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The Gazette of the Democratic Socialist Republic of Sri Lanka

EXTRAORDINARY

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PART IV (A) - PROVINCIAL COUNCILS

Provincial Councils Notifications

WESTERN PROVINCE PROVINCIAL COUNCIL

Minute of the Western Provincial Public Management Assistant's Service

THE following mentioned Minute of the Western Provincial Public Management Assistant's Service will be substituted without any detriment to a measure taken or considered as taken under the Western Provincial Council Public Service in compliance to the Minute of Western Provincial Public Management Assistant's Service, which was published in the *Extraordinary Gazette Paper* No. 1385/10 dated 23rd March 2005 of Democratic Socialist Republic of Sri Lanka and put into effect from 01st of January 2004, including the amendments made to the said Service Minute from time to time.

S. ALAVI MOWLANA,
Governor,
Western Province.

On the 26th day of December 2014,
At Governor's Secretariat (W.P.),
No. 98/4, Havelock Road,
Colombo 05.

MINUTE OF THE WESTERN PROVINCIAL PUBLIC MANAGEMENT ASSISTANT'S SERVICE

1. Effective Date : This service minute shall come in to effect from 02nd April, 2013.

2. Appointing Authority :

Management Assistant Non - technical Multi duty - segment I service category - (Grade III, II, I) :
Public Service Commission of the Western Provincial Council.

Management Assistant - Supra Grade - service category (Supra Grade) :
Public Service Commission of the Western Provincial Council.



3. Particulars of the Service Category :

3.1 Service Category : Management Assistant Non - technical Multi duty - segment I - service category

Management Assistant - Supra Grade - Service category

3.2 Grades : Management Assistant Non - technical Multi duty - Segment I

Grade III

Grade II

Grade I

Management Assistant - Supra Grade : Supra Grade

The Supra Grade shall consist of a scheduled cadre outside the cadre of above mentioned Grade III, II and I. Appointment to this grade shall be made through a selection process based on the vacancies existing in the cadre.

3.3 Entrusting Functions :

Functions shall not be entrusted on the grade basis and the Head of the Department / Institution shall entrust any function out of the functions entrusted to this service category to an officer in any grade on exigency of service, based on the seniority and merit.

4. Role of the Service :

Functions, which are not technical, but multi-functional in nature and for which specific skills other than the technical skills are required out of the tasks which are supportive or facilitating to the tasks of officers in executive, management and administrative levels of the institutions, shall be entrusted to the officers belonging to this service. Accordingly, the employees belonging to this service shall perform duties out of the tasks of this category which are determined precisely.

5. Salary :

5.1 Salary code number : Grade III, II and I MN - 02 - 2006 - A
Supra Grade MN - 07 - 2006 - A

5.2 Salary Scale : Structured Grades of III, II and I
Rs. 13,990 - 10 x 145 - 11 x 170 - 6 x 240 - 14 x 320 - 23,230

Supra Grade
Rs. 20,030 - 11 x 365 - 18 x 500 - 33,045

5.3 Initial salary step applicable to grade system :

MN - 02 - 2006 - A

<i>Grade</i>	<i>Salary Step</i>	<i>Salary Point</i>
III	Step 01	Rs. 13,990
II	Step 12	Rs. 15,610
I	Step 23	Rs. 17,550

MN - 07 - 2006 - A

<i>Grade</i>	<i>Salary Step</i>	<i>Salary Point</i>
Supra Grade	Step 02	Rs. 20,395

6. Post / posts belonging to Service category :

6.1 Approved posts and number of approved posts (Shall be as per the approval given by the Director General of Management Services)

<i>Approved Designations</i>	<i>Grade to which the post is approved</i>	<i>Salary Code</i>
Western Provincial Public Management Assistants'	Western Provincial Public Management Assistants' Service Grade III/II/I	MN - 02 - 2006 - A
Administrative Officer/Secretary (Pradeshiya Sabha)	Western Provincial Public Management Assistants' Service (Supra Grade) (Annex 01)	MN - 07 - 2006 - A

6.2 Combined number of officers :

For the purpose of promotions from grade to grade, all the grades *i.e* III, II and I shall be treated as belonging to the Combined Number of Officers.

The number of employees will be as indicated under each heading and programme in annual estimates.

6.3 Nature of the post in service - Permanent and Pensionable.

7. Method of recruitment :

7.1 Recruitment Ratio

<i>Stream</i>	<i>Percentage</i>
Open	70%
Limited	30%

Note : A number of vacancies of not more than 30% of total vacancies shall be filled by way of promotion of employees in primary grade of the Western Provincial Public Service on the results of the Limited Competitive Examination conducted by the Commissioner General of Examination on behalf of the Secretary of Provincial Public Service Commission and an interview for verification of qualification.

If the number of persons eligible for appointment on the results of that examination is less than 30% of the vacancies, the difference between the 30% and the number of persons eligible for appointment will be met from the persons eligible at the Open Competitive Examination.

7.2 Recruitment under Open Stream**7.2.1 Grade of Recruitment : Grade III****7.2.2 Qualifications :****7.2.2.1 Educational Qualifications**

- (a) Shall have passed 06 subjects with credit passes for four subjects including Sinhala / Tamil / English and Mathematics at the G. C. E. (Ordinary Level) Examination at one sitting.

And

- (b) Shall have passed all the subjects in G. C. E. (Advanced Level) at one sitting (except the General paper), Passing three (03) subjects under the old syllabus at one sitting would be sufficient for this purpose.

7.2.2.2 Professional Qualifications : Not Applicable**7.2.2.3 Experience : Not Applicable****7.2.2.4 Physical Fitness**

All the candidates shall have the physical and mental fitness to serve in any part of the island and to perform the duties of the post.

7.2.2.5 Other

- (i) Candidates shall be of excellent character
- (ii) Shall have satisfied each and every way the qualifications, required for the recruitment to the post, mentioned from 7.2.2. up to 7.2.3. on the prescribed date as per the notification / Gazette.

7.2.2.5.1 Recruitment to the service shall strictly be on a representative basis. A fixed number of vacancies shall be set apart for each district functioning under the authority of Western Provincial Council in proportion to its population. Only the applicants from a particular district shall be entitled to compete for the vacancies to be filled in that district.

- (i) At the instances where it is not possible to fill the number of vacancies allocated to a particular district by the qualified candidates applied for the same district, that number of vacancies shall be re-distributed among all the adjoining districts, in proportionate to the population of such districts.
- (ii) If the total number of posts to be filled is few and the district's population basis cannot be applied, selection shall be made in the order of the merit.
- (iii) Where the number of candidates who secure the minimum marks required is less than the number of vacancies available in a district, the district population basis shall not be applied for selection.

7.2.2.5.2. Eligibility for inclusion in a district.

At least one of the following requirements shall be fulfilled by a candidate to compete for the vacancies in the district.

- (i) The candidate should have been born in the district, or
- (ii) He shall have been a permanent resident of the district at least for three (03) continuous years within the five (05) years immediately preceding the last date to fulfill the eligibility qualifications for the examination, or
- (iii) He shall have received secondary school education within the district for five continuous years.

Note : (i) If the father / mother of any candidate has been employed in a transferable service of the government or of a Provincial Public Service or of a State Corporation, then such candidate shall be permitted to choose his father's / mother's place of birth as his district.

- (ii) No candidate shall be allowed to compete for vacancies in more than one district. Once a candidate declares a district of his choice as the most preferred, when competing under Section 7.2.2.5.2 above, it shall remain irrevocable.

7.2.3 Age :

7.2.3.1 Minimum age limit : 18 years

7.2.3.2 Maximum age limit : 30 years

7.2.4 Method of Recruitment : Open Competitive Examination

7.2.4.1 Written Examination

<i>Subjects</i>	<i>Maximum Marks</i>	<i>Pass Marks</i>
Language Proficiency	100	40
Aptitude	100	40

(Annex 02)

7.2.4.1.1 Authority for conducting Examination : The Commissioner General of Examination

7.2.4.2 Professional Test : Not applicable

7.2.4.3 Structured Interview : Not applicable

7.2.4.4 General Interview (No marks shall be allocated)

7.2.5 Method of calling for applications : Applications shall be called through a *Gazette notification* or a public notice published in all three languages.

7.3 Recruitment under limited stream :

7.3.1 Grade of Recruitment : Grade III

7.3.2 Qualifications :

7.3.2.1 Educational qualifications :

Shall have passed G.C.E. O/L Examination in not less than 06 subjects including Language / Literature and Arithmetic / Pure Mathematics / Elementary Mathematics / Commercial Arithmetic with credit passes for two subjects at one sitting.

7.3.2.2 Professional Qualifications : Not applicable

7.3.2.3 Experience :

Shall have completed at least a continuous and satisfactory service of 05 years immediately preceding the prescribed date, which fact shall be certified by the Head of the Department.

(A training period covered by a candidate prior to the appointment to a certain post on permanent basis or a training period which shall have to be completed as a condition for appointment to a certain post on permanent basis shall not be considered for the 05 years period for satisfying above qualifications. Further the period of service under casual / temporary basis completed by a candidate before his appointment to a certain post on permanent basis shall not be considered for the 05 year period for satisfying above qualifications.)

7.3.2.4 Physical Fitness

All the candidates shall have the physical and mental fitness to serve in any part of the island and to perform the duties of the post.

7.3.2.5 Other :

- (i) Shall be officers who are holding permanent posts in Western Provincial Council Public Service and confirmed in those posts while receiving the salary at primary level under salary codes of PL category and officers receiving salary under salary code MN - 01 - 2006 A as per Public Administration Circular No. 06/2006.
- (ii) Candidates shall be of excellent character
- (iii) Shall have satisfied all the qualifications required for recruitment to the post as at date prescribed in the Gazette notification.

7.3.3 Method of Recruitment : Limited Competitive Examination

7.3.3.1 Written Examination

<i>Subjects</i>	<i>Maximum Marks</i>	<i>Pass Marks</i>
Language ability and Qualifying Test for Management Assistants	100	40
Aptitude	100	40

(Annex 03)

7.3.3.1.1 Authority for conducting Examination : The Commissioner General of Examination

7.3.3.2 Professional Test : Not applicable

7.3.3.3 Structured Interview : Not applicable

7.3.3.4 General Interview (No marks shall be allocated)

7.3.4 Method of calling for applications : Details pertaining to the method of application to Limited Competitive Examination and recommendation paper will be as per a notice published in the Gazette or in an internal circular.

8. Efficiency Bar

8.1

<i>Efficiency Bar</i>	<i>At what point the limit for passing the Efficiency Bar expires (number of years)</i>	<i>Nature of the Efficiency Bar Written/Professional/ Certificate courses/other</i>
1st Efficiency Bar	Before three years from the date of recruitment to Grade III	Written (Annex 04)
2nd Efficiency Bar	Before three years from the date of promotion to Grade II	Written (Annex 05)
3rd Efficiency Bar	Before five years from the date of promotion to Grade I	Written (Annex 06)

8.2 The Efficiency Bar Examination shall be conducted twice every year.

8.3 Authority for conducting Examination : The Commissioner General of Examination.

9. Language Proficiency

9.1

<i>Language</i>	<i>Proficiency to be satisfied</i>
Official Language	Officers who have been appointed to service in a language other than any official language shall acquire proficiency in one of the official languages before confirmation in the service.
Other Official Language	Proficiency at the relevant level shall be acquired as per Public Administration Circular 01/2014 and other circulars consequential thereto.

10. Grade Promotions

10.1 Promotion from Grade III to Grade II

10.1.1 Employees who prove average performance

10.1.1.1 Qualifications to be satisfied

- (i) Shall have been confirmed in the post
- (ii) Shall have completed an active and satisfactory period of service for at least 10 years in Grade III of the service category and earned 10 salary increments.
- (iii) Shall have proved a performance at satisfactory level or above during the period of 10 years immediately preceding the date of promotion as per the approved performance appraisal procedure.
- (iv) Shall have completed a satisfactory service of five years immediately preceding to the date of promotion.
- (v) Shall have passed the relevant Efficiency Bar Examination on due date.
- (vi) Shall have obtained the proficiency in other official language at the relevant level.

10.1.1.2 Method of Promotion

When officers who have satisfied the required qualifications make a request to the Secretary for promotion to Grade II by using the form given in Annex 07, the promotion shall be made to be effective from the date on which the employee satisfied qualifications after verifying these qualifications by the Secretary.

10.2 Promotion from Grade II to Grade I

10.2.1 Employees who prove average performance

10.2.1.1 Qualifications to be satisfied

- (i) Shall have completed an active and satisfactory period of service for at least ten (10) years in Grade II of the service category and earned ten (10) salary increments.
- (ii) Shall have proved a performance at satisfactory level or above during the period of 10 years immediately preceding the date of promotion as per the approved performance appraisal procedure.
- (iii) Shall have proved a satisfactory period of service within 05 years immediately preceding to the date of promotion.
- (iv) Shall have passed the relevant Efficiency Bar Examination on due date.

10.2.1.2 Method of Promotion

When officers who have satisfied the required qualifications make a request to the Secretary for promotion to Grade I by using the form given in Annex 08, the promotion shall be made to be effective from the date on which the employee satisfied qualifications, after verifying these qualifications by the Secretary.

10.3 Promotion to Supra Grade

10.3.1 Promotion on the Limited Competitive Examination

10.3.1.1 Qualifications to be satisfied

- (a) (i) Shall be an officer of Grade I in Service
or
 - (ii) Shall be an officer in Grade II who has completed at least an active and satisfactory service period of not less than eight (08) years
or
 - (iii) Shall be an officer in Grade II of the service who has obtained a degree from a University recognized by the University Grants Commission.
- (b) Shall have completed a satisfactory service period of five (05) years immediately preceding to the date of promotion.

10.3.1.2 Method of Promotion

Appointments to a number of vacancies of not more than 35% of the total vacancies in Supra Grade shall be made on the results of a limited competitive examination. The candidates who have satisfied the qualifications shall be appointed after verifying their qualifications by an interview board appointed by the Public Service Commission. The interview shall strictly be for examination of the certificates by which the qualifications of the candidates are proved and no marks shall be allocated in this regard. (Syllabus and the marking scheme is given in Annex 09).

10.3.2 Promotion on Merit

10.3.2.1 Qualifications to be satisfied

- (i) Shall be an officer who has completed an active and satisfactory service period of at least five (05) years in Grade I as at prescribed date.
- (ii) Shall have completed satisfactory service period of five (05) years immediately preceding to the date of promotion.

10.3.2.2 Method of Promotion

Appointments equivalent to 65% of the total vacancies in Supra Grade shall be made on merit. For this purpose, priority shall be determined on the order of the aggregate of marks of an Aptitude Test conducted by the Commissioner General of Examination on behalf of the Public Service Commission and marks allocated on the basis of seniority and experience by a board appointed by the Commission. Candidates shall appear for an interview held by a board appointed by the Commission for verification of qualifications. No marks shall be allocated at that interview. (Annex 10)

Note -

The date of promotion of the officers, who are unable to pass the efficiency bar on due date for the purpose of promotion under average performance, shall be delayed by a period similar to the period taken by the officer for passing the same.

11. Appointment to posts : Not applicable**12. Conditions applicable to the service :****12.1 Conditions for confirmation in service**

12.1.1 An officer appointed to Grade III of service by an open competitive examination shall be subjected to a probation period of three years. If the Head of the Institution is satisfied himself to the effect that the officer has passed the first efficiency bar examination conducted by the Commissioner General of Examinations and that the work, conduct and attendance of the officer are satisfactory, it shall be informed to the Secretary by the end of the three years and thereafter the appointment of the officer shall be confirmed if the Commission is satisfied in this regard.

12.1.2 An officer recruited to Grade III of the service by the limited competitive examination shall be subjected to an acting period of one year from the date of appointment. If the Head of the Institution is satisfied that the officer's work, conduct and attendance during the period of acting are satisfactory and subsequent to reporting so to the Secretary by the end of one year and if the Commission is satisfied in this regard the appointment of the officer shall be confirmed. However, such officer shall complete first efficiency bar within three years from the date of appointment.

12.1.3 Every appointment is given subject to the condition that the appointee should be ready to serve in any part of the island and further to proof by a medical test that the officer is physically fit for the service in any part of the island.

13. Definitions and Interpretations

13.1 The term “**Service Minute**” shall mean the Minute on the Western Provincial Public Management Assistant's Service.

13.2 “**Governor**” shall mean the Governor of Western Province.

13.3 “**Secretary**” shall mean the Secretary to the Public Service Commission of Western Provincial Council.

13.4 “**Chief Secretary**” shall mean the Chief Secretary of the Western Provincial Council.

13.5 “**Service**” shall mean the Western Provincial Public Management Assistant's Service.

13.6 “**Commission**” shall mean the Public Service Commission of Western Provincial Council.

13.7 “**Period of Satisfactory Service**” shall mean a period of service during which the officer has earned all increments required to be earned by the officer during that period by way of performing the duty of a Public Officer efficiently and diligently and passing all efficiency bars prescribed and further satisfying all the qualifications prescribed for the confirmation in service and no any punishable offence committed by the officer

13.8 “**Period of Active Service**” shall mean the actual period served by the officer engaging in duties assigned to him and drawing the salary attached to his post. However, all the periods on No Pay other than Maternity Leave approved by the government shall not be counted for the period of active service.

13.9 The “**Gazette**” shall mean the Gazette published by the Democratic Socialist Republic of Sri Lanka.

14. Absorption into Grade System :

Methodology for absorption of officers serving at present to new grade system is given in Annex 11.

15. Interim Provisions :

1. Efficiency Bar Examination relevant to Grade III

- (i) Officers who have not completed the efficiency bar prescribed for officers in Grade III in the service minute implemented before the new service minute is enforced, but either passed or been exempted from one or several subjects of the examination i.e. (1) Office Systems (2) Accounting Systems and (3) Computer Test shall be exempted from the subjects of the Efficiency Bar Examination, on the basis of subject by subject, prescribed by this service minute for the officers in Grade III.

2. Efficiency Bar Examination relevant to Grade II

- (i) Officers who have not completed the efficiency bar prescribed for officers in Grade II in the service minute implemented before the new service minute is enforced, but either passed or been exempted from one or both subjects of the examination i.e. (1) Office Systems (2) Accounting Systems Used in Government Offices shall be exempted from the subjects of the Efficiency Bar Examination, on the basis of subject by subject, prescribed by this service minute for the officers in Grade II.

- (ii) Officers who have been promoted to Grade II before the effective date of this service minute shall pass the efficiency bar examination prescribed for Grade II before the lapse of six years (06) from the date of promotion to Grade II.

3. Efficiency Bar Examination relevant to Grade I

- (i) Officers who have earned five salary increments on completion of an active and satisfactory service of five years after promotion to Grade I before the implementation of this service minute shall be exempted from the requirement of passing the efficiency bar examination prescribed for Grade I under this service minute
- (ii) A period of concession of five years from the effective date of this service minute shall be given to the officers, who have not earned five salary increments on completion of an active and satisfactory period of five years from the date of promotion to Grade I, even though they have been promoted to Grade I before the implementation of this service minute, to pass the relevant efficiency bar examination prescribed for Grade I under this service minute.

16. Matters not provided for in this Minute shall be determined by the Public Service Commission of Western Province.

Annex 01

Serial No.	Institution	Position	Approved Cadre
1.	Chief Secretary's Office of the Western Province	Administrative Officer	04
2.	Governor's Secretariat of the Western Province	Administrative Officer	01
3.	Western Province Provincial Public Service Commission	Administrative Officer	01
4.	Council Secretariat of the Western Province	Administrative Officer	01
5.	Department of Provincial Revenue of the Western Province	Administrative Officer	01
6.	Western Provincial Department of Registration	Administrative Officer	01
7.	Ministry of Education, Local Government, Land, Manpower and Employment and Information of the Western Province	Administrative Officer	01

<i>Serial No.</i>	<i>Institution</i>	<i>Position</i>	<i>Approved Cadre</i>
8.	Western Provincial Department of Local Government	Administrative Officer	01
9.	Western Provincial Department of Education	Administrative Officer	01
10.	Zonal Education Office Negombo	Administrative Officer	01
11.	Zonal Education Office Minuwangoda	Administrative Officer	01
12.	Zonal Education Office Gampaha	Administrative Officer	01
13.	Zonal Education Office Kelaniya	Administrative Officer	01
14.	Zonal Education Office Colombo	Administrative Officer	01
15.	Zonal Education Office Jayawardhanapura	Administrative Officer	01
16.	Zonal Education Office Piliyandala	Administrative Officer	01
17.	Zonal Education Office Homagama	Administrative Officer	01
18.	Zonal Education Office Kalutara	Administrative Officer	01
19.	Zonal Education Office Horana	Administrative Officer	01
20.	Zonal Education Office Mathugama	Administrative Officer	01
21.	Western Provincial Department of Land Commissioner	Administrative Officer	01
22.	Ministry of Agriculture, Agrarian Development, Minor Irrigation, Industry, Environmental Affairs and Cultural and Arts Affairs of the Western Province	Administrative Officer	01
23.	Western Provincial Department of Irrigation	Administrative Officer	01
24.	Western Provincial Department of Agriculture	Administrative Officer	01
25.	Western Provincial Department of Industries	Administrative Officer	01
26.	Ministry of Health, Indigenous Medicine, Probation and Child Care Services and Council Affairs of the Western Province	Administrative Officer	01
27.	Western Provincial Department of Health	Administrative Officer	14
28.	Western Provincial Department of Ayurveda	Administrative Officer	01
29.	Provincial Department of Probation & Child Care Services	Administrative Officer	01
30.	Ministry of Transport, Sports and Youth Affairs, Women's Affairs, Food Supplies and Distribution, Co-operative Development, Domestic Economic Promotion, Fisheries, Rural Development, Tourism, Investment Promotion Coordination and Animal Production and Development of the Western Province	Administrative Officer	01
31.	Western Provincial Department of Co-operatives	Administrative Officer	01
32.	Western Provincial Co-operative Employees' Commission	Administrative Officer	01
33.	Western Provincial Department of Motor Traffic	Administrative Officer	01
34.	Western Provincial Department of Animal Production and Health	Administrative Officer	01
35.	Ministry of Electricity and Power, Provincial Roads, Housing and Construction, Water Supply and Drainage, Social Welfare, Urban and Estate Infrastructure Facilities of the Western Province	Administrative Officer	01

<i>Serial No.</i>	<i>Institution</i>	<i>Position</i>	<i>Approved Cadre</i>
36.	Western Provincial Department of Social Services	Administrative Officer	01
37.	Colombo Municipal Council	Administrative Officer	40
38.	Colombo Municipal Council (Department of Central Procurement)	Store Officer	01
39.	Dehiwala-Mount Lavinia Municipal Council	Administrative Officer	05
40.	Moratuwa Municipal Council	Administrative Officer	04
41.	Sri Jayawardhanapura Kotte Municipal Council	Administrative Officer	03
42.	Gampaha Municipal Council	Administrative Officer	01
43.	Negombo Municipal Council	Administrative Officer	02
44.	Kaduwela Municipal Council	Administrative Officer	04
45.	Boralesgamuwa Urban Council	Administrative Officer	01
46.	Kesbewa Urban Council	Administrative Officer	01
47.	Kolonnawa Urban Council	Administrative Officer	01
48.	Maharagama Urban Council	Administrative Officer	01
49.	Seethawakapura Urban Council	Administrative Officer	01
50.	Ja-Ela Urban Council	Administrative Officer	01
51.	Katunayaka-Seeduwu Urban Council	Administrative Officer	01
52.	Minuwangoda Urban Council	Administrative Officer	01
53.	Peliyagoda Urban Council	Administrative Officer	01
54.	Wattala -Mabola Urban Council	Administrative Officer	01
55.	Beruwala Urban Council	Administrative Officer	01
56.	Horana Urban Council	Administrative Officer	01
57.	Kalutara Urban Council	Administrative Officer	01
58.	Panadura Urban Council	Administrative Officer	01
59.	Homagama Pradeshiya Sabha	Secretary	01
60.	Kotikawaththa Mulleriyawa Pradeshiya Sabha	Secretary	01
61.	Seethawaka Pradeshiya Sabha	Secretary	01
62.	Attanagalla Pradeshiya Sabha	Secretary	01
63.	Biyagama Pradeshiya Sabha	Secretary	01
64.	Divulapitiya Pradeshiya Sabha	Secretary	01
65.	Dompe Pradeshiya Sabha	Secretary	01
66.	Gampaha Pradeshiya Sabha	Secretary	01
67.	Ja-Ela Pradeshiya Sabha	Secretary	01
68.	Katana Pradeshiya Sabha	Secretary	01
69.	Kelaniya Pradeshiya Sabha	Secretary	01
70.	Mahara Pradeshiya Sabha	Secretary	01
71.	Minuwangoda Pradeshiya Sabha	Secretary	01
72.	Meerigama Pradeshiya Sabha	Secretary	01
73.	Wattala Pradeshiya Sabha	Secretary	01
74.	Agalawaththa Pradeshiya Sabha	Secretary	01

<i>Serial No.</i>	<i>Institution</i>	<i>Position</i>	<i>Approved Cadre</i>
75.	Bandaragama Pradeshiya Sabha	Secretary	01
76.	Beruwala Pradeshiya Sabha	Secretary	01
77.	Bulathsinhala Pradeshiya Sabha	Secretary	01
78.	Dodangoda Pradeshiya Sabha	Secretary	01
79.	Horana Pradeshiya Sabha	Secretary	01
80.	Kalutara Pradeshiya Sabha	Secretary	01
81.	Madurawala Pradeshiya Sabha	Secretary	01
82.	Mathugama Pradeshiya Sabha	Secretary	01
83.	Palindanuwara Pradeshiya Sabha	Secretary	01
84.	Panadura Pradeshiya Sabha	Secretary	01
85.	Walallawita Pradeshiya Sabha	Secretary	01

Annex 02

1. Name of the Examination : **Open Competitive Examination for Recruitment to Grade III of Western Provincial Public Management Assistants' Service**

2. Particulars of the Examination :

<i>Question Paper</i>	<i>Duration</i>	<i>Total Marks</i>	<i>Cut Off Marks</i>
(1) Language Proficiency	2 1/2 hours	100	40
(2) Aptitude	1 hour	100	40

Marks will be deducted in every question paper for illegible handwriting and spelling mistakes. Candidates are required to obtain an aggregate of at least fifty percent (50%) of the total marks of the examination. Appointments shall be strictly made in the order of the marks secured depending on the number of vacancies set apart to be filled on the results of the competitive examination.

3. Authority for conducting the examination :

The Commissioner General of Examinations

4. Time frame of the Examination :

5. Syllabus of the Examination :

<i>Name of the Question Paper</i>	<i>Syllabus</i>
1. Language Proficiency	The question paper shall consist of subject related questions designed to test the candidate's ability of expression, comprehension, spellings, language and essay, drafting a given letter, making graph based on the given data, summarizing passages, expressing the idea of several given sentences in one sentence and use of simple grammar.
2. Aptitude	This paper shall consist of subject related questions designed to test the candidates' skill at numbers, power of critical reasoning and general intelligence

(These papers shall be designed to test the aptitude and ability of the candidate to perform his official duties)

Annex 03

1. Name of the Examination : Limited Competitive **Examination for Recruitment to Grade III of Western Provincial Public Management Assistants' Service**

2. Particulars of the Examination

<i>Question Paper</i>	<i>Duration</i>	<i>Total Marks</i>	<i>Cut Off Marks</i>
(1) Language Proficiency and Aptitude Test of Management Assistants' Service	2 1/2 hours	100	40
(2) Aptitude	1 hour	100	40

Marks shall be deducted in every question paper for illegible handwriting and spelling mistakes. Candidates shall sit this examination only in one language they prefer. Candidates are required to obtain an aggregate of at least fifty percent (50%) of the total marks of the examination. Appointments shall strictly be made in the order of the merit and the number of vacancies.

3. Authority for conducting the examination:

The Commissioner General of Examinations

4. Time frame of the Examination :

5. Syllabus of the Examination :

<i>Name of the Question Paper</i>	<i>Syllabus</i>
1. Language Proficiency and Aptitude Test of Management Assistants' Service	The question paper shall consist of subject related questions designed to test the candidate's ability of expression, comprehension, spellings, language and essay, drafting a letter on given information, summarizing passages, expressing the idea of several given sentences in one sentence, making graphs and tables based on the given data, and subject related questions to test use of simple grammar, questions designed to test the knowledge of the candidate on basic rules and regulations applied in taking action regarding the documents of an office and Management Assistant's knowledge on duties such as action to be taken on a letter containing matters for which such officer shall be attended to and further questions to test candidate's knowledge on the items used in the office such as call-up diary, voucher, moving registers, attendance registers, day stamp, official stamp and mail bag and their use.
2. Aptitude	This paper shall consist of subject related questions designed to test the candidates' skill at numbers, power of critical reasoning and general intelligence

(These papers shall be designed to test the aptitude and ability of the candidate to perform his official duties)

Annex 04

1. Name of the Examination: **Efficiency Bar Examination for the officers in Grade III of Western Provincial Public Management Assistants' Service**
2. Particulars of the Examination (Shall pass within three years from the date of appointment)

<i>Question Paper</i>	<i>Duration</i>	<i>Total Marks</i>	<i>Cut Off Marks</i>
(1) Office Systems	2 hours	100	40
(2) Accounting Systems	2 hours	100	40
(3) Computer Test	1 1/2 hours	100	40

Candidates shall answer the question papers in the language medium in which they sat the examination to enter the relevant service or in an official language.

Officers may sit separately for each subject and at different occasions at their discretion. However, they shall score at least forty percent (40%) of the total marks allocated for each subject for a pass.

Note- Officers who have obtained Computer Driving License awarded by National Apprentice and Technical Training Authority or a degree in Computer Science recognized by the University Grants Commission or Proficiency Level at NVQ 4 or above from an institution approved by the Tertiary Education and Vocational Education Commission shall be exempted from the above computer test.

3. Authority for conducting the Examination:

The Commissioner General of Examinations

4. Time frame of the Examination : shall be held twice in every year

5. Syllabus of the Examination :

<i>Name of the Question Paper</i>	<i>Syllabus</i>
1. Office Systems	This paper shall be designed to test the candidate's basic knowledge on office systems adopted in government offices and practical use of that knowledge, proper understanding of official documents and the ability of presenting the ideas/ observations in clear and brief minutes and the ability of drafting a letter according to an order given to the officer.
2. Accounting Systems	It is expected to test candidate's knowledge in Basic Accounts and Accounting Systems adopted in government offices, functions of books and records on controlling finances.
3. Computer Test	(I) Basic concepts of Information Technology (II) Windows Operating System (III) Folder Management

Syllabus of the Examination (*contd.*)

<i>Name of the Question Paper</i>	<i>Syllabus</i>
	<p>(IV) Word Processing</p> <p>Basic skills, screen familiarization, editing texts, Aligning text, fonts and attributes, indenting, paragraphs, sub paragraphs, change of line spacing, Tab setting, finding and replacing text, spelling and grammar, thesaurus, working with columns, page setup, printing documents, creating tables, sorting texts, file management, mail merging, working with macros</p> <p>(V) Spreadsheets</p> <p>Basic skills, formatting, editing, columns and ranges, insertion and deletion, sorting, data, creating charts, printing, @ function working with macros, file-management</p> <p>(VI) Internet and Email</p> <p>Introduction to internet, basic skills, receiving mail, sending mail, responding to mails, working with attachments, creating and using nicknames to identify addresses, composing messages</p>

For full particulars about the syllabus and method of applying candidates shall refer to the *Gazette Notifications* related to the internal circular published by the Secretary to the Commission from time to time.

Annex 05

1. Name of the Examination : **Efficiency Bar Examination for the officers in Grade II of Western Provincial Public Management Assistants' Service.**
2. Particulars of the Examination (Shall pass within three years from the date of promotion to Grade II)

<i>Question Paper</i>	<i>Duration</i>	<i>Total Marks</i>	<i>Cut Off Marks</i>
(1) Office Systems and Procedure	2 hours	100	40
(2) Accounting systems adopted in the government offices	2 hours	100	40

Candidates shall answer the question papers in the language medium in which they sat the examination to enter the relevant service or in an official language. In case of candidates who entered the service without a Competitive Examination, both papers shall be answered in the language medium of their education or in an official language.

Officers may sit separately for each subject and at different occasions at their discretion. However, they shall secure at least forty percent (40%) of the total marks allocated for each subject for a pass.

3. Authority for conducting the examination :
The Commissioner General of Examinations
4. Time frame of the Examination : shall be held twice in every year

5. Syllabus of the Examination :

<i>Name of the Question Paper</i>	<i>Syllabus</i>
(1) Office Systems and Procedure	It is expected to test the candidate's knowledge of office systems practiced in government offices and his/ her ability of practical application of the knowledge.
(2) Accounting Systems practiced in government offices	It is expected to test candidate's knowledge in Accounting Systems practiced in government offices, books and records on controlling Accounts and orders and instructions of the Treasury issued in relation to such and his / her ability of practical application of the knowledge.

For full particulars about the syllabus and method of applying candidates shall refer to the *Gazette Notifications* related to the internal circular published by the Secretary to the Commission from time to time.

Annex 06

1. Name of the Examination : **Efficiency Bar Examination for the officers in Grade I of Western Provincial Public Management Assistants' Service**
2. Particulars of the Examination (Shall pass within five years from the date of promotion to Grade I)

<i>Question Paper</i>	<i>Duration</i>	<i>Total Marks</i>	<i>CutOff Marks</i>
(1) Establishment Procedure and Procedural Rules	1 1/2 hours	100	40
(2) Public Finance Management	1 1/2 hours	100	40
(3) Current Trends	1 hour	100	40

Written test shall be held in Sinhala, Tamil and English Medium. Candidates shall answer three question papers in the language medium in which they sat the examination to enter the relevant service or in an official language. In case of candidates who entered the service without a Competitive Examination, both papers shall be answered in the language medium of their education or in an official language.

Officers may sit separately for each subject and at different occasions at their discretion. However, they shall secure at least forty percent (40%) of the total marks allocated for each subject for a pass.

3. Authority for conducting the examination:

The Commissioner General of Examinations

4. Time frame of the Examination : shall be held twice in every year

5. Syllabus of the Examination:

<i>Name of the Question Paper</i>	<i>Syllabus</i>
(1) Establishment Procedure and Procedural Rules	This paper shall consist of a part containing questions to test the knowledge of Office Systems adopted in government offices covering the areas of fundamentals of office systems, their importance, written communication, documentation and compiling formats and to test the proficiency of the experience gained on office activities and another part containing of questions to test the knowledge on matters contained in Volume I and II of the Establishments Code and volume I of the procedural rules of Public Service Commission.
(2) Public Finance Management	It is expected to test the Candidates' awareness and knowledge on the subjects In government departments, offices and ministries such as Financial Control, Custody of public money, revenue and payment, budget estimates, supply and services (basic knowledge on board of survey and store keeping, financial regulations and auditing and basic banking practice)
(3) Current trends	This paper shall consist of a part designed to test the candidates' knowledge on current, local and international events and a part designed to test the candidates' knowledge on new trends on office management, service delivery of public sector and good governance.

For full particulars about the syllabus and method of applying candidates shall refer to the *Gazette Notifications* related to the internal circular published by the Secretary to the Commission from time to time.

Annex 07

Specimen Application for promotion of the officers in Grade III of the Western Provincial Public Management Assistants' Service to Grade II on average performance

1. Name with initials: Mr/Mrs/Miss
2. Names denoted by the initials:
3. Date of Birth :
4. National Identity Card No :
5. Date of entry to the service:
6. Number of the appointment letter to Grade III :
7. Date on which the appointment was confirmed:
8. Date of passing the Efficiency Bar Examination and the index number:
9. Date on which the 10 years of service completed:
10. Office serving at present:

I hereby request to grant me the promotion to Grade II of Provincial Public Management Assistants' Service from

.....

Date :

.....
Applicant's Signature. .

Secretary, Western Provincial Public Service Commission

I hereby certify that Mr/Mrs/Miss..... is serving at this office and;

1. Has completed an active period of 10 years to the date of ;
2. Has earned 10 salary increments ;
3. Has proved performance at the level of satisfactory or above during the service of 10 years as per the approved performance appraisal procedure immediately preceding the date of promotion;
4. The number of half payor no pay leave of the officer is during that time period he/she has not obtained half payor no pay leave for the period of 10 years ;
5. Has not been subjected to any punishment (except warnings) during the period concerned ;
6. No disciplinary action is proceeding against the officer and do not intend to take any disciplinary action in the future;
7. Has confirmed in the post from ;
8. Has passed the Efficiency Bar Examination of Grade III ;

I hereby recommend this officer to be promoted to Grade II with effect from since he/she has completed a satisfactory service of five years.

Signature of the Head of the Institution Name:

Designation:

Official stamp:

Date :

Note : - In case the officer has not satisfied the qualification from 1-8, please mention them.

Annex 08

Specimen Application for Promotion of Officers in Grade II of Western Provincial Public Management Assistants' Service to Grade I on Average Performance

Part I — (Should be completed by the officer)

1. (a) Name with initials :
(b) Names denoted by the initials :
(c) Previous names : (in the event of a change of name only):
2. Date of birth :
3. National Identity Card No. :
4. Date of the first appointment to the service:
5. Number of the letter of appointment to Grade II :
6. Date of promotion to Grade II of the Service :
7. Present place of work and its address :
8. Date of passing the Efficiency Bar Examination :

..... I, hereby certify that all information furnished by me above, are true and correct. I am fully aware that if the particulars furnished by me are found to be incorrect, my claim for promotion to Grade I in terms of this Minute is liable to be disregarded and disciplinary action is liable to be taken against me.

Date :

.....
Applicant's Signature.

Part II

Certificate of the Secretary to the Ministry / Head of the Department

Mr. / Mrs. / Miss.

1. Date of completion of 10 years in Grade II of Provincial Public Management Assistants' Service:
2. Shall have earned all the salary increments during the 10 years,
3. Shall have proved a performance at average level or above during the 10 years immediately preceding the date of promotion according to the approved performance evaluation procedure,
4. (i) Date of passing the efficiency bar examination:

	Accounting systems	Office systems
Date of the examination
Index number

- (ii) The officer has/ has not fulfilled the requirement of passing the second efficiency bar examination.
If the requirement has been fulfilled, mention the reference number and date of the letter:

5. (i) If no pay / half pay leave has been taken, the period / number of days:
(From the date of appointment! promotion to Grade II of Provincial Public Management Assistants' Service)
- (ii) If any punishment / punishments (other than warning) have been imposed, give a brief account:
(Indicate the reference number)
6. If the officer has been released for service at a Corporation or other Statutory Board, period of such service:

I endorse that as at the officer has completed a period of 5 years of active service in Grade II of the service, that he has a period of satisfactory service, that all the foregoing particulars are correct according to the personal file and that *he/she* has fulfilled all qualifications for promotion to Grade I of the service.

Signature of the Head of the Institution Name:

Designation:

(Official Stamp)

Date :

Annex 09**Regulations and recommendation paper for promotion to Supra Grade of Western Provincial Public Management Assistants' Service****Limited Competitive Examination**

01. Particulars of the Examination

<i>Question paper</i>	<i>Duration</i>	<i>Total Marks</i>
(1) Office Management	2 hours	100
(2) Office Systems	2 hours	100
(3) Establishment procedure and procedural rules	2 hours	100
(4) Public finance management	2 hours	100
(5) General paper	1 1/2 hours	100

02. Authority for conducting the examination:

The Commissioner General of examinations

03. Time frame of the examination : Shall be decided on the existing vacancies

04. Syllabus of the examination :

<i>Name of the question paper</i>	<i>Syllabus</i>
(1) Office Management	Organizational structure, Principles of organization, task analysis and task evaluation, leadership, supervision and the ability to make decisions, communication, public relations, coordination and problem solving
(2) Office systems	Principles on office systems, office procedures, documents and filing, planning and handling of forms, office correspondents, control over the utilization of office equipment, office layout and environment, job description, work and systems study, measurement of work and office manual
(3) Establishment procedure and procedural rules	Procedures to be followed when making recruitments to public service, establishment activities of public officers, Maintaining a personal file, vesting of powers for the tasks such as appointments, transfers, promotions and termination of service of public servants, welfare of public servants, privileges entitled to public officers, general knowledge of the regulations and circulars that have been already issued by the government.

(contd.)

<i>Name of the question paper</i>	<i>Syllabus</i>
(4) Public Finance Management	Responsibilities of an accounting officer and annual estimates, financial control, delegation of responsibilities on financial matters, receipt of money, accounting and acceptance of money, payments, custody of public money, imprest and bank account, supplies and services, tender procedures, board of surveys, audit queries, ledgers and summaries of income and expenditure of government offices, bank reconciliations, books on financial management, general knowledge of the regulations and circulars issued on utilization of Public Finance so far by the government.
(5) General Paper	The nature of public administration, structure of public administration, public policies and new public reforms, fundamental rights, Human rights, Human Rights Commission, Ombudsman, Public Petition Committee of the Parliament, office culture, ethics and morals, proper maintenance of physical environment of the office and welfare activities of the staff, recognition of civil and official status in the aspect of Social Science and the duties of public officers towards recipients.

Annex 10

Competitive Examination for Promotion to Supra Grade of Western Provincial Public Management Assistants' Service on Merit

01. Particulars of the Examination

<i>Question paper</i>	<i>Duration</i>	<i>Total Marks</i>
(1) Aptitude and case study	1 1/2 hours	100
(2) Seniority		60
(3) Experience		40

02. Authority for conducting the examination:

The Commissioner General of examinations

03. Time frame of the examination : Shall be decided on the existing vacancies

04. Syllabus of the examination :

<i>Name of the question paper</i>	<i>Syllabus</i>
(1) Aptitude and case study	<p>This question paper shall consist of two parts.</p> <p><u>Part I</u></p> <p>All the questions shall be related to office administration and questions shall be given on general knowledge, ability of decision making, critical reasoning and problems related to office administration.</p> <p><u>Part II</u></p> <p>Candidates shall have to answer questions on a case study regarding office administration. The question paper shall be prepared with one or several paragraphs.</p>
(2) Seniority	<p>When marks are allocated for seniority, six marks shall be allocated for each active and satisfactory period of one year completed after the completion of five years in active and satisfactory service in Grade I subjected to a maximum of 60 marks. For this purpose three marks shall be allocated for a period of more than six months but less than one year. However, marks shall not be allocated for a period less than six months.</p>
(3) Experience	<p>Maximum of 40 marks shall be given for a Supervising Officer in Grade I of the service by allocating 02 marks per year.</p>

Annex II**Absorption of those who are in service (shall be applicable for those who are in service on due date)**

All the officers who are serving in posts of Class III, II, I and Supra Class of Public Management Assistants' Service on due date shall be absorbed under the new Service Minute in the following manner.

- Officers who are in Class III of Public Management Assistants' Service on prescribed date shall be absorbed in to Grade III under the new Service Minute
- Officers who are in Class II of Public Management Assistants' Service on prescribed date shall be absorbed in to Grade II under the new Service Minute
- Officers who are in Class I of Public Management Assistants' Service on prescribed date shall be absorbed in to Grade I under the new Service Minute
- Officers who are in Supra Grade of Public Management Assistants' Service on prescribed date shall be absorbed in to Supra Grade under the new Service Minute
- The present salary of the officers or the increment date shall not be changed due to this absorption.