

Public Service Commission Circular No. 03/2015

My No. PSC/DP/08/GEN/2013

Office of the Public Service Commission

No. 177, Nawala Road, Narahenpita,

Colombo 05

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..... May 2015

To All Secretaries of Ministries and

Heads of Department

Deferment of Salary Increments as Disciplinary Punishments

The Public Service Commission in dealing with deferments of salary increments as a disciplinary punishment has decided to adhere to following measures with a view to resolving problems confronted in relation to deciding on the exact date on which such punishment should take effect.

02. In accordance with Sub Section 23:9 of Chapter XLVIII of the Establishments Code, a disciplinary punishment, when imposed, should come into force with effect from the date on which the accused officer committed the offence concerned.

03. In accordance with Sub Section 14:12 of Chapter XLVIII of the Establishments Code, payment of salary increments is suspended only after the issuance of a charge sheet and hence, an officer may even be earning salary increments during the period from the date he committed the offence to the date on which the charge sheet is served on him.

04. Sub Section 24:6 of Chapter XLVIII of the Establishments Code as amended by the Public Administration Circular No. 18/2013 spells out that if the disciplinary punishment imposed involves the deferment of salary increments despite an officer has his salary increments so earned from the date on which he committed the offence, the implementation of such punishment in such circumstances should be in terms of Sub Section 23:9 of Chapter XLVIII of the Establishments Code.

05. Accordingly in terms of the provisions set out in Sub Section 23:9 of Chapter XLVIII of the Establishments Code, the disciplinary punishment should be made effective from the date on which the accused officer committed the offence concerned. In case where he has been granted salary increments during the period from the date on which he committed the offence concerned to the date on which the relevant charge sheet was served on him, his salary may be revised having counted the number of salary increments imposed on him as punishment, from the date of the commitment of such offence by him.

06. The satisfactory period of service should be counted as from the date that follows the deferment of the number of increments indicated in the disciplinary order concerned and it should be computed subject to provisions of Section 186 of the Procedural Rules of the Public Service Commission.

07. Furthermore, where an order not to pay arrears of salary for the period of interdiction forms part of the disciplinary order, salary increments of the officer concerned should be dealt with in pursuance of Sub Section 24.7 of Chapter XLVIII of the Establishments Code.

On the direction of the Public Service Commission.



T.M.L.C. Senaratna

Secretary

Public Service Commission

Copy: Chief Secretaries of Provincial Councils