



NATIONAL PAY COMMISSION

CALLING FOR REPRESENTATIONS FROM TRADE UNIONS FOR THE FORMULATION OF

A NEW NATIONAL WAGE POLICY

The National Pay Commission has been established by His Excellency the President by the Gazette Extraordinary No. 2162/64 and dated 14 February 2020 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.

2. Accordingly, the Commission has decided to call for written representations regarding proposals which are to be taken in to consideration in formulating a national wage policy from enthusiastic trade unions. It is expected that the said written representations will be presented considering the below facts.

- 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 for the public sector to implement more meaningfully the socio-economic policies of the Government.
- Proposals that need to make the Public Service higher productivity and efficiency-driven as well as to eliminate drawbacks in the fulfillment of manpower requirements of the Private Sector.
- Proposals to make the employees of the Public Sector as well as the Private Sector a contented and motivated lot endowed with requisite skills.
- Proposals to formulate policies 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.
- Proposals to decide on granting various incentives, grants and non-monetary incentives including gratuities currently operated in the Public Sector and the Semi-Government Sector.
- Proposals to minimize 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.
- Proposals 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.
- Proposals to minimize the anomalies that are said to have arisen following the issues in relation to existing salaries and wages, number of employees and terms and conditions of service, schemes of recruitment, schemes of promotion and service minutes.
- Any other proposals pertaining to the optimum utilization of the Country's manpower resources by the Public Sector and the Private Sector for the development of the Country.

3. All the written representations should be prepared limiting to a maximum of 4 pages (A4 size) and only in case of a necessity in providing data/ statistics/ further information as evidence for the said representations, such should be included as attachments. The top left corner of the envelope containing the documents should clearly bear the words "**Proposals for Formulation of a National Wage Policy**" and it should be forwarded to reach the below mentioned address on or before 17 June 2021.

Secretary
National Pay Commission
Room No 2-116
Bandaranaike Memorial International Conference Hall
Bauddhaloka Mawatha
Colombo 07

Chandrani Senaratne
Secretary
National Pay Commission