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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

#### NORTH WESTERN PROVINCE PROVINCIAL COUNCILS

I Tissa Warnasuriya, the Governor of North Western Province Provincial Councils do hereby announce that the following Regulations of Co-operative Employees' Pension Scheme Regulations published in the *Gazette Extraordinary* No.1601/24 dated 14.05.2009 and 1643/43 dated 05.03.2010 and enacted under Section 24 of the Co-operative Employees' Pension Scheme Statute No.01 of 2008 of the Provincial Council of the North Western Province published in the *Gazette Extraordinary* No. 1561/27 dated 08.08.2008 of the Democratic Socialist Republic of Sri Lanka are amended and approved on this 09th day of November 2024, by virtue of the powers vested in me under Section 24 of the Co-operative Employees' Pension Scheme Statute and Provincial Council (Consequential Provisions) Act, No. 12 of 1989.

**Tissa Warnasuriya,**  
The Governor,  
North Western Province.

North Western Province Provincial Councils,  
Kurunegala.

On this 09th day of November, 2024.



Effective date of  
Regulations

01. These Regulations will be effective for North Western Province since the date of publication in the *Gazette*.

Amendment of  
Section 3 of the  
Regulations

02. Section 03 of the Regulations is hereby amended as follows;

By insertion of the following subsections after subsection IV of the Section 03 of Co-operative Employees' Pension Scheme Regulations

When the applications are submitted after the time period mentioned in Section 03.V ( a) 03.I (c) and 03.II,03.III, the contributor and the Society shall pay the outstanding contributions as per the percentage mentioned in Regulation 05.I. In addition, the contributor and the society must pay a surcharge as follows from the arrears due by the contributor and the society. If in any case the society is subject to surcharge due to non-payment of contributions charged from the contributor to the director, the surcharge payable by the contributor and the society shall be fully paid by the society itself.

Since the date of expiry of the prescribed period,

For delay from 01 to 30 days	5%
For delay from 31 to 45 days	15%
For delay from 46 to 60 days	30%
For delay from 61 to 90 days	60%
For delay over 90 days	100%

(b). The applications of the employees who have been recruited to the permanent service of the society with the approval of the Cooperative Employees Commission before the effective date of these revised Regulations but have not received the contribution should be submitted within 60 days from the effective date of the revised Regulations . The outstanding contributions shall be paid by the contributor and the Society to the Director as per Regulation No. 05.I. However, if an applicant does not complete 60 months of service from the date of enrollment in this scheme to the date of completion of 60 years of age such persons should pay 60 installments according to the percentages mentioned in Regulation No.05.I to the Director within one year from the date of recruitment, based on the combined salary of the month in which these revised Regulations are effective. Entitlement to pension will be from the following month of the month which belongs the date of completion of payment of 60 installments or the date of completion of 60 years of age, which occurs later.

(c). The employees mentioned in 03.V (b) above will be exempted from surcharge and they shall be enrolled in the scheme from such date as may be decided by the Director.

03. Section 04 of the Regulations is hereby amended as follows;

Amendment of  
Section 4 of the  
Regulations

By repeal of 4.1 of the Section 03 of Co-operative Employees' Pension Scheme Regulations and substitute therefore the following Section and by repeal of Section 4.III (e)

4.I. When an application for subscription is received the authorized officer should submit the application to the director with his recommendation within 60 days of receipt after verification the information furnished by the applicant about his qualifications.

04. Section 05 of the Regulations is hereby amended as follows;

Amendment of  
Section 5 of the  
Regulations

By repeal of Section 5.I & 5.II of Co-operative Employees' Pension Scheme Regulations and substitute therefore the following Sections and by insertion of 5.V The marginal note of the section 5.II is hereby amended as "Registration Fee".

5.I(a). 6% from the monthly consolidated salary of a contributor who has contributed to the scheme on the effective date of these Regulations and who joins the scheme after the effective date of these Regulations shall be charged by the employer and shall be paid as monthly contribution to the Director and the employer society or association should be authorized in writing to collect the said contribution from contributors' monthly consolidated salary and send it to the director.

"Consolidated Salary" means the basic salary earned by the employee in the relevant month including salary increments. No other allowances shall be considered.

5.I(b). Also, on behalf of each contributor on a monthly basis, the employer society shall also pay a 3% contribution from the monthly consolidated salary of the contributor to the director.

5.II. Seven thousand five Hundred Rupees (Rs. 7,500.00) shall be paid as registration fee for each contributor joining the scheme. Out of which, the employer society or association shall pay Six thousand Rupees (Rs. 6,000.00) and the contributor shall pay one Thousand five Hundred Rupees (Rs. 1,500.00), from the date of joining the scheme to the director within a period to be determined by the director either at once or in several installments. However, the period specified by the director shall not exceed one year. The amount to be recovered from the said contributor shall be collected from the contributor and paid to the scheme by the employer society or association.

5.V. When a contributor who contributed to the scheme has not paid the full contribution amount payable to the scheme on the date of retirement, the director shall arrange to recover the outstanding contribution amount as follows.

If there is an arrear due from the contributor on the calculation based on the consolidated salary entitled to the contributor at the time of retirement, the director should take action to recover the said amount from the contributor and the employer society/association.

Amendment of  
Section 6 of the  
Regulations

05. Section 06 of the Regulations is hereby amended as follows;

By repeal of Section 6.I (b) & 6.II (c) of Co-operative Employees' Pension Scheme Regulations and substitution therefore the following Section and by insertion of new Section 6.II (d)

6.I (b). However, in case a contributor is not able to pay the minimum contribution amount of 60 monthly installments by the age of 60 years by the effective date of these amended Regulations, the said contributor is entitled to complete the said contribution within a maximum period of one year after retirement.

6.II(c). In the case of a contributor is below 55 years of age on the next birthday at the time of joining the scheme, he/she shall pay the minimum monthly contributions as mentioned in table 01 in Schedule (a) of these Regulations and shall be entitled to a pension as mentioned in column III of the said table.

6.II(d). In the case of a contributor is above 55 years of age on the next birthday at the time of joining the scheme, he/she is entitled to a pension as mentioned in column III of Table No. 2 of the Schedule (a) ,

Amendment of  
Section 7 of the  
Regulations

06. Section 7 of the Regulations is hereby amended as follows;

By the repeal of Section 7.I and 7.II and substitution therefore the following 7.I. Also, Section 7.III, 7.IV, 7.V, 7.VI and 7.VIII are amended by renumbering them as 7.II, 7.III, 7.IV, 7.V and 7.VI.

7. I. A contributor below the age of 55 can be entitled to pension only if he/she retires on medical grounds. For that, as stated in the North Western Provincial Cooperative Employees Commission Statute No. 5 of 1995, retirement must have been only on the recommendations made by an established medical board, and 120 months must have been passed since the contribution to receive the pension entitlement.

Amendment of  
Section 8 of the  
Regulations

07. Section 8 of the Regulations is hereby amended as follows;

By the repeal of Section 8 under Marginal Note "Benefits payable on resignation of service" in the Regulations of Co-operative Employees' Pension and substitution therefore the following Section 8.I and re-numbering 8.I, 8.II under Marginal Note "When on no-pay leave" as 8.II, 8.III and by the repeal of Section 8.III and substitution therefore the following Section 8.IV

8.I. If a contributor resigns from the co-operative service prior to his entitlement to the pension, he shall be deemed to have withdrawn from the scheme and on a written request made by such person to the Director in the prescribed forms, the said contributor may be entitled to receive the net contribution amount of the contributor and the related interest as a lump sum as determined by the Director upon the agreement of the Advisory Committee. However, if resigned from service without completing 2 years of service, such person is not entitled to receive the lump sum. If a Cooperative Commission Permanent Appointment is received as an employee in a

registered Cooperative Society within a period of 06 months from the date of such resignation, regardless of the 2 year service period in the above Section, the said contributor may be entitled to receive the net contributory amount decided by the Director upon the agreement of the advisory committee and the related interest as a lump sum paid at the same time.

8.IV. Where a contributor is duly on no-pay leave for a period of 30 days or more, or when he is not called for duty such no-pay leave period shall not be counted for calculation of pension and no contribution shall be levied for such period.

08. Section 11 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

By the repeal of Section 11.I (c) and substitution therefore the following Section:

Amendment of  
Section 11 of the  
Regulations

11.I.(c). In case the contributor's widow/widower is dead, the total amount of death gratuity shall be divided equally among the unemployed unmarried children.

"Unemployed" does not include those employed in the Public or Provincial Public Service or in State Corporations or Statutory Boards or in Co-operative Service on permanent appointment by a Co-operative Employees' Commission in Central Government/Provincial Councils.

09. Section 12 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

By the repeal of Section 12 and substitution therefore the following Section:

Amendment of  
Section 12 of the  
Regulations

12. Where the dependents of the contributor are entitled to death gratuity as the case may be, the dependents of the contributor should, as the case may be, make requests to the director with documents proving the relevant entitlement within 180 days of the death.

10. Section 15 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

By repeal of Section 15.1 and substitution therefore the following Section :

Amendment of  
Section 15 of the  
Regulations

15.1. If any contributor has lost the post due to dismissal or termination from the Co-operative service or compulsorily retirement or is deemed to have vacated the post he shall be considered to have withdrawn from the Scheme, and upon such person's request in writing to the Director, such Contributor may be entitled to receive only the contributor's net contribution as determined by the Director with the concurrence of the Advisory Committee. However, if the position is lost without 2 years of service, there is no right to receive the net contribution amount.

11. Section 18 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

By the repeal of Section 18.1 and substitution therefore the following Section :

Amendment of  
Section 18 of the  
Regulations

18.I. After attaining the age of 55, when a contributor formally retires from service before attaining the age of 60 years, based on the number of contributions paid by the time of his retirement and the consolidated salary of the month of retirement, he/she is entitled to receive a pension as shown in Column III of Table No. 01 of Schedule (a) of these Regulations, since the following month of the month in which the date of completion of 60 years of age falls.

Amendment of  
Section 21 of the  
Regulations

12. Section 21 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

By amending Marginal Note as "Payment of Pensions" of the Section 21 of the Co-operative Employees' Pension Regulations and by amending the existing Section 21 as 21.I V and by inserting the following 21.I, 21.II and 21.III Sections.

21.I. The documents prescribed by the Director shall be submitted within 90 days from the date of retirement of the contributor for the grant of pension when he duly retires while contributed to the pension fund. It is the responsibility of the employer society/association to forward the pension claim application form along with the relevant documents. In case of delay in forwarding the relevant claim over 90 days from the date of retirement, the Employer Society/Association shall be subject to payment of surcharge as per 03.V.(a) based on the consolidated salary entitled to pension.

21.II. The pensioner is entitled to have his/her pension revised on the basis of an error due to erroneous calculation in calculation of pension, a change in the payment status of the employer society/association related to the date of retirement of the contributor, a change in the service status of the contributor or a subsequent disclosure due to an error in the submission of documents. Such request should be forwarded through the Society/Association last served. The director has the authority to revise the pension according to the request, the authority to pay the amount due to the pensioner and the power to recover any overpaid amount, if any, by the pension fund.

21.III. In case of death of a contributor who is receiving pension the responsibility of informing the Director along with the relevant documents of confirmation shall be borne by the Rural Bank/ the Society/Association to which the respective pension is paid.

Amendment of  
Section 22 of the  
Regulations

13. Section 22 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

By the repeal of Section 22 and substitution therefore the following Section :

22. Under these Regulations, in the event that a contributor entitled to receive a lump sum or a net contribution or an amount that is to be paid at once, has to pay to the said society or association any amount agreed upon by legal agreement with his employer society or association, after considering a request made by the contributor to the Director, the lump sum /net contribution of the contributor may be paid in whole or in part to the employers' society or the association, with the concurrence of the advisory committee to settle the whole or part of the sum so agreed.

14. The Section 25 of the Co-operative Employees' Pension Regulations is hereby amended as follows;

Amendment of  
Section 25 of the  
Regulations.

By re-numbering Section 25 as Section 25.I and insertion of the following Section 25.II.

25.11. In the event that an employee is re-appointed to any permanent post in the same society/  
association or another society/association after leaving service in any manner, he/she shall  
contribute to the scheme as a new contributor from the date of such appointment.

15. In the event of any inconsistency between the Sinhala, Tamil and English of these regulations, the  
Sinhala text shall prevail.

Sinhala Text to  
prevail in case of  
inconsistency.

### Schedule 'A'

#### North Western Province Cooperative Employees' Pension Scheme

**Table No. 01:**

**Amount of contribution to be paid and percentage of pension entitled to employees who join the scheme between  
the age of 18-55 years**

<i>Column I</i>	<i>Column II</i>	<i>Column III</i>
<b>Percentage of monthly combined salary for monthly contribution to be paid</b>	<b>Number of contributions paid from the date of contribution to the date of retirement</b>	<b>The Percentage of Lifetime pension since the first month of attaining the age of 60 years, from the combined salary in the month of retirement</b>
6	504	80
6	492 – 503	79
6	480 – 491	78
6	468 – 479	77
6	456 – 467	76
6	444 – 455	75
6	432 – 443	74
6	420 – 431	73
6	408 – 419	72
6	396 – 407	71
6	384 – 395	70
6	372 – 383	69

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IV (අ) කොටස – ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය – 2024.11.28

PART IV (A) – GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA – 28.11.2024

<i>Column I</i>	<i>Column II</i>	<i>Column III</i>
Percentage of monthly combined salary for monthly contribution to be paid	Number of contributions paid from the date of contribution to the date of retirement	The Percentage of Lifetime pension since the first month of attaining the age of 60 years, from the combined salary in the month of retirement
6	360 – 371	68
6	348 – 359	67
6	336 – 347	66
6	324 – 335	65
6	312 – 323	64
6	300 -311	63
6	288 – 299	62
6	276 – 287	61
6	264 – 275	60
6	252 – 263	59
6	240 -251	58
6	228 – 239	57
6	216 -227	56
6	204 – 215	55
6	192 - 203	54
6	180 - 191	53
6	168 - 179	52
6	156 - 167	51
6	144 - 155	50
6	132 - 143	49
6	120 - 131	48
6	108 - 119	47
6	96 - 107	46
6	84 - 95	45
6	72 - 83	44
6	60 – 71	40



**Table No. 02:**

**Amount of contribution to be paid and percentage of pension entitled to employees who join the scheme between the age of 55-60 years**

<i>Column I</i>	<i>Column II</i>	<i>Column III</i>	<i>Column IV</i>
<b>Percentage of monthly combined salary for monthly contribution to be paid</b>	<b>Minimum number of contributions payable</b>	<b>The Percentage of Lifetime pension since the first month of attaining the age of 60 years, from the combined salary in the month of retirement</b>	<b>Date of Entitlement to Pension</b>
<b>6</b>	<b>60</b>	<b>40</b>	From the following month which occurs later out of the date which completes 60 years of age or the date which completes 60 minimum contributions

**Schedule 'B'**

**Death gratuity paid on death**

<i>Column I</i>	<i>Column II</i>
<b>Service period since the date of joining the scheme (In months)</b>	<b>Entitled death gratuity (Rs.)</b>
0 - 60	10,000.00
61 - 72	11,000.00
73 - 84	12,000.00
85 - 96	13,000.00
97 - 108	14,000.00
109 - 120	15,000.00
121 - 132	16,000.00
133 - 144	17,000.00
145 - 156	18,000.00

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IV (අ) කොටස – ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අති විශේෂ ගැසට් පත්‍රය – 2024.11.28

PART IV (A) – GAZETTE EXTRAORDINARY OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA – 28.11.2024

<i>Column I</i>	<i>Column II</i>
<b>Service period since the date of joining the scheme (In months)</b>	<b>Entitled death gratuity (Rs.)</b>
157 – 168	19,000.00
169 – 180	20,000.00
181 – 192	21,000.00
193 – 204	22,000.00
205 – 216	23,000.00
217 – 228	24,000.00
229 – 240	25,000.00
241 – 252	26,000.00
253 – 264	27,000.00
265 – 276	28,000.00
277 – 288	29,000.00
289 – 300	30,000.00
301 – 312	31,000.00
313 – 324	32,000.00
325 – 336	33,000.00
337 – 348	34,000.00
349 – 360	35,000.00
361 – 372	36,000.00
373 – 384	37,000.00
385 – 396	38,000.00
397 – 408	39,000.00
409 and above	40,000.00

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