



PUBLIC SERVICE COMMISSION

ANNUAL REPORT

2013

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Public Service Commission

No. 177, Nawala Road,

Narahenpita,

Colombo 05.

07th July 2014

The Secretary General,

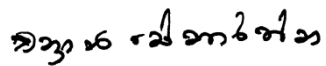
Parliament of the Democratic Socialist Republic of Sri Lanka

Sir,

ANNUAL REPORT OF THE PUBLIC SERVICE COMMISSION
FOR THE PERIOD 1 JANUARY TO 31 DECEMBER 2013

I, by order of the Public Service Commission herewith kindly forward to you the Commission's Report of its activities for the period 1 January 2013 to 31 December 2013 for submission before the Parliament in terms of Article 55(5) of the Constitution of the Democratic Socialist Republic of Sri Lanka.

Yours faithfully,



T.M.L.C. Senaratna

Secretary

Public Service Commission

Mission

To establish and promote an efficient, disciplined and contented public service to serve the public with fairness, transparency and consistency.

Vision

Dedicated public service for the nation's excellence.

Members of the Public Service Commission

Chairman

Vidya Jhyothy Dr. Dayasiri Fernando

Members

Mr. Palitha M. Kumarasinghe PC

Mrs. Sirimavo A. Wijeratne

Mr. S.C. Mannapperuma

Mr. Ananda Seneviratne

Mr. N.H. Pathirana

Mr. S.Thillanadarajah

Mr. M.D.W. Ariyawansa

Mr. A. Mohamed Nahiya

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01. Introduction

In terms of Article 54(1) of the Constitution as amended by the 18th Amendment, the Public Service Commission (PSC) consists of not more than 9 members appointed by the President. The President will appoint one of such members as its Chairman. This Commission has been appointed with effect from 13.05.2011. In accordance with the provisions in Article 55(5) of the Constitution the Public Service Commission submits this report to Parliament for the period 1st January 2013 to 31st December 2013.

02. Historical path of the Public Service Commission

During the era when Sri Lanka was a colony under the British Empire, the first Public Service Commission was established by the Ceylon (Constitution) Order in Council of 15th May 1946. The Public Service Commission was thereby vested with the executive powers of appointment, promotion, transfer, disciplinary control and dismissal of public officers.

With the adoption of the first Republican Constitution in 1972 the Public Service Commission which was hitherto in existence for 26 years was abolished and the authoritative power over the public service was vested in the Cabinet of Ministers.

The second Republican Constitution of 1978 reestablished the Public Service Commission and it functioned only as the Appellate Authority. In 1992, this Commission by virtue of the delegated authority vested in it by the Cabinet of Ministers exercised the executive powers of appointment, promotion, transfer, disciplinary control and dismissal of public officers (except higher positions of Senior Assistant Secretary and above). The Cabinet of Ministers retained with it the authority to alter, vary or rescind any decision made by the Commission or a Committee thereof with delegated powers.

The 17th Amendment to the Constitution in 2001 nullified the hitherto existed Chapter IX of the Constitution concerning the public service and a new chapter was incorporated. As such, the Public Service Commission consisted of members, not more than nine in number, appointed by the President on the recommendation of the

Constitutional Council and one person from among such members was appointed as the Chairman of the Public Service Commission. This particular amendment brought about a robust change into the profile of the Public Service Commission and the authority vested in the Cabinet of Ministers with regard to appointment, promotion, transfer and disciplinary control of the public service was delegated to the Public Service Commission subject to the provisions of the Constitution. Moreover, the Public Service Commission in this instance was made an institution accountable and answerable to the Parliament adhering to its Standing Orders.

In the year 2010, matters pertaining to the establishment and functions of the Public Service Commission have been revised by the 18th Amendment to the Constitution. This ought to be a Commission answerable to Parliament in keeping with its Standing Orders. In terms of Sub Article 54(1) of the Constitution as amended by its 18th Amendment, the Public Service Commission consists of not more than nine members appointed by the President. The President will also appoint one of such nine members as the Chairman of the Public Service Commission. They hold office for a term of three years and are eligible for reappointment for one further term.

In pursuance of Article 55 (1) of the Constitution as amended by its 18th Amendment, the Cabinet of Ministers shall provide for all policy matters concerning the public officers. Subject to provisions of the Constitution, the Public Service Commission has been vested with the powers of appointment, promotion, transfer and disciplinary control of the public officers including police officers.

03. Powers of the Public Service Commission

By virtue of the powers vested via 18th Amendment to the Constitution, except for members of Army, Navy and Air Force, provincial public officers appointed by the Provincial Public Service Commissions, Ministry Secretaries appointed by the President, Heads of Department appointed by the Cabinet of Ministers, scheduled officers appointed by the Judicial Service Commission and employees of Public Corporations, Statutory Bodies and Government Owned Business Undertakings,

- the appointment
- promotion
- transfer

- disciplinary control and
- dismissal from public service

of all other public officers including officers falling under All Island Services employed in the Provincial Councils are handled by the Public Service Commission.

3.1 Instances where the decisions of the Public Service Commission can be canvassed.

The decisions of the Commission cannot be canvassed in any Court of Law or Tribunal except;

- in the Supreme Court for the sake of fundamental rights subject to Article 61A and paras (1), (2), (3), (4) and (5) of Article 126 of the Constitution and,
- in the Administrative Appeals Tribunal established by the Administrative Appeals Tribunal Act No. 4 of 2002 in terms of Article 59(1) of the Constitution.

04. General review of the work of the Public Service Commission

The Public Service Commission which was in operation for the period from 01 January to 31 December 2013 carried out its activities transparently and with integrity with the firm resolve of fostering and sustaining an honorable public service towards the uplift of the entire nation of Sri Lanka and the motherland's prosperity.

In this endeavor, approval of the PSC was made available after thorough study of the Schemes of Recruitment (SSOR) and Service Minutes (SMM) of the public service with amendments where necessary with a view to ensuring a qualitative public service having removed diverse impediments concerning such SSOR and SMM and also to improving the efficiency and performance of the various professions and services making such SSOR and SMM relevant to such individual profession or service. Action was taken to expeditiously deal with all instances of critical issues that were confronted with by calling up Ministry Secretaries and Heads of Departments before the PSC and holding rounds of discussion with the members of the Commission led by the Chairman and senior staff officers including Secretary of the Public Service Commission with parties concerned agreeing in cohesion.

Due care was taken to lay emphasis on knowledge, skill, professional qualifications and experience in the recruitment and promotion to executive level services of the public service and selections were made competitively whilst being transparent in the process.

In the dealings against officers in the public service who breached the standard norms of conduct expected of them the PSC has delivered its orders in a consistent manner following a careful and deep analysis of all necessary information.

However, the Public Service Commission, when carrying out its disciplinary procedure against public officers, was compelled to put on hold its decision making process on individual officers having regard to the disciplinary matter concerned due to reasons attributable to delays on the part of the various Ministries and Departments in many instances in tendering observations, recommendations and reports called for from them in connection with such disciplinary matters and also due to incomplete reporting by them at times. The ultimate outcome of it would be the postponement of the final decision by the Public Service Commission. (Eg. No explanations given in support of transfers or interdictions from service except for recommendations to that effect and non-availability of preliminary inquiry reports, No submission of recorded statements and/or documents/productions taken into custody; even with the availability of preliminary inquiry reports).

Scrutiny of the incomplete reports received by the Commission reveals that the degree of knowledge on the government's disciplinary procedure and the management of disciplinary matters are at low ebb and that it has given rise to surfeit of shortcomings. Should the Government Departments and Ministers being alert on their personnel holding responsibility on the subject of the management of disciplinary matters with a view to detailing them for streamlined training on an annual basis the Public Service Commission will also reap the benefit to circumvent such shortcomings. The Public Service Commission laid emphasis on this matter at the annual meeting conducted by it having invited the presence of the Additional Secretaries of Ministries.

The PSC, in dealing with appeals made to it by public officers aggrieved under circumstances of varied nature endeavored at all times to deliver its decisions in such a manner as to administer justice and fair play with proper analysis of connected details

thereby ensuring a fair and square opportunity to appeal against any service problems confronted by the public officers of all positions.

Apart from meetings called for with Ministry Secretaries and Heads of Departments on matters pertaining to the PSC having them summoned before the Commission, various PSC guidelines and circulars as well as gazette notifications on related official matters have been made public during the year under review. In addition, such guidelines and relevant formats have been uploaded in the PSC website for information and easy access by all and sundry. Besides, the annual review meeting with the Additional Secretaries of Ministries was also held in January 2013. Officers present on the occasion were afforded an opportunity to air their problems and necessary solutions were thereafter found following discussions with them.

During the year 2013 measures were taken to formulate a new performance management system for the entire public service. It was initiated in collaboration with the Salaries and Cadres Commission, Ministry of Public Administration & Home Affairs, Ministry of Public Management Reforms, Information and Communication Technology Agency, Postgraduate Institute of Management of the University of Sri Jayewardenepura and Asian Development Bank (ADB-Aus AID South Asia Development Partnership Facility). A national conference to educate the public officers on this initiative was held in Colombo on 11.07.2013. Based on 15 selected institutions a pilot project was thereafter set in motion and a review of its progress is slated during the year 2014. Whole of the public service is expected to embrace this system thereafter. This initiative was a salient feature evolved during the year 2013.

The PSC regularly sends submissions on complaints made to the Public Petitions Committee (PPC) and the Commission has always strived to extend its maximum possible relief within the existing legal framework having due care taken on all related matters. The PSC has also taken action to study each and every public petition referred to it by the PPC carefully and send detailed reports thereon apart from assigning respective officers to submit connected matters at the PPC at various points of time on notice.

The letters and documents relating to the scope of the PSC received on daily basis in office are computerized through a Document Management System (DMS). All important particulars concerning such letters are entered into this system and a number exclusive to each such letter is then assigned.

Subsequent to the referral of letters received in the Office to respective Divisions via this system each and every step of action taken on such letters could be gradually monitored and updated as all its computers installed in the PSC has been interconnected through a networked computer system thereby enabling a quick retrieval of a clear account of the status quo of a letter through the DMS for furnishing information to any caller on his own communication.

The office of the PSC which was housed in the General Treasury premises has continued to be in operation in seven various places from time to time from October 1997 up until today. This situation has led to huge expenditure for transporting furniture and office equipment to and fro apart from the large sums of money incurred as monthly rental for the office building. Hence, for the purpose of constructing a permanent building for the Office of the PSC, a block of land in extent of 0.1770 hectares depicted as Lots Nos: 19 and 20 in the Plan No. මු.කෙ.පි. 9175 has been allocated adjacent to the Ministry of Lands and Land Development during the year 2013.

As such, the estimated expenditure for this new office building to the tune of Rs. 670 million has met with the approval of the Cabinet of Ministers and the plans are afoot to carry out the related construction work under overall supervision of the Department of Buildings with commencement of such work being slated during the first quarter of 2014.

Furthermore, appropriate measures have been taken to establish and maintain a quality management system in the PSC in conformity with ISO 9001:2008 of the International Standard Organization and also to see that all preliminaries required for securing the said quality certification during this year are in place.

An extensive programme for public officer to gain access on information pertaining to the services rendered by the Office of the Public Service Commission is now under way. Gaining access to such information expeditiously with ease has been made possible by way of uploading the PSC website with information on circulars/notifications/rules and regulations/procedural rules etc. issued by the Commission.

Moreover, the Wednesday of every week has been set against as the Public Day. Public Officers have been afforded an opportunity to pay a visit to the Office of the PSC on this particular day and make inquiries on the matters that have been referred to the Commission by them. They may obtain the information required by them by meeting the respective Assistant Secretary in charge of the particular Public Day after making an appointment in a duly filled up form introduced for the purpose.

The Welfare Society of the Office of the Public Service Commission organized multi-faceted programmes to provide its member officers with welfare facilities and sports and recreational events in a big way. During this year too, activities such as Annual Excursion, New Year Festival, Vesak Dansela and the artistic talent showcasing Gee Gonuwa Concert organized by the Welfare Society were in full swing.

05. Details of activities carried out by the Office of the Public Service Commission during the year under review.

In order to exercise powers vested in the PSC by the Constitution following Divisions have been established and geared up for making the required contribution as appropriate.

- ❖ Establishments Division
- ❖ Appointments and Promotions Division
- ❖ Disciplinary Division
- ❖ Appeals Division
- ❖ Administration Division
- ❖ Finance Division

5.1 Establishments Division

Article 61B of the Constitution of the Republic spells out that until the Commission otherwise provides, all rules, regulations and procedures relating to the public service are in force on the date of the coming into operation of such Chapter, shall mutatis mutandis, be deemed to continue in force as rules, regulations and procedures relating to the public service, as if they had been made or provided for under such Chapter.

Accordingly the Establishments Division of the Office of the PSC is tasked with providing for rules, regulations and procedures concerning the public service.

The approved cadre for the Establishments Division is as follows:

Additional Secretary	01
Senior Assistant Secretary	01
Assistant Secretary	04
Management Assistant	08

5.1.1 Role of the Establishments Division

- Matters relating to delegation of authority, responsibilities and powers within the scope of the PSC.
- Formulation, Amendment and publication of the PSC Procedural Rules.
- Formulation of guidelines based on the Procedural Rules of the PSC and conducting awareness programmes thereon.
- Issue of circulars, orders and instructions.
- Formulation and amendment of Service Minutes and Schemes of Recruitment concerning the public service.
- Dealing with instances of deviations from the PSC Procedural Rules, Service Minutes, Schemes of Recruitment, Circulars and Orders.
- Dealing with matters not covered by Procedural Rules.

- Development, updating and maintenance of the Database on the public service and dissemination of information.
- Formulation and amendment of the Transfer Schemes of public officers.

5.1.2 Progress Review of the Establishments Division - (01.01.2013 – 31.12.2013)

During the period above approval of the Public Service Commission has been granted in connection with following subjects.

	Matter	Total
1	New Schemes of Recruitment	231
2	New Service Minutes	10
3	Amendment to Schemes of Recruitment	21
4	Amendment to Service Minutes	10
5	Schemes of Transfer	6
6	Circulars	1
7	Requests on deviations from Schemes of Recruitment in exceptional cases	16
8	Requests on deviations from Service Minutes in exceptional cases	5
9	Matters relating to Procedural Rules of the PSC	2
10	Policy Matters	145
11	General	73
12	Matters pertaining to SC/AAT/CA	08
	Total	528

Table No. 01

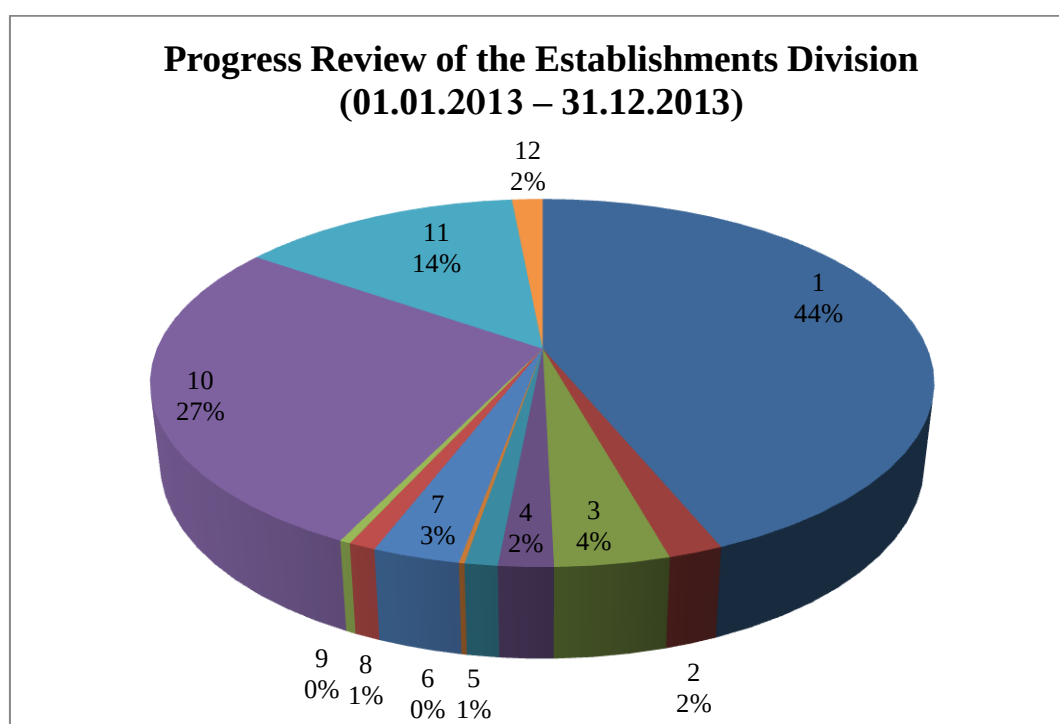


Diagram No. 01

Details of Schemes of Recruitment approved from 01.01.2013 to 31.12.2013

Srl.No.	Ministry	Number Approved
1	Defence & Urban Development	7
2	Finance & Planning	5
3	Ports & Highways	0
4	Buddha Sasana & Religious Affairs	0
5	Irrigation & Water Resources Management	9
6	Health	5
7	Petroleum Industries	1
8	Livestock & Rural Community Development	5
9	Water Supply & Drainage	1
10	Traditional Industries & Small Enterprises Development	0
11	Local Government & Provincial Councils	0
12	Industry & Commerce	1
13	Power & Energy	1
14	Construction, Engineering Services, Housing & Common Amenities	8
15	Justice	10
16	Economic Development	6
17	National Languages and Social Integration	6
18	Higher Education	2
19	External Affairs	5
20	Public Administration and Home Affairs	6
21	Parliamentary Affairs	0
22	Postal Services	2
23	National Heritage	2
24	Environment and Renewable Energy	12
25	Child Development & Women's Affairs	5
26	Labour and Labour Relations	12
27	Education	3
28	Plantation Industries	1
29	Fisheries & Aquatic Resource Development	6
30	Lands & Land Development	12
31	Social Services	0
32	Sports	3
33	Agriculture	9
34	Mass Media & Information	16
35	Transport	4
36	Youth Affairs & Skills Development	18
37	Cooperatives & Internal Trade	1
38	Rehabilitation & Prison Reforms	2
39	Indigenous Medicine	7
40	Minor Export Crops Promotion	9

41	Foreign Employment Promotion and Welfare	1
42	Civil Aviation	1
43	Coconut Development & Janatha Estate Development	0
44	Culture and the Arts	1
45	Disaster Management	3
46	Wildlife Resources Conservation	1
47	Resettlement	1
48	Public Relations & Public Affairs	0
49	Private Transport Services	0
50	State Resources & Enterprises Development	1
51	Telecommunication & Information Technology	0
52	Technology & Research	6
53	Productivity Promotion	0
54	Public Management Reforms	0
55	Auditor General's Department	2
56	Presidential Secretariat	1
57	Prime Minister's Office	2
58	Botanical Gardens & Public Recreations	5
59	Office of the Cabinet of Ministers	0
60	Commission to Investigate Allegations of Bribery or Corruption	0
61	Ministry of Law and Order	4
		231

Table No. 02

Amendments to Schemes of Recruitment during 2013

1. Scheme of Recruitment for the post of Director SL-01, Ministry of Industries and Commerce
2. Scheme of Recruitment for the post of Legal Officer SL-01, Ministry of Transport (amendment of age)
3. Scheme of Recruitment for the post of PL-02-2006 A, Ministry of Culture and Arts
4. Scheme of Recruitment for the post of Video Camera Operator Assistant, Ministry of Resettlement
5. Scheme of Recruitment for the post of Assistant Director SL-01, Ministry of Fisheries and Aquatic Resources Development
6. Scheme of Recruitment for the post of Driver PL-03-2006A, Department of Posts
7. Scheme of Recruitment for the post of Legal Officers SL-01, Ministry of Transport (amendment of marking scheme)
8. Scheme of Recruitment for the post of Assistant Director SL-01, Ministry of Environment
9. Scheme of Recruitment for the post of Legal Officer, SL-01, Ministry of Education
10. Scheme of Recruitment for the post of Documentation Assistant MN-01-2006A, Department of Legal Draughtsman

11. Scheme of Recruitment for the post of Animal Control Assistant PL-01-2006A, Department of Animal Production and Health
12. Scheme of Recruitment for the post of Nutritionist MN-05 2006 A, Ministry of Health
13. Scheme of Recruitment for the post of Warden MN-01-2006A, Ministry of Health
14. Scheme of Recruitment for the post of Vocational Instructor MT-01 2006 A, Department of Social Services
15. Scheme of Recruitment for the post of Legal Officer SL-01, Department of Buddhist Affairs
16. Scheme of Recruitment for the post of Security Guard PL-01-2006 A, Department of Hindus Religious Affairs.
17. Scheme of Recruitment for the post of Stenographer MN-01-2006A, Department of Labour
18. Scheme of Recruitment for the post of Deputy Labour Commissioner SL-01, Labour Department
19. Scheme of Recruitment for the post of Agriculture Research and Production Assistant, MN-01-2006A, Department of Agrarian Development
20. Scheme of Recruitment for the post of Director/Assistant Director SL-01, Department of Fisheries and Aquatic Resources
21. Scheme of Recruitment for the post of Legal Officer SL-01, Department of Labour

PSC Circulars for the year 2013

1. Determination on provisions for promotion under exceptional performance referred to in Schemes of Recruitment and Service Minutes - 01/2013

Amendments to Service Minutes during 2013

1. Service Minute of the Nursing Service - amended twice
2. Service Minute of the Survey Field Assistants Service
3. Service Minute of the Office Employees Service - amended twice
4. Service Minute of the Inland Revenue Service
5. Service Minute of the Animal Production and Health Service
6. Service Minute of the Sri Lanka Architects Service
7. Service Minute of the Combined Drivers Service
8. Service Minute of the Agriculture Service

Schemes of Transfer approved during 2013

1. Scheme of Transfer of the Sri Lanka Administrative Service (Special Grade)
2. Scheme of Transfer of the Sri Lanka Technological Service of the Department of Animal Production and Health
3. Scheme of Transfer of the Sri Lanka Principal Service

4. Scheme of Transfer of the Sri Lanka Technological Service of the Department of Agrarian Development
5. Schemes of Transfer of National Integration Coordinator and National Integration Promotion Assistant
6. Scheme of Transfer of the Ayurvedic Community Health Medical Officers' Service

Service Minutes approved by the Public Service Commission during the period from 01.01.2013 to 31.12.2013

1. Public Management Assistants Service
2. Sri Lanka Architects Service
3. Sri Lanka Technological Service
4. Sri Lanka Scientific Service
5. Combined Drivers Service
6. Sri Lanka Agriculture Service
7. Sri Lanka Animal Production and Health Service
8. Sri Lanka Teachers' Service
9. Sri Lanka Teacher Educators service
10. Sri Lanka Medical Service

5.1.3 New measures taken by the Establishments Division to overcome the challenges and enhance the performance.

- a) Action initiated to call up meetings where necessary with officers of the respective institutions for discussions over the issues that were confronted when dealing with Schemes of Recruitment and Service Minutes and solutions thereto found.
- b) Facilities provided to make available through a Knowledge Share Folder all Schemes of Recruitment and Service Minutes ratified and approved by the Establishments Division after scanning them for the use of the other Divisions.
- c) Action taken to call for soft copies of the amending Schemes of Recruitment for submission to the Commission for approval and send such soft copies, with further amendments where necessary, back to the relevant Department/Ministry via e-mail following the approval of the PSC.
- d) Formulation of quality road maps for each stage of work under ISO quality certification program. Officers were educated to stick to the time frames set out therein.

Challenges faced in carrying out these tasks

Activities relating to collection of information on public officers in terms of the Procedural Rules of the Public Service Commission could not be carried out as it was compelled to be carried out by the Management Assistants themselves who had already been over assigned with their own general duties with busy routine work.

5.2 Appointments and Promotions Division

Following functions relating to the appointment and promotion of public officers (other than Ministry Secretaries, Heads of Departments and officers of the Provincial Public Service and Judicial Service) in respect of whom the powers of the Public Service Commission have not been delegated as published in the Gazette Extraordinary No. 1733/52 of 25.11.2011 on the direction of the Cabinet of Ministers are carried out by the Appointments and Promotions Division of the PSC. This Division consists of the following staff.

Senior Assistant Secretary	-	02
Assistant Secretary	-	09
Administrative Officer	-	01
Management Assistant	-	23

5.2.1 Role of the Appointments and Promotions Division

The role played by the Appointments and Promotions Division is divided into two main sections as shown below.

I. Appointments

Recruitment in accordance with the approved Service Minutes/Schemes of Recruitment and Promotion, Confirmation in Service, Termination of Service, Reversion to the former post, Appointment on acting/attending to duties basis, Release (outright/temporary), Recruitment on contract basis, Resignation from service, Reappointment to the Service/Post, Retirement (on optional/compulsory/medical grounds in terms of P.A. Circular 30/88),

Reemployment of retired public officers on contract basis, Appointment to Scheduled Posts in the Service Minutes (where applicable).

II. Promotions

Promotions to posts as per approved Service Minutes / Schemes of Recruitment (from grade to grade / on seniority and merit), Appointments to posts (on seniority / on the results of structured interviews).

Dealing with matters pertaining to appeals laid before the Administrative Appeals Tribunal and cases filed in the Supreme Court/Court of Appeal against orders/decisions made by the Public Service Commission having regard to above functions.

5.2.2. Progress Review of the Appointments and Promotions Division - From 01 January to 31 December 2013

	Matter	Number
1	Retirement	778
2	Confirmation	2153
3	Recruitment	2201
4	Promotion from Grade to Grade	1506
5	Promotion on Selections	619
6	Reemployment on contract	616
7	Appointment on contract	23
8	Decisions on efficiency bars	1638
9	Appointment on acting basis / attend to the duties of a post	612
10	Release	161
11	Resignation	43
12	Appointment to posts	344
13	Absorption	1471
14	Appeals	348
	Total	12513

Table No. 03

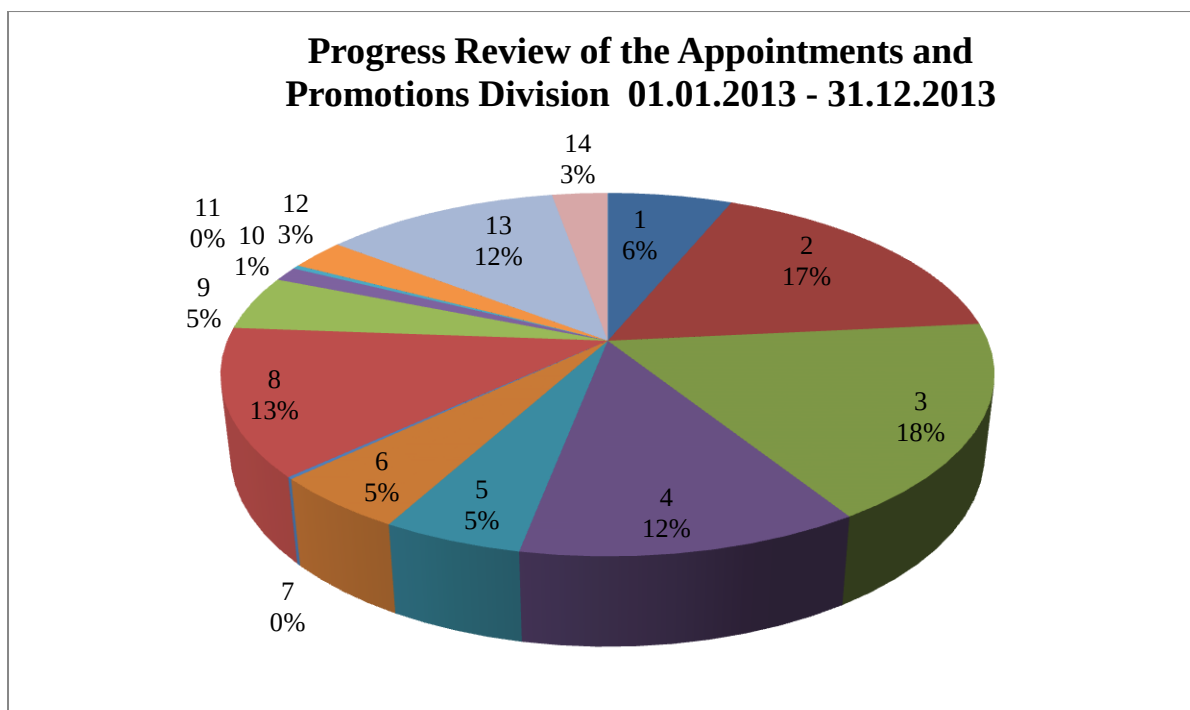


Diagram No.02

Number of Cases to which submission have been made during 2013

	Total
Supreme Court	75
Court of Appeal	16
AAT	144

5.2.3 General Review of the work of the Appointments and Promotions Division

When making appointments and promotions to posts at the higher level of public service special emphasis has been laid on the educational and professional qualifications of the respective officers as well as their experience of service in various posts. This has paved way for selecting most eligible officers to the respective posts and in order to enable such selections in a fair and transparent manner the Ministry Secretaries and Heads of Institutions have been instructed to have marking schemes inclusive of criteria for selections at interviews made available to officers/candidates prior to such interviews upon approval of the Commission.

Apart from dispatching reminders with a view to reducing delays in getting down information from certain Ministries and other state institutions, action has also been taken to contact the respective officers of such institutions over the phone and educate them of the injustice meted out on officers/candidate by failing to forward required information on time. As a result, many numbers of appointments and promotions have been made expeditiously following the retrieval of particulars from such institutions without delay.

Where there were matters at issue, respective Ministry Secretaries and Heads of Department were summoned before the Commission to meet with the Commission members including the Chairman and Senior Staff Officers including the Secretary of the Public Service Commission and discuss over such matters at length and action has been taken to resolve the problems concerned in unison within the legal framework without being prejudicial to any party.

Normal Retirements

1	Ministry of Education	157
2	Commission to Investigate Allegations on Bribery or Corruption	1
3	Ministry of Lands and Land Development	22
	Ministry of Construction, Engineering Services, Housing &	
4	Common Amenities	3
5	Ministry of Labour and Labour Relations	6
6	Ministry of Agriculture	39
7	Ministry of Agrarian Services & Wild Life	5
8	Ministry of Mass Media and Information	4
9	Presidential Secretariat	4
10	Ministry of National Heritage	2
11	Ministry of Postal Services	2
12	Ministry of Indigenous Medicine	25
13	Ministry of Law and Order	6
14	Ministry of Transport	12
15	Ministry of Livestock and Rural Community Development	9
16	Ministry of Rehabilitation and Prison Reforms	8
17	Ministry of Finance & Planning	140
18	Ministry of Youth Affairs & Skills Development	27
19	Ministry of Defence and Urban Development	16
20	Ministry of Public Administration and Home Affairs	149
21	Ministry of Ports and Highways	1
22	Ministry of Irrigation	2
23	Auditor General's Department	4

24	Ministry of External Affairs	7
25	Ministry of Co-operatives	1
26	Ministry of Minor Export Crops Promotion	1
27	Ministry of Health	124
28	Ministry of Child Development & Women's Affairs	1
		778

Confirmations

1	Ministry of Justice	1
2	Commission to Investigate Allegations of Bribery or Corruption	2
3	Ministry of Labour and Labour Relations	5
4	Ministry of Industry and Commerce	1
5	Agriculture Service	12
6	Ministry of Agriculture	19
7	Presidential Secretariat	3
8	Assessors Service	14
9	Ministry of Indigenous Medicine	13
10	Ministry of Fisheries	1
11	Deputy Excise Commissioner	6
12	Ministry of Livestock and Rural Community Development	12
13	Ministry of Youth Affairs & Skills Development	8
14	Senior State Counsel	2
15	Ministry of Defence and Urban Development	45
16	Sri Lanka Architects Service	8
17	Principals Service	2
18	Foreign Service	5
19	Sri Lanka Medical Service	1120
20	Sri Lanka Scientific Service	13
21	Sri Lanka Education Administrative Service	190
22	Sri Lanka Ayurvedic Medical Service	194
23	Sri Lanka Engineering Service	26
24	Sri Lanka Planning Service	244
25	Sri Lanka Accountants Service	41
26	Sri Lanka Administrative Service	93
27	Sri Lanka Animal Production & Health Service	6
28	Sri Lanka Teacher Educators Service	26
29	Assistant Superintendent of Police	39
30	Ministry of Health	2
		2153

Recruitments

1	Ministry of Justice	1
2	State Counsel	2
3	Ministry of National Heritage	1
4	Department of Valuation	2
5	Attorney General's Department	23

6	Ministry of Transport	12
7	Ministry of Livestock and Rural Community Development	1
8	Superintendent of Customs	28
9	Ministry of Irrigation	1
10	Architects Service	10
11	Department of Coast Conservation	2
12	Dentists	90
13	Sri Lanka Foreign Service	28
14	Sri Lanka Medical Service	54
15	Sri Lanka Ayurvedic Medical Service	82
16	Sri Lanka Education Administrative Service	29
17	Sri Lanka Planning Service	71
18	Sri Lanka Agriculture Service	17
19	Sri Lanka Technical Education Service	29
20	Sri Lanka Accountants Service	98
21	Sri Lanka Administrative Service	14
22	Sri Lanka Auditors Service	51
23	Sri Lanka Animal Production & Health Service	28
24	Assistant Commissioner of Co-operatives	2
25	Assistant Controller of Immigration and Emigration	3
26	Assistant Superintendent of Police	8
27	Assistant Superintendent of Prisons	4
28	Assistant Controller of Explosives	10
		2201

Promotion From Grade to Grade

1	Ministry of Industry and Commerce	1
2	Ministry of Mass Media and Information	1
3	Dentists	35
4	Ministry of Transport	1
5	Superintendent of Police 1	2
6	Ministry of Irrigation	4
7	Architects Service	1
8	Auditors Service	1
9	Foreign Service	11
10	Sri Lanka Medical Service	892
11	Sri Lanka Scientific Service	13
12	Sri Lanka Education Administrative Service	29
13	Sri Lanka Ayurvedic Medical Service	41
14	Sri Lanka Engineering Service	33
15	Sri Lanka Planning Service	67
16	Sri Lanka Technical Education Service	8
17	Sri Lanka Agriculture Service	7
18	Sri Lanka Accountants Service	152
19	Sri Lanka Technical Service	4

20	Sri Lanka Police Service	48
21	Sri Lanka Administrative Service	85
22	Sri Lanka Surveyors Service	4
23	Sri Lanka Auditors Service	1
24	Sri Lanka Animal Production & Health Service	38
25	Sri Lanka Customs	16
26	Ministry of Health	3
27	Registered Medical Officer	8
		1506

Promotion on Selections

1	Additional Secretary	4
2	Ministry of Justice	4
3	Ministry of Disaster Management	1
4	Ministry of Sports	2
5	Ministry of Agrarian Services and Wild Life	1
6	Department of Census and Statistics	1
7	Department of Valuation	3
8	Ministry of Postal Services	14
9	Deputy Inspector General of Police	18
10	Deputy Analyst	2
11	Deputy Director of Customs	49
12	Ministry of Transport	12
13	Ministry of Rehabilitation and Prison Reforms	7
14	Ministry of Irrigation	12
15	Assistant Auditor General	20
16	Consultant	61
17	Sri Lanka Education Administrative Service	24
18	Sri Lanka Technical Education Service	19
19	Sri Lanka Technical Service	46
20	Sri Lanka Administrative Service	48
21	Sri Lanka Surveyors Service	10
22	Sri Lanka Customs	1
23	Sri Lanka Teacher Educators Service	173
24	Ministry of Health	87
		619

Re - employment on Contract

1	Additional Secretary	2
2	Prime Minister's Office	3
3	Ministry of Justice	9
4	Ministry of Land and Land Development	70
5	Ministry of Construction, Engineering Services, Housing & Common Amenities	2
6	Ministry of Labour and Labour Relations	14

7	Ministry of Agriculture	2
8	Ministry of Mass Media and Information	5
9	Ministry of National Heritage	1
10	Ministry of Postal Services	14
11	Ministry of Indigenous Medicine	14
12	Ministry of Law and Order	2
13	Ministry of Transport	158
14	Ministry of Livestock and Rural Development	1
15	Ministry of Rehabilitation and Prison Reforms	2
16	Ministry of Finance and Planning	1
17	Ministry of Youth Affairs and Skills Development	4
18	Ministry of Defence and Urban Development	11
19	Ministry of Public Administration and Home Affairs	151
20	Ministry of Health	150
		616

Appointment on Contract

1	Prime Minister's Office	1
2	Ministry of Justice	10
3	Ministry of Agriculture	5
4	Ministry of Livestock	2
5	Ministry of Mass Media and Information	2
6	Ministry of Technology and Research	1
7	Ministry of Public Entrepreneurs	1
8	Ministry of Ports and Highways	1
		23

Decisions on Efficiency Bars

1	Ministry of Education	8
2	Ministry of Justice	13
3	Ministry of Disaster Management	3
4	Ministry of Land and Land Development	7
5	Ministry of Construction, Engineering Services, Housing & Common Amenities	8
6	Ministry of Agriculture	62
7	Ministry of Agrarian Services and Wild Life	7
8	Ministry of National Languages and Social Integration	4
9	Ministry of National Heritage	2
10	Ministry of Transport	27
11	Ministry of Environment	5
12	Ministry of Rehabilitation and Prison Reforms	5
13	Ministry of Finance and Planning	19
14	Ministry of Youth Affairs & Skills Development	1
15	Ministry of Defence and Urban Development	10
16	Ministry of Public Administration and Home Affairs	913

17	Ministry of Irrigation	11
18	Principals Service	3
19	Sri Lanka Technological Service	15
20	Ministry of Health	390
21	Statistician	4
22	Assistant Labour Commissioner	4
23	Assistant Superintendent of Police	1
24	Ministry of Labour and Labour Relations	12
25	Ministry of Postal Services	1
26	Ministry of Fisheries	2
27	Veterinary Surgeons	9
28	Sri Lanka Foreign Service	8
29	Sri Lanka Scientific Service	4
30	Sri Lanka Education Administrative Service	30
31	Sri Lanka Engineering Service	5
32	Sri Lanka Planning Service	4
33	Sri Lanka Technical Education Service	10
34	Sri Lanka Administrative Service	4
35	Sri Lanka Surveyors Service	1
36	Sri Lanka Teacher Educationist Service	25
37	Sri Lanka Information Technology Service	1

1638

Appointment on acting basis / attend to the duties of a post

1	Additional Secretary	10
2	Additional Director	1
3	Additional Director General	5
4	Ministry of Education	1
5	Ministry of Justice	2
6	Ministry of Construction, Engineering Services, Housing & Common Amenities	6
7	Ministry of Land and Land Development	1
8	Ministry of Labour and Labour Relations	18
9	Ministry of Agriculture	21
10	Ministry of Mass Media and Information	4
11	Presidential Secretariat	3
12	Senior Assistant Secretary	4
13	Department of Valuation	1
14	Ministry of Postal Services	34
15	Ministry of Indigenous Medicine	1
16	Ministry of Fisheries and Aquatic Recourses	5
17	Ministry of Livestock and Rural Development	2
18	Ministry of Environment and Renewable Energy	3
19	Ministry of Rehabilitation and Prison Reforms	12
20	Ministry of Finance and Planning	201

21	Ministry of Youth Affairs & Skills Development	2
22	Department of Analyst	3
23	Ministry of Defence and Urban Development	4
24	Ministry of Public Administration and Home Affairs	258
25	Auditors Service	1
26	Department of Coast Conservation	1
27	Ministry of Health	6
28	Ministry of Buddhasasana and Religious Affairs	2
		612

Release

1	Additional Secretary	5
2	Ministry of Education	29
3	Ministry of Land and Land Development	1
4	Ministry of Agriculture	1
5	Ministry of Finance and Planning	6
6	Ministry of Public Administration and Home Affairs	72
7	Ministry of Transport	7
8	Ministry of Health	40
		161

Resignation

1	Commission to Investigate Allegations of Bribery or Corruption	2
2	Ministry of Agriculture	1
3	Sri Lanka Medical Service	23
4	Sri Lanka Scientific Service	2
5	Sri Lanka Engineering Service	9
6	Sri Lanka Technical Education Service	1
7	Sri Lanka Administrative Service	4
8	Sri Lanka Surveyors Service	1
		43

Appointment to Posts

1	Additional Director General of Customs	5
2	Additional Director	3
3	Additional Director General	4
4	Additional Forest Conservation General	1
5	Additional Secretary	33
6	Additional Solicitor General	3
7	Director of Customs	11
8	Ministry of Education	1
9	Ministry of Disaster Management	5
10	Ministry of Land and Land Development	0
11	Ministry of Higher Education	1

12	Ministry of Small Enterprise Development	1
13	Ministry of Agriculture	1
14	Ministry of Agrarian Services and Wild Life	1
15	Ministry of Media and Information	0
16	Presidential Secretariat	1
17	Ministry of Water Supply and Drainage	2
18	State Counsel	7
19	Senior Assistant Secretary	15
20	Department of Valuation	1
21	Commissioner of Inland Revenue	68
22	Deputy Solicitor General	6
23	Department of Legal Draughtsman	2
24	Auditors Service	0
25	Principals Service	70
26	Specialist Medical Officers	96
27	Sri Lanka Technical Education Service	3
28	Ministry of Health	2
29	Senior Medical Administrative Service	1
		344

Absorption

1	Information and Communication Technology Service	1
2	Inland Revenue Service	750
3	Deputy Director of Customs	5
4	Ministry of Defence and Urban Development	11
5	Department of Customs	686
6	Ministry of Irrigation	11
7	Sri Lanka Ayurvedic Medical Service	6
8	Sri Lanka Engineering Service	1
		1471

5.3 Disciplinary Division

The Public Service Commission has exercised its administrative powers concerning offences set out in first schedule of Chapter XLVIII of the Establishments Code in relation to staff officers of the Central Government. Apart from this, the Public Service Commission functions as the Appellate Authority over disciplinary control on offences set out in second schedule of Chapter XLVIII of the Establishments Code concerning public officers. The Disciplinary Division, in terms of the aforesaid powers vested in the PSC, extends much needed corporation by way of making observations and recommendations to the Commission in order that it could arrive at decisions when and where necessary. This Division consists of following personnel.

Senior Assistant Secretary	01
Assistant Secretary	05
Management Assistant	15

5.3.1 Role of the Disciplinary Division

This Division handles the disciplinary matters involving officers of the All Island Services and officers coming under the scope of the PSC as stated in the Gazette Notification No. 1733/52 of 25.11.2011 concerning the Delegation of Powers of the Public Service Commission based on the preliminary investigations conducted by the Heads of Departments or Secretaries of Ministries. On receiving a preliminary investigation report to the Disciplinary Division and following a proper study thereon with appropriately constructed observations the Public Service Commission will make a suitable determination on whether charge sheets should be served or not against offending officers. If decided to serve a charge sheet action will be taken to hand over such charge sheet to the officer concerned through the Ministry Secretary and Head of Department. Upon consideration of the answers furnished by the accused officer to such charge sheet and the observations and recommendations thereon made by the respective Head of Department and Secretary of the Ministry a decision will be made as to whether the institution of a formal disciplinary inquiry on the matter is feasible or not.

Where the decision is to institute a Formal Disciplinary Inquiry it is required to be held following the appointment of a suitable Inquiry Officer selected from the Panel of Inquiry Officers maintained by the PSC for such purpose. However if decided against holding a formal disciplinary inquiry the accused officer will either be exonerated from all the charges or be subject to the imposition of a suitable punishment based on the answers filed by the accused officer and the observations and recommendations thereon by the respective Head of Department and Secretary of the Ministry.

Where a formal disciplinary inquiry is held, the PSC, following the receipt of the report of such inquiry, takes all oral and documentary evidence that were laid before the said inquiry and observations and recommendations of the

Administrative Authority of the accused officer into account and makes an appropriate disciplinary order either to exonerate the accused officer from all the charges or to hold him an offender to one or several or all the charges.

Furthermore as a part of the disciplinary procedure an accused officer can be interdicted from service or reinstated in service following his interdiction or he could even be sent on compulsory retirement. If the officer concerned is to be retired from service pending disciplinary action it can be so done by retiring him under Section 12 of the Minute on Pensions.

In addition to these tasks, appeals made by officers of the All Island Services and officers coming under the scope of the PSC as stated in the Gazette Notification No. 1733/52 of 25.11.2011 concerning the Delegation of Powers of the Public Service Commission against vacation of post notices and the observations and recommendations made by the Appointing Authority of those officers on such appeals will be reconsidered by the Commission in deciding whether to appropriately reinstate such officers in service or not.

Appeals laid before the Superior Courts, Administrative Appeals Tribunal, Human Rights Commission, Public Petitions Committee and Ombudsman against the disciplinary orders or decisions made by the PSC on such disciplinary matters would be appropriately dealt with. It is the onus of the Disciplinary Division to lay before the Commission the cases without any ambiguity having made a thorough scrutiny of all connected documents received in the Division for the Commission to take unbiased decisions.

5.3.2 Progress Review of the Disciplinary Division (01.01.2013 – 31.12.2013)

	Matter	Number of Orders
1	Issuance of charge sheets	66
2	Amendments to charge sheets	19
3	Exoneration from charges	22
4	Dismissal from service	04
5	Other disciplinary punishments	42
6	Reinstatement in service	25

7	Dismissal of appeals	44
8	Retirement under Section 12 of the Pension Minute	20
9	Compulsory retirement	02
10	Interdiction from service	14
11	Appointment of disciplinary inquiry officers	107
12	Conversion of retirement under disciplinary grounds to normal retirement	02
13	Retirements from service	04
14	Other general orders	173
	Total	544

Table No. 04

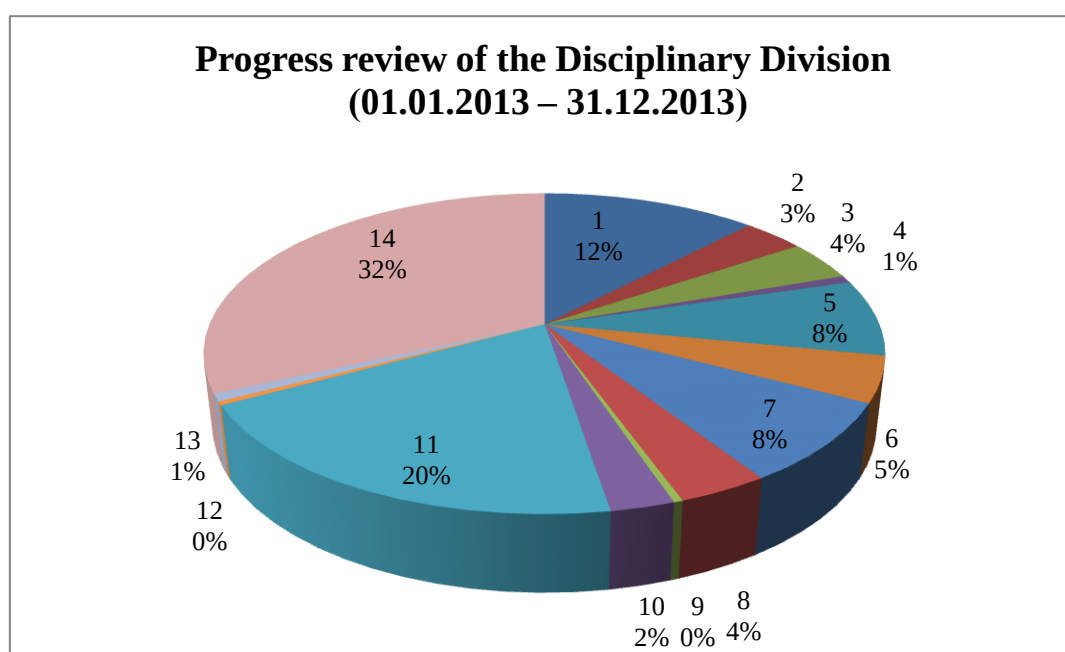


Diagram No. 03

Number of cases pending before the Supreme Court, Court of Appeal and Administrative Appeals Tribunal during the period from 01.01.2012 to 31.12.2012 were as follows.

Supreme Court Cases	-	27
Court of Appeal Cases	-	17
AAT Cases	-	94

5.3.3 New measures taken to enhance the performance of the Disciplinary Division.

With a view to enhancing the efficiency of the Disciplinary Division following measures were adopted in consultation with all officers concerned having kept the Secretary apprised of such developments.

- I. Duties carried out by 05 groups from 18.08.2011 were redirected to be handled by 03 groups designated as group A,B and C.
- II. Monthly meetings of the Division were held and problems confronted during the course of routine duties discussed.
- III. Due restoration of data management system was discussed with ICT officers.
- IV. Code numbers were assigned to the filing cabinets.
- V. A time frame on how to deal with each and every pending work was fixed.
- VI. Old files lying in the Record Room were disposed of and information required was computerized.

5.4 Appeals Division

Article 58(1) of the Constitution provides for public officers aggrieved by an order made by a committee or an officer on whom powers have been delegated by the PSC, right of appeal to the Commission against such order.

Similarly, Article 58(2) provides for PSC, on receipt of such appeal, to grant relief to public officers in an appropriate manner by rescinding or altering or confirming such order having looked into the matter concerned. In accordance with these provisions the Commission constantly receives large number of appeals from public officers. This Division which deals with such appeals consists of following staff.

Senior Assistant Secretary	01
Assistant Secretary	06
Management Assistant	13

5.4.1 Role of the Appeals Division

The authority of appointment, promotion, transfer, disciplinary control and dismissal of public officers as set out in the Gazette Extraordinary No. 1733/52 of 25.11.2011 by the PSC on the specific direction of the Cabinet of Ministers has been delegated in terms of Article 57 of the Constitution.

In terms of Article 58(1) of the Constitution, public officers aggrieved by an order made by a delegated authority referred to above enjoy the right to submit a written appeal to the Commission and the matters pertaining to appeals so made are dealt with by the Appeals Division.

In addition, this Division also handles matters pertaining to the appeals made to Administrative Appeals Tribunal and the applications laid before the Superior Courts against decisions of the Commission concerning the functions above.

5.4.2. Progress Review of the Appeals Division (01.01.2013 - 31.12.2013)

	Matter	Number
1	Appeals received during 2013	2259
2	Appeals for which reports have not been received	1648
3	Appeals being processed on receipt of reports	596
4	Appeals finalized	1577
5	No. of court cases	39
6	No. of AAT cases pending	184
7	No. of inquiries from Public Petitions Committee during the period	19

Table No. 05

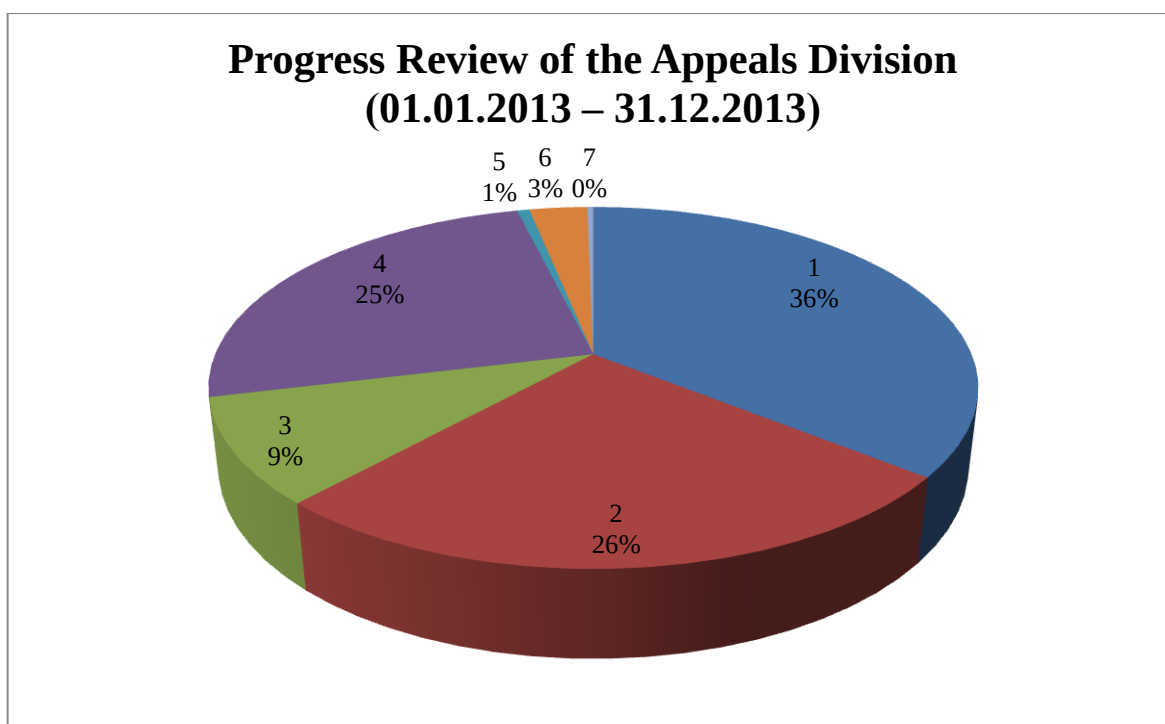


Diagram No. 04

5.4.3 General Review of the work of the Appeals Division

- I. Due to several officers, in the middle of the year, getting transfers, going on retirement and having been subject to be released for taking up other positions a problematic situation concerning the strength of the staff arose. This situation continued till the end of 2013. Nevertheless, high commitment and efficiency of the remaining personnel paved way for achieving a satisfactory performance.

- II. A format to collect information on appeals pertaining to annual transfers will in advance of their receipt was prepared and action was taken to dispatch it to the Director General of Combined Services on the approval of the PSC. As such, handling of matters concerning transfers was found to be somewhat eased off in comparison to previous year. Such a method was followed as a prelude to resolving the problems identified in the preceding year.

- III. With a view to streamlining the work of the Division and submitting reports before the PSC in an order of sequence, the files of received reports were put together in one place and action thereon initiated chronologically. This method was put into practice as from the month of September 2013.

5.5 Administration Division

General administration of the Office of the Public Service Commission is entrusted with the Administration Division. The Additional Secretary (Administration) functions as the Head of this Division.

The Administration Division handles following areas of work:

- Overall administration of the Office of the Commission
- Human resources management of the Office of the Commission
- Activities of information management.

This Division consists of the following staff.

Additional Secretary	01
Administrative Officer	01
Translator	03
Management Assistant	10
Information and Communication Technology Officer	01
Information and Communication Technology Assistant	01

5.6 Accounts Division

This Division provides financial services to the Office of the Commission ensuring an uninterrupted financial information and management system. Following tasks for that purpose are carried out.

- Formulation and implementation of financial plans for the Office of the Commission.
- Supply of goods and services.
- Management of fixed assets.
- Guidelines and advice on financial matters.
- Provision of updated information on activities of the Accounts Division to the Secretary who is the Chief Accounting Officer.
- Co-ordination of financial activities between Divisions.

- Execution of procurement work.

This Division consists of the following staff

Accountant	01
Management Assistant	05

06. Financial Provision

The summary of expenditure of the Office of the Public Service Commission for the period from 01.01.2013 to 31.12.2013 is as follows:

	Allocation	Expenditure	Balance
Recurrent	114,609,344.00	114,573,641.44	35,702.56
Capital	9,078,500.00	8,234,332.83	844,167.17
Total	123,687,844.00	122,807,974.27	879,869.73

Table No. 06

07. Staff

7.1 Organization Chart

Please see Annex 01 for Organization Chart.

7.2 Details of Staff

During the period under review the approved cadre of the PSC consisted of 195 personnel and the actual cadre strength employed in the Office of the PSC during this particular period was 146. Details of the composition of the staff are as follows:

Secretary	01
Additional Secretary	02
Senior Assistant Secretary	05
Assistant Secretary	23
Accountant	01
Administrative Officer	02
Translator	03

I.C.T. Officer	01
I.C.T. Assistant	01
Public Management Assistant	74
Driver	13
Office Employee	<u>20</u>
Total	<u>146</u>

7.3 Staff Training

With a view to improving subject based knowledge of the staff members of the PSC in language proficiency, technological knowhow and other specialized management skills they were provided with opportunities to participate in different training programmes during the year 2013 as well.

Grade	No. of Officers
Staff Officers	13
Officers of the P.M.A.S.	27

Table No. 07

08. Number of Cases to which submissions have been made by each Division during 2013

Division	Supreme Court	Court of Appeal	AAT
Establishments	32	01	08
Appointments	75	16	144
Disciplinary	27	17	94
Appeals	36	10	262
Total	170	44	508

Table No. 8

09. Commission Meetings

120 Commission meetings have been held during the period under review from 01.01.2013 to 31.12.2013.

10. Acknowledgement

The Public Service Commission acknowledges with profound gratitude the co-operation and contribution extended by all Secretaries of Ministries and Heads of Departments, particularly,

- Presidential Secretariat,
- Office of the Cabinet Ministers,
- Ministry of Public Administration and Home Affairs,
- Ministry of Finance and Planning,
- National Salaries and Cadres Commission,
- Information and Communication Technology Agency,
- Attorney General's Department, and
- Entire staff of the PSC.

Vidya Jyothy Dr. Dayasiri Fernando	Chairman
Mr. Palitha M. Kumarasinghe PC	Member
Mr. Sirimavo A. Wijeratne	Member
Mr. S.C. Mannapperuma	Member
Mr. Ananda Seneviratne	Member
Mr. N.H. Pathirana	Member
Mr. S. Thillanadarajah	Member
Mr. M.D.W. Ariyawansa	Member
Mr. A. Mohamed Nahiya	Member











Annex 01

Appeals made against PSC decisions by Staff Officers during the year under review.

Complaints laid before AAT

Number pending as at 01.01.2013	Number received during 2013	Total Number received as at 31.12.2013	Number of PSC decisions upheld	Number of PSC decisions revoked	Number pending as at 31.12.2013
108	126	234	16	18	200

Cases filed in the Supreme Court

Number pending as at 01.01.2013	Number received during 2013	Total Number received as at 31.12.2013	Number dismissed and agreed with PSC decisions	Number of PSC decisions revoked	Number pending as at 31.12.2013
61	41	102	29	-	73

Cases filed in the Court of Appeal

Number pending as at 01.01.2013	Number received during 2013	Total Number received as at 31.12.2013	Number of PSC decisions upheld	Number of PSC decisions revoked and relief granted	Number pending as at 31.12.2013
26	7	33	4	-	29

- Besides these appeals, no complaints were made to the Parliamentary Commissioner for Administration (Ombudsman) during the period from 01.01.2013 to 31.12.2013.
- Number of complaints made to the Human Rights Commission during the period from 01.01.2013 to 31.12.2013 was 01 and reports have been sent to HRC on such complaint.
- No complaints were made to the Public Petitions Committee during the period from 01.01.2013 to 31.12.2013.

Annex 02

Appeals made against PSC decisions by non staff officers during the year under review.

Complaints laid before AAT

Number pending as at 01.01.2013	Number received during 2013	Total Number received as at 31.12.2013	Number of PSC decisions upheld	Number of PSC decisions revoked	Number pending as at 31.12.2013
103	163	266	53	4	209

Cases filed in the Supreme Court

Number pending as at 01.01.2013	Number received during 2013	Total Number received as at 31.12.2013	Number dismissed and agreed with PSC decisions	Number of PSC decisions revoked	Number pending as at 31.12.2013
20	16	36	7	0	29

Cases filed in the Court of Appeal

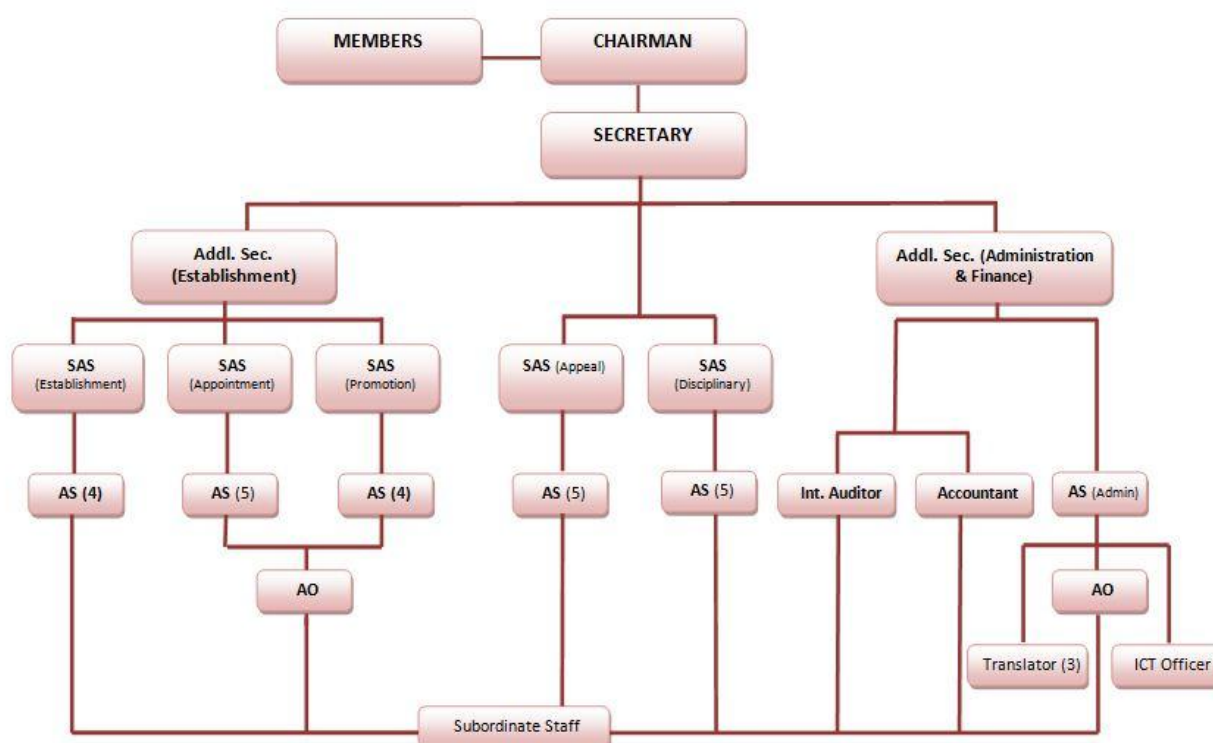
Number pending as at 01.01.2013	Number received during 2013	Total Number received as at 31.12.2013	Number of PSC decisions upheld	Number of PSC decisions revoked and relief granted	Number pending as at 31.12.2013
4	6	10	1	2	7

- No case has been received by the Parliamentary Commissioner for Administration (Ombudsman) during the period from 01.01.2013 to 31.12.2013.
- No complaints have been made to the Human Rights Commission during the period under review.
- 19 complaints have been made to the Public Petitions Committee during the period from 01.01.2013 to 31.12.2013.

Annex 03

Organization Chart

Public Service Commission

**Note :**

Addl. Sec. – Additional Secretary
AO – Administrative Officer

SAS – Senior Assistant Secretary

ICT – Information & Communication Technology

AS – Assistant Secretary