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 வருடாந்த செயலாற்றுகை அறிக்கை
 ANNUAL PERFORMANCE REPORT

2025

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இலங்கை சனநாயகசோசலிசக் குடியரசின்
 பகிரங்க சேவை ஆணைக்குழு

PUBLIC SERVICE COMMISSION
 OF
 THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA

ANNUAL PERFORMANCE REPORT

2025

Name of the Institution :- Public Service Commission

Expenditure Head No.: - 06

Content

Chapter 01 - Institutional Profile/ Executive Summary

Chapter 02 - Progress and the Future Outlook

Chapter 03 - Overall Financial Performance of the year

Chapter 04 - Performance Indicators

Chapter 05 - Performance of achieving Sustainable Development Goals (SDG)

Chapter 06 - Human Resource Profile

Chapter 07 - Compliance Report

Chapter 01 - Institutional Profile/ Executive Summary

1:1

Introduction

The Public Service Commission consists of nine members appointed by the President on the recommendation of the Constitutional Council in terms of Article 54(1) of the Constitution as amended by the **21st** Amendment to the Constitution. Out of these members, not less than three members shall be persons with over fifteen years of experience as public officers. One such member shall be appointed as its Chairman by the President, upon the recommendation of the Constitutional Council. Following the 21st Amendment to the Constitution, the new Commission was appointed on 17.04.2023.

1.2. Vision, Mission and Objectives of the Institution

Vision

DEDICATED PUBLIC SERVICE FOR THE NATION'S EXCELLENCE

Mission

TO ESTABLISH AND PROMOTE AN EFFICIENT, DISCIPLINED AND
CONTENTED PUBLIC SERVICE TO SERVE THE PUBLIC WITH
FAIRNESS, TRANSPARENCY AND CONSISTENCY

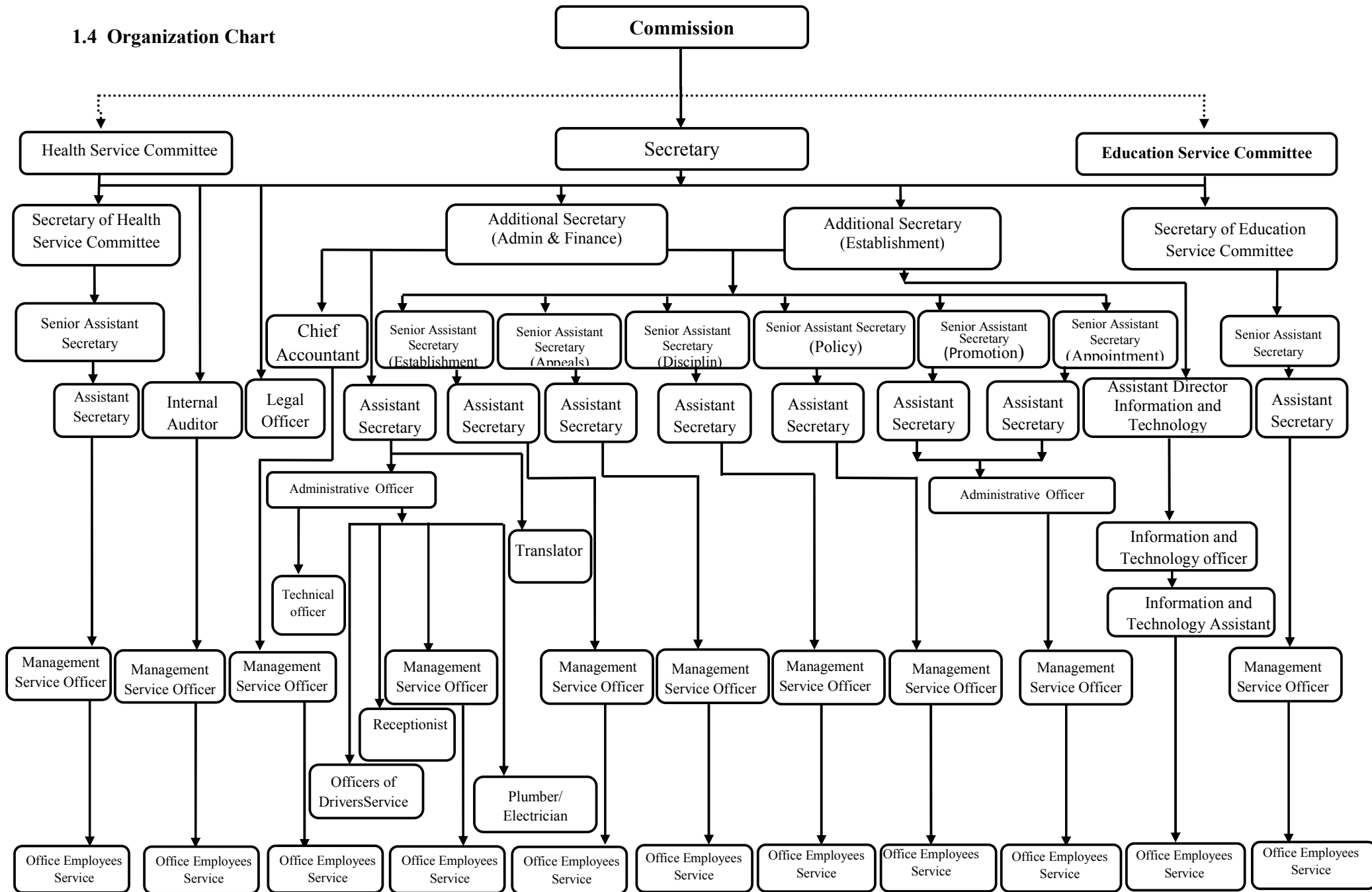
Objectives

TO EFFICIENTLY DISCHARGE THE SERVICE MATTERS OF THE CLIENTS
MAINTAINING OPTIMUM PERFORMANCE

1.3. Major Functions

- 01.** Providing input to policy decision making.
- 02.** Formulation of Service Minutes for each service of the public service and formulation of the Schemes of Recruitment, Schemes of Promotion and Schemes of Transfer for each post not belonging to those services.
- 03.** Determining matters relating to recruitments, confirmation in service and promotions in accordance with the approved Service Minutes/ Schemes of Recruitment/ Schemes of Promotion as well as determining the appeals against the decisions made by the Health Service Committee and Education Service Committee pertaining to appointments and promotions of staff officers.
- 04.** Defending decisions of the PSC in the appeals submitted to the Administrative Appeals Tribunal against the orders/ decisions of the Public Service Commission pertaining to above matters.
- 05.** Duties with respect to applications filed in the Supreme Court and the Court of Appeal.
- 06.** Determining disciplinary matters of public officers falling under the disciplinary control of the Public Service Commission.
- 07.** Determining appeals submitted to the Public Service Commission, in accordance with Article 58 (1) of the Constitution, by the public officers aggrieved by orders and decisions of authorities holding delegated power.

1.4 Organization Chart



Chapter 02 – Progress and the Future Outlook

Main Divisions of the Public Service Commission

1. Administration Division
2. Establishments Division
3. Promotions Division
4. Appeals Division
5. Disciplinary Division
6. Appointments Division
7. Education Service Committee
8. Health Service Committee
9. Internal Audit Division

02.1 Progress

02.1.1 Functions

The following functions have been fulfilled by each division during the year 2025

02.1.1.1 Establishments Division

New Schemes of Recruitment	26
Service Minutes	07
New Schemes of Transfer	37
New Schemes of Promotion	16
Amendments to Schemes of Recruitment	52
Amendments to Service Minutes	19
Amendments to Schemes of Transfer	34
Amendments to Schemes of Promotion	04
Determining Policy matters	175
Other general matters	113
Requests for deviations from Service Minutes in exceptional cases	02
Requests for deviations from Schemes of Recruitment in exceptional cases	17
Requests for deviations from Schemes of Transfer in exceptional cases	08
Requests for deviations from Schemes of Promotion in exceptional cases	02
Delegation of Administrative functions	21
Delegation of powers	08
Submission of observations for the cases filed in Supreme Court, Administrative Appeals Tribunal and Court of Appeal	12
Submission of observations to the Cabinet of Ministers	27

Circulars	01
Circular letters	01
Implement decisions pertaining to Supreme Court cases	01
Implement decisions of the Committee on Public Petitions	04

02.1.1.2 Disciplinary Division

Determining of disciplinary matters (Following the Preliminary Inquiry Report/ Comprehensive Answer)	19
Issuance of charge sheets	45
Amendment to charge sheets	08
Appointment of Disciplinary Inquiry Officers	41
Revision of the Panel of Inquiry Officers	08
Exoneration from charges	10
Providing instructions on disciplinary matters	02
Other disciplinary punishments	40
Conversion of retirement under disciplinary grounds to normal retirement	01
Interdiction/ Compulsary retirement	15
Retirement under Section 12 of the Minutes on Pensions.	09
Retirement under Section 17 of the Minutes on Pensions.	07
Transfers (on Disciplinary grounds)	03
Reinstatement in service (Interdiction/ compulsory retirement)	08
Granting approval for leave in abroad	19
Action pertaining to appeals – Education Service Committee	04
Action pertaining to appeals – Health Service Committee	23
Action per taining to appeals - Vacation of Post Orders	14
Submission of observations for cases before the Supreme Court, Administrative Appeals Tribunal, and Court of Appeal	98
Other orders	156
Appointment of Pool of Disciplinary Inquiry Officers	20
Submission of observations to Cabinet of Ministers	54

02.1.1.3 Appointments Division

Recruitment	957
Appeals pertaining to recruitments	178
Appointment on contract basis	08
Retirement (As per P.A. Circular 30/88)	38
Confirmation	489
Other requests	77
Reemployment on contract basis	370
Decisions on granting concessions for efficiency bars	561
Appointment to act/attend to duties	1,065
Release	328
Resignation	56
Absorption	53

02.1.1.4 Promotions Division

Promotion from Grade to Grade	615
Promotion by Selection	410
Appointment to Posts	814
Appeals relating to the Promotion Division	07
Other decisions relating to promotions	06
Submission of observations to Human Rights Commission	03

02.1.1.5 Appeals Division

Appeals received from 01.01.2025 to 31.12.2025	2,685
Appeals for which reports have not been received	746
Appeals for which reports have been received and actions are in progress	912
Appeals concluded during the year from 01.01.2025 to 31.12.2025	1,138
Appeals received in previous years and concluded in 2025	594

02.1.1.6 Education Service Committee

Disciplinary

Issuance of charge sheets	04
Amendment to charge sheets	02

Retirement (Under Section 12 of the Minutes on Pensions)	11
Making final disciplinary orders	01
Appointment of Disciplinary Inquiry Officers	05
Appointment of Inquiry Officers	08
Conversion of retirement on disciplinary grounds into a normal retirement	02
Exoneration from charges before the issuance of a charge sheet.	01
Other general orders (Disciplinary)	78

Appointments and Promotions

Recruitment and related matters	78
Confirmations	96
Promotion	513
Release	39
Absorption	05
Decisions on requests for Efficiency bars	77
Appointment to posts	45
Transfers	87
Approval for retirement under P.A. Circular 30/88	01
Other orders	40

02.1.1.7 Health Service Committee

Appointments	1867
Retirement	59
Confirmation of appointments	1,382
Promotion	3,535
Release	44
Transfers	7,040
Efficiency bar concessions	107
Resignation	172
Acting / Attending to duties	21
Orders pertaining to Supreme Court/Appeal Court cases	24
Orders pertaining to requests under Right to Information Act	07

Disciplinary

Reference of cases to the Ministry to take action under Second Schedule or the Summary Disciplinary Procedure	02
Issuance of charge sheets	76
Amendments to charge sheets	09
Appointment of Formal Disciplinary Inquiry Officers/Prosecution Officers/ Defending Officers	48
Exoneration from charges – Following the Formal Disciplinary Inquiry	07
Interdiction	02
Compulsary retirement	08
Send on compulsory retirement and reinstatement in service	01
Retirement under Section 12 of the Minutes on Pensions	05
Approval/ Covering approval for transfers on disciplinary matters	03
Final disciplinary orders	86
Other decisions relating to disciplinary matters	238
Vacation Of Post - reinstatement of service	19
Vacation Of Post - Refusal of appeals	35

02.1.2 Action taken under the Right to Information Act No. 12 of 2016

The duties carried out by each division with regard to the information requested under the Right to Information Act No. 12 of 2016 during the year 2025, are as follows.

Division	Number of instances responding to requests under RTI
Establishments Division	156
Disciplinary Division	49
Appointments Division	128
Promotion Division	51
Administration Division (Designated Officer)	82
Appeals Division	58
Health Service Committee	75
Education Service Committee	113
Total	712

02.1.3 Complaints lodged in the Public Petitions Committee, cases filed in the Supreme Court and Court of Appeal and appeals filed in the Administrative Appeals Tribunal.

Written observations have been submitted for the following cases from each division and appeared for appeals filed in the Administrative Appeals Tribunal and complaints made to the Public Petitions Committees, during the year 2025.

Division	Supreme Court Cases	Court of Appeal Cases	District Court Cases	Magistrate Court Cases	Appeals in the Administrative Appeals Tribunal	Complaints to the Committee on Public Petitions	Parliamentary Commissioner for Administration (Ombudsman)
Establishments	17	09	-	-	36	06	02
Disciplinary	20	114	03	01	40	01	-
Health Service Committee	08	05	-	-	-	02	-
Education Service Committee	07	01	-	-	-	-	-
Appeals	49	18	-	-	465	24	-
Appointments	48	16	-	-	160	08	-
Promotions	29	09	-	-	95	04	-
Total	178	172	03	01	796	45	02

02.1.4 Special Achievements,

Duties related to recruitment, promotions, service minutes, disciplinary actions, appeals, and other administrative and disciplinary matters concerning the public service have been carried out in an appropriate and accurate manner, covering the entire island.

02.2 Future Outlook

02.2.1 Challenges

Some of the main challenges faced by the Public Service Commission are;

- I. Delays are caused when making decisions of the Public Service Commission due to delays in submitting information in the relevant formats or due to the submission of incomplete information by the relevant Ministries and Departments in dealing with matters pertaining to formulation of Schemes of Recruitment and Service Minutes and matters pertaining to appointments, promotions, disciplinary matters and determining appeals referred to the Public Service Commission.
- II. Problems occur when granting concessions to public officers aggrieved due to failure of relevant authorities to hold the Efficiency Bar Examinations as prescribed in the Service Minutes and Schemes of Recruitment formulated in terms of the Public Administration Circular 06/ 2006 etc.

02.2.2 Future Goals

- I. Complete the formulation of the Volume II of the Procedural Rules of the Public Service Commission (Rules on Disciplinary Procedure).


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C. A. O. / A. O. / Head of the Institution

W.H.M.M.C.K. Dayaratne
Secretary
Public Service Commission
No. 1200/9, Rajamalwatta Road,
Battaramulla

3. Chapter 03 - Overall Financial Performance for the Year ended 31st December 2025

3.1 Statement of Financial Performance

Statement of Financial Performance for the period ended 31st December 2025					ACA -F	
Revised Budget Allocations 2025		Note	Actual			
Rs.			2025 Rs.	2024 Rs.		
-	Revenue Receipts		-	-		
-	Income Tax	1	-	-		
-	Taxes on Domestic Goods & Services	2	-	-	ACA-1	
-	Taxes on International Trade	3	-	-		
-	Non Tax Revenue & Others	4	-	-		
-	Total Revenue Receipts (A)		-	-		
-	Non Revenue Receipts		-	-		
-	Treasury Imprests		321,521,000	278,372,000	ACA-3	
-	Deposits		104,112	457,531	ACA-4	
-	Advance Accounts		14,335,031	15,716,777	ACA-5	
-	Other Main Ledger Receipts		-	-		
-	Total Non Revenue Receipts (B)		335,960,143	294,546,308		
	Total Revenue Receipts & Non Revenue Receipts C = (A)+(B)		335,960,143	294,546,308		
	Remittance to the Treasury (D)		27,532	-		
	Net Revenue Receipts & Non Revenue Receipts E = (C)-(D)		335,932,611	294,546,308		
-	Less: Expenditure					
-	Recurrent Expenditure					
252,430,000	Wages, Salaries & Other Employment Benefits	5	249,190,793	213,072,065	ACA-2(ii)	
92,585,000	Other Goods & Services	6	75,247,782	73,227,660		
2,000,000	Subsidies, Grants and Transfers	7	1,321,890	1,264,770		
-	Interest Payments	8	-	-		
-	Other Recurrent Expenditure	9	-	-		
347,015,000	Total Recurrent Expenditure (F)		325,760,465	287,564,495		
	Capital Expenditure					
5,800,000	Rehabilitation & Improvement of Capital Assets	10	1,342,501	1,899,734	ACA-2(ii)	
8,685,000	Acquisition of Capital Assets	11	8,680,083	1,524,640		
-	Capital Transfers	12	-	-		
-	Acquisition of Financial Assets	13	-	-		
2,000,000	Capacity Building	14	1,313,457	1,170,694		
-	Other Capital Expenditure	15	-	-		
16,485,000	Total Capital Expenditure (G)		11,336,041	4,595,068		
	Deposit Payments		354,767	186,472	ACA-4	
	Advance Payments		14,724,822	11,977,681	ACA-5	
	Other Main Ledger Payments		-	-		
	Total Main Ledger Expenditure (H)		15,079,589	12,164,153		
	Total Expenditure I = (F+G+H)		352,176,095	304,323,716		
	Balance as at 31st December J = (E-I)		(16,243,484)	(9,777,408)		
	Balance as per the Imprest Adjustment Statement		(16,243,484)	(10,718,227)	ACA-7	
	Imprest Balance as at 31st December		-	940,819	ACA-3	
			(16,243,484)	(9,777,408)		

3.2 Statement of Financial Position

ACA-P

Statement of Financial Position As at 31st December 2025

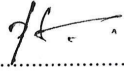
		Actual	
	Note	2025	2024
		Rs	Rs
<u>Non Financial Assets</u>			
Property, Plant & Equipment	ACA-6	874,372,674	873,312,591
<u>Financial Assets</u>			
Advance Accounts	ACA-5/5(a)	29,010,100	28,620,309
Cash & Cash Equivalents	ACA-3	-	940,819
Total Assets		903,382,774	902,873,719
<u>Net Assets / Equity</u>			
			-
Net Worth to Treasury		28,934,095	28,293,648
Property, Plant & Equipment Reserve		874,372,674	873,312,591
Rent and Work Advance Reserve	ACA-5(b)		
<u>Current Liabilities</u>			
Deposits Accounts	ACA-4	76,005	326,661
Unsettled Imprest Balance	ACA-3	-	940,819
Total Liabilities		903,382,774	902,873,719

Detail Accounting Statements in ACA format Nos. 1 to 7 presented in pages from to and Annexures to accounts presented in pages from to form an integral part of these Financial Statements. **The Financial Statements have been prepared in accordance with the Government Financial Regulations 150 & 151 and State Accounts Guideline No. 02/2025, dated 17.12.2025** and hereby certify that figures in these Financial Statements, Notes to accounts and other relevant accounts were reconciled with the Treasury Books of Accounts and found in agreement.

We hereby certify that an effective internal control system for the financial control exists in the Reporting Entity and carried out periodic reviews to monitor the effectiveness of internal control system for the financial control and accordingly make alterations as required for such systems to be effectively carried out as per the Section 38(1) (C) of the National Audit Act No.19 of 2018


Chief Accounting Officer
Name :
Designation :
Date : 2026/12/24


Accounting Officer
Name :
Designation :
Date : 2026/12/24


Chief Financial Officer/ Chief Accountant/
Director (Finance)/ Commissioner (Finance)
Name :
Date : 2026/12/23

W.H.M.M.C.K. Dayaratne
Secretary
Public Service Commission
No. 1200/9, Rajamalwatta Road,
Battaramulla

W.H.M.M.C.K. Dayaratne
Secretary
Public Service Commission
No. 1200/9, Rajamalwatta Road,
Battaramulla

P.P. Wijeweera
ACCOUNTANT
SLAcS - I
Public Service Commission
No. 1200/9, Rajamalwatta Road,
Battaramulla

3.3 Statements of Cash Flows

ACA-C

Statement of Cash Flows for the Period ended 31st December 2025

	Actual	
	2025 Rs.	2024 Rs.
<u>Cash Flows from Operating Activities</u>		
Total Tax Receipts	-	-
Fees, Fines, Penalties and Licenses	-	-
Profit	-	-
Non Revenue Receipts	-	-
Revenue Collected on behalf of Other Revenue Heads	11,960,746	9,579,262
Imprest Received	321,521,000	278,372,000
Recoveries from Advance	12,827,448	9,275,376
Deposit Received	104,112	457,531
Total Cash generated from Operations (A)	346,413,306	297,684,169
<u>Less - Cash disbursed for:</u>		
Personal Emoluments & Operating Payments	324,061,700	285,612,100
Subsidies & Transfer Payments	1,321,890	1,264,770
Rehabilitation & Improvement of Capital Assets, Capital Transfers, Capacity Building and Other Capital Expenditure	2,655,958	3,070,428
Expenditure incurred on behalf of Other Heads	1,032,859	91,240
Imprest Settlement to Treasury	968,351	-
Advance Payments	14,724,822	5,000,000
Deposit Payments	354,767	186,472
Total Cash disbursed for Operations (B)	345,120,347	295,225,010
NET CASH FLOW FROM OPERATING ACTIVITIES(C)=(A)-(B)	1,292,959	2,459,159
<u>Cash Flows from Investing Activities</u>		
Interest	-	-
Dividends	-	-
Divestiture Proceeds & Sale of Physical Assets	6,446,305	6,300
Recoveries from On Lending	-	-
Total Cash generated from Investing Activities (D)	6,446,305	6,300
<u>Less - Cash disbursed for:</u>		
Capital Asset Construction, Purchases and Other Investment Acquisitions	8,680,083	1,524,640
Total Cash disbursed for Investing Activities (E)	8,680,083	1,524,640
NET CASH FLOW FROM INVESTING ACTIVITIES(F)=(D)-(E)	(2,233,778)	(1,518,340)
NET CASH FLOWS FROM OPERATING & INVESTMENT ACTIVITIES (G)=(C) + (F)	(940,819)	940,819
<u>Cash Flows from Financing Activities</u>		
Local Borrowings	-	-
Foreign Borrowings	-	-
Grants Received	-	-
Total Cash generated from Financing Activities (H)	-	-
<u>Less - Cash disbursed for:</u>		
Repayment of Local Borrowings	-	-
Repayment of Foreign Borrowings	-	-
Total Cash disbursed for Financing Activities (I)	-	-
NET CASH FLOW FROM FINANCING ACTIVITIES (J)=(H)-(I)	-	-
Net Movement in Cash (K) = (G) + (J)	(940,819)	940,819
Opening Cash Balance as at 01st January	940,819	-
Closing Cash Balance as at 31st December	0	940,819

3.4 Notes to the Financial Statement

Basis of Reporting

1) Purpose of Preparation

The Financial Statements have been prepared in accordance with the Government Financial Regulations 150 & 151 and State Accounts Guideline No. 02/2025, dated 17.12.2025.

2) Reporting Period

The reporting period for these Financial Statements is from 01st January to 31st December 2025.

3) Basis of Measurement

The Financial Statements have been prepared on historical cost modified by the revaluation of certain assets and accounted on a modified cash basis, unless otherwise specified.

The figures of the Financial Statements are presented in Sri Lankan rupees rounded to the nearest rupee.

4) Recognition of Revenue

Exchange and non exchange revenues are recognised on the cash receipts during the accounting period irrespective of relevant revenue period.

5) Recognition and Measurement of Property, Plant and Equipment (PP&E)

An item of Property, Plant and Equipment is recognized when it is probable that future economic benefit associated with the assets will flow to the entity and the cost of the assets can be reliably measured.

PP&E are measured at a cost and revaluation model is applied when cost model is not applicable.

6) Property, Plant and Equipment Reserve

This reserve account is the corresponding account of Property Plant and Equipment.

7) Cash and Cash Equivalents

Cash & cash equivalents include local currency notes and coins in hand as at 31st December 2025.

* In cases where there are transactions which are specific to a particular reporting entity, relevant information can be entered in and revisions can be made as needed in the formats and the disclosure required for those specific transactions may be included under "Reporting Basis"

* Only the accounting policies relevant to the reporting entity should be disclosed under the reporting basis.

3.5 Performance of the Revenue Collection

Rs. ,000

Revenue Code	Description of the Revenue Code	Revenue Estimate		Collected Revenue	
		Original Estimate	Final Estimate	Amount(Rs.)	As a % of Final Revenue Estimate
	Not Applicable				

3.6 Performance of the Utilization of Allocation

Rs. ,000

Type of Allocation	Allocation		Actual Expenditure	Allocation Utilization as a % of Final Allocation
	Original	Final		
Recurrent	329,500	347,015	325,384	94%
Capital	16,000	16,485	11,336	69%

3.7 In terms of F.R.208, grant of allocations for expenditure to this Department/~~District Secretariat/Provincial Council~~ as an agent of the other Ministries/ ~~Departments~~

Rs. ,000

Serial No.	Allocation Received from Ministry /Department	Purpose of the Allocation	Allocation		Actual Expenditure	Allocation Utilization as a % of Final Allocation
			Original	Final		
01	Pension Department	Settlement of the Balance in the Advance Account B	1,033	1,033	1,033	100%

3.8 Performance of the Reporting of Non-Financial Assets

Rs. ,000

Assets Code	Code Description	Balance as per Board of Survey Report as at 31.12.2025	Balance as per Financial Position Report as at 31.12.2025	Yet to be Accounted	Reporting Progress as a %
9151	Building and Structures	571,439	571,439	-	100
9152	Machinery and Equipment	222,434	222,434	-	100
9153	Land	80,500	80,500	-	100
9154	Intangible Assets	-	-	-	-
9155	Biological Assets	-	-	-	-
9160	Work in Progress	-	-	-	-
9180	Lease Assets	-	-	-	-

3.9 Auditor General's Report



ජාතික විගණන කාර්යාලය

தேசிய கணக்காய்வு அலுவலகம்

NATIONAL AUDIT OFFICE



157

මගේ අංකය
எனது இல.
My No.

PIC/B/PSC/2/25/4

ඔබේ අංකය
உமது இல.
Your No.

ගිණුම් අංකය

දිනය
திகதி
Date

2026 මැයි 29 දින

01 JUN 2026

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ප්‍රධාන ගණන්දීමේ නිලධාරී

රාජ්‍ය සේවා කොමිෂන් සභාව

ශීර්ෂය 009 - රාජ්‍ය සේවා කොමිෂන් සභාවේ 2025 දෙසැම්බර් 31 දිනෙන් අවසන් වර්ෂය සඳහා වූ මූල්‍ය ප්‍රකාශන පිළිබඳව 2018 අංක 19 දරන ජාතික විගණන පනතේ 11 (I) උප වගන්තිය ප්‍රකාර විගණකාධිපති සම්පිණ්ඩන වාර්තාව

1. මූල්‍ය ප්‍රකාශන

1.1 මතය

ශීර්ෂය 009 - රාජ්‍ය සේවා කොමිෂන් සභාවේ 2025 දෙසැම්බර් 31 දිනට මූල්‍ය තත්ත්වය පිළිබඳ ප්‍රකාශය, එදිනෙන් අවසන් වර්ෂය සඳහා වූ මූල්‍ය කාර්යසාධන ප්‍රකාශය හා මුදල් ප්‍රවාහ ප්‍රකාශනය සහ ප්‍රමාණාත්මක ගිණුම්කරණ ප්‍රතිපත්තිවලට අදාළ තොරතුරු ද ඇතුළත් මූල්‍ය ප්‍රකාශනවලට අදාළ සටහන්වලින් සමන්විත 2025 දෙසැම්බර් 31 දිනෙන් අවසන් වර්ෂය සඳහා වූ මූල්‍ය ප්‍රකාශන 2018 අංක 19 දරන ජාතික විගණන පනතේ විධිවිධාන සමඟ සංයෝජිතව කියවිය යුතු ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ආණ්ඩුක්‍රම ව්‍යවස්ථාවේ 154(1) ව්‍යවස්ථාවේ ඇතුළත් විධිවිධාන ප්‍රකාර මාගේ විධානය යටතේ විගණනය කරන ලදී. 2018 අංක 19 දරන ජාතික විගණන පනතේ 11(1) වගන්තිය ප්‍රකාරව රාජ්‍ය සේවා කොමිෂන් සභාව වෙත ඉදිරිපත් කරනු ලබන මෙම මූල්‍ය ප්‍රකාශන පිළිබඳව මාගේ අදහස් දැක්වීම් හා නිරීක්ෂණයන් මෙම වාර්තාවේ සඳහන් වේ. 2018 අංක 19 දරන ජාතික විගණන පනතේ 11(2) වගන්තිය ප්‍රකාරව ප්‍රධාන ගණන්දීමේ නිලධාරී වෙත වාර්ෂික විස්තරාත්මක කළමනාකරණ විගණන වාර්තාව යථා කාලයේදී නිකුත් කරනු ලැබේ. ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ආණ්ඩුක්‍රම ව්‍යවස්ථාවේ 154(6) ව්‍යවස්ථාව සමඟ සංයෝජිතව කියවිය යුතු 2018 අංක 19 දරන ජාතික විගණන පනතේ 10 වගන්තිය ප්‍රකාරව ඉදිරිපත් කළ යුතු විගණකාධිපති වාර්තාව යථා කාලයේදී පාර්ලිමේන්තුව වෙත ඉදිරිපත් කරනු ලැබේ.

රාජ්‍ය සේවා කොමිෂන් සභාවේ 2025 දෙසැම්බර් 31 දිනෙන් අවසන් වර්ෂය සඳහා වූ මූල්‍ය ප්‍රකාශනවලින්, මූල්‍ය තත්ත්වය, මූල්‍ය කාර්යසාධනය හා මුදල් ප්‍රවාහ, මූල්‍ය ප්‍රකාශන වලට අදාළ සටහන් 1 හි සඳහන් මූල්‍ය ප්‍රකාශන සකස් කිරීමේ පදනමට අනුකූලව සියලුම ප්‍රමාණාත්මකතාවයන් සම්බන්ධයෙන් සාධාරණ තත්ත්වයක් පිළිබිඹු කරන බව මා දරන්නා වූ මතය වේ.

1.2 මතය සඳහා පදනම

ශ්‍රී ලංකා විගණන ප්‍රමිතීන්ට (ශ්‍රී.ලං.වි.ප්‍ර) අනුකූලව මා විගණනය සිදු කරන ලදී. මෙම විගණන ප්‍රමිති යටතේ වූ මාගේ වගකීම, මෙම වාර්තාවේ මූල්‍ය ප්‍රකාශන විගණනය සම්බන්ධයෙන් විගණකගේ වගකීම යන කොටසේ තවදුරටත් විස්තර කර ඇත. මාගේ මතය සඳහා පදනමක් සැපයීම උදෙසා මා විසින් ලබා ගෙන ඇති විගණන සාක්ෂි ප්‍රමාණවත් සහ උචිත බව මාගේ විශ්වාසයයි.





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1.3 කරුණක් අවධාරණය කිරීම - මූල්‍ය ප්‍රකාශන සකස් කිරීමේ පදනම

මෙම මූල්‍ය ප්‍රකාශන සකස් කිරීමේ පදනම විස්තර කරන මූල්‍ය ප්‍රකාශනවලට අදාළ සටහන් 1 කෙරෙහි අවධානය යොමු කරවමි. මූල්‍ය ප්‍රකාශන, රජයේ මුදල් රෙගුලාසි 150 හා 151 සහ 2025 දෙසැම්බර් 17 දිනැති රාජ්‍ය ගිණුම් මාර්ගෝපදේශ අංක 02/2025 අනුව රාජ්‍ය සේවා කොමිෂන් සභාවේ, මහා භාණ්ඩාගාරයේ සහ පාර්ලිමේන්තුවේ අවශ්‍යතාවය සඳහා සකස් කර ඇත. එම නිසා, මෙම මූල්‍ය ප්‍රකාශන වෙනත් අරමුණු සඳහා සුදුසු නොවිය හැක. මගේ වාර්තාව රාජ්‍ය සේවා කොමිෂන් සභාවේ, මහා භාණ්ඩාගාරයේ සහ ශ්‍රී ලංකා පාර්ලිමේන්තුවේ භාවිතය සඳහා පමණක් අරමුණු කර ඇත. මෙම කරුණ සම්බන්ධයෙන් මගේ මතය විකරණය කරනු නොලැබේ.

1.4 මූල්‍ය ප්‍රකාශන සම්බන්ධයෙන් ප්‍රධාන ගණන්දීමේ නිලධාරීගේ වගකීම

රජයේ මුදල් රෙගුලාසි 150 හා 151 සහ 2025 දෙසැම්බර් 17 දිනැති රාජ්‍ය ගිණුම් මාර්ගෝපදේශ අංක 02/2025 ට අනුකූලව සියලුම ප්‍රමාණාත්මකතාවයන් සම්බන්ධයෙන් සාධාරණ තත්ත්වයක් පිළිබිඹු කෙරෙන පරිදි මූල්‍ය ප්‍රකාශන පිළියෙල කිරීම හා වංචා සහ වැරදි හේතුවෙන් ඇති විය හැකි ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන්ගෙන් තොරව මූල්‍ය ප්‍රකාශන පිළියෙල කිරීමට හැකි වනු පිණිස අවශ්‍යවන අභ්‍යන්තර පාලනය තීරණය කිරීම ප්‍රධාන ගණන්දීමේ නිලධාරීගේ වගකීම වේ.

2018 අංක 19 දරන ජාතික විගණන පනතේ 16(1) වගන්තිය ප්‍රකාරව රාජ්‍ය සේවා කොමිෂන් සභාව විසින් වාර්ෂික හා කාලීන මූල්‍ය ප්‍රකාශන පිළියෙල කිරීමට හැකිවන පරිදි ස්වකීය ආදායම්, වියදම්, වත්කම් හා බැරකම් පිළිබඳ නිසි පරිදි පොත්පත් හා වාර්තා පවත්වා ගෙන යා යුතුය.

ජාතික විගණන පනතේ 38(1)(ඇ) උප වගන්තිය ප්‍රකාරව රාජ්‍ය සේවා කොමිෂන් සභාවේ මූල්‍ය පාලනය සඳහා සඵලදායී අභ්‍යන්තර පාලන පද්ධතියක් සකස් කර පවත්වා ගෙන යනු ලබන බවට ප්‍රධාන ගණන්දීමේ නිලධාරී සහතික විය යුතු අතර එම පද්ධතියේ සඵලදායීත්වය පිළිබඳව කලින් කල සමාලෝචනයක් සිදු කර ඒ අනුව පද්ධතිය ඵලදායී ලෙස කරගෙන යාමට අවශ්‍ය වෙනස්කම් සිදු කරනු ලැබිය යුතුය.

1.5 මූල්‍ය ප්‍රකාශන විගණනය පිළිබඳ විගණකගේ වගකීම

සමස්තයක් ලෙස මූල්‍ය ප්‍රකාශන, වංචා හා වැරදි හේතුවෙන් ඇතිවන ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන්ගෙන් තොර බවට සාධාරණ තහවුරුවක් ලබාදීම සහ මාගේ මතය ඇතුළත් විගණන වාර්තාව නිකුත් කිරීම මාගේ අරමුණ වේ. සාධාරණ සහතිකවීම උසස් මට්ටමේ සහතිකවීමක් වන නමුත්, ශ්‍රී ලංකා විගණන ප්‍රමිති ප්‍රකාරව විගණනය සිදු කිරීමේදී එය සෑම විටම ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන් අනාවරණය කර ගන්නා බවට වන තහවුරු කිරීමක් නොවනු ඇත. වංචා සහ වැරදි තනි හෝ සාමූහික ලෙස බලපෑම් නිසා ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන් ඇති විය හැකි අතර, එහි ප්‍රමාණාත්මකභාවය මෙම මූල්‍ය ප්‍රකාශන පදනම් කර ගනිමින් පරිශීලකයන් විසින් ගනු ලබන ආර්ථික තීරණ කෙරෙහි වන බලපෑම මත රඳා පවතී.

ශ්‍රී ලංකා විගණන ප්‍රමිති ප්‍රකාරව විගණනයේ කොටසක් ලෙස මා විසින් විගණනයේදී වෘත්තීය විනිශ්චය සහ වෘත්තීය සැකමුසුබවින් යුතුව ක්‍රියා කරන ලදී. මා විසින් තවදුරටත්,

- ප්‍රකාශ කරන ලද විගණන මතයට පදනමක් සපයා ගැනීමේදී වංචා හෝ වැරදි හේතුවෙන් මූල්‍ය ප්‍රකාශනවල ඇති විය හැකි ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන් ඇතිවීමේ අවදානම



හඳුනාගැනීම හා තක්සේරු කිරීම සඳහා අවස්ථාවෝචිතව උචිත විගණන පරිපාටි සැලසුම් කර ක්‍රියාත්මක කරන ලදී. වරදවා දැක්වීම් හේතුවෙන් සිදුවන ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශයන්ගෙන් සිදුවන බලපෑමට වඩා වංචාවකින් සිදුවන්නා වූ බලපෑම ප්‍රබල වන්නේ ඒවා දුස්සන්ධානයෙන්, ව්‍යාජ ලේඛන සැකසීමෙන්, වෙනතාන්විත මහභාරිමෙන්, වරදවා දැක්වීමෙන් හෝ අභ්‍යන්තර පාලනයන් මත භාරිමෙන් වැනි හේතු නිසා වන බැවිනි.

- අභ්‍යන්තර පාලනයේ සඵලදායීත්වය පිළිබඳව මතයක් ප්‍රකාශ කිරීමේ අදහසින් නොවූවද, අවස්ථාවෝචිතව උචිත විගණන පරිපාටි සැලසුම් කිරීම පිණිස අභ්‍යන්තර පාලනය පිළිබඳව අවබෝධයක් ලබා ගන්නා ලදී.
- හෙළිදරව් කිරීම් ඇතුළත් මූල්‍ය ප්‍රකාශනවල ව්‍යුහය සහ අන්තර්ගතය සඳහා පාදක වූ ගනුදෙනු හා සිද්ධීන් උචිත හා සාධාරණ අයුරින් මූල්‍ය ප්‍රකාශනවල ඇතුළත් බව අගයන ලදී.
- මූල්‍ය ප්‍රකාශනවල ව්‍යුහය හා අන්තර්ගතය සඳහා පාදක වූ ගනුදෙනු හා සිද්ධීන් උචිත හා සාධාරණව ඇතුළත් වී ඇති බව සහ හෙළිදරව් කිරීම් ඇතුළත් මූල්‍ය ප්‍රකාශනවල සමස්ථ ඉදිරිපත් කිරීම අගයන ලදී.

මාගේ විගණනය තුළදී හඳුනාගත් වැදගත් විගණන සොයාගැනීම්, ප්‍රධාන අභ්‍යන්තර පාලන දුර්වලතා හා අනෙකුත් කරුණු පිළිබඳව ප්‍රධාන ගණන්දීමේ නිලධාරී දැනුවත් කරමි.

2. වෙනත් නෛතික අවශ්‍යතා පිළිබඳ වාර්තාව

2018 අංක 19 දරන ජාතික විගණන පනතේ 6(1)(ඇ) වගන්තිය ප්‍රකාරව පහත සඳහන් කරුණු මා ප්‍රකාශ කරමි.

- (අ) මූල්‍ය ප්‍රකාශන ඉකුත් වර්ෂය සමඟ අනුරූප වන බවට,
- (ආ) ඉකුත් වර්ෂයට අදාළ මූල්‍ය ප්‍රකාශන පිළිබඳව මා විසින් කර තිබුණු නිර්දේශ ක්‍රියාත්මක කර තිබුණි.

3. මූල්‍ය සමාලෝචනය

3.1 වියදම් කළමණාකරණය

ශ්‍රී ලංකා ප්‍රජාතන්ත්‍රවාදී සමාජවාදී ජනරජයේ මුදල් රෙගුලාසි 50 ප්‍රකාරව වියදම් ඇස්තමේන්තු නිසි පරිදි පිළියෙල කර නොමැති වීම හේතුවෙන් වැය විෂයයන් 22 ක ශුද්ධ ප්‍රතිපාදනය සියයට 07 සිට සියයට 100 දක්වා ඉතිරි වී තිබුණි.

4. මෙහෙයුම් සමාලෝචනය

4.1 කාර්යසාධනය

4.1.1 අභියාචනා විසඳීම

2025 ජනවාරි 01 දිනට විසඳීම සඳහා වූ අභියාචනා 705 ක් පැවති අතර විනය, මාරුවීම්, උසස්කිරීම්, සේවය අතහැරයාම්, සේවය අවසන් කිරීම සම්බන්ධයෙන් සමාලෝචිත වර්ෂය තුළදී අභියාචනා 2685 ක් ලැබී තිබුණි. අභියාචනා 1732 ක් විසඳා අවසන් කර තිබූ අතර 2025 දෙසැම්බර් 31 දින වන විට තවදුරටත් විසඳිය යුතු අභියාචනා සංඛ්‍යාව 1658 ක් විය. එයට වසරට අඩු අභියාචනා 1496 ක් වසර 1- 2 අතර අභියාචනා 79 ක් හා වසර 2 වැඩි අභියාචනා 83 ක් ඇතුළත් විය.





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4.1.2 විධිමත් විනය පරීක්ෂණ පැවැත්වීම

සෞඛ්‍ය සේවා කමිටුව, අධ්‍යාපන සේවා කමිටුව හා විනය අංශය සතුව 2025 ජනවාරි 01 දිනට විධිමත් විනය පරීක්ෂණ 63ක් පැවැති අතර වර්ෂය තුළදී විධිමත් විනය පරීක්ෂණ 67ක් ආරම්භ කර තිබුණි. සමාලෝචිත වර්ෂය තුළදී විනය පරීක්ෂණ 43ක් අවසන් කර තිබූ අතර වර්ෂය අවසානයේ අවසන් නොකළ විධිමත් විනය පරීක්ෂණ සංඛ්‍යාව 87ක් විය. ඒ සම්බන්ධයෙන් පහත නිරීක්ෂණ කෙරේ.

- (අ) සෞඛ්‍ය සේවා කමිටුව විසින් විධිමත් විනය පරීක්ෂණ පැවැත්වීම සඳහා විනය පරීක්ෂණ නිලධාරීන් වෙත භාර දී තිබූ විනය පරීක්ෂණ 30 ක් 2025 අගෝස්තු 31 දින වන විටත් අවසන් කර නොතිබුණි.
- (ආ) එම විධිමත් විනය පරීක්ෂණ 30 න් 10 ක් සඳහා 2024 වර්ෂයේ චෝදනා පත්‍ර නිකුත් කර තිබුණද 2025 අගෝස්තු 31 දින වන විටත් විනය පරීක්ෂණ ආරම්භ කර නොතිබුණි. මේ අනුව පත් කරන ලද විනය නිලධාරියා මගින් විනය ක්‍රියාමාර්ග ප්‍රමාදයකින් තොරව ක්‍රියාත්මක කිරීම සම්බන්ධයෙන් අවධානය යොමුවිය යුතු අතර එසේ ප්‍රමාදවීම සම්බන්ධ ගැටළු හඳුනාගෙන ඒ සම්බන්ධ කොමිෂන් සභාවේ අවධානයක් ලබා දීම තුළින් විනය පරීක්ෂණ කාලීනව වඩාත් සාධාරණ ලෙස ඉටුකිරීම කෙරෙහි අවධානය යොමුකර නොතිබුණි.
- (ඇ) ක්‍රියාත්මක තත්ත්වයේ පවතින විනය පරීක්ෂණ 14 ක් සම්බන්ධයෙන් චෝදනා පත්‍ර නිකුත් කළ දිනයේ සිට 2025 සැප්තැම්බර් 30 වන විට මාස 10 සිට මාස 115 දක්වා කාලයක් ගතව තිබුණි. මෙවැනි දීර්ඝ ප්‍රමාදයන් හේතුවෙන් සාක්ෂිකරුවන්ගෙන් සාක්ෂි ලබා ගැනීමේ ගැටලු ඇති වීම හා සම්බන්ධිත නිලධාරීන්ට නියමිත පරිදි සාධාරණ පරීක්ෂණයක් පවත්වා විනය ක්‍රියාමාර්ග ගැනීමේ කටයුතු අඩාලවීමක් නිරීක්ෂණය විය.
- (ඈ) 2016 පෙබරවාරි 15 දින චෝදනා පත්‍රය නිකුත් කර 2025 අප්‍රේල් 19 දින විධිමත් විනය පරීක්ෂණයක් ආරම්භ කර තිබූ එක් විධිමත් විනය පරීක්ෂණයක සාක්ෂිකරුවන් විශ්‍රාම ගොස් සිටීම සහ විදේශ ගත වීම වැනි හේතු මත එම පරීක්ෂණය මේ වන තෙක් අවසන් කර නොතිබුණි. චෝදනා පත්‍ර නිකුත් කිරීමෙන් පසු එතරම් දීර්ඝ කාලයක් විධිමත් විනය පරීක්ෂණ ආරම්භ කිරීමට ප්‍රමාද වීම මත විනය කාර්ය පටිපාටිය කාර්යක්ෂමව හා සාධාරණ ලෙස පැවැත්වීම කෙරෙහි අහිතකර ලෙස බලපා තිබුණි.
- (ඉ) 2024 වර්ෂයේදී විධිමත් විනය පරීක්ෂණ 27 ක් පරීක්ෂණ නිලධාරීන් 17 දෙනෙකු වෙත භාර දී තිබූ අතර ඉන් පරීක්ෂණ 05 ක් පමණක් අවසන් කර තිබුණි. ඒ අනුව භාර දුන් විනය පරීක්ෂණ සංඛ්‍යාවට සාපේක්ෂව අවසන් කර ඇති ප්‍රමාණය අවම මට්ටමක පැවතුණි.
- (ඊ) පෙර භාරදුන් විධිමත් විනය පරීක්ෂණ අවසන් නොකළ පරීක්ෂණ නිලධාරීන් 04 දෙනෙකු සඳහා සමාලෝචිත වර්ෂයේදී ද තවත් විධිමත් විනය පරීක්ෂණ 09 ක් භාර දී තිබුණි. මෙම ක්‍රියාමාර්ග හේතුවෙන් පවතින පරීක්ෂණ ප්‍රමාදය තවදුරටත් වර්ධනය වීමට හා විනය පද්ධතියේ කාර්යක්ෂමතාවය අඩාල වීමට එය හේතු වන බවද විගණනයේදී නිරීක්ෂණය විය.



- (උ) සමාලෝචිත වර්ෂයේදී විධිමත් විනය පරීක්ෂණ වාර්තා ලබාදුන් පරීක්ෂණ නිලධාරීන් 50 දෙනෙකු වෙත විනය පරීක්ෂණ පැවැත්වීමේ ගාස්තු ලෙස රු.4,596,106 ක් ගෙවීම් කර තිබුණි. මේ සම්බන්ධයෙන් පහත කරුණු නිරීක්ෂණය විය.
- (i) චෝදනාපත් නිකුත් කළ දිනයේ සිට විනය පරීක්ෂණ නිලධාරියා පත්කිරීම සඳහා මාස 03 සිට මාස 24 අතර කාලයක් ගත වී තිබුණි.
 - (ii) විධිමත් විනය පරීක්ෂණ නිලධාරියා පත්කළ දිනයේ සිට විනය පරීක්ෂණ නිමකර අවසන් වාර්තාව කොමිෂන් සභාව වෙත ඉදිරිපත් කිරීම සඳහා මාස 02 සිට මාස 69 දක්වා අසාමාන්‍ය කාලයක් ගත වී තිබුණි.
 - (iii) විනය පරීක්ෂණය නිමකර වාර්තාව පරීක්ෂණ නිලධාරියා භාරදුන් පසුව කොමිෂන් සභාව විසින් අදාළ තීරණය දැනුම් දීම සඳහා මාස 01 සිට මාස 28 දක්වා අසාමාන්‍ය කාලයක් ගත වී තිබුණි.
 - (iv) විධිමත් විනය පරීක්ෂණ පවත්වා 2025 වර්ෂයේදී වාර්තාව කොමිෂන් සභාව වෙත භාරදී තිබුණද 2026 මාර්තු 19 දින වන විටත් විනය පරීක්ෂණ 12 ක් සඳහා කොමිෂන් සභාව විසින් අදාළ තීරණ විනය බලධාරියා වෙත දැනුම් දී නොතිබුණි.
 - (v) විධිමත් විනය පරීක්ෂණයක් පැවැත්වීමට තීරණයකර චෝදනා පත් නිකුත් කළ දිනයේ සිට පරීක්ෂණය පවත්වා අදාළ තීරණය කොමිෂන් සභාව විසින් දැනුම්දීම සඳහා මාස 10 සිට මාස 88 දක්වා අසාමාන්‍ය කාලයක් ගත වී තිබුණි.

4.1.3 රාජ්‍ය ආයතන වෙතින් තොරතුරු කැඳවීම

- (අ) කොමිෂන් සභාව වෙත ලැබෙන අභියාචනා හා අනෙකුත් පරීක්ෂණයන්ට අදාළව තොරතුරු හා වාර්තා වෙනත් රාජ්‍ය ආයතන වෙතින් කැඳවීම සිදුකරනු ලබයි. එවැනි රාජ්‍ය ආයතන 46 ක් වෙත තොරතුරු කැඳවීම් සඳහා ලිපි 811 ක් නිකුත්කර තිබුණ ද 2025 අගෝස්තු 31 දක්වා එම ආයතන වලින් අවශ්‍ය තොරතුරු/පිළිතුරු සම්පූර්ණයෙන් හෝ කොටසක් කාලීනව ලබා දී නොතිබුණි. මෙය කොමිෂන් සභාවේ කාර්ය සාධනය සහ කාර්යක්ෂමතාවය කෙරෙහිද සෘජුව බලපෑමක් ඇතිකර තිබුණි. ඒ අනුව එවැනි කාල ප්‍රමාදයන් දිගින් දිගටම නිරීක්ෂණය වන රාජ්‍ය ආයතනයන් හඳුනා ගැනීම, ඒ සඳහා විකල්ප ක්‍රමවේදයන් හඳුනාගැනීම සහ අදාළ ආයතන ප්‍රධානීන් මගින් අවශ්‍ය තොරතුරු කඩිනමින් ලබාගත හැකි ලෙස ක්‍රමවේදයක් සැකසීම කෙරෙහි කොමිෂන් සභාවේ අවධානය යොමු විය යුතු බව නිරීක්ෂණය විය.
- (ආ) ස්ථාවර නියෝග අංක 40(1) අනුව සිහිකැඳවීම් ලිපි යැවීම සඳහා කාල සීමාවන් තීරණය කර තිබුණ ද එම සිහි කැඳවීම් සඳහාද පිළිතුරු නොලද විට ගත යුතු ක්‍රියාමාර්ග පිළිබඳව නිශ්චිත අවධානයක් යොමුකර නොතිබුණි.

4.1.4 බලය අභිනියෝජනය කිරීම

දත්ත පවත්වා ගැනීම හා රාජ්‍ය සේවය පිළිබඳ තොරතුරු බෙදා හැරීම රාජ්‍ය සේවා කොමිෂන් සභාව සතු කාර්යයක් වේ. රාජ්‍ය සේවා කොමිෂන් සභාව විසින් නිකුත් කර ඇති ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ 2022 දෙසැම්බර් 24 දිනැති අංක 2310/29 දරන ගැසට් පත්‍රයේ ගැසට් කරන ලද කාර්ය පටිපාටික රීතීන්හි XX වැනි පරිච්ඡේදයේ 288 වැනි වගන්තිය





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ප්‍රකාරව කොමිෂන් සභාවේ බලය අභිනියෝජනය කරනු ලබන අභිනියෝජිත බලධරයා විසින් එම බලය ක්‍රියාත්මක කිරීමේදී පවත්වා ගතයුතු ලේඛන 10 ක් පිළිබඳව දැක්වේ. ඒ අනුව සෞඛ්‍ය සේවා හා අධ්‍යාපන සේවා කමිටුව විසින් රජයේ නිලධාරීන්ගේ පරිශීෂ්ට 21 - පත්කිරීම් හා උසස් කිරීම්, පරිශීෂ්ට 22 - සේවයෙන් පහ කිරීම්, පරිශීෂ්ට 23 - සේවයෙන් ඉල්ලා අස්වීම්, පරිශීෂ්ට 24 - තනතුර අතහැර යාම්, පරිශීෂ්ට 25 - වැඩ තහනම් කිරීම් හා අනිවාර්ය නිවාඩු ගැන්වීම් සහ පරිශීෂ්ට 26 - විශ්‍රාම ගැන්වීම් සම්බන්ධව 2024 හා 2025 වර්ෂයට අදාළ තොරතුරු පමණක් පවත්වා ගෙන ගොස් තිබුණි. එමෙන්ම පරිශීෂ්ට 27, 28, 29, 30 ට අදාළව පවත්වා ගත යුතු ලේඛන පවත්වා නොතිබුණි. එසේම සෞඛ්‍ය සේවා හා අධ්‍යාපන සේවා නොවන අනෙකුත් අංශ සඳහා පරිශීෂ්ට කිසිවක් පවත්වා නොතිබුණි.

4.2 කළමනාකරණ දුර්වලතා

- (අ) කොමිෂන් සභාව විසින්ම 2020 අගෝස්තු 01 දින ආරම්භ කරන ලද පරිගණක පද්ධතිය මගින් කාර්යාලය වෙත ලැබෙන ලිපිවල වර්තමාන තත්ත්වය (Present status) පරීක්ෂා කළ හැකි ලෙස අභියාචනා, පත්වීම්, විනය, ආයතනික, උසස් කිරීම්, සෞඛ්‍ය හා අධ්‍යාපන අනුව කිසියම් නිශ්චිත දිනකට කොමිෂන් සභාව කටයුතු කරමින් පවතින ලිපිගොනු සංඛ්‍යාව, එහි කාල විශ්ලේෂණයක් ආදී තොරතුරු පද්ධතිය මගින් ලබාගත නොහැකි විය. එසේම අළුත් දත්ත ඇතුළත් කිරීමේදී තිබූ පෙර පැවති දත්ත ඉවත් වන බැවින් ලිපිගොනුවල කාලසීමාව මෙන්ම නිවැරදි තොරතුරු ලබාගැනීමේ අවස්ථාවද සිදුකළ නොහැකි වී තිබුණි.
- (ආ) 2023 මැයි 23 දිනැති අංක MOT/2023/01 දරන තාක්ෂණ අමාත්‍යාංශයේ චක්‍රලේඛය මගින් රාජ්‍ය ආයතන සඳහා තොරතුරු හා සයිබර් ආරක්ෂණ ප්‍රතිපත්තිය හඳුන්වා දී ඇති අතර ශ්‍රී ලංකා සර්ව ආයතනය විසින් නිකුත්කර ඇති තොරතුරු හා සයිබර් ප්‍රතිපත්තිය අනුව ආයතන මට්ටමින් කටයුතු කළ යුතු වුවද කොමිෂන් සභාව විසින් අදාළ චක්‍රලේඛයේ හා ප්‍රතිපත්තියේ සඳහන් ක්‍රියාකාරකම් 54 කින් ක්‍රියාකාරකම් 17 ක් සිදුකර නොතිබුණි.

4.3 වත්කම් කළමනාකරණය

2025 දෙසැම්බර් 31 දිනෙන් අවසන් වර්ෂය සඳහා වූ භාණ්ඩ සමීක්ෂණ වාර්තාව සහ මූල්‍ය ප්‍රකාශනවල ජංගම නොවන වත්කම් වලට අදාළ Boss වාර්තාව සමඟ සැසඳීමේදී ජංගම නොවන වත්කම් අයිතම 09 කින් අයිතම 05 ක ඒකක 102 ක් අඩුවෙන් ද අයිතම 04 ක ඒකක 45 ක් වැඩියෙන්ද දක්වා තිබුණි.

5 මානව සම්පත් කළමනාකරණය

5.1 අනුයුක්ත කාර්ය මණ්ඩලය, තරාය කාර්ය මණ්ඩලය

2025 දෙසැම්බර් 31 දිනට අනුමත කාර්ය මණ්ඩලය 238 ක් වන අතර තත්‍ය කාර්ය මණ්ඩලය 197 ක් වූයෙන් තනතුරු 41 ක් පුරප්පාඩු වී තිබිණි. මෙම තත්ත්වය සභාවේ කාර්යක්ෂමතාවය කෙරෙහි බලපෑමට ඉඩ ඇති බව විගණනයේදී නිරීක්ෂණය කෙරේ.


 කේ.කේ.පී.පී.පී.සේනාරත්න
 නියෝජ්‍ය විගණකාධිපති
 විගණකාධිපති වෙනුවට



Chapter 04 – Performance Indicators

4.1 Performance indicators of the Institution (Based on the Action Plan)

4.1.1 Administration Division

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100-90%	75%-89%	50%-74%
Management of daily post	No. of letters received in daily post	✓		
Matters pertaining to vehicle and transport facilities	No. of letters issued for matters related to vehicle and transport facilities / No of action taken	✓		
	No. of vehicles needed to repair/ No. of vehicles repaired	✓		
	No. of vehicles requested for duties/ No. of vehicles provided	✓		
Matters pertaining to the office building	No of letters issued on matters related to the office building / No. of action taken	✓		
	No. of repairs required related to the office building/ No. of repairs made	✓		
Payments for essential services of the office	No. of vouchers prepared for the essential services of the office.	✓		
Maintenance of personal files	No. of letters issued related to personal files / No. of action taken	✓		
Preparation of reports related to the institution	Number of reports prepared related to the institution	✓		
Matters pertaining to loans	No. of loan applications proceed	✓		
Issuance of official identity cards	No. of identity cards issued	✓		
Adherence to the RTI act	No. of RTI 01 applications received	✓		
Printing activities	No of documents printed	✓		

Matters pertaining to Issuance of railway season tickets and free railway warrants	No. of railway warrants and season tickets issued	✓		
Duties relating to officers' leave	No. of action taken	✓		
Staff training	No. of training programs conducted	✓		
Departmental recruitments	No. of departmental recruitments made	✓		
Agrahara insurance benefits	No. of Agrahara applications proceeded	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries	
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand					
								Processing (e)	New (f)				
Administra tion	Distribution of daily mail in an efficient manner	Distribution of inward letters	Enter to the DMS system and distribute among division	0	2758	2578	0	0	0		100%		
			Return the unrelated letters	0	180	180	0	0	0		100%		
		Distribution of outward letters	Distribute register/ normal post letters		Amount spent for postal stamp machine							100%	
			Deliver the by- hand letters										
	Provision and maintenance of infrastructure facilities of the office in an efficient and productive way	Utilization and maintenance of government vehicles	Assign official vehicles	0	6	6	0	0	0		100%		
			Arrange official travel	0	162	162	0	0	0		100%		
			Maintenance of vehicles (Repair / service / insurance / fuel testings/tiers and batteries/accidents)	4	24	28	0	0	0		100%		
			Disposal of motor vehicles	0	0	0	0	0	0				
			Prepare the quarterly report on vehicle maintenance	0	1	1	0	0	0		100%		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
		Maintenance of office premises	Repair the building	2	9	11	0	0	0		100%	
			Maintain the Air condition system, lift, generator, fire security system, PBX intercom system	1	0	1	0	0	0		100%	
			Renew service agreements	0	1	0	0	1	0		perform ed efficient & maximum capacity	
			Settle utility bills	0	8	0	8	0	0		100%	
		Maintain janitorial services and cleaning services	Renew service agreements, Monitor daily activities & Make payments	0	8	8	0	0	0		100%	

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
	Effective human resource management and development in the office	Maintenance of personal files	Confirmation in service	0	1	1	0	0	0		100%	
			Promotions	0	10	10	0	0	0		100%	
			Resignations	0	0	0	0	0	0		–	
			Annual, Non annual & other transfers	0	15	15	0	0	0		100%	
			Grant approval for annual salary increments	0	43	43	0	0	0		100%	
			Issue service confirmation letters	0	17	17	0	0	0		100%	
			Prepare the personal files of officers who are retired	1	1	2	0	0	0		100%	
			Issue VOP notices	0	1	1	0	0	0		100%	

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
		Maintain the approved cadre	Take actions for departmental recruitments	4	0	0	0	0	4		perform ed efficient & maximum capacity	
			Take actions for filling other vacancies	8	0	2	0	3	5			
			Update and send the details to the Management Service Department	0	1	1	0	0	0		100%	
		Conduct training programs	Organize internal trainings	0	3	3	0	0	0		100%	
			Send the officers for external /foreign training programs	0	4	4	0	0	0		100%	
		Other establishment activities	Grant approval for leave under the Establishments code and P.A. circulars	0	65	65	0	0	0		100%	
			Issue vehicle permits	0	1	1	0	0	0		100%	
			Issue railway warrants	0	38	38	0	0	0		100%	
			Grant approval for distress loans	0	7	7	0	0	0		100%	

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Grant approval for documents of property loan	0	0	0	0	0	0		–	
			Take action to receiving the “Agrahara” benefits	0	5	5	0	0	0		100%	
	Preparing reports	Budget report - 2025	Collect data and prepare report	0	1	1	0	0	0		100%	
		Action plan 2026	Collect data and prepare report	0	0	0	0	1	0		95%	
	Dealing with matters under Right to Information Act no 12 of 2016 in an effective manner	Make appointments	Appoint designated officer and information officers	0	0	0	0	0	0		–	
		Actions as Designated officer	Reply for RTI 10 applications	0	19	19	0	0	0		100%	
			Provide Information to RTI Commission	0	5	5	0	0	0		100%	
		Actions as IO (admin)	Reply RTI 01 applications	0	1	1	0	0	0		100%	

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
	Provide assistance & necessary utilities for daily activities of office procedure effectively	Get necessary documents and formats from the government printing department		0	0	0	0	0	0		-	
		Provide refreshments and other supplies for meetings		0	31	31	0	0	0		100%	
		Supply newspapers for staff officers		0	480	480	0	0	0		100%	

4.1.2 Accounts Division

Goal	Action	Actual output as percentage (%) of the expected out put		
		100%-90%	75%-89%	50%-74%
Efficient Financial Administration and Accurate account	Financial Administration	✓		
Correct Reporting	Accounting	✓		
Optimum utilization of Financial assets	Procurement	✓		

4.1.3 Establishment Division

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100%-90%	75% - 89%	50%-74%
Delegation of powers to the officers	Number of Gazette notifications published regarding the delegation of powers to officers.	✓		
Delegation of administrative powers to the officers	Number of delegations of administrative powers to officers made under PSC Circular No. 05/2011.	✓		
Issuance of PSC Circulars	No of PSC circulars issued	✓		
Study, approve & publish Service Minutes	No of Service Minutes published			✓
Studying and approving Schemes of Recruitment (SOR)/	No of SOR approved			✓
Certification of Schemes of Recruitment (SOR)	No of SOR certified		✓	
Studying and amending Schemes of Recruitment (SOR)	No of SOR amended			✓
Certification of Schemes of Promotion (SOP)	No of SOP approved		✓	
Certification of Schemes of Promotion	No of SOP certified		✓	
Studying and amending Schemes of Promotion	No of SOP amended			✓
Studying and approving Transfer Schemes	No of SOT approved	✓		
Studying and amending Transfer Schemes	No of SOT amended	✓		
Granting approval for deviations from Service Minutes / Schemes of Recruitment	No of deviations granted for SM/SOR		✓	
Providing instructions and guidance	No of matters for which instructions/directions were given	✓		
Appearing before the Administrative Appeals Tribunal (AAT), and the preparation and submission of observations.	No of observations given to AAT cases	✓		

Approving the implementation of AAT orders.	No of AAT orders implemented	✓		
Participating in consultation sessions - SCFR/CA Writ/HRC/PPC/ Ombudsman	No. of Consultation Sessions attended - SCFR/CA Writ/HRC/PPC/Ombudsman	✓		
Submitting signed proxies and observations for SCFR / CA Writ / HRC / PPC / Ombudsman cases	No. of cases - SCFR/CA Writ/HRC/PPC/ Ombudsman for which observation was submitted	✓		
Submitting observations to the Cabinet of Ministers for approval.	No of recommendation granted to Cabinet of Ministers	✓		
Making decisions regarding recruitments, confirmations, appointments, absorptions, and promotions	No of decision granted to the matters related to recruitment, confirmation, appointment, absorption & promotion	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
Establishment	Delegation of Power	Delegation of Power of PSC	Delegating Power to the officer	0	8	8	0	0	0		100%	
			Delegating Power to the Committee	0	4	4	0	0	0		100%	
		Administrative Functions	Delegating Administrative power to the officer	6	19	25	0	0	0		100%	
	Formulation of Rules & Regulation	Rules	Formulating PSC Rules	0	0	0	0	0	0		–	
			Amending PSC Rules	0	1	0	0	1	0		–	
			Interpretation of PSC Rules	2	4	5	1	0	0		100%	
		Circulars	Issuance of PSC Circulars	0	1	1	0	0	0		100%	
		Service Minute	Approving Service Minutes	1	3	1	2	1	0		75%	
			Gazetting of Service Minute	0	0	0	0	0	0		–	
			Amending Service Minutes	11	21	14	9	7	2		72%	
	Formulation of Rules & Regulation	Scheme of Recruitment (SOR)	Approving SORs	12	40	19	15	13	5		65%	
			Certification of SORs	8	11	12	4	3	0		84%	

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received)As Per Action Plan	Measure of success (KPI) (Based on number of cases received)Actual %	No. of beneficiaries	
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand					
								Processing (e)	New (f)				
			Amending SORs	54	108	57	57	37	11		70%		
		Scheme of Promotion (SOP)	Approving SOPs	4	24	14	10	4	0		86%		
			Certification of SOPs	1	15	9	4	3	0		81%		
			Amending SOPs	5	25	8	14	6	2		73%		
		Scheme of Transfer (SOT)	Approving SOTs	7	29	21	13	1	1		94%		
			Certification of SOTs	2	19	19	1	1	0		95%		
			Amending SOTs	19	71	43	28	18	1		79%		
		Addressing Issues not Covered by Rules & Regulations	Granting Deviations	Deviating from SMs	7	3	7	2	1	0		90%	
				Deviating from SORs	10	20	21	5	4	0		87%	
	Deviating from SOPs			2	4	5	1	0	0		100%		
	Deviating from SOTs			0	2	2	0	0	0		100%		
	Policy		Granting Approval	140	516	525	45	63	23		87%		
	Other	Granting Approval	Granting Approval	213	1035	1030	89	81	48		90%		

4.1.4 Appointments Division

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100%-90%	75%-89%	50%-74%
Making appointments	No. of appointments made	✓		
Approving Gazette notifications for appointments	No. of gazette notifications issued in respect of appointments		✓	
Confirmation of officers in their respective grades/posts	No. of confirmations made	✓		
Submitting proposals regarding concessions for Efficiency Bars	No. of EB concessions granted	✓		
Attaching officers in accordance with newly approved Schemes of Recruitment (SOR) / Service Minutes	No. of absorptions in terms of newly approved SOR/SM	✓		
Releasing officers to Provincial Councils and projects in terms of Procedural Rules, Management Services Circulars, or other relevant circulars	No. of officers released to provincial councils, projects in the terms of Procedural Rules, Mgt. Circulars/ Other Circulars.	✓		
Retirement of officers in terms of Public Administration Circular No. 30/88	No. of officers send on retirement in terms of the provision of PA Circular 30/88	✓		
Appointing officers for acting/ attend to duties	No. of officers appointed for acting/ attend to duties	✓		
Appeals regarding appointments	No. of decisions issued regarding appeals on appointment		✓	
Preparation of written observations regarding AAT cases / complaints	No. of written observations prepared in relation to AAT cases/complaints	✓		
Appearing (Attending) before the AAT /	No. of appearances before (Attending AAT	✓		
Preparation of counter-observations	No. of counter Observations submitted	✓		
Implementing AAT directives / Filing motions.	No. of AAT orders implemented	✓		
Preparation of observations for Supreme Court Fundamental Rights cases	No. of observations prepared for SC/FR cases	✓		
Participating in consultation meetings for SC/FR cases	No. of consultations attended	✓		
Scrutinizing and certifying affidavits related to SC/FR cases	No. of affidavits certified	✓		
Preparation of observations for PPC/ HRC	No. of observations prepared for PPC/ HRC cases	✓		
Attending Parliamentary Petitions Committee meetings	No. of visits/appearances	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
Appointm ent	Appointin g suitable officers to the post	Appointment	Approving Gazette Notifications	9	61	42	13	14	1		78.57%	0
			Approving BOI	0	42	42	0	0	0		100%	0
			Selection of candidates	4	57	46	9	5	1		90.16%	229
			Issuance of appointment letters	0	29	28	1	0	0		100%	957
			Cancelation of appointment	1	12	12	0	1	0		92.31%	24
		Confirmation	Confirming officers in respective grades / posts	75	225	256	43	1	0		99.67%	489
		EB Concession	Approve / Reject EB concession	52	280	263	36	31	2		90.06%	561
		Absorption	Absorbing of officers in terms of newly approved SOR/SM	0	10	7	2	1	0		90%	6
			Issuance of letters of absorption	4	29	30	3	0	0		100%	47
		Releases	Approve/ Reject the releases	31	296	289	21	12	5		94.80%	328

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
		Retirement	Approve the retirement s under provision of PA Circular 30/88	4	44	41	3	2	2		91.66%	38
		Acting Appointments	Appointment of officers on acting/ attend to duties	95	960	930	25	72	28		90.52%	1065
		Appeals	Approve/ Reject relief	38	316	256	45	44	9		85.02%	178
		Resignation	Approve/ Reject	8	63	54	13	4	0		94.36%	56
		Re- employment	Approve/ Reject the re-employment	27	200	199	11	16	1		92.51%	370
		Contract Appointment	Approving Gazette Notifications	0	0	0	0	0	0		—	0
			Approving BOI	1	0	1	0	0	0		100%	0
			Selection of candidates	0	0	0	0	0	0		—	0
			Issuance of appointment letters	0	8	7	0	1	0		87.50%	8
			Cancelation of appointment	0	0	0	0	0	0		—	0
		Other		10	252	255	2	4	1		98.09%	77

4.1.5 Promotion Division

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100%-90%	75%-89%	50%-74%
Granting approval for Grade-to-Grade promotion	No. of grade-to-grade promotions granted		✓	
Granting approval for Promotion by selection	No. of promotion by selection granted		✓	
Granting approval for Gazette notifications relating to Promotion	No. of gazette notifications issued regarding promotions	✓		
Appeals related to PSC decisions	No. of Decisions granted			✓
Appeals related to HSC/ESC decisions	No. of Decisions granted		✓	
Granting approval for the appointment to the post (Based on appointment by selection)	No. of Appointments granted	✓		
Preparation of written observations for AAT cases	No. of observations made	✓		
Appearing before AAT	No. of visits/ appearing before AAT	✓		
Preparation of counter observations	No. of counter Observations made	✓		
Implementation of AAT decisions/ submission of motion	No. of decisions made	✓		
Preparation of observations for SC Cases	No. of observations made	✓		
Attending for consultation on SC Cases	No. of consultation attended.	✓		
Checking & certification of affidavits of SC Cases	No. of affidavit certified	✓		
Preparation of observations for PPC/ HRC	No. of observations prepared	✓		
Appearing before PPC	No. of visits/appearances made	✓		
Cancellation of promotions	No. of promotions cancelled		✓	
Cancellation of appointments	No. of appointments cancelled		✓	
Provide the required information Under RTI Act	No of applications received	✓		
Attending to RTI commission	No. of appearances before the RTI Commission	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries	
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand					
								Processing (e)	New (f)				
Promotion	Grant promotion	Grade to grade promotion	Granting approval for promotions	130	383	349	46	118	0		77%	550	
			Issuance of letters of promotions	11	75	76	0	10	0		88.37%	552	
			Cancelation of grade to grade promotion	0	2	0	0	2	0		–	0	
			Other	24	61	61	3	21	0		75.29%	0	
		Appeals	Approve/ Reject relief	9	24	22	3	8	0		75.76%	0	
		Promotion by selection	Granting approval for the Notification of calling applications, Marking schemes & Interview Boards	37	115	95	17	40	0		73.68%	0	
			Granting approval for promotions	41	108	79	22	48	0		67.79% *	357	
			Issuance of letters of Promotions	23	51	49	1	24	0		67.57% *	53	
			Cancelation of promotion	0	2	0	0	2	0			0	
			Other	41	153	173	4	17	0		91.24%	0	
		Appeals	Approve/ Reject relief	50	142	100	31	61	0		68.22% *	0	
		Appointment to the post	Appointment to the Post (Class I & above/ Executive grades)	Approving Gazette Notifications	3	15	7	7	4	0		77.78%	0
				Approving BOI	0	3	2	0	1	0		66.67%	0
				Selection of candidates	47	234	193	24	64	0		77.22% *	241
	Issuance of appointment letters			76	484	455	40	65	0		88.39%	685	
	Cancelation of the appointments			1	0	1	0	0	0		100%	0	
	Other			4	27	27	0	4	0		87.10%	0	
	Appeals	Approve/ Reject relief	11	31	22	4	16	0		61.9% *	1		
	*Recived During the Month of December 2025												

4.1.6 Disciplinary Division

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100 % - 90%	75% - 89%	50% - 74%
Duties related to Preliminary investigations (Submission of preliminary investigation reports for issuing a charge sheet or for concluding disciplinary action / preliminary investigation / response to the charge sheet / calling for necessary information, observations, and recommendations from relevant institutions for the appointment of disciplinary inquiry officers / conducting formal disciplinary inquiries and appointing the tribunal of inquiry / issuance of the final order.)	No. of orders issued			✓
Appeals submitted against vacation of post orders issued by Heads of Institutions	No. of orders issued		✓	
Taking actions on requests for Interdictions, Compulsory leave & retirement subject to Sec. 12	No. of orders issued		✓	
Taking Actions on other issues relating to disciplinary matters	No. of orders issued	✓		
Disciplinary orders given by Provincial authorities in relation to ESC, HSC, SLEAS	No. of orders issued		✓	
Taking actions on public petitions / complaints	No. of Complaints / Petitions regarding which action was taken	✓		
Preparing & sending observations to following of institutions on their notices/ requests i. Attorney General ii. HRC iii. Ombudsman iv. PPC v. CIABOC vi. AAT vii. CA viii. SC	No. of observations made	✓		
Appearing before AAT/PPC/HRC/RTIC/ CIABOC representing PSC	No. of appearances made	✓		
Attending consultation at the AG's department.	No. of consultations made	✓		
Granting information requested under the RTI Act	No. of applications attended	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
Disciplinary	Taking decisions on disciplinary matters fairly and efficiently	Taking actions on preliminary Investigations	Taking actions on Preliminary Inquiry(Issuance of Charge Sheets /Terminate Disciplinary Proceedings)	107	411	258	182	70	8		84.94%	273
			Amending charge sheet where necessary	4	14	8	6	4			77.78%	5
			Receiving reply to Charge Sheet	2	92	35	51	6	2		91.49%	48
			Receiving observation to the answer to the charge sheet(Appointing IO/PO/DO, Terminate, Punishment)	17	82	58	22	19			80.81%	16
			Amendment of the inquiry panel & venue		7	5	1	1			85.71%	6
			Giving approval to use motor vehicles for FDI	1	13	14					100%	4
			Considering the progress of conducting FDI		33	29	3	1			96.97%	19
			Issuance of orders for other matters related to FDI	7	29	28	6	1	1		94.44%	13
			Recommending Vouchers of IOs		23	21	1	1			95.65%	15

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Issuance of orders on FDI Reports	9	40	35	1	13			73.47%	26
	Taking decisions on disciplinary matters fairly and efficiently	Taking actions on requests for Interdictions, Compulsory leave & retirement subject to Sec. 12	Issuance of the decisions on requests of Interdictions	4	29	26	5	2			93.18%	7
			Issuance of the decisions on requests of compulsory leave	1	8	7	1	1			88.89%	8
			Issuance of the decisions on requests of Sec. 12 retirements	2	33	19	8	6	2		77.14%	16
			Issuance of the decisions on requests of reinstatements	5	31	24	7	5			86.11%	14
			Issuance of the decisions on requests of Half Pay		3	1	2				100%	2
	Taking decisions on disciplinary matters fairly and efficiently	Taking Actions on other issues relating to disciplinary matters	Providing instructions on disciplinary matters	1	33	31			3		91.18%	13

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Granting approval or providing instructions on E-code amendments		1	1					100%	1
			Transfer on disciplinary grounds		8	6	2				100%	5
			Concurrence for foreign leave requests of officers against whom disciplinary actions are pending		25	22	1		2		92%	11
			Register the officers to the inquiry panel and maintaining inquiry panel	1	35	30	2		4		88.89%	32
			Granting approval for appointment of retired officers to act as PIO	1	1	2					100%	2
			Taking actions on other disciplinary matters not specified above (Matters on Salary Increments,)	8	130	122	10	2	4		95.65%	42
	Deciding on appeals fairly & reasonably	Appeals against Disciplinary orders given by ESC, HSC, Provincial authorities	Dismissing / Allowing Appeal of ESC/HSC/Provincial Authorities	21	193	86	91	37			82.71%	74
		VOP	Dismissing / Allowing VOP Appeal	8	63	34	32	5			92.96%	34

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
	Taking actions on public petitions / complaints efficiently	Taking actions on petitions received	Making orders on petitions	30	510	332	163	41	4		91.67%	237
	Making clearance reports for appointments & Promotions accurately	Issuance of clearance reports	Making observations on appointing HOD		54	54					100%	57
			Making observations on Promotions		27	26			1		96.30%	140

4.1.7 Appeals Division

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100%-90%	75%-89%	50%-74%
Granting suitable decisions on Appeals (Disciplinary, Transfer, Promotions, VOP, Termination & Others)	No. of orders issued			✓
Preparation of written observations for AAT cases.	No. of observations made	✓		
Attending to AAT	No. of visiting/ appearing before AAT	✓		
Preparation of counter observations	No. of counter observations	✓		
Implementing AAT	No. of decisions			
Preparing observations for SC/FR Cases.	No. of observations prepared	✓		
Attending for consultation on SC/FR Cases	No. of consultations attended	✓		
Preparation of observations for PPC/ HRC	No. of observations made	✓		
Attending to PPC	No. of visits/appearances	✓		
Provide the required information Under RTI Act	No of applications regarding which action was taken	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
Appeal	Granting suitable decisions on Appeals (Disciplinary, Transfer, Promotions, VOP, Termination & Others)	Taking decisions by the Commission	Discussing the matter & finalizing by the Commission	705	2685	1732	746	912 *	0	1732	73.00% *	

***The Implementation of Annual Transfers of All- Island Services and Combined Services were postponed to 01.04.2026 due to the disaster situation caused by Ditwah Cyclone. Therefor Final Decisions of annual transfer appeals were not taken before 31.12.2026**

4.1.8 Education Service Committee of the Public Service Commission

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100%-90%	75%-89%	50%-74%
Recruitment for vacancies	No. of Recruitments made		✓	
Appointing to the Posts	No. of Appointments made	✓		
Confirmation in the Service	No. of Confirmations made	✓		
Promotion	No. of Promotions made	✓		
Absorption	No. of Absorptions made	✓		
EB Concessions	No. of EB Concession granted	✓		
Transfers/ Releases	No. of Transfers/ No. of Releases granted	✓		
Retirements	No. of Retirements granted	✓		
Acting and attending to duties	No. of approvals given on acting and attending to duties	✓		
Re-employment on Contract Basis	No. of Officers re-employed on Contract Basis	✓		
Resignations	No. of Resignations made	✓		
Issuing Charge Sheets	No. of Charge Sheets issued		✓	
Retirement under Sec.12of the Pension Minute	No. of retirements granted under Sec. 12	✓		
Issuing Final Disciplinary Order	No. of Final Decisions conveyed		✓	
Sending on compulsory leave	No. of persons sent on compulsory leave	✓		
Reinstatement in Service	No. of Reinstatements made	✓		
Interdictions	No. of Interdictions made	✓		
Other Disciplinary Orders	No. of other disciplinary orders issued	✓		
Provide the required information Under RTI Act	No. of RTI Applications Received	✓		
Preparing observations for SC/FR Cases.	No. of observations	✓		
Appointment of Inquiry Officers		✓		
Amendment of Charge Sheets		✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
EDUCATION SERVICE COMMITTEE												
Education Service Committee	Appointing suitable officers to the post	Appointment	Approving Gazette Notifications								82%	
			Approving BOI									
			Selection of candidates									
			Issuance of appointment letters	0	4	4	0	0	0			721
			cancellation of appointment	0	4	4	0	0	0			26
			Appointment (other)	2	127	104	1	19	5			90
		Confirmation	Confirming officers in respective grades / posts	5	94	97	0	0	2		98%	90
		EB Concession	Approve / Reject EB concession	11	40	32	3	10	6		69%	29
		Absorption	Absorbing of officers in terms of newly approved SOR/SM	1	5	5	0	0	1		83%	4
			Issuance of letters of absorption	0	0	0	0	0	0			
		Releases	Approve/ Reject the releases	5	41	38	4	2	2		91%	108
		Retirement	Approve the retirement s under provision of PA Circular 30/88	0	1	1	0	0	0		100%	1
		Acting Appointments	Approve the retirements on Medical grounds	0	0	0	0	0	0		—	

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
		Appeals	Approve/ Reject relief	0	0	0	0	0	0		–	
		Resignation	Approve/ Reject	0	0	0	0	0	0		–	
		Re- employment	Approve/ Reject the re-employment	0	0	0	0	0	0		–	
		Contract Appointment	Approving Gazette Notifications	0	0	0	0	0	0		–	
			Approving BOI	0	0	0	0	0	0		–	
			Selection of candidates	0	0	0	0	0	0		–	
			Issuance of appointment letters	0	0	0	0	0	0		–	
			Cancelation of appointment	0	0	0	0	0	0		–	
	Grant promotion	Grade to grade promotion	Granting approval for promotions	0	0	0	0	0	0		–	
			Issuance of letters of promotions	44	542	521	6	45	14		90%	815
			Cancelation of grade to grade promotion	0	0	0	0	0	0		0.00%	0
		Promotion by selection	Granting approval for the Notification of calling applications, Marking schemes & Interview Boards	0	4	2	0	2	0		86%	0
			Granting approval for promotions	0	0	0	0	0	0			0
			Issuance of letters of Promotions	0	3	3	0	0	0			6

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Cancelation of promotion	0	0	0	0	0	0			
		Other (Promotion)		4	14	16	0	2	0		89%	8
	Appointment to the post	Appointment to the Post (Class I & above/ Executive grades)	Approving Gazette Notifications	0	5	5	0	0	0		100%	
			Approving BOI	0	3	3	0	0	0			
			Selection of candidates	1	11	12	0	0	0			97
			Issuance of appointment letters	0	1	1	0	0	0			1
			Cancelation of the appointments	0	2	2	0	0	0			11
			Other (Appoint to the post)	2	62	44	10	9	1		84%	8
		Conducting formal Disciplinary Inquiries	Issuance of charge sheet	3	4	5	2	0	0		79%	5
			Amending charge sheet where necessary	0	0	0	0	0	0			
			Terminating the Disciplinary proceedings (considering PIR)	0	0	0	0	0	0			0

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Appoint IO/PO/DO	2	4	6	0	0	0			6
			Amendments to the inquiry panel & venue	0	4	4	0	0	0			3
			Issuance of disciplinary order_ Exonerating accused officer	0	1	1	0	0	0			1
			Issuance of disciplinary order_ Imposing disciplinary punishment on accused officer	0	0	0	0	0	0			0
			Issuance of disciplinary order_ converting section 12 retirement to normal retirement	0	1	1	0	0	0			1
			Issuance of disciplinary order- Other disciplinary punishments	0	19	0	8	11	0			0
		Taking actions on requests for Interdictions, Compulsory leave & retirement subject to Sec. 12	Issuance of the decision on request of interdiction	0	2	2	0	0	0		100%	2

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries	
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand					
								Processing (e)	New (f)				
			Issuance of the decision on request of compulsory leave	0	0	0	0	0	0				
			Issuance of the decision on request of Sec. 12 retirement	2	11	11	2	0	0				8
			Issuance of the decision on request of Sec. 12 reinstatement	0	0	0	0	0	0				
		Taking Actions on other issues relating to disciplinary matters	Providing instructions on disciplinary matters	2	19	2	8	11	0		83.00%	0	
			Granting approval or providing instruction for E-code amendments	0	0	0	0	0	0				
			Transfer on disciplinary grounds	0	2	1	0	1	0				
			Concurrence for foreign leave requests of officers against whom disciplinary actions are pending	0	1	0	0	1	0				
			Register the officers to the inquiry panel and maintaining inquiry panel	0	0	0	0	0	0				
			Granting approval for appointment of retired officers to act as PIO	0	0	0	0	0	0				
			Other disciplinary matters not specified above.	1	61	48	12	1	1				

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
	Taking actions on public petitions / complaints efficiently	Taking actions on petitions received	Calling report from the relevant authorities on petitions / complaints	0	6	6	0	0	0		100%	
			Forwarding petition to relevant institutes for necessary actions	0	22	22	0	0	0			
			Issuance of the order for petitions	0	0	0	0	0	0			
	Transfer of the officers	Transfer (Except Annual & Mutual Transfers)		2	120	109	9	2	2		97%	550
	RTI			4	110	113	0	1	0		99%	113
	Other			16	186	183	4	11	4		93%	9

4.1.9 Health Service Committee of the Public Service Commission

Action as per the action plan	Specific Indicators	Actual output as percentage (%) of the expected out put		
		100%-90%	75%-89%	50%-74%
Recruitment for vacancies	No. of Recruitments made	✓		
Appointing to the Posts	No. of Appointments made	✓		
Confirmation in the Service	No. of Confirmations made	✓		
Promotion	No. of Promotions made	✓		
Absorption	No. of Absorptions made	✓		
EB Concessions	No. of EB Concession granted	✓		
Transfers/ Releases	No. of Transfers/ No. of Releases granted	✓		
Retirements	No. of Retirements made	✓		
Acting and attending to duties	No. of approvals granted on acting and attending to duties	✓		
Re-employment on Contract Basis	No. of Officers re-employed on Contract Basis	✓		
Resignation	No. of Resignations	✓		
Issuing Charge Sheets	No. of Charge Sheets issued	✓		
Retirement under Sec.12of the Pension Minute	No. of retirements granted under Sec. 12.	✓		
Issuing Final Disciplinary Order	No. of Final Decisions conveyed		✓	
Sending on compulsory leave	No. of persons sent on compulsory leave	✓		
Reinstatement in Service	No. of Reinstatements made	✓		
Interdiction	No. of Interdictions made	✓		
Other Disciplinary Orders	No. of other disciplinary orders issued	✓		
Provide the required information Under RTI Act	No. of RTI Applications Received	✓		
Preparation of observations for SC/FR Cases	No. of observations made	✓		
Recruitment for the vacancies	No. of recruitments made	✓		

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
HEALTH SERVICE COMMITTEE												
Health Service Committ ee	Appointing suitable officers to the post	Appointment	Approving Gazette Notifications/ Notifications of calling notice	0	3	3	0	0	0		100%	
			Approving BOI	0	0	0	0	0	0		–	
			Selection of candidates	0	6	6	0	0	0		100%	3
			Issuance of appointment letters	6	126	100	15	7	10		87.12%	795
			Cancelation of appointment	0	0	0	0	0	0		0.00%	
			Other	6	129	125	8	1	1		98.52%	122
		Confirmation	Confirming officers in respective grades / posts	83	1572	1378	209	27	41		95.89%	1653
		EB Concession	Approve / Reject EB concession	1	210	134	25	42	10		75.36%	173
		Absorption	Absorbing of officers in terms of newly approved SOR/SM	0	0	0	0	0	0		–	
			Issuance of letters of absorption	0	0	0	0	0	0		–	
		Releases	Approve/ Reject the releases	3	85	71	10	6	1		92.05%	88
		Retirement	Approve the retirement s under provision of PA Circular 30/88	2	97	76	16	6	1		92.93%	99

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Approve the retirements on Medical grounds	0	3	2	0	0	1		66.67%	3
		Reinstatement	In terms of PSC Rules 22/23	0	28	4	12	4 *	8 *		57.14%	28
				* Received During the Month of December 2025								
		Acting Appointments	Appointment of officers on acting/ attend to duties	0	41	29	8	4	0		90.24%	44
		Resignation	Approve/ Reject	1	250	207	28	8	8		93.63%	240
		Re- employment	Approve/ Reject the re-employment	0	0	0	0	0	0		—	
		Contract Appointment	Approving Gazette Notifications	0	0	0	0	0	0		—	
			Approving BOI	0	0	0	0	0	0		—	
			Selection of candidates	0	0	0	0	0	0		—	
			Issuance of appointment letters	0	0	0	0	0	0		—	
			Cancellation of appointment	0	0	0	0	0	0		—	
	Grant promotion	Grade to grade promotion	Granting approval for promotions	0	58	51	7	0	0		100%	59
			Issuance of letters of promotions	74	3431	2970	194	138	203		90.27%	3295
			Cancellation of grade to grade promotion	0	0	0	0	0	0		—	
		Promotion by selection	Granting approval for the Notification of calling applications, Marking schemes & Interview Boards	0	19	9	4	6	0		68.42%	11

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Granting approval for promotions	0	69	54	13	2	0		97.10%	81
			Issuance of letters of Promotions	0	0	0	0	0	0		–	
			Cancelation of promotion	0	0	0	0	0	0		–	
			Approve/ Reject relief	0	14	11	3	0	0		100%	14
			Other	1	229	191	21	18	0		92.17%	255
	Appointment to the post	Appointment to the Post (Specialist)	Approving Gazette Notifications	0	31	25	2	4	0		87.10%	
			Approving BOI	0	0	0	0	0	0		–	
			Selection of candidates	0	88	81	2	1	4		94.32%	254
			Issuance of appointment letters	0	410	355	25	17	13		92.68%	451
			Cancelation of the appointments	0	1	1	0	0	0		100%	1
	Taking decisions on disciplinary matters fairly & efficiently	Conducting formal Disciplinary Inquiries	Issuance of charge sheet	2	195	90	57	43	7		74.62%	312
			Amending charge sheet where necessary	0	36	24	3	9	0		75.00%	56
			Terminating the Disciplinary proceedings (considering PIR)	0	16	12	2	2	0		87.50%	22

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
			Appoint IO/PO/DO	0	66	46	3	16	1		74.24%	106
			Amendments to the inquiry panel & venue	0	23	20	1	2	0		91.30%	32
			Issuance of disciplinary order-Exonerating accused officer	0	7	6	0	1	0		85.71%	14
			Issuance of disciplinary order- Imposing disciplinary punishment on accused officer	0	108	63	5	35	5		62.96%	143
			Issuance of disciplinary order- converting section 12 retirement to normal retirement	0	1	0	0	1	0			1
			Issuance of disciplinary order- Other disciplinary punishments	1	37	25	6	7	0		81.58%	46
		Taking actions on requests for Interdictions, Compulsory leave & retirement subject to Sec. 12	Issuance of the decision on request of interdiction	0	20	12	4	4	0		80%	44
			Issuance of the decision on request of compulsory leave	0	21	8	9	4	0		80.95%	30
			Issuance of the decision on request of Sec. 12 retirement/reinstatement	2	24	16	7	3	0		88.46%	30

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand				
								Processing (e)	New (f)			
		Taking Actions on other issues relating to disciplinary matters	Providing instructions on disciplinary matters	3	40	24	6	7	6		69.77%	46
			Granting approval or providing instruction for E-code amendments									
			Transfer on disciplinary grounds	0	12	5	3	4	0		66.67%	11
			Concurrence for foreign leave requests of officers against whom disciplinary actions are pending	0	39	31	4	4	0		89.74%	60
			Getting register the officers to the inquiry panel and maintaining inquiry panel	0	0	0	0	0	0		–	0
			Granting approval for appointment of retired officers to act as PIO	0	0	0	0	0	0		–	0
			Other disciplinary matters not specified above.	0	237	181	11	11	34		81.01%	366
			Reinstatement in Service -VOP	10	254	138	68	43	15		78.03%	202

Division	Goal	Action	Sub - Action	No. of Cases						Measure of success (KPI) (Based on number of cases received) As Per Action Plan	Measure of success (KPI) (Based on number of cases received) Actual %	No. of beneficiaries	
				Brought Forward (a) on 01-01-2025	Received during up to 31.12.2025 (b)	Completed (c)	Clarification Called (d)	In hand					
								Processing (e)	New (f)				
	Taking actions on public petitions / complaints efficiently	Taking actions on petitions received	Calling report from the relevant authorities on petitions / complaints	0	25	14	5	6	0		76%	39	
			Forwarding petition to relevant institutes for necessary actions	0	3	3	0	0	0		100%	3	
			Issuance of the order for petitions	0	0	0	0	0	0		–	0	
	Transfer of the Officers	Annual Transfers	Approve the notification	0	14	12	0	0	2		85.71%		
			Approve the transfer board, review committee	0	8	8	0	0	0		100%		
			Granting approval to final list	0	13	13	0	0	0		100%	7411	
			Submitting observations for appeal	0	5	5	0	0	0		100%	88	
			Annual Transfer Appeal	0	81	77	0	0	4		95.06%	147	
		Special Transfer Appeals	Approve or reject the special transfer appeal	1	58	58	0	0	1		98.31%	83	
			Providing observations and recommendations to PSC on re-appeals made against HSC order	0	4	3	0	0	1		75%	14	
		Other		17	173	166	12	5	7		93.68%	68	
	Total				213	8420	6943	808	498	384			17043
					8633			8633					

Chapter 05 - Performance of achieving Sustainable Development Goals (SDG)

5.1 Identified respective Sustainable Developments Goals.

Goal / Objective	Targets	Indicators of the achievement	Progress of the Achievement to date		
			- %0 %49	- %50 %74	- %75 %100
03. Good Health and Well-being	03. C.01 Health Worker Density. Substantially increase health financing and the recruitment, development, training and retention of the health workforce in developing countries, especially in least developed countries and small island developing States	Number of Medical Officers recruited			✓
		Number of Dental Surgeons recruited			✓
		Number of Ayurvedic Medical Officers recruited			✓
08 Decent work and economic growth	8.8 Protect labour rights and promote safe and secure working environments for all workers.	The percentage of claims submitted to the National Insurance Trust Fund for reimbursement.			✓
16 Peace, justice and strong institutions	16.6 Develop effective, accountable and transparent institutions at all levels.	Number of Public Service Committee Meetings conducted			✓
		Number of Health Service Committee Meetings conducted			✓
		Number of Education Service Committee Meetings conducted			✓
		Number of Audit and Management Meetings conducted			✓
		Number of Commission orders uploaded to the official website of the Commission			✓

Goal / Objective	Targets	Indicators of the achievement	Progress of the Achievement to date		
			- %0 %49	- %50 %74	- %75 %100
		Number of Procedural Rules formulated			✓
		Percentage of the provision used			✓
	16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements.	In terms of the Right to Information Act No. 12 of 2016, i. Number of Right to Information (RTI) applications responded to ii. Number of appeals for which action was taken			✓ ✓
		Number of reports submitted to the Human Rights Commission			✓

5.2 Briefly explain the achievements and challenges of the Sustainable Development Goals.

There are 17 Sustainable Development Goals. Such goals are not directly relevant to the Public Service Commission, but an efficient public service is essential in implementing these goals. The contribution of the Public Service Commission is necessary for prompt and efficient public service.

This commission shoulders in developing an efficient public service which is much essential in achieving the objectives mentioned above.

In order to achieve these sustainable development goals, it is important to fill the existing vacancies in the public service in a timely and formal manner, to grant promotions to the officers without delay, and also to carry out the necessary activities to maintain discipline in the public service.

A satisfactory and efficient public service could be developed by performing duties as described above and the same would pave the way for the public officers to achieve sustainable development goals

However, the initiation and implementation of each of the above-mentioned functions should primarily be carried out by the authority with delegated power of the Public Service Commission, namely, Ministry Secretaries and Heads of Departments.

Chapter 06 - Human Resource Profile

06.1 Cadre Management

	Approved Cadre	Existing Cadre	Vacancies / (Excess)**
Senior	53	41	12
Tertiary	09	04	05
Secondary	122	113	09
Primary	54	39	15

06.2

New officers have reported for duty to fill the vacancies in senior-level posts by January 2026 while recruitments are being made for primary-level vacancies.

06.3 Human Resource Development

Name of the Program	No. of staff trained	Duration of the program	Total Investment (Rs'000)		Nature of the Program (Foreign /Local)	Output/Knowledge Gained**
			Local	Foreign		
Postgraduate degree(Local)	05	01 Years	525	-	Local	Developing knowledge and skills relevant to the respective field.
Personal File Management – Session - 01	70	½ Day (9.00-12.00)	9.45	-	Local	Developing knowledge and skills relevant to the respective field.
Personal File Management – Session - 02	81	½Day (9.00-12.00)	24.10	-	Do	Do
Communication Skills	27	½ Day (9.00-12.00)	7.47	-	Do	Do
Hospitality services for meeting &	24	01Day	124.8	-		

conference						
Scientific, Economical & safe driving	10	01Day	60	-	Do	Do
Short term Foreign training Courses	5	May25- June 07		75pound s + 350dolla rs	Foreign	Do
		October. 30 - November. 15		75pound s + 750dolla rs	Foreign	Do
		November.25 - December. 10		150 pounds+ 750dolla rs	Foreign	Do

* Briefly explain how the training program contributes to the performance of the organization.

- The overall performance of the organization can be maintained at a higher level by enhancing the efficiency of the officers through the development of knowledge, skills and attitudes of the officers through training programs.

Chapter 07 – Compliance Report

No.	Applicable Requirement	Compliance Status (Complied with/Not Complied with)	Brief explanation for Non-Compliance	Corrective actions proposed to avoid non-compliance in future
1	The following financial statements/accounts have been submitted on the due date			
1.1	Annual financial statements	Complied with		
1.2	Advance to public officers account	Complied with		
1.3	Trading and Manufacturing Advance Accounts (Commercial Advance Accounts)	Not applicable		
1.4	Stores Advance Accounts	Not applicable		
1.5	Special Advance Accounts	Not applicable		
1.6	Others	Not applicable		
2	Maintenance of books and registers (FR 445)			
2.1	Fixed assets register has been updated and maintained in terms of Public Administration Circular 267/2018	Complied with		
2.2	Personal emoluments register/ Personal emoluments cards have been updated and maintained	Complied with		
2.3	Register of audit queries has been updated and maintained	Complied with		
2.4	Register of Internal Audit reports has been updated and maintained	Complied with		
2.5	All the monthly account summaries (CIGAS) are prepared and submitted to the Treasury on due date	Complied with		
2.6	Register for cheques and money orders has been updated and maintained	Complied with		

2.7	Inventory Register has been updated and maintained	Complied with		
2.8	Stocks Register has been updated and maintained	Complied with		
2.9	Register of Losses has been updated and maintained	Complied with		
2.10	Commitment Register has been updated and maintained	Complied with		
2.11	Register of Counterfoil Books (GA – N20) has been updated and maintained	Complied with		
03	Delegation of functions for financial control (FR 135)			
3.1	The financial authority has been delegated within the institution	Complied with		
3.2	The delegation of financial authority has been communicated within the institution	Complied with		
3.3	The authority has been delegated in such manner as to pass each transaction through two or more officers	Complied with		
3.4	The control has been adhered to by the accountants in terms of State Account Circular 171/2004 dated 11.05.2014 in using the Government Payroll Software Package	Complied with		
04	Preparation of Annual Plans			
4.1	The annual action plan has been prepared	Complied with		
4.2	The annual procurement plan has been prepared	Complied with		
4.3	The annual Internal Audit plan has been prepared	Complied with		
4.4	The annual estimate has been prepared and submitted to the National Budget Department on due date	Complied with		
4.5	The annual cash flow has been submitted to the Treasury Operations Department on time.	Complied with		

05	Audit queries			
5.1	All the audit queries have been replied within the specified time by the Auditor General	Complied with		
06	Internal Audit			
6.1	The internal audit plan has been prepared at the beginning of the year after consulting the Auditor General in terms of Financial Regulation 134(2)DMA/1-2019	Complied with		
6.2	All the internal audit reports have been replied within one month	Complied with		
6.3	Copies of all the internal audit reports have been submitted to the Management Audit Department in terms of Sub-section 40(4) of the National Audit Act No. 19 of 2018	Complied with		
6.4	All the copies of internal audit reports have been submitted to the Auditor General in terms of Financial Regulation 134(3)	Complied with		
07	Audit and Management Committees			
7.1	Minimum 04 meetings of the Audit and Management Committee have been held during the year as per the DMA Circular 1-2019	Complied with		
08	Asset Management			
8.1	The information about purchases and disposals of assets was submitted to the Comptroller General's Office in terms of Paragraph 07 of the Asset Management Circular No. 01/2017	Complied with		
8.2	A suitable liaison officer was appointed to coordinate the implementation of the provisions of the circular and the details of the nominated officer was sent to the Comptroller General's Office in terms of Paragraph 13 of the aforesaid circular	Complied with		

8.3	The board of survey was conducted and the relevant reports submitted to the Auditor General on the due date in terms of Public Finance Circular No. 05/2016	Complied with		
8.4	The excesses and deficits that were disclosed through the board of survey and other relating recommendations, actions were carried out during the period specified in the circular	Complied with		
8.5	The disposal of condemn articles had been carried out in terms of FR 772	Complied with		
09	Vehicle Management			
9.1	The daily running charts and monthly summaries of the pool vehicles have been prepared and submitted to the Auditor General on the due date	Complied with		
9.2	The condemned vehicles have been disposed of within a period of less than 6 months after condemning	Complied with		
9.3	The vehicle log books have been updated and maintained	Complied with		
9.4	Action has been taken in terms of F.R. 103, 104, 109 and 110 with regard to every vehicle accident	Complied with		
9.5	The fuel consumption of vehicles has been re-tested in terms of the provisions of Paragraph 3.1 of the Public Administration Circular No. 30/2016 of 29.12.2016	Complied with		
9.6	The absolute ownership of the leased vehicle log books has been transferred after the lease term.	Complied with		
10	Management of Bank Accounts			
10.1	The bank reconciliation statements had been prepared, got certified and made ready for audit by the due date	Complied with		
10.2	The dormant accounts that had existed in the year under review or since previous years were settled	Not applicable		
10.3	The action had been taken in terms of Financial Regulations regarding balances disclosed through bank reconciliation statements, for which adjustments had to be made, and those balances have been settled within one month	Complied with		

11	Utilization of Provisions			
11.1	The provisions allocated had been spent without exceeding the limit	Complied with		
11.2	The liabilities not exceeding the provisions that remained at the end of the year as per the FR 94(1)	Complied with		
12	Advances to Public Officers Account			
12.1	The limits had been complied with.	Complied with		
12.2	A time analysis had been carried out on the loans in arrears	Complied with		
12.3	The loan balances in arrears for over one year had been settled	Complied with		
13	General Deposit Account			
13.1	The action had been taken as per F.R.571 in relation to disposal of lapsed deposits	Complied with		
13.2	The control register for general deposits had been updated and maintained	Complied with		
14	Imprest Account			
14.1	The balance in the cash book at the end of the year under review remitted to TOD	Complied with		
14.2	The ad-hoc sub imprests issued as per F.R. 371 were settled within one month from the completion of the task	Complied with		
14.3	The ad-hoc sub imprests had not been issued exceeding the limit approved as per F.R. 371	Complied with		
14.4	The balance of the imprest account had been reconciled with the Treasury books monthly	Complied with		
15	Revenue Account			
15.1	The refunds from the revenue had been made in terms of the regulations	Complied with		
15.2	The revenue collection had been directly credited to the revenue account without credited to the deposit account	Complied with		
15.3	Reports of arrears of revenue had been forwarded to the Auditor General in terms of FR 176	Complied with		

16	Human Resource Management			
16.1	The staff had been maintained within the approved cadre	Complied with		
16.2	All members of the staff have been issued a duty list in writing	Complied with		
16.3	All reports have been submitted to MSD in terms of their circular No.04/2017 dated 20.09.2017	Complied with		
17	Provision of information to the public			
17.1	An information officer has been appointed and a proper register of information is maintained and updated in terms of Right to Information Act and Regulations	Complied with		
17.2	Information about the institution to the public have been provided by Website or alternative measures and it has been facilitated to appreciate / allegation to public against the public authority by this website or alternative measures	Complied with		
17.3	Bi-annual and annual reports have been submitted as per Section 08 and 10 of the RTI Act	Complied with		
18	Implementing Citizens Charter			
18.1	A Citizens/Client's Charter has been formulated and implemented by the Institution in terms of the Circular No. 05/2008 and 05/2018(1) of Ministry of Public Administration and Management	Complied with		
18.2	A methodology has been devised by the Institution in order to monitor and assess the formulation and the implementation of Citizens/Client's Charter as per paragraph 2.3 of the circular	Complied with		
19	Preparation of the Human Resource Plan			
19.1	A human resource plan has been prepared in terms of the format in Annexure 02 of Public Administration Circular No.02/2018 dated 24.01.2018.	Complied with		

19.2	A minimum training opportunity of not less than 12 hours per year for each member of the staff has been ensured in the aforesaid Human Resource Plan	Complied with		
19.3	Annual performance agreements have been signed for the entire staff based on the format in Annexure 01 of the aforesaid Circular	Not complied with	It has been stated that it is not mandatory in terms of Section 03 of Circular No. 02/2018(I).	
19.4	A senior officer was appointed and assigned the responsibility of preparing the human resource development plan, organizing capacity building programs and conducting skill development programs as per paragraph No.6.5 of the aforesaid Circular	Complied with		
20	Responses Audit Paras			
20.1	The shortcomings pointed out in the audit paragraphs issued by the Auditor General for the previous years have been rectified	Complied with		

THE END.