



Annual Performance Report 2012

Co-operative Employees Commission

No. 100-1/1, Lady Lohore Loan Fund Building,

Sir Chittampalam A Gardiner Mawatha,

Colombo - 02

Vision

Creation of a range of contented
human resource
in the co-operative sector

Mission

Preparation of required principles
for the betterment of the human resources
towards a sustainable
progress in co-operative movement.

Cooperative Employees Commission

Annual Performance Report – 2012

The Details of various activities performed by the Co-operative Employees Commission during the year 2012, in order to protect the service of Co-operative Employees are forwarded by this report.

The above details are given in the following Chapters.

Chapter - 01

The Composition and the employment details during the year 2012 of the commission are included.

Chapter - 02

The details of the national level Co-operative societies which are regulated by the commission and the numbers of the employees of the above societies are included.

Chapter -03

Physical and financial activities of the office of the commission and a review of the activities of the commission during the year 2012 are included.

The Co-operative Employees Commission

During the year 1971, Hon. Minister of External and Internal Trade, who was also in charge of the Co-operative movement took several steps to regularize and re - organize the Co-operative movement of this country. As the result of this the co-operative Employees Commission was established under the provisions of the Co-operative Employees Commission Act No 12 of 1972.

Although the Co-operative Employees Commission is considered as a government department, yet it is also an independent body with some sort of legal authority. Under the provisions of this act and subsequent set of regulations issued on 01st December 1981 by the gazette No 169/8 " the CEC has powers to intervene in the job security, disciplinary problems and the welfare of the employees of the Co-operative movement.

The CEC is actively engaged in resolving various problems faced by the co-operative employees during their period of service. It takes required actions based on legal formalities. The CEC arranges training programmes to improve the standard and quality of human resources of co-operative societies.

The regulations, orders and circulars issued by the CEC in accordance with the provisions of the Co-operative Employees Act was amalgamated and issued the Co-operative Employees Establishment code in 2011, to fulfill the contemporary requirements and dimensions of the co-operative movement, considering the contemporary socio-economic back ground and the new labor laws.

To minimize the salary anomalies and regularize the recruitment procedures of the co-operative employees of the national level societies the salary circular No. 2007/5 was issued by the CEC and it was implemented with effect from 01.01.2008.

Functions

- * Finalization of policy plans, requirements, qualifications, norms, salaries and benefit prefer for the recruitments in the co-operative movement.
- * Deciding required qualifications for all job positions and relevant salary scales in the co-operative societies.
- * Solving employment disputes and investigating appeals of co-operative employees and performing legal action against co-operative societies that do not carry out orders of the commission.
- * Investigating appeals received by the commission.
- * Prepare measures to be followed when proceeding disciplinary inquiries against into their own employees of the co-operative societies.
- * Arrange and organize seminars, discussions, workshops and training sessions in order to develop human resources of the co-operative movement.

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Chapter I

- The Composition and Establishment and the organizational chart of CEC
- Staff Establishment during the year 2012

Establishment of the Co-operative Employees Commission

In terms of section 04 of the Co-operative Employees Act. No 12 of 1972, the co-operative Employees Commission consists, of three members appointed by the Hon. Minister in charge of the co-operative subject. The chairperson of the commission will also be appointed by the Hon. Minister from one of these members. These appointees will hold office for a period of three (03) years since the date of the appointment. If a vacant position arises due to resignation, removal or death of a member, a suitable person will be appointed for the remaining period.

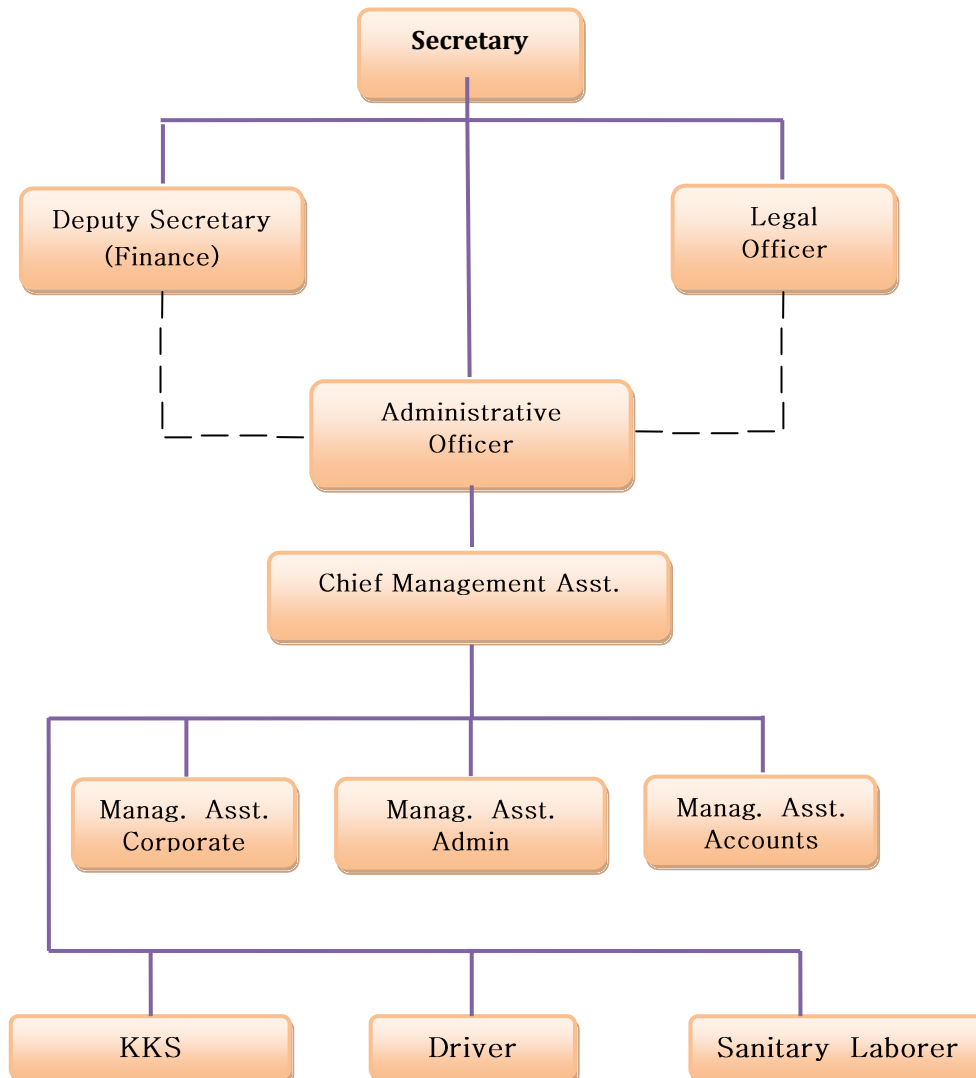
During the year 2012, Mr. D.M Aruna Keerthi Dassanayake, Attorney at Law held the position of Chairman of the commission and Mr. W, Manjula Wejewardhana, Attorney at Law and Mr. M.W.H Kamal Jayarathne took office as the members of the commission.

In terms of section 9(2) of the Co-operative Employees Act, rest of the officers of the commission are appointed from the combined services.

As per the section 12 of the Co-operative Employees Commission Act, the annual expenditure of the commission is to be allocated by the appropriation Act. Accordingly expenditure for the year 2012 had allocated under the head 302.

Staff Details during the year 2012

Organization structure of the Co-operative Employees Commission



Approved Carder and Established Staff in 2012

Designation	Approved Carder	Actual as at 2012.12.31	Vacancies
Secretary	01	01 (Acting)	-
Accountant (D/Sec.-Finance)	01	01	-
Legal Officer	01	-	01
Administrative Officer (PMAS-Supra Grade)	01	01	-
Management Assistant (I/II/III)	08	08	-
Drivers	03	01	02
KKS	03	01	02
Sanitary Labor	01	01	-
Total	19	14	05

Details of Transfers

Secretary

- * Mr. P.H Ananda, Acting Secretary of the commission, assumed duties as the Additional Secretary of the Ministry of Co-operatives and Internal Trade. Mr. W.A Dhammika Rajapaksha SLAS, senior Asst.sec. of the Ministry took over the duties as the Acting Secretary with effect from 06.08.2012 to replace Mr.P.H Ananda.

Other Officers

Name	Designation	Date of Transfers (out going)	Date of Transfer (in coming)
Miss.A. Ranasinghe	Management Assistant I	2012.01.01	-
Mr. J.K.R.P Premalal	Management Assistant III	2012.01.01	-
Mr. I.M.S.J. Ilangakoon	Management Assistant III	-	2012.01.02
Mr. A.P.N Siriwardhana	KKS II	2012.09.28	-
Mr. H.R.T Prasad	Driver	2012.10.02	-

➤ **Chapter II**

National level co-operative societies and details of employees during the year 2012 under the purview of the Commission.

National Level Co-operative Societies

The commission handles the inquiries and investigations related to the service problems and determines the qualifications and salary scales pertaining to the positions of the co-operative societies. In addition to, the commission provides clarifications and instructions to the Provincial Co-operative Employees' Commissions when necessary. Accordingly the Co-operative Employees Commission intervenes to settle the service problems of co-operative employees with an integrity at national level as well as provincial level.

The list of Co-operative Societies under the preview of this commission are enumerated below.

	Society Name	No of Employees
Co-operative Union		
01	National co-operative Council of Sri Lanka	59
02	SANASA Federation of Sri Lanka Ltd	18
03	Sri Lanka Textile Industries Union Ltd.	05
04	Sri Lanka Marketing Co-operative Federation Ltd.	102
05	Sri Lanka Milk producers' Co-operative Societies Federation Ltd	-
06	Sri Lanka National Federation of Fisheries Co-operative Society Ltd.	03
07	Sri Lanka Tea Producers Co-operative Societies Federation Ltd.	01
08	Sri Lanka Co-operative Rural Bank Federation Ltd.	14
09	Sri Lanka Co-operative Societies Federation of Institutional Thrift and Credit Transactions Ltd.	-
10	Sri Lanka Consumer Co-operative Societies Federation Ltd.	162
11	Sri Lanka Coconut Producers' Co-operative Societies Federation Ltd.	25
12	Sri Lanka Co-operative Industries Federation Ltd.	41
13	Sri Lanka National Youth Services Co-operative Societies Federation Ltd.	13
14	Thrift & Credit Societies Resources Management Co-operative Federation Ltd.	03

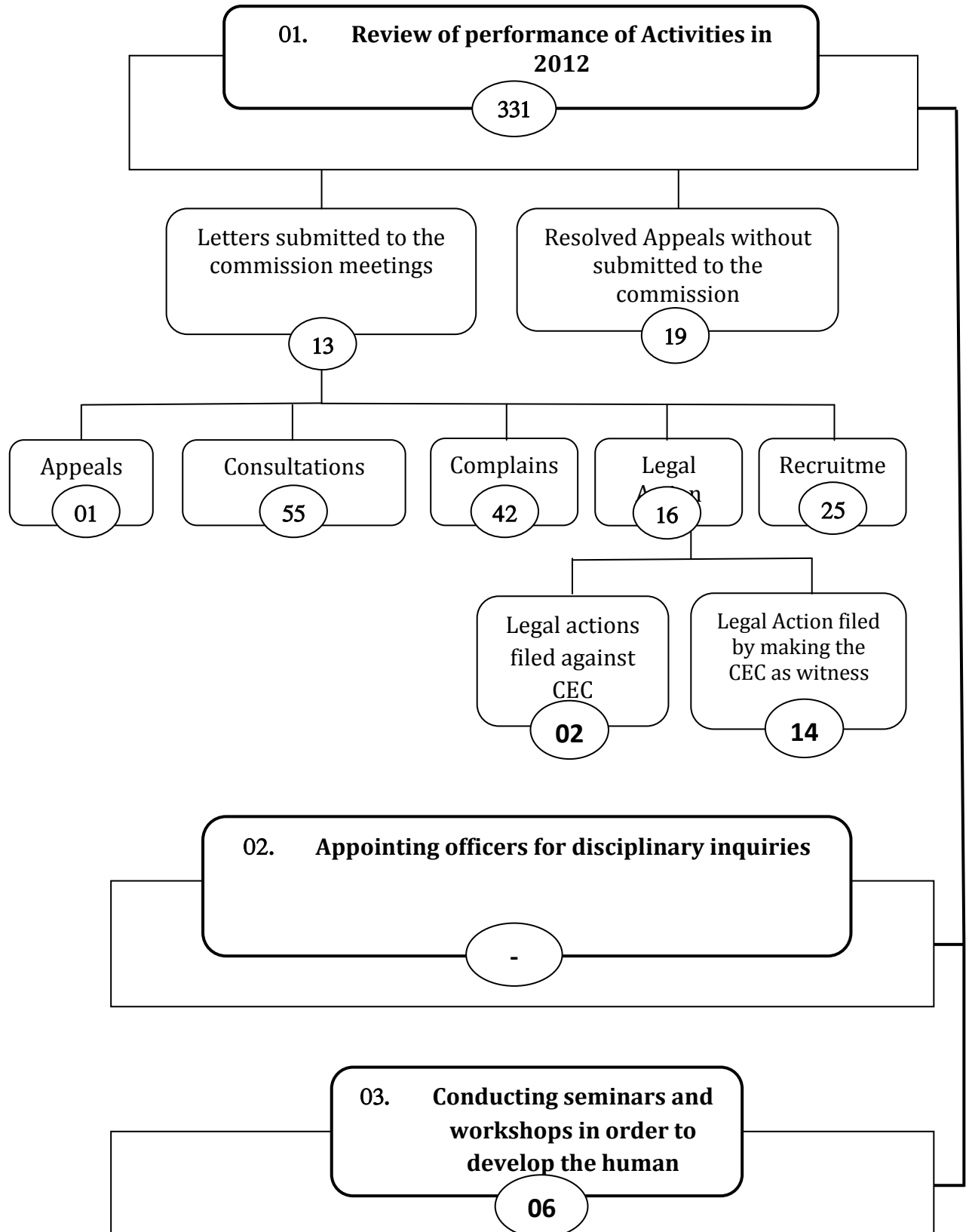
Co-operative Societies (All Island)		
15	Education Department Employees' Co-operative Thrift & Credit Society Ltd.	601
16	Health Department's Co-operative Thrift & Savings Society	76
17	The Rail Way Clerk & Station Masters Co-operative Thrift & Savings Society Ltd.	04
18	Post and Telecommunication Employees Co-operative Society Ltd.	35
19	Browns Industries & Public Services Thrift & Credit Co-operative Society.	01
20	SANASA Development Bank Employees Thrift & Credit Co-operative societies Ltd.	-
21	Rajarata University Co-operative society.	-
22	Sri Lanka port shipping service Employees Co-operative Bank	-
23	National Water Supply and Drainage Board's All Employees Credit Society Ltd.	-
24	Inland Revenue Department's Co -operative Savings Society Ltd.	02
26	'Samurdhi' Development & Agro Research Assistants' Co-operative Thrift & Savings Society Ltd.	05
27	State Engineering Corporation Co-operative Thrift & Savings Society Ltd.	06
28	Public service Graduates SANASA Ltd.	-
29	Railway and Works Department Co -operative credit Society Ltd.	01
30	Sri Lanka Port Authority Employees Co-operative Bank.	18
31	The Prison officers SANASA	-
32	Health Service Savings and Credit Co-operative Society Ltd	23
33	Registrar General Department Employees' Co-operative Thrift & Credit Society Ltd.	02
34	Public Health Inspectors' Co-operative Thrift & Credit Society Ltd.	02
35	Women's Development Services Co-operative Society of Sri Lanka Ltd.	42
36	Peoples Bank Employees Thrift & Credit Co-operative Society Ltd.	05
37	Colombo General Hospital Co-operative Thrift & Savings Society Ltd.	10
38	C.T.B Employees' Thrift & Welfare Co-operative Society Ltd.	06
39	Public Service Co-operative Credit & Thrift Society Ltd.	32
40	The C.W.E. Employees Thrift, Credit & Benefit Society Ltd.	04
41	Ports Authority Employees Co-operative Society of Welfare, Thrift and credit Ltd.	19

42	Sri Lanka Survey Department Survey Assistant's Co-operative Thrift & Credit Society Ltd.	-
43	Estate Services Officer's Housing C-operative Society Ltd.	01
44	All Island media journalists welfare Thrift & credit co-operative societies Ltd.	
45	Co-operative Department's Staff Officers Thrift & Credit Society Ltd.	-
Other Societies		
46	The Prison Department Mutual Provident Fund Co-operative Society Ltd.	-
47	All island Agricultural co-operative society.	-
48	Housing and property development co-operative society Ltd.	-
49	All Ceylon small and medium scale cereal processors development co-operative society Ltd	01
50	Sri Lanka Steel works Coop Society	08
51	All Ceylon Exercise Book Manufactures Co-operative Society Ltd.	07
52	Sri Lanka Printers' Co-operative Society Ltd	14
53	Exotics & Orchids Co-operative Society Ltd	12
54	Sri Lanka 'Madel' Owners Co-operative Federation Ltd	-

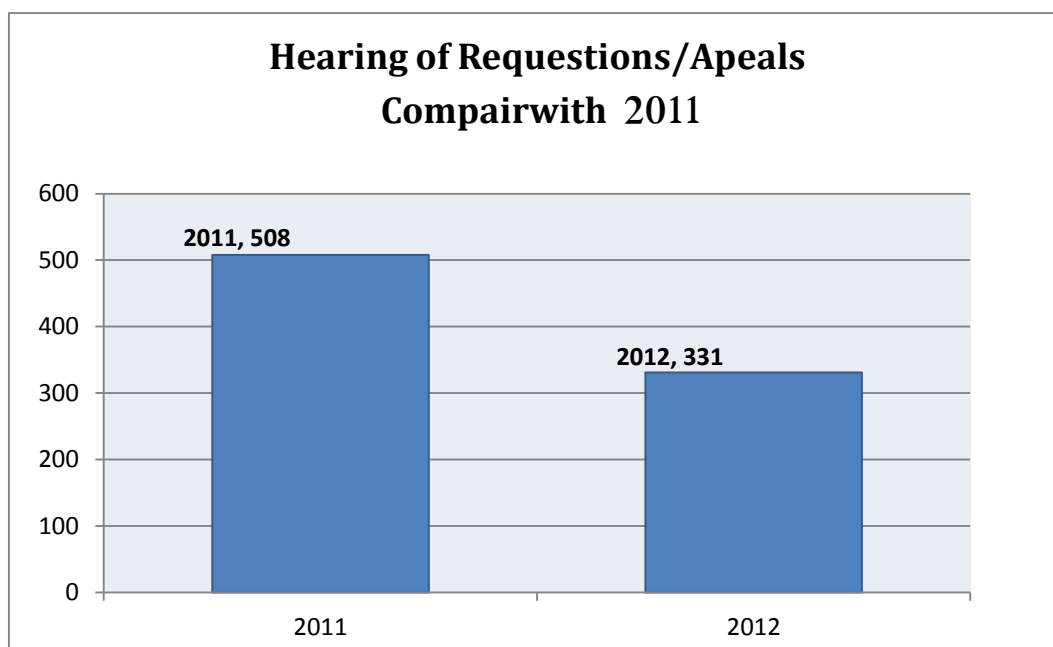
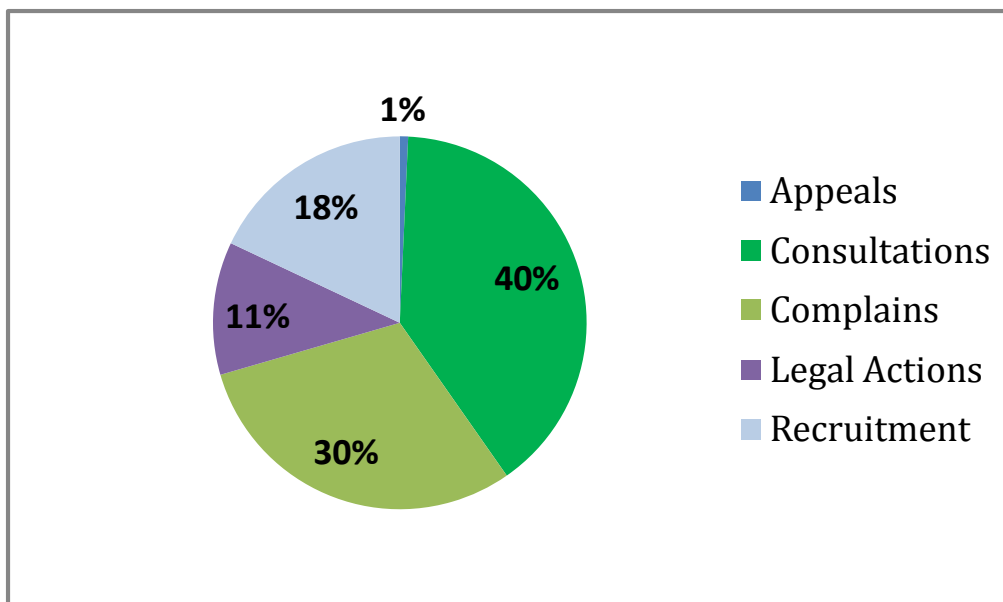
Chapter III

- Physical and Financial performance in 2012
- Review of the Performance of Activities in 2012

Summery of the Activities -2012



Hearing of Request ions /Appeals in 2012

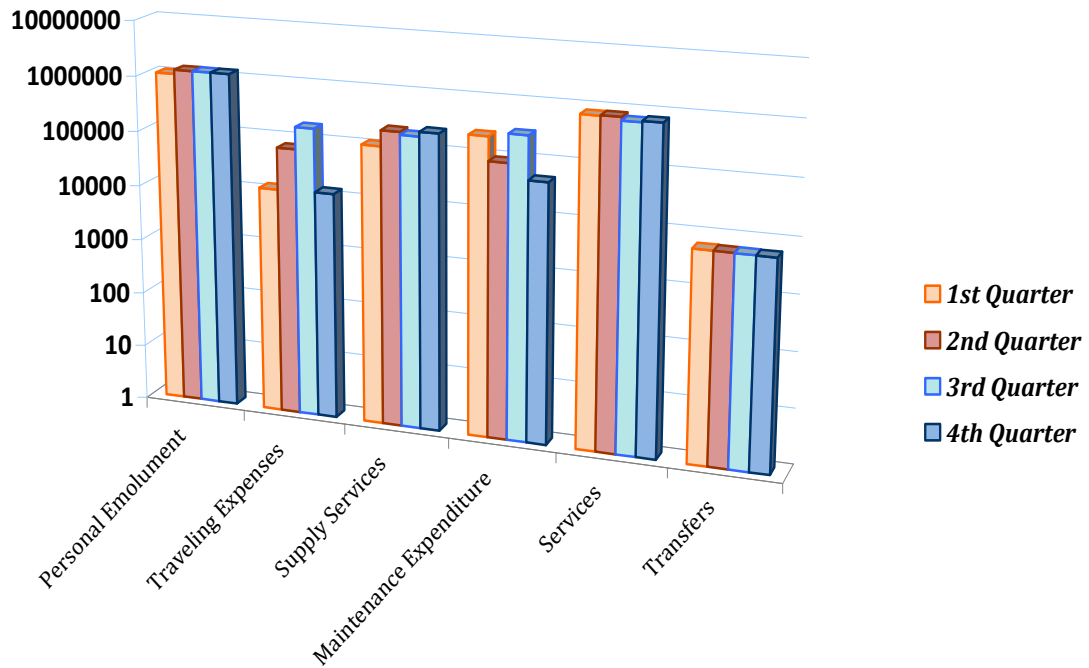


Year	Expected	Accomplished
2011	-	508
2012	520	331

Expenditure progress of 2012 (Head 302)

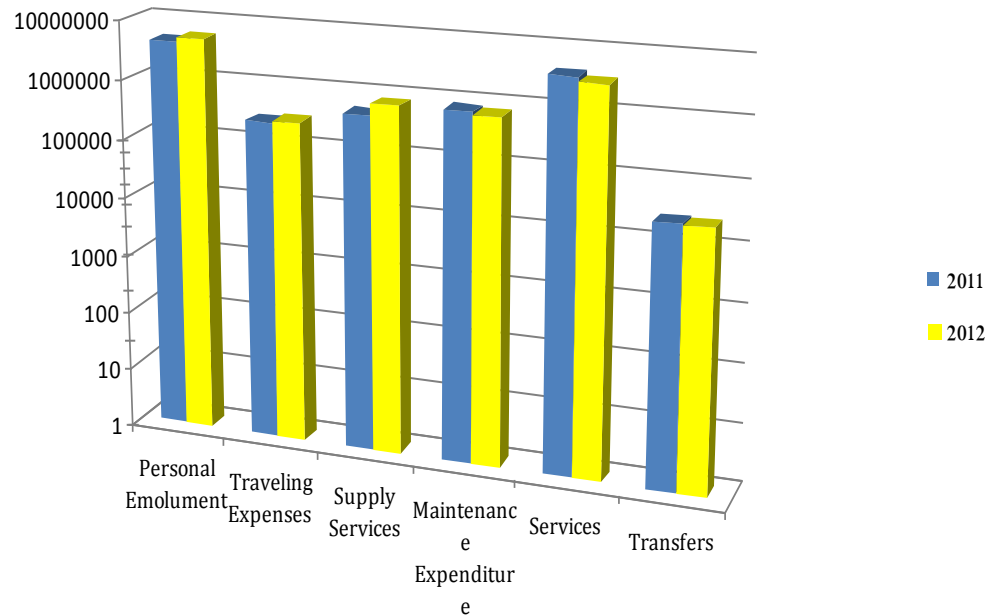
Object Code	Object Descriptions/Category	2012 Original Provision	F.R.66 2012	Net Provision	Quarter Expenditure				Total Expenditure	Balance
					1 st Quarter	1 st Quarter	1 st Quarter	1 st Quarter		
Personal Emolument		5,150,000.00	39,000.00	5,189,000.00	1,069,613.81	1,275,326.39	1,277,296.43	1,273,627.83	4,895,864.46	193,135.54
1001	Salaries and Wages	3,210,000.00	- 521,000.00	2,689,000.00	613,421.07	628,150.88	677,150.64	647,833.69	2,566,556.28	122,443.72
1002	Overtime and Holiday pay	320,000.00	0	320,000.00	22,437.87	113,562.92	18,224.40	32,314.23	186,539.42	133,460.58
1003	Other Allowances	1,620,000.00	560,000.00	2,180,000.00	433,754.87	533,612.59	581,921.39	593,479.91	2,142,768.76	37,231.24
Traveling Expenses		305,000.00	0	305,000.00	12,548.50	71,860.50	181,411.00	13,088.00	278,908.00	26,092.00
1101	Domestic	90,000.00	0	90,000.00	8,848.50	39,360.50	2,611.00	13,088.00	63,908.00	26,092.00
1102	Foreign	215,000.00	0	215,000.00	3,700.00	32,500.00	178,800.00	0	215,000.00	0
Supply Services		845,000.00	11,000.00	856,000.00	112,112.00	215,665.11	190,951.16	231,343.49	750,071.76	105,928.24
1201	Stationery and Office Requisites	255,000.00	0	255,000.00	36,227.00	34,308.91	43,399.76	85,997.89	199,933.56	55,066.44
1202	Fuel	550,000.00	0	550,000.00	75,885.00	153,455.80	132,495.00	137,615.00	499,450.80	50,549.20
1203	Diets and Uniforms	40,000.00	11,000.00	51,000.00	0	27,900.40	15,056.40	7,730.60	50,687.40	312.60
Maintenance Expenditure		945,000.00	0	945,000.00	246,164.97	91,355.00	293,585.05	48,782.50	679,887.52	143,912.48
1301	Vehicles	710,000.00	0	710,000.00	236,714.97	91,355.00	290,505.05	47,215.00	665,790.02	44,209.98
1302	Plant, Machinery and Equipment	215,000.00	0	215,000.00	8,600.00	0	3,080.00	0	11,680.00	203,320.00
1303	Building and Structures	20,000.00	0	20,000.00	850.00	0	0	1,567.50	2,417.50	17,582.50
Services		3,755,000.00	-315,000.00	3,440,000.00	804,561.53	819,443.33	712,065.24	751,063.59	3,087,133.69	352,866.31
1401	Transport	360,000.00	0	360,000.00	90,000.00	90,000.00	60,000.00	6,000.00	246,000.00	114,000.00
1402	Postal and Communication	315,000.00	0	315,000.00	62,963.02	70,197.07	55,512.07	55,290.21	243,962.37	71,037.63
1403	Electricity & Water	350,000.00	0	350,000.00	36,960.01	45,750.66	65,446.57	67,997.78	216,155.02	133,844.98
1404	Rent and Local Taxes	2,100,000.00	- 315,000.00	1,785,000.00	446,199.60	446,199.60	446,199.60	446,199.60	1,784,798.40	201.60
1405	Other	630,000.00	0	630,000.00	168,438.90	167,296.00	84,907.00	175,576.00	596,217.90	33,782.10
Transfers		60,000.00	0	60,000.00	6,181.94	6,134.68	6,086.12	6,036.21	24,438.95	35,561.05
1506	Prope Loan Inter to Public servants	60,000.00	0	60,000.00	6,181.94	6,134.68	6,086.12	6,036.21	24,438.95	35,561.05
Total of Recurrent Expenditure		11,060,000.00	0	10,795,000.00	2,251,182.75	2,479,785.01	2,661,395.00	2,323,941.62	9,716,304.38	857,495.62
2102	Furniture & Office equipment	60,000.00	265,000.00	325,000.00	60,000.00	0	0	262,650.00	322,650.00	2,350.00
2103	Plant, Machinery & Equipment	75,000.00	350,000.00	425,000.00	410,060.00	0	0	0	410,060.00	14,940.00
Capacity Building		100,000.00	0	100,000.00	11,500.00	0	23,582.00	14,000.00	49,082.00	29,768.00
2401	Training & Capacity Building	100,000.00	0	100,000.00	11,500.00	0	23,582.00	14,000.00	49,082.00	50,918.00
Total of Capital Expenditure		235,000.00	0	850,000.00	481,560.00	0	23,582.00	276,650.00	781,792.00	47,058.00
TOTAL EXPENDITURE		11,295,000.00	0	11,645,000.00	2,732,742.75	2,479,785.01	2,684,977.00	2,600,591.62	10,498,096.38	1,146,903.62

Summary of Recurrent Expenditure 2012



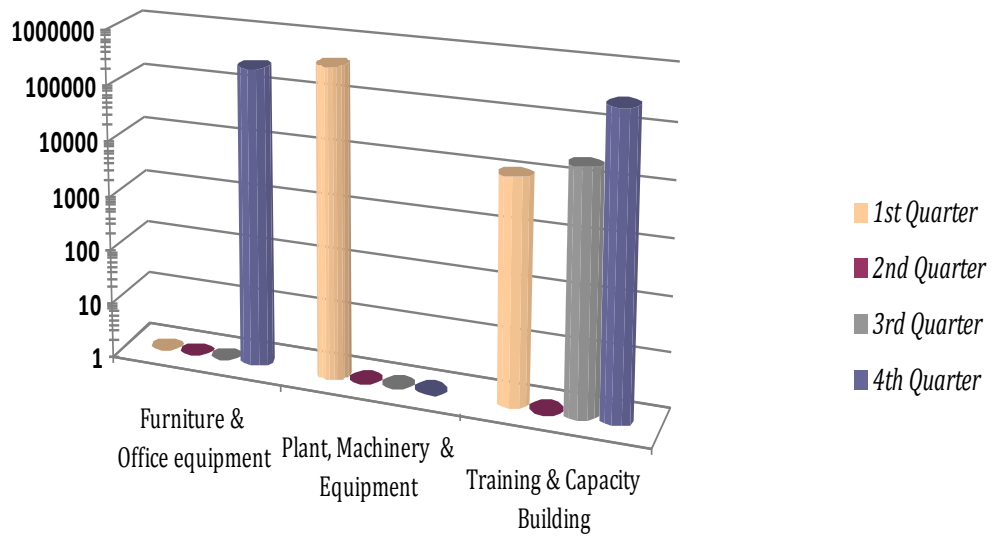
	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Personal Emolument	1,069,613.81	1,275,326.39	1,277,296.43	1,273,627.83
Traveling Expenses	12,548.50	71,860.50	181,411.00	13,088.00
Supply Services	112,112.00	215,665.11	190,951.16	231,343.49
Maintenance Expenditure	246,164.97	91,355.00	293,585.05	48,782.50
Services	804,561.53	819,443.33	712,065.24	751,063.59
Transfers	6,181.94	6,134.68	6,086.12	6,036.21

Summary of Recurrent Expenditure Compairwith 2011



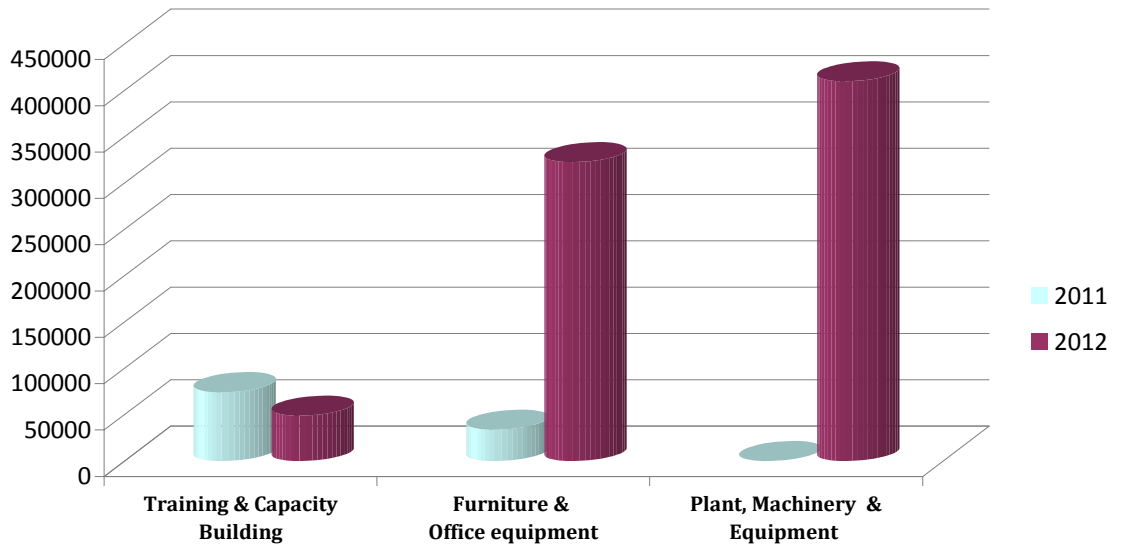
	2011	2012
Personal Emolument	4,316,174.00	4,895,864.46
Traveling Expenses	253,662.65	278,908.00
Supply Services	472,524.84	750,071.76
Maintenance Expenditure	754,156.75	679,887.52
Services	3,738,064.00	3,087,133.69
Transfers	25,175.22	24,438.95

Summary of Capital Expenditure



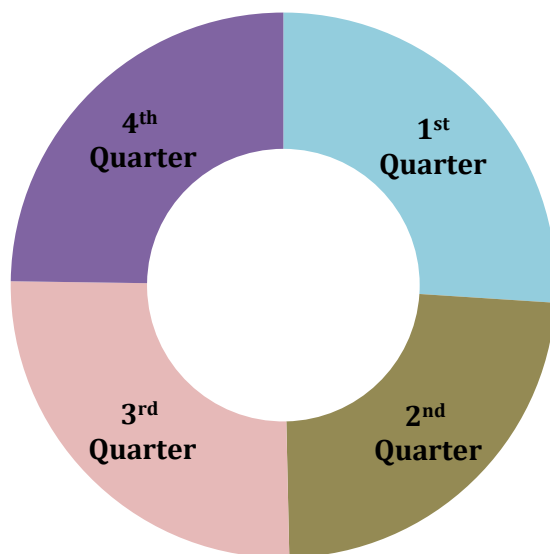
	Furniture & Office equipment	Plant, Machinery & Equipment	Training & Capacity Building
1st Quarter	60 000.00	410060.00	11500.00
2nd Quarter	0.00	0.00	0.00
3rd Quarter	0.00	0.00	23582.00
4th Quarter	262,650.00	0.00	276650.00

Summary of Capital Expenditure Compair with 2011



	2011	2012
Training & Capacity Building	74350.00	49,082.00
Furniture & Office equipment	33869.20	322,650.00
Plant, Machinery & Equipment	-	4,10,060.00

Total Expenditure 2012



Quarter	Expenditure
1 st Quarter	2,732,742.75
2 nd Quarter	2,479,785.01
3 rd Quarter	2,684,977.00
4 th Quarter	2,600,591.62

Review of the Activities during the year 2012

The Co-operative Employees Commission was instituted under the provisions of Co-operative Employees Commission Act. No 12 of 1972. By the amended Act. No. 51 of 1992, Co-operative Employees were empowered to place their appeals before labor Tribunals. The jurisdiction of this Commission is restricted to the matters relating to the national level co-operative societies by the 9th schedule, 1st list in section 17 of the 13th amendment to the constitution.

Meetings of the Co-operative Employees Commission during the year 2012

This Commission has provisions to investigate to in appeals brought before the Commission by the co-operative societies and the employees of the societies. The standard practice hitherto there to had been summoning the two parties concerned and to mediate bring about a consensus among the parties.

The number of meetings of the commission are determined on the basis of the volume and gravity of complains received. The Commission has held 13 meetings during the year 2012.

Institution of legal actions against the societies who violate the regulations of the commission.

The Co-operative Employees commission is empowered to issue directives to co-operative societies in terms of section 11 of the Co-operative Employees Act. No. 12 of 1972.

The societies are bound to comply with the directives issued by the commission. The Commission is also empowered to institute legal actions against those who do not comply with such directives. During the year under reference the commission has not instituted such legal actions as there had no such incidents warranting such legal actions.

Although, consequent to a complaint made by A.Dharamasena, an employee of EDCS, the Commission had to represent itself in Labor Tribunal, thus challenging his transfer, subsequently this had been amicably settled, before the commission lodged it's objections.

Acting on Legal Suits where the Commission is party to there

The Commission acts as a witness in cases where applications have been made to the Appeal Court by employees of co-operative societies requesting issuers of writs and court orders on Co-operative societies. Given below are few of such cases.

Case No	Petitioner	Respondents	Position as at 31.12.2012
HC/WA/02/2012	MARKFED Ltd.	T.Gnanawathi and the Co-operative Employees Commission	The petition has withdrawn.
3267,3275,3276, 3277,3278,3279, 3280,3281,3284	A Group of Employees dismissed by Coconut Producers Co-op Society of Kammalpattu	Coconut Producers Co-op Society of Kammalpattu	These cases are examined in Marawila M.C,
3265,3266,3269, 3270,3271,3273, 3274	do	do	Marawila M.C. has accepted and directed to enforce the order of the Commission.

Appointment of inquiring officers for disciplinary inquiries

In terms of sec 92 of the regulations made under the Co-operative Employees Act. No. 12 of 1972, the commission has appointed two such officers during the year under reference.

**Proposed Amendment to the Co-operative Employees Commission Act No
12 of 1972**

The Act was hand over to the committee which was named by co-operative employees commission with the chair holder of Mr. D.H Wickramarachchi, the Legal officer at Minisrty of Co-operative & Internal Trade revised draft was submitted fo the Atoni General Department for feather review.

	Co-operative Societies	Designations	Amount
01	Public Service Co-operative Credit & Thrift Society Ltd.	Management Assistant	01
02	Sri Lanka Coconut Producers' Co-operative Societies Federation Ltd.	Export Manager	01
03	Post and Telecommunication Employees Co-operative Society Ltd.	Finance Manager	01
04	Post and Telecommunication Employees Co-operative Society Ltd.	Administrative Officer	01
05	Sri Lanka Marketing Co-operative Federation Ltd.	Sales Assistant	01
06	Sri Lanka Coconut Producers' Co-operative Societies Federation Ltd.	Sales Agent	01
07	Sri Lanka Co-operative Industries Federation Ltd.	Factory Manager	01
08	Sri Lanka Coconut Producers' Co-operative Societies Federation Ltd.	Management Assistant	01
09	Sri Lanka Coconut Producers' Co-operative Societies Federation Ltd.	General Manager	01
10	Education Department Employees' Co-operative Thrift & Credit Society Ltd.	Consultant(Specialist)	01
11	Education Department Employees' Co-operative Thrift & Credit Society Ltd.	-	01
12	Post and Telecommunication Employees Co-operative Society Ltd.	Computer Operator	01
13	Sri Lanka Co-operative Industries Federation Ltd.	Factory Manager	01
14	Education Department Employees' Co-operative Thrift & Credit Society Ltd.	Consultant	01

15	Sri Lanka Printers' Co-operative Society Ltd	Accountant	01
16	Public Service Co-operative Credit & Thrift Society Ltd.	Consultant	01
17	Education Department Employees' Co-operative Thrift & Credit Society Ltd.	Consultant	01
18	C.T.B Employees' Thrift & Welfare Co-operative Society Ltd.	Administrative Officer	01
19	State Engineering Corporation Co-operative Thrift & Savings Society Ltd.	Management Assistant	01
20	Sri Lanka Marketing Co-operative Federation Ltd.	Driver (heavy Vehicle)	01
21	Colombo General Hospital Co-operative Thrift & Savings Society Ltd.	KKS	01
22	Education Department Employees' Co-operative Thrift & Credit Society Ltd.	Management Assistant	04
23	Sri Lanka National Youth Services Co-operative Societies Federation Ltd.	General Manager	01
24	Sri Lanka Co-operative Rural Bank Federation Ltd.	Consultant	01
25	Sri Lanka Coconut Producers' Co-operative Societies Federation Ltd.	Accountant	01

Training Programmes - 2012 (For Provincial Societies)

Serial No	Description	Date	Province	Participants	Cost Rs/=
01	Training of the Provincial Co-operative Officers in Eastern Province.	28.01.2012	Eastern	60	62 000/=
02	Training of the Provincial Co-op officers in Central Province.	2012.05.12	Central	20	110,000/ =

Training Programmes - 2012
(For National Level Societies)

Serial No	Description	Date	Participants	Cost Rs/=
01	Training programme for Employees of Sri Lanka Co-operative Marketing Association and Sri Lanka Co-operative Rural Band Federation Ltd.	2012.09.14	40	35000/=
02	Training programme for directors and employees of Education Employees Co-operative Thrift and Credit society Ltd.	10.10.2012	80	24,400/=
03	Training programme for directors and employees of CTB Employees Thrift and welfare co-operative society Ltd.	18.10.2012	18	3000/=
04	Training programme for directors and Employees of Health Department Co-operative Thrift and credit society Ltd.	13.11.2012	100	8700/=



