Ministry / Department</u>	<u>Number</u>
i. Ministry of Land & Land Development	128
ii. Ministry of Agriculture Development & Agrarian Services	51
iii. Ministry of Environment & Natural Resources	05
iv. Ministry of Healthcare & Nutrition	38
v. Ministry of Fisheries & Aquatic Resource	02
vi. Ministry of Finance & Planning	82
vii. Ministry of Defense, Public Security, Law & Order	02
viii. Ministry of Cultural Affairs	05
ix. Ministry of Foreign Affairs	02
x. Ministry of Indigenous Medicine	08
xi. Auditor General's Department	25
xii. Ministry of Disaster Management & Human Rights	07
xiii. Ministry of Internal Administration	11
xiv. Ministry of Social Services & Social Welfare	01
xv. Ministry of Vocational & Technical Training	32
xvi. Ministry of Transport	87
xvii. Ministry of Post & Telecommunication	28
xviii. Ministry of Media & Information	04
xix. Ministry of Irrigation & Water Management	71
xx. Ministry of Trade, Marketing Development, Co-operatives & Consumer Services	01
xxi. Ministry of Labour Relations & Manpower	27
xxii. Ministry of Justice & Law Reforms	11
xxiii. Ministry of Public Administration and Home Affairs	05
xxiv. Ministry of Housing and Common Amenities	01
xxv. Ministry of Construction & Engineering Services	04
xxvi. Ministry of Education	<u>03</u>
Total	<u>641</u>
Grand Total	1778

**Appeals submitted to Appointments Branch by Staff
Officers in various Services**

(a)	<u>Services</u>	<u>Number</u>
i	Sri Lanka Teacher Educators Service	21
ii	Sri Lanka Teachers service	41
iii	Sri Lanka Administrative Service	05
iv	Sri Lanka Scientific Service	13
v	Sri Lanka Educational Administrative Service	01
vi	Sri Lanka Principals Service	35
vii	Sri Lanka Animal Products & Health Service	01
viii	Government Translators Service	01
ix	Sri Lanka Medical Service	04
x	Sri Lanka Ayurveda Medical Service	<u>04</u>
	Total	126

(b)	<u>Ministry/Department</u>	<u>Number</u>
i.	Ministry of Education	27
ii.	Ministry of Vocational & Technical Training	22
iii.	Ministry of Finance & Planning	05
iv.	Auditor General's Department	02
v.	Ministry of Post & Telecommunication	06
vi.	Ministry of Transport	14
vii.	Ministry of Land & Land Development	02
viii.	Ministry of Labour Relations & Empowerment	03
ix.	Ministry of Media & Information	02
x.	Ministry of Agricultural Development & Agrarian Services	02
xi.	Ministry of Environment & Natural Resources	07
xii.	Ministry of Justice & Law Reforms	09
xiii.	Ministry of Child Development and Women's Empowerment	01
xiv.	Ministry of Urban Development & Sacred Area Development	03
xv.	Ministry of Internal Administration	09
xvi.	Ministry of Health and Nutrition	<u>01</u>
	Total	<u>115</u>

Grand Total

<u>Releases made to various Posts in Public Service / Provincial Public Service.</u>		<u>Number</u>
i.	Senior Assistant Secretary	15
ii.	Additional Secretary	05
iii.	Divisional Secretary	09
iv.	Grama Niladari	<u>02</u>
	Total	<u>31</u>
<u>Releases made to Provincial Councils</u>		<u>Number</u>
i	Sri Lanka Principals Service	15
ii	Sri Lanka Teachers service	119
iii	Ministry of Finance & Planning	<u>01</u>
	Total	<u>139</u>
<u>Extensions of Service under Circular No. 24/2007 from 01.01.2008 to 31/12/2008</u>		
(a)	<u>Services</u>	<u>Number</u>
i.	Sri Lanka Engineering Service	05
ii.	Sri Lanka Planning Service	03
iii.	Sri Lanka Administrative Service	05
iv.	Public Management Assistants Service	35
v.	Grama Niladari	06
vi.	Sri Lanka Ayurveda Medical Service	03
vii.	Sri Lanka Agriculture Service	02
viii.	Sri Lanka Teacher Educators Service	02
ix	Sri Lanka Medical Service	<u>01</u>
	Total	<u>62</u>

**Annex 10
(Continuation)**

(b)	<u>Ministries & Departments</u>	<u>Number</u>
i	Ministry of Labour Relations & Empowerment	03
ii	Ministry of Education	01
iii	Ministry of Defence , Public Security Law & Order	01
iv	Ministry of Irrigation & Water management	01
v	Auditor General's Department	01
vi	Ministry of Health & Nutrition	01
vii	Ministry of Cultural Affairs	02
viii	Ministry of Foreign Affairs	01
ix	Ministry of Post & Telecommunication	07
x	Ministry of Trade, Marketing Development, Co-operatives & Consumer Services	01
xi	Ministry of Construction & Engineering service	01
xii	Ministry of Land & Land Development	01
xiii	Ministry of Agriculture Development & Agrarian Service	01
xiv	Ministry of Finance & Planning	<u>01</u>
	Total	<u>23</u>
	Grand Total	85

Appeals made by Staff Officers against the decisions of the Public Service Commission for the period from 01.01.2008 to 31.12.2008

To Administrative Appeals Tribunal

Not finalized as at 01.01.2008	Received during 2008	Total received as at 31.12.2008	Confirmed PSC decisions	Revoked PSC decisions	Pending as at 31.12.2008
129	57	186	45	03	138

To Supreme Court

Not finalized as at 01.01.2008	Received during 2008	Total received as at 31.12.2008	Confirmed PSC decisions	Revoked PSC decisions	Pending as at 31.12.2008
27	49	76	21	09	46

To Court of Appeal

Not finalized as at 01.01.2008	Received during 2008	Total received as at 31.12.2008	Confirmed PSC decisions	Revoked and Relief granted over PSC decisions	Pending as at 31.12.2008
09	14	23	03	02	18

To Parliamentary Commissioner for Administration

Not finalized as at 01.01.2008	Received during 2008	Total received as at 31.12.2008	Reports sent to Ombudsman	Relief recommended by Ombudsman	Recommendations Implemented	Pending as at 31.12.2008
03	12	15	12	-	-	15

Annex 11
(Continuation)

To Human Rights Commission

Not finalized as at 01.01.2008	Received during 2008	Total received as at 31.12.2008	Reports sent to HRC	Reports not sent to HRC	Appeals rejected	Relief recommended	Pending as at 31.12.2008
05	52	57	30	26	02	-	55

To Public Petitions Committee

Not finalized as at 01.01.2008	Received during 2008	Total received as at 31.12.2008	Reports sent to PPC	Reports rejected by PPC	Relief recommended	Recommendations implemented	Pending as at 31.12.2008
07	08	15	06	02	03	-	10

**Details of disciplinary matters handled during the
period from 01st January 2008 to 31st December 2008**

Number of charge sheets outstanding from previous year	499
Number of charge sheets issued to accused officers	113
Number of dismissals	02
Number of other punishments	55
Number of officers exonerated	23

Under disciplinary procedure

Retirement	13
Interdiction	11
Compulsory Leave	03

**Appeals against the issue of VOP orders submitted by
Staff Officers**

Number

Number of appeals against VOP notices outstanding from previous year	45
Number of appeals against VOP notices received during this year	44

Under this,

Number of Re-instatements	17	
Number of Retirements	00	
Number of Rejections	<u>24</u>	(41)
Appeals pending		48

**Details of Appeals submitted to the PSC during the period
from 01st January 2008 to 31st December 2008**

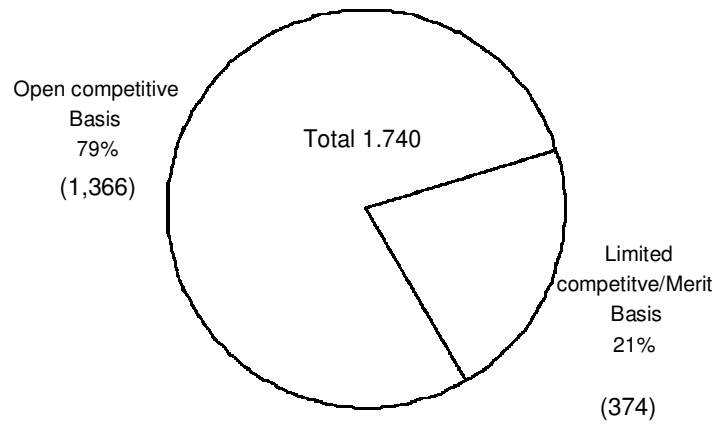
Appeals against disciplinary orders and VOP notices

	<u>Number</u>
Appeals pending decisions as at the end of December 2006	844
Appeals received anew during 2007	477
Appeals for which decisions made	758
Appeals pending	563

Details on Appeals by non-staff grade officers against PSC decisions

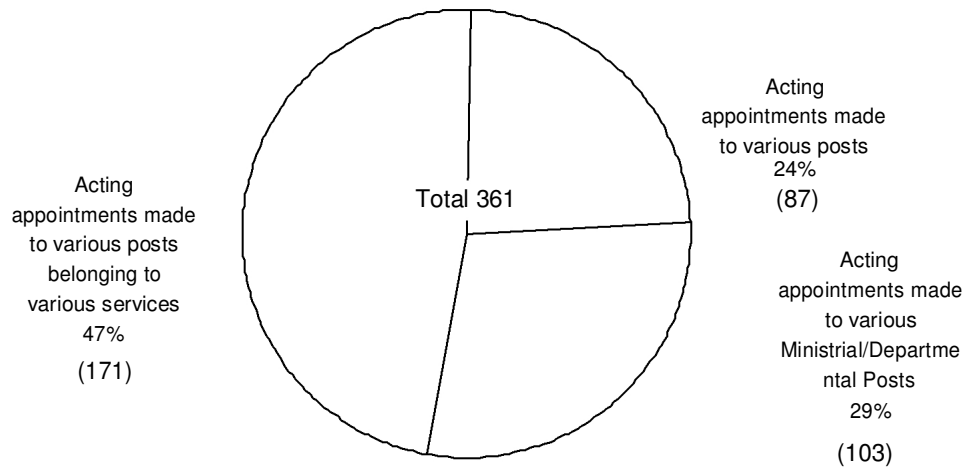
Administrative Appeals Tribunal:	
Appeals Received from previous year	54
Appeals Received 2008	78
Cases wound up	59
Cases Pending	73

Diagram - 01 :- PSC - New appointments to the Ministries/Departments in 2008



Source : - Office of the Public Service Commission

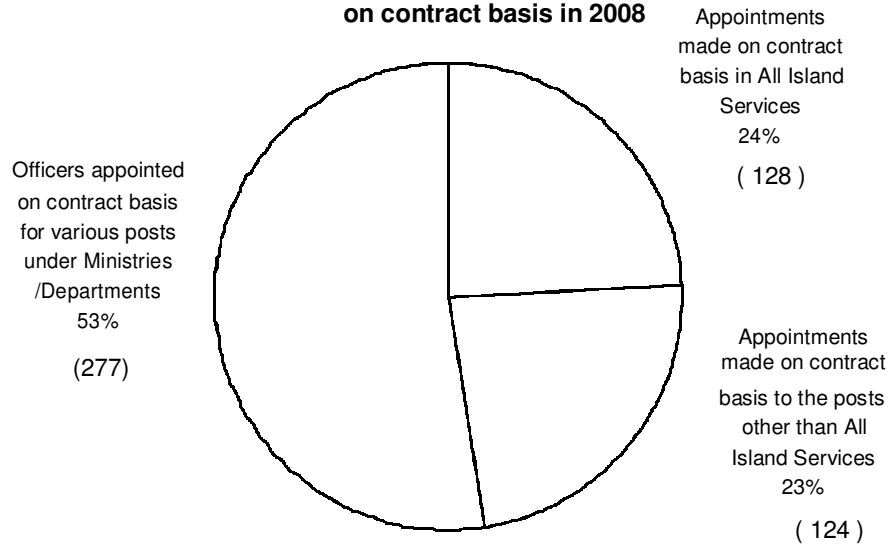
Diagram - 02 :- PSC - Acting appointments in 2008



Source : - Office of the Public Service Commission

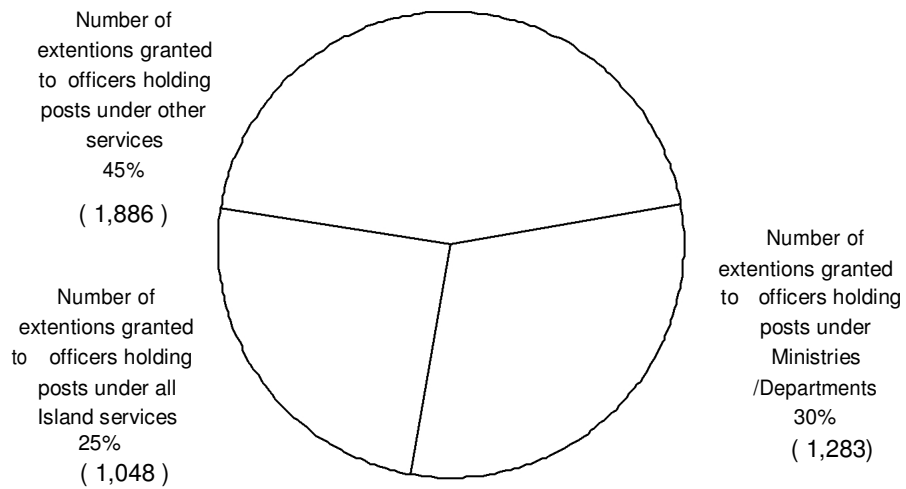
Diagram - 03 :- PSC - Appointments of retired officers

on contract basis in 2008



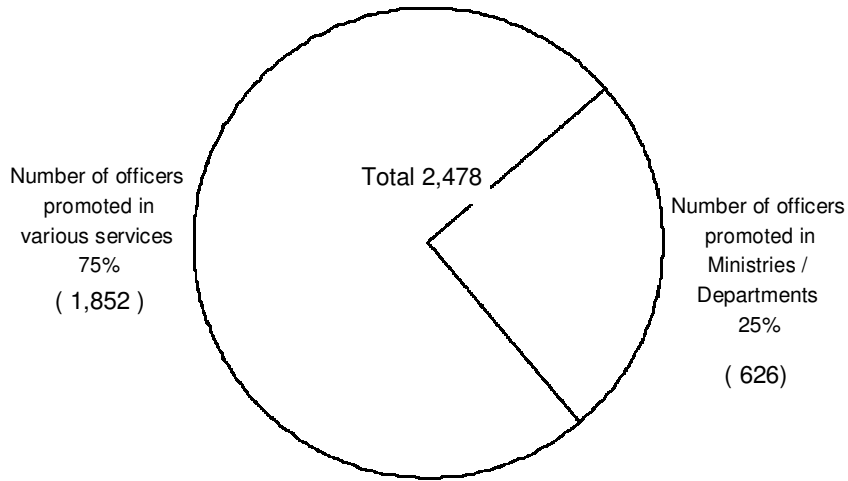
Source : - Office of the Public Service Commission

Diagram - 04 :- PSC - Extentions of service beyond 57 years of age in 2008



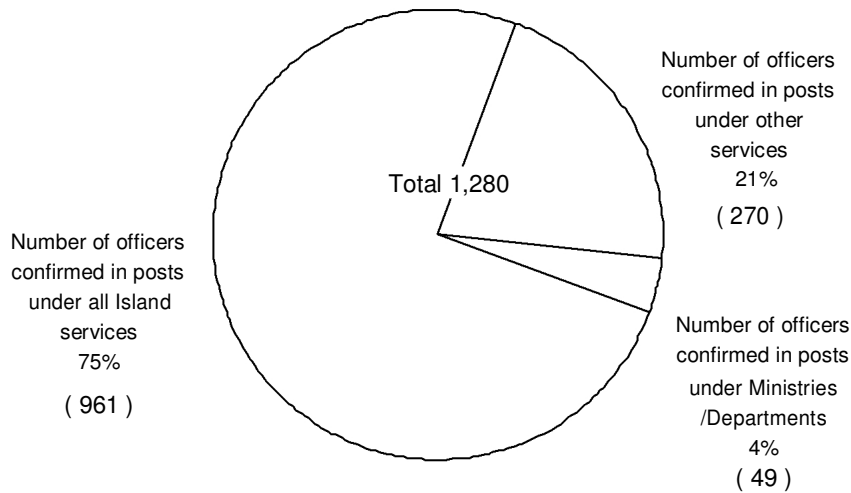
Source : - Office of the Public Service Commission

Diagram - 05 :- PSC - Officers promoted in 2008



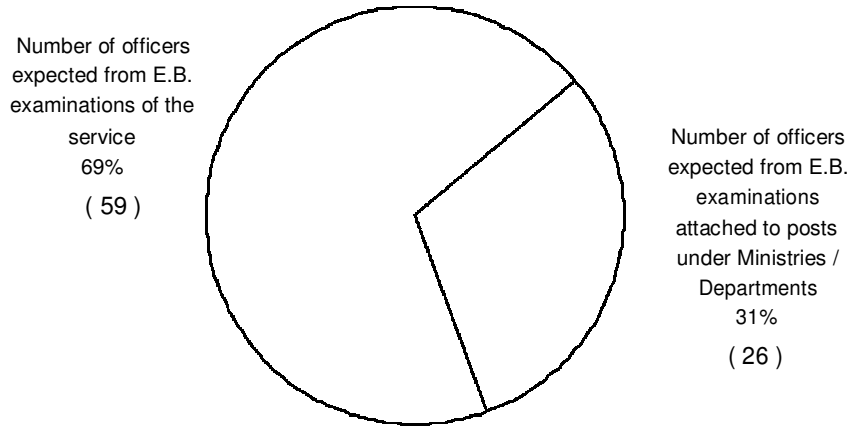
Source : - Office of the Public Service Commission

Diagram - 06 :- PSC - Officers confirmed in various services and Ministries / Departments in 2008



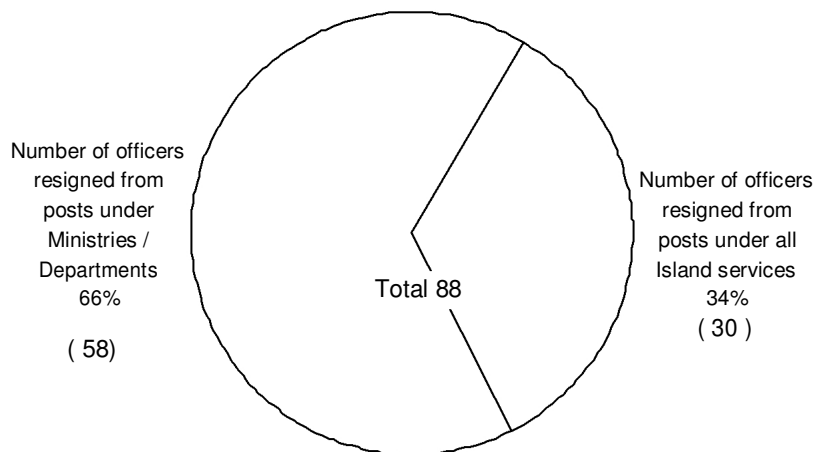
Source : - Office of the Public Service Commission

Diagram - 07 :- PSC - Granting of exemptions from efficiency bar examinations in 2008



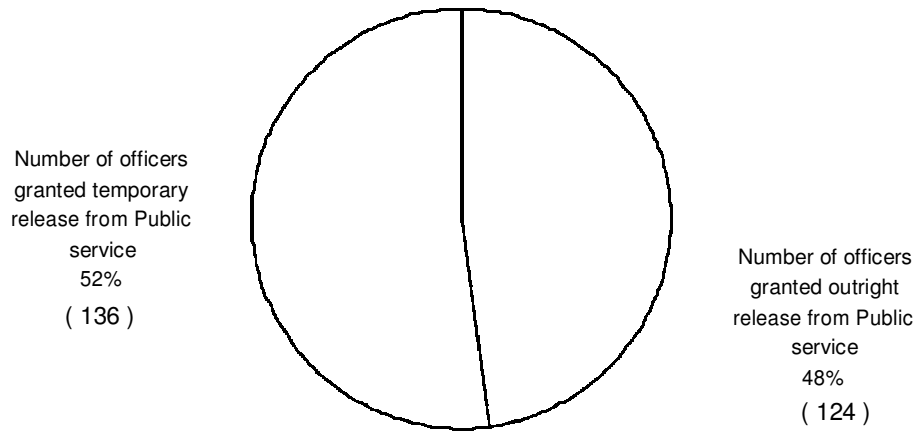
Source : - Office of the Public Service Commission

Diagram - 08 :- PSC - Officers resigned from the public service in 2008



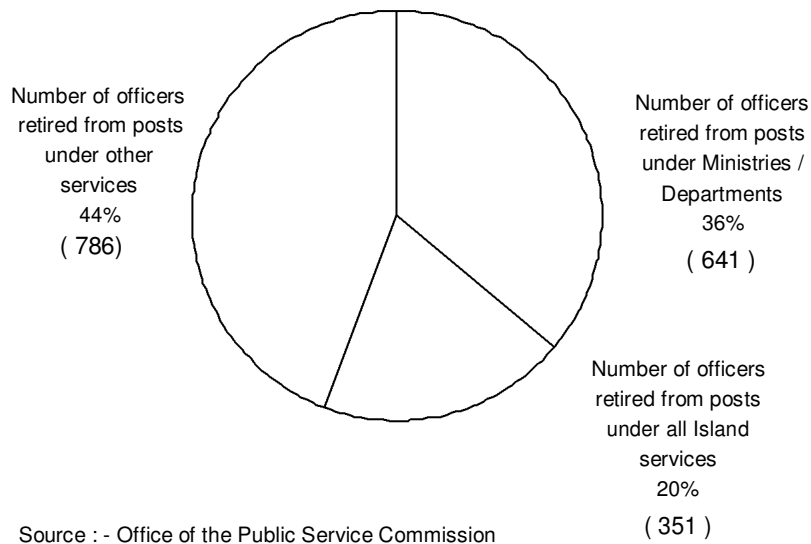
Source : - Office of the Public Service Commission

Diagram - 09 :- PSC - Officers released from public service in 2008



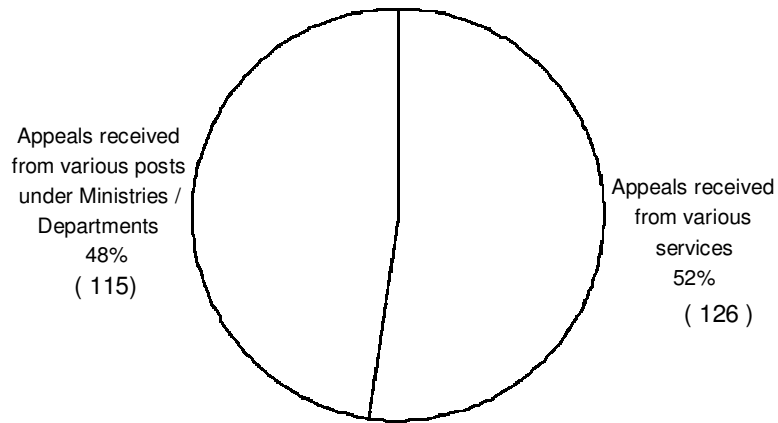
Source : - Office of the Public Service Commission

Diagram - 10 :- PSC - Staff officers retired at 60 years of age in 2008



Source : - Office of the Public Service Commission

PSC - Appeals received by the Appointment branch in 2008



Source : - Office of the Public Service Commission