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PART I : SECTION (I) — GENERAL

Proclamations & C., by the President

**BY HIS EXCELLENCY GOTABAYA RAJAPAKSA
PRESIDENT OF THE DEMOCRATIC SOCIALIST REPUBLIC OF SRI LANKA**



GOTABAYA RAJAPAKSA

Presidential Directive

ESTABLISHMENT of a Special Agency by His Excellency the President in the exercise of powers vested in His Excellency in terms of Article 33 of the Constitution of the Democratic Socialist Republic of Sri Lanka, to advise and assist the Government in the formulation and implementation of a national wage policy by revisiting all remuneration structures including salaries and wages in the Public Sector as well as the Private Sector to facilitate due fulfillment of the manpower requirements in order to maintain continued sustainability of the salaries and wages in the said sectors.

To:

1. Upali Wijeweera Esquire
2. Madam Chandrani Senaratne
3. Gotabhaya Jayaratne Esquire
4. Madam Sujatha Cooray



5. Madam Madura Wehalle
6. M.S.D. Ranasiri Esquire
7. Dr. Ananda Hapugoda Esquire
8. Sanjeewa Somaratne Esquire, Judge of High Court
9. Ajith Nayanakantha Esquire
10. Ravi Liyanage Esquire
11. Sanath Ediriweera Esquire
12. Prof. Ranjith Senarathna Esquire
13. Eng. R.M. Amarasekara Esquire
14. Major Gen.(Rtd.) Siri Ranaweera Esquire
15. W.H. Piyadasa Esquire

GREETINGS !

WHEREAS, it is the expectation of the Government to formulate a long term human resources mobilization plan adopted to meet the service requirements aimed at raising the efficiency and productivity of the public service for creating a people - friendly Public service in terms of the Policy Statement: "Vistas of prosperity and splendour" for a re-constructed country and whereas the Government proposes introducing a package incorporating salaries, wages and various incentives so as to recruit to the public service competent personnel capable of effectively handling the task of efficient delivery of services facilitating and regulating the development process where necessary,

AND WHEREAS it is found necessary that attention is focussed on the structural changes underway in the economy in diverting human resources to different sectors and that the cost of labour is maintained at a competitive level which is favourable to Sri Lanka by raising the productivity of the labour force to internationally competitive level;

AND WHEREAS it is expected that an unhealthy competition between the public sector and private sector as a whole as well as amongst various institutions within the public sector and the private sector would be avoided in the fulfillment of manpower requirements and that their role would be complementary to each other;

AND WHEREAS the Government has identified the need for an appropriate special methodology to be introduced in order to attract exceptionally competent professionals to efficiently accomplish the task assigned to the public sector in the economic development process as it has been found difficult to do so in the context of the methodologies currently adopted;

AND WHEREAS there is the need for the role of the Department of Management Services to be reviewed and the cadre required for various services to be revisited and advice and guidance provided where necessary in the creation of new posts and productive deployment of employees within the approved cadre to meet exigencies of service;

AND WHEREAS the Government is prioritizing the development of public service cadre in such a way as to enhance quality of the task they are engaged in and provision of continued training and skills development;

AND WHEREAS the Government is committed to giving effect to policies for the betterment of the employees in the public sector as well as private sector as spelt out in the Policy Statement : " Vistas of prosperity and splendour ".

AND WHEREAS the Government is desirous of establishing a National Pay Commission (hereinafter referred to as the Commission) to advise and assist the Government with regard to the below-mentioned matters with a view to achieving the said objectives:

- a. To advise the Government on National Salaries and Wages Policy paving the way for the accomplishment of the aforesaid objectives based on a continuous review of Salaries and Wages including monetary remuneration and various other non-monetary facilities of the Public Services including Provincial Public Service and Armed Services, Special Institutions the salaries of whose staff are met by the Consolidated Fund, State Corporations and Statutory Boards, Government-owned Companies, State Enterprises, State Banks including Central Bank of Sri Lanka and other Financial Institutions and all spheres of the Public Service as a whole including all Regulatory Institutions taking into consideration the following matters:

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- (i) Changes to be made in the terms of employment so as to attract competent individuals specialized in the fields of Management, Science and Technology who are needed presently and in the future to implement more meaningfully the socio-economic policies of the Government.
 - (ii) Need to rectify the existing salary anomalies occasioned by salary increases granted in terms of the recommendations of the Salaries Commissions previously appointed or on an ad hoc basis;
 - (iii) Need to make the employees of the Public Sector as well as the Private Sector a contented and motivated lot endowed with requisite skills;
 - (iv) Need to make the Public Service higher productivity and efficiency-driven as well as the need to eliminate drawbacks in the fulfillment of manpower requirements of the Private Sector;
 - (v) Feasibility of the package being implemented within the limits of Government funds taking into account the fact that the recurrent expenditure of the Government is at a very high level;
- b. To make proposals to the Government aimed at minimizing the issues in relation to salaries and wages and terms and conditions of service, schemes of recruitment, schemes of promotion and service minutes as well as the anomalies that are said to have arisen following the ad hoc salary increases granted;
 - c. To make proposals to the Government on a salary and wage structure that would guide in minimizing anomalies, if any, that exist between the Salaries and Wages drawn by professionals having comparable responsibilities or qualifications in the Public Sector and the Semi-Government Sector;
 - d. To review the systems of payment of various incentives and grants including gratuities currently operated by certain state institutions and recommend more appropriate methodologies to be adopted in determining the grant of gratuities, various incentives and non-monetary incentives;
 - e. To make recommendations to the relevant authorities on amendments to be made to or revision of Public Services' Service Minutes, Schemes of Recruitment or Schemes of Promotion as required in collaboration with any government institution or institutions in terms of the salary revisions or policy decisions announced by the Government in relation to the remuneration in the Public Service;
 - f. To make a further study of the implementation of the proposal made by the Salaries Commission appointed on Twentieth July 2000 for the establishment of an institution with the authority (Arbitration Board) to put forward solutions for speedy settlement of disputes relating to salaries and conditions of service in the Public Sector and to act as an arbiter in settlement of disputes relating to schemes of recruitment, schemes of promotion or service minutes and make recommendation for an institutional methodology for the settlement of such disputes;
 - g. For the Department of Management Services to recommend measures to be adopted in the creation of posts and systematic distribution of such posts in the Public Services taking into account the fact that the Public Service caters to the needs of more meaningful and people-centric economy;
 - h. To recommend to the Government the policies to be followed in relation to those talented and competent officers with professional qualifications holding permanent posts in the public service seeking employment in semi-government and private sectors or abroad thus preventing them from leaving the public services ;
 - i. To make recommendations on the age limit for mandatory retirement in the decades to come, the state of the physical and mental health of the employees and their productive contribution in view of the increased life expectancy and the state of health of current population and the international trends after a wide-ranging survey of the public and Private Sectors;

- j. To make recommendations to the Government on guaranteeing an appropriate minimum salary to those employed in the Private Sector enhancing their skills security of their employment and the availability of essential welfare amenities they are entitled to, and implementation of the Government policy for their betterment as enshrined in the Policy Statement: “ Vistas of prosperity and splendour ”
- k. To make proposals to the Government for a National Salary policy framework in relation to the optimum utilization of the country’s manpower resources by the Public Sector and the Private Sector in the country’s development.

AND WHEREAS, I am of the view that the accomplishment of the task and fulfillment of responsibilities entrusted to the said Commission as identified above should commence immediately in the interest of the public.

Now, therefore, I Gotabaya Rajapaksa in pursuance of the provisions of Article 33 of the Constitution of the Democratic Socialist Republic of Sri Lanka do hereby establish the National Pay Commission to undertake and execute the said tasks and responsibilities.

AND reposing great trust and confidence in your prudence, ability and fidelity, do by these presents, appoint you the said:

1. Upali Wijeweera Esquire
2. Madam Chandrani Senaratne
3. Gotabhaya Jayaratne Esquire
4. Madam Sujatha Cooray
5. Madam Madura Wehalle
6. M.S.D. Ranasiri Esquire
7. Dr. Ananda Hapugoda Esquire
8. Sanjeewa Somaratne Esquire, Judge of High Court
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11. Sanath Ediriweera Esquire
12. Prof. Ranjith Senarathna Esquire
13. Eng. R.M. Amarasekara Esquire
14. Major Gen.(Rtd.) Siri Ranaweera Esquire
15. W.H. Piyadasa Esquire

as members of the National Pay Commission and direct you to take all such steps as may be required to proceed with the implementation of the tasks set out at (a) to (k) above.

AND I, further appoint Upali Wijeweera Esquire as the Chairman of the Commission and Madam Chandrani Senaratne as the Secretary to the Commission.

AND I, do hereby authorize the Commission to issue instructions, make inquiries and investigate such matters as may be necessary in relation to the accomplishment of the tasks the Commission is hereby entrusted with;

And I, do hereby authorize the Commission to appoint sub-committees each comprising three officers with specialized knowledge and experience in respective fields specifically meant for the relevant task in order to assist the Chairman and Members of the Commission where necessary in relation to particular fields in the Public Sector and the Private Sector.

AND I, do hereby require and direct all public officers and such other persons to whom the Commission may issue instructions or apply for assistance for information, to comply with such instructions, render all such assistance and furnish all such information as may properly be compiled with, rendered and furnished, in that behalf.

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I do hereby abolish the National Salaries and Cadre Commission established by the Presidential Directive made, dated 18th March 2019 and by amendments made from time to time in terms of Article 33 of the Constitution of the Democratic Socialist Republic of Sri Lanka.

Given at Colombo, under the seal of the Democratic Socialist Republic of Sri Lanka on this 14th day of February Two thousand and Twenty.

By Order of His Excellency,

P. B. JAYASUNDERA,
Secretary to the President.

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