



UNIVERSITY GRANTS COMMISSION

smc (53)

Commission Circular No.855

20, Ward place,
Colombo 07.

20th January, 2005.

Vice-Chancellors of Universities,
Rectors of Campuses,
Directors of Institutes.

REVISION OF SALARIES IN 2005

Your kind attention is invited to Commission Circular No. 843 dated 04th June, 2004 and Establishments Circular Letter No.12/2004 dated 04th November, 2004 in respect of salary revision granted in terms of Management Services Circular No.21 dated 02.01.2004.

2. The Department of Management Services of the General Treasury has granted approval to revise the salary scales of the University Staff in terms of Management Services Circular No.25 of 28.12.2004 (Annex I) with effect from 01.12.2004. The revised salary scales are indicated in Annex II sent along with this Circular.
3. The payment under this revision will be made on a step for step basis based on the salary step as at 30.11.2004. A 50% of the increase or Rs.2,500/- per month whichever is higher should be paid with effect from 01.12.2004. The balance amount payable with effect from 01.01.2006 will be made on the recommendation of the National Council for Administration appointed by the Government to review the entire salary structure applicable to the Government servants.

All Higher Educational Institutions/Institutes are requested to take steps to convert the existing salaries into revised salaries using the relevant conversion tables. (Annex III)

4. As indicated in para 4 of Management Services Circular No.25, the interim allowances payable in terms of Management Services Circular No 07 of 11.09.2000 and 12 of 18.10.2001 as adopted by Establishments Circular Letter Nos.16/2000 and 12/2001 respectively will continue to be operative parallel to the revised salaries. The 10% allowance paid in terms of Management Services Circular No.07 as adopted by Establishments Circular Letter No.16/2000 now be calculated on the basis of the revised salary scales with effect from 01.12.2004.

5. Other Allowances

- (a) The Academic Allowance of 30% of the basic salary payable to the teachers who are defined in the Universities Act No. 16 of 1978 and the Allowance of 10% of the basic salary payable to Sub-wardens (full time) as personal to the holder basis should be limited to their monetary value as at 30.11.2004, without being revised until their revision is recommended by the National Council for Administration and approval of the Government is obtained therefor.
- (b) The Monthly Compensatory Allowance (MCA) and Interim Compensatory Allowance (ICA) of Rs.1000/- p.m. & Rs.150/- p.m. will continue to be paid as at present in terms of Commission Circular Nos.750,774 and Establishments Circular letter No 06/2004.
- (c) The Language Proficiency Allowance payable to the employees who were recruited prior to 01.01.2003 should also be limited to their monetary value as at 30.11.2004.

Please note that further instructions with regard to the payment of the above allowances specified in para 5 above beyond 01.05.2005 will be issued later.

6. Salary Increments

- 6.1 The incremental dates remain unchanged
- 6.2 Increments earned on or before 30.11.2004 should be granted before the conversion of salaries under this Circular.
- 6.3 The full value of the increments of the revised scales should be granted to those who have earned their increments on or after 01.12.2004.

7. Stagnation Credit

- 7.1 Salary increments on stagnation beyond the salary scales implemented under this circular should be granted in terms of Public Administration Circular No.7/2003 as adopted by Commission Circular No.848 dated 28th September 2004 only on the value of the last increment on the salary scales, subject to the provisions stipulated in Sub-paragraph 7.3 below.
- 7.2 In the case of officers already drawing salary increments on account of stagnation on the maximum of the salary scale, the appropriate salary step should be determined by adding the number of increments already earned to the new salary scale subject to provisions in sub paragraph 7.3 below. For these officers only the 50% of the increase should be paid for the period from 01.12.2004 to 31.12. 2005.

- 7.3 However, in granting increments under sub-paragraph 7.2 and 7.3 above, the upper limit of the monthly increase of Rs.9000/- (half increase Rs.4,500/-) should not be exceeded.

eg.:- An officer who stagnates on the maximum in the salary scale of BS-01 receives one increment beyond the maximum on account of such stagnation and reaches the salary step of Rs.22450/- (22,035 + 415) and on being granted the incremental value of Rs.585/- reaches the salary step of Rs.31,490/-. However, he should be paid a salary increment of Rs.545/- only to be within the limit of Rs.9000/- in which case his salary step will be Rs.31450/- (31450 - 22450 = 9000) Thereafter, the value of increment in that scale will be Rs.415/- ((31450 + 415) - 22865 (22450 + 415) = 9000)

8. Combined Allowance

In accordance with the para 05 of Public Administration Circular No. 09/2004 of 27.12.2004 the Combined Allowance is revised with effect from 01.12.2004 as follows:-

The entitlement as a result of any increment earned or promotion after 01.12.2004 should be decided according to the salary scale as at 30.11.2004.

Combined Allowance as at 30.11.2004

Rs.150/-
Rs.180/-
Rs.230/-
Rs.280/-

Revised Allowance (per day)

Rs.175/-
Rs.200/-
Rs.250/-
Rs.300/-

9. Railway Warrants and Holiday Travel

The entitlement of existing Railway Warrants as at 30.11.2004 for different categories of employees will remain unchanged. However, if there is a salary difference as a result of a salary increment or promotion after 01.12.2004, the entitlement should be decided according to corresponding salary scale as at 30.11.2004.

10. Daily Pay

The daily pay should be made according to the rates given in Annex IV.

11. Half and No-Pay Leave

Recoveries should be continued to be computed as at present but on the basis of the revised salaries from 01.12.2004.

12. Payment of Gratuity and Loans

- 12.1 The calculation of gratuity effective from 01.12.2004 should be on the basis of the revised salaries.
- 12.2 In the case of calculation of the gratuity of the employees who had served prior to 01.12.2004 the salary drawn by the employee prior to that date will be considered.
- 12.3 Distress loans for the period from 01.12.2004 to 31.12.2005 should be computed on the basis of salary applicable as at 30.11.2004.

13. Payment of Equalization Allowance

When calculating the equalization allowance payable to Medically/Dentally qualified teachers, Medical Officers and Dental Surgeons the revised salary with other allowances where applicable should be taken into consideration with effect from 01.12.2004.

14. Holiday pay etc.

The following should continue to be calculated as at present but on the basis of revised salaries as per this circular with effect from 01.12.2004.

- (a) Holiday pay
- (b) Salary advance
- (c) Limit on deductions from salaries

15. Over Time

The rate of overtime per hour is calculated on the basic salary of the employee concerned. Payment may be computed based on the revised salaries payable with effect from 01.12.2004.

16. Universities Provident Fund, Pension Fund and Employees Trust Fund

Contributions to the Universities Provident Fund, Pension Fund and the Employees Trust Fund should be based on the revised salaries payable with effect from 01.12.2004.


17. Funds

Additional Funds required to pay the revised salaries will be provided by the Treasury.

18. Persons recruited on contract basis should receive only the salary or the allowance already contracted, during the period of such contract.

19. It should be noted that any overpayment made due to misinterpretation of these instructions or through clerical or other errors in computation, should be promptly recovered from the recipients of such overpayments.

20. Please take action accordingly.


.. 20.01.2005
Prof. B.B.R.N. Mendis,
BDS(Hons.), Ph.D. (Bristol), FDSRCS (Eng. & Edin.), FFDRCS (I)
Chairman

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 16. Auditor-General

File No. UGC/HR/2/9/86

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Management Services Circular No. 25

My No. DMS/Salaries/Gen.
Department of Management Services,
General Treasury,
Colombo 1.

28.12.2004

To: All Secretaries to Ministries,
Chairmen of State Corporations,
Statutory Boards and Fully Owned
Government Companies.

**Revision of Salaries of Employees of Public Corporations,
Statutory Boards and Fully Owned Government Companies**

01. It has been decided by the Government that the salary revision granted to the Public Servants by Public Administration Circular No. 9/2004 dated 27.12.2004, with effect from 01st December 2004, pursuant to the Budget Proposals 2005, should likewise be extended to the employees of Public Corporations, Statutory Boards and Fully Owned Government Companies, who are not being paid a variable cost of living allowance tied to Colombo Consumer Price Index or who are not covered by Collective Agreements entered into with Trade Unions/Employees, effective from the same date (01.12.2004).

02. The computation of salaries under this revision should be effected in such a manner that every employee covered by the revision receives a salary increase of 40% of the basic salary subject to a minimum of Rs. 3250/- and a maximum of Rs. 9000/- per month. This salary conversion should be based on the salary scales as approved by the Department of Management Services in terms of provision in Management Services Circular No. 21 dated 02.01.2004.

Example

Present Salary (Annual)	Revised Salary (Annual)
1) Rs. 65,760-11x1320-5x1560-88,080/-	Rs. 104,760-11x1320-5x1560-127,080/-
2) Rs. 80,820-6x1320-10x1560-104,340/-	Rs. 119,820-6x1320-5x1560-5x2160-146,340/-
3) Rs. 179,520-8x6120-228,480/-	Rs. 251,340-8x8580-319,980/-
4) Rs. 280,500-4x11,220-325,380/-	Rs. 388,500-4x11,220-433,380/-

03. Under this revision which will be effected on a step to step basis, a 50% of the increase or Rs. 2500/- per month whichever is higher should be implemented with effect from 01.12.2004 and the balance entitlement with effect from 01.01.2006. Since the Government is also focussing its attention on the elimination of salary anomalies that have hitherto arisen consequent to salary revisions so far effected, the officers affected by such anomalies will become entitled to the second stage increase of the revision only in accordance with the recommendation of the National Council for Administration. Therefore, should there be any anomalies hitherto unresolved, the details thereof should be forwarded to the National Council for Administration (housed in the BMICH, Buddhaloka Mawatha, Colombo 7) before 31.03.2005, for examination and recommendation.

04. The interim allowances authorised by the Management Services Circular No. 07 of 11.09.2000 and No. 12 of 18.10.2001, should continue to be paid parallel to this salary increase. The 10% interim allowance payable in terms of Circular No. 7 dated 11.09.2000, should now be calculated on the basis of the revision effective from 01.12.2004.

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05. It has further been decided to re-visit all the allowances which continue to be paid monthly on the basis of the salary or for specific purposes, in addition to those allowances mentioned in para 04 above. No revision should, therefore, be made in such allowances on the basis of this revision. If it is deemed necessary to continue payment of such allowances even after 01.05.2005, the details thereof should be submitted to the National Council for Administration, with copy to the Director General, Department of Management Services for revision of such allowances. The allowances presently paid should be limited to their monetary value as at 30.11.2004, without being revised until their revision is recommended by the National Council for Administration and approval of the Government is obtained therefor.

06. Persons recruited on contract basis should receive only the salary or the allowance already contracted, during the period of such contract.

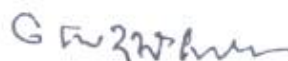
07. It should be noted that any overpayment resulting from erroneous interpretation or application of these circular instructions or irregular revision of salaries or any other error should promptly be recovered from the recipients of such overpayments.

08. Considering the fact that salary structures of Public Corporations, Statutory Boards and Fully Owned Government Companies vary from organisation to organisation, and the need to implement the above salary increase with effect from 01.12.2004, approval is hereby granted to compute the proposed revised salaries on the basis of salary scales which have had the approval under Management Services Circular No.21. Nevertheless, the individual organisations are required to work out the revised salary scales and forward them together with a copy of the letter which granted approval for the salary revision under the Management Services Circular No. 21 (including copies of salary revisions, if any, effected after 01.01.2004, on the approval of the Cabinet of Ministers/the General Treasury) to the Director General, Department of Management Services through the relevant Ministry Secretary before 31.05.2005, for approval.

09. Any organisation which has revised salaries of its employees outside those salary scales approved in terms of Management Services Circular No. 21 to be effective from 01.01.2004, without the approval of the Cabinet of Ministers or the General Treasury, is required to obtain the approval of the Department of Management Services therefor prior to revision of salaries in terms of this circular, Similarly, organisations which have effected salary revisions under Management Services Circular No. 21 but have not so far obtained the approval of the Department of Management Services for such revision should also submit the new revised salary scales to the Department of Management Services before 31.05.2005, for approval.

10. The rate of daily pay should be determined at 1/30 of the initial of the revised salary scales applicable to relevant posts.

11. You are kindly requested to bring the contents of this circular to the notice of all parties concerned for strict compliance.



S.B. Divaratne,
Acting Secretary, Ministry of Finance and
Planning and Acting Secretary to the Treasury.

Copies :- 1. Secretary to the President
2. Secretary to the Prime Minister
3. Auditor General

කළමනාකරණ සේවා ව්‍යුහලේඛ අංක: 25

මහේ අංකය: නිව්මිට්ස්/වැටුප්/පොදු
කළමනාකරණ සේවා දෙපාර්තමේන්තුව,
මහා භාණ්ඩාගාරය,
කොළඹ 01.

2004.12.28



සියළුම අමාත්‍යාංශ ලේකම්වරුන්, රාජ්‍ය සංස්ථා, ව්‍යවස්ථාපිත මණ්ඩල සහ සම්පූර්ණයෙන් රජය සතු සමාගම්වල සභාපතිවරුන් වෙත.

රාජ්‍ය සංස්ථා, ව්‍යවස්ථාපිත මණ්ඩල සහ සම්පූර්ණයෙන් රජය සතු සමාගම්වල සේවක වැටුප් ප්‍රතිරෝධනය කිරීම.

01. 2004 දෙසැම්බර් මස 27 දිනැති රාජ්‍ය පරිපාලන ව්‍යුහලේඛ අංක 9/2004 මගින් 2005 අගවැය යෝජනා අනුව 2004 දෙසැම්බර් මස 01 දින සිට ක්‍රියාත්මක වන පරිදි රාජ්‍ය සේවකයන්ට පිරිනැමූ වැටුප් වැඩිවීම කොළඹ පාරිභෝගික මිල දර්ශකයට සමීකරණ කොට ගත් විචල්‍ය ජවනාධාර දීමනාවක් ගෙවනු නොලබන්නා වූ හෝ වෘත්තීය සංගම් හෝ සේවකයන් සමග එළඹ ඇති සාමූහික ගිවිසුම්වලින් ආවරණය නොවන්නාවූ හෝ රාජ්‍ය සංස්ථා, ව්‍යවස්ථාපිත මණ්ඩල සහ සම්පූර්ණයෙන් රජය සතු සමාගම්වල සේවකයන් සඳහා ද එදින (2004.12.01) සිට ම දීර්ඝ කළයුතු යැයි රජය තීරණය කර ඇත.

02. මෙම වැටුප් ප්‍රතිරෝධනයේ දී වැටුප් ආගණනය කල යුත්තේ ඊට අදාළ සෑම සේවකයකුට ම තම මූලික වැටුපෙන් 40% ක වැටුප් වැඩිවීමක්, මසකට රු.3250/- ක අවමයකට සහ රුපියල් 9000/- ක උපරිමයකට යටත්ව ලැබෙන පරිද්දෙනි. 2004.01.02 දිනැති කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 21 හි විධිවිධාන අනුව කළමනාකරණ සේවා දෙපාර්තමේන්තුව විසින් අනුමත කරනු ලැබ ඇති වැටුප් පරිමාණයන් පාදක කොටගෙන මෙම වැටුප් පරිමිතනය සිදුකල යුතුය.

උදාහරණ:

වර්තමාන වැටුප(වාර්ෂික)	ප්‍රතිරෝධිත වැටුප (වාර්ෂික)
රු.65,760-1320x11-1560x5- 88,080/-	104,760-1320x11-1560x5-127,080/-
රු.80,820-1320x6-1560x10-104,340/-	119,820-1320x6-1560x5-2160x5-146,340/-
රු.179,520-6120x8-228,480/-	251,340-8580x8-319,980/-
රු.280,500-11,220x4-325,380/-	388,500-11,220x4-433,380/-

03. පියවරින් පියවරට තැබීමේ පදනම මත සිදුකරනු ලබන මෙම වැටුප් ප්‍රතිරෝධනයෙහි වැඩිවීමෙන් 50% ක් හෝ මසකට රු.2500/- ක් හෝ යන දෙකින් වැඩි මුදල, 2004.12.01 දින සිට ද ඉතිරි කිමිකම 2006.01.01 දින සිට ද ක්‍රියාත්මක විය යුතුය. එහෙත්, වැටුප් ප්‍රතිරෝධන තුළින් මේ වන විට පැනනැගී ඇති වැටුප් විෂමතා ඉවත් කිරීමේ අවශ්‍යතාවය කෙරෙහි ද රජයේ අවධානය යොමුවී ඇති බැවින් එබඳු විෂමතා බලපාන නිලධාරීන් දෙවන පියවරට අදාළ වැටුප් වැඩිවීමට හිමිකම් ලබනුයේ ඒ පිළිබඳව පරිපාලනය පිළිබඳ ජාතික සභාවේ නිර්දේශයන්ට අනුකූලව පමණි. එබැවින්, මේ වන විට නොවිඳුන විෂමතා වේ නම් ඒවා පරීක්ෂා කර බලා නිර්දේශ ඉදිරිපත් කිරීම සඳහා ඒ පිළිබඳ විස්තර 2005.03.31 දිනට පෙර (කොළඹ 07, බොද්දාලෝක මාවත, බණ්ඩාරනායක අනුස්මරණ ජාත්‍යන්තර සම්මන්ත්‍රණ ශාලාවේ පිහිටි) පරිපාලනය සඳහා වන ජාතික සභාව වෙත යොමු කල යුතුය.

04. 2000.09.11 දිනැති කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 7 සහ 2001.10.18 දිනැති කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 12 මගින් ගෙවීමට බලය දෙන ලද අන්තර් දීමනාවන් මෙම වැටුප් වැඩිකිරීමට සමාන්තරව තවදුරටත් ගෙවිය යුතුය. ඉහත 2000.09.11 දිනැති ව්‍යුහලේඛ අංක 7 අනුව හිමිවන 10% අන්තර් දීමනාව දැන් ආගණනය කළයුත්තේ 2004.12.01 දිනට නියමිත ප්‍රතිරෝධිත වැටුප පදනම් කර ගෙනය.

05. ඉහත අංක 04 ඡේදයෙහි සඳහන් දීමනාවලට අමතරව වැටුප පදනම් කරගෙන හෝ නියත වශයෙන් විශේෂිත කාර්යයන් වෙනුවෙන් හෝ අඛණ්ඩව මාසිකව ගෙවනු ලබන සියළුම දීමනා සමාලෝචනය කිරීමට ද ශීර්ෂය කර ඇති හෙයින් මෙම ව්‍යුහලේඛය අනුව එම දීමනා ප්‍රතිශෝධනය නොකළ යුතුය. ඒ අනුව, 2005.05.01 දිනට පසුව ද එම දීමනා ගෙවීම අවශ්‍යයැයි අදහස් කරන්නේ නම් එකී දීමනා සමාලෝචනය කිරීම සඳහා ඒ පිළිබඳ විස්තර කළමනාකරණ සේවා දෙපාර්තමේන්තුවේ අධ්‍යක්ෂ ජනරාල්වරයාට ද පිටපතක් සහිතව පරිපාලනය සඳහා වන ජාතික සභාව වෙත යොමු කළ යුතුය. ඒවා ප්‍රතිශෝධනය කිරීම එම සභාව විසින් නිර්දේශ කිරීමෙන් පසුව ඒ සඳහා රජයේ අනුමතිය ලබාගන්නා තෙක් දැනට ගෙවනු ලබන දීමනා 2004.11.30 දින මුල්‍ය වටිනාකමට සීමා කළ යුතු අතර ඒවා මෙම ව්‍යුහලේඛය අනුව ප්‍රතිශෝධනය නොකළ යුතුය.

06. කොන්ත්‍රාත් පදනම මත බඳවාගෙන ඇති පුද්ගලයින්ට එම කොන්ත්‍රාත්තු කාලය තුළ හිමිවිය යුත්තේ දැනටමත් හිමිවෙන අය වැටුප හෝ දීමනාව පමණි.

07. මෙම ව්‍යුහලේඛයේ උපදෙස් වැරදි ලෙස අර්ථකථනය කිරීම හෝ වැරදි ලෙස යොදා ගැනීම හෝ අක්‍රමවත් ලෙස වැටුප් ප්‍රතිශෝධනය කිරීම හෝ වෙනත් වැරදි හේතුකොට ගෙන හෝ සිදුවන ඕනෑම වැඩිපුර ගෙවීමක් එම ගෙවීම් ලබාගත් සේවකයන්ගෙන් අප්‍රමාදව ආපසු අයකර ගත යුතු බව සටහන් කර ගතයුතුය.

08. රාජ්‍ය සංස්ථා, ව්‍යවස්ථාපිත මණ්ඩල සහ සම්පූර්ණයෙන් රජය සතු සමාගම්වල වැටුප් ව්‍යුහයන් ආයතනයෙන් ආයතනයට වෙනස් වන හෙයින් හා 2004.12.01 දින සිට ක්‍රියාත්මක වන පරිදි ඉහත සි වැටුප් වැඩිවීම් ක්‍රියාත්මක කළ යුතු හෙයින් කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 21 යටතේ අනුමත කරවා ගත් වැටුප් පරිමාණයන් මත යෝජිත වැටුප් ප්‍රතිශෝධනය සකස් කොට වැටුප් ගෙවීම සඳහා මෙයින් අවසර දෙනු ලැබේ. එසේ වුවද, ඒ ඒ ආයතන, යෝජිත ප්‍රතිශෝධිත වැටුප් පරිමාණයන් ආගණනය කර ඒවා කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 21 අනුව වැටුප් ප්‍රතිශෝධන අනුමත කරන ලද ලිපියේ පිටපතක්ද සමග 2005.01.31 දිනට ප්‍රථම (අමාත්‍ය මණ්ඩල අනුමතිය හෝ භාණ්ඩාගාර අනුමතිය මත 2004.01.01 දිනට පසුව සිදුකර ඇති වැටුප් ප්‍රතිශෝධන තිබේනම් ඒවායේ පිටපතක්ද සමග) අදාළ අමාත්‍යාංශ ලේකම්වරයා මගින් කළමනාකරණ සේවා දෙපාර්තමේන්තුවේ අධ්‍යක්ෂ ජනරාල්වරයා වෙත අනුමතිය සඳහා ඉදිරිපත් කළ යුතුවේ.

09. කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 21 අනුව 2004.01.01 දින සිට ක්‍රියාත්මක වන පරිදි අනුමත කරන ලද වැටුප් පරිමාණයන්ට පරිබාහිරව යම්කිසි ආයතනයක් එහි සේවකයන් සඳහා අමාත්‍ය මණ්ඩලයේ හෝ භාණ්ඩාගාරයේ හෝ අනුමතියකින් තොරව වැටුප් ප්‍රතිශෝධනයක් කර තිබේ නම් එබඳු ආයතන මෙම ව්‍යුහලේඛය පරිදි වැටුප් ප්‍රතිශෝධනය කිරීමට මත්තෙන් ඒ සඳහා කළමනාකරණ සේවා දෙපාර්තමේන්තුවේ අනුමතිය ලබාගත යුතුය. එසේම, කළමනාකරණ සේවා ව්‍යුහලේඛ අංක 21 අනුව වැටුප් ප්‍රතිශෝධනයක් සිදුකර ඇති නමුත් ඒ සඳහා කළමනාකරණ සේවා දෙපාර්තමේන්තුවේ අනුමතිය මෙතෙක් ලබා නොමැති ආයතන වේනම්, එම ආයතන ද ප්‍රතිශෝධිත නව වැටුප් පරිමාණයන් කළමනාකරණ සේවා දෙපාර්තමේන්තුවේ අනුමතිය සඳහා 2005.05.31 දිනට ප්‍රථම ඉදිරිපත් කළ යුතුය.

10. දෛනික වැටුප් ශීර්ෂය කළයුත්තේ, අදාළ තනතුර සඳහා අනුමත නව ප්‍රතිශෝධිත වැටුප් පරිමාණයේ ආරම්භක වැටුපෙන් 1/30 ක ප්‍රමාණයකට සමාන වන පරිදිය.

11. මෙම ව්‍යුහලේඛයෙහි අන්තර්ගත කරුණු තරයේ පිළිපැදීම සඳහා අදාළ සියලු පාර්ශවයන්ට දැනගන්නට සලස් වන මෙන් ඔබගෙන් කාරුණිකව ඉල්ලා සිටිනු ලැබේ.

අ.ක./එස්.බී. දිවාරත්න,
 මුදල් හා ක්‍රමසම්පාදන අමාත්‍යාංශයේ වැඩ බලන
 ලේකම් සහ
 භාණ්ඩාගාරයේ වැඩ බලන ලේකම්.

- පිටපත්:
1. ජනාධිපති ලේකම්
 2. අග්‍රාමාත්‍ය ලේකම්
 3. විගණකාධිපති.

NON-ACADEMIC NON-ADMINISTRATIVE STAFF

Salary Code	Existing Salary Scales approved in terms of Mgt. Services Cir. No. 21	Revised Salary Scales base Cir. No.25 from 01.12.2004
A-04(a)	Rs. 12050-5x300;5x330;5x415-17275 p.m.	Rs.16870-5x420;5x465;5x58
A-04(c)	Rs. 11750-3x300-12650 (EB) 138800-12x415-18860 p.m.	Rs. 16450 – 3x420 – 17710 () 19435-12x585-2
A-04(d)	Rs. 11750-6x300;4x330;5x415-16945 p.m.	Rs. 16450- 6x420; 4x465; 5x
A-05	Rs. 10050-18x205;1x230-13970 p.m.	Rs. 14070-18x290 ; 1x325 –
A-05(a)	Rs. 10050-10x205-12100 p.m.	Rs. 14070 – 10x290 – 16970
A-06	Rs. 9470-6x130;12x175-12350 p.m.	Rs. 13260 – 6x185 – 12x245
A-06(a)	Rs. 8415-19x130-10885 p.m.	Rs. 11785 – 19x185 – 15300
A-07	Rs. 8415-11x130-9845 p.m.	Rs. 11785 – 11x185 – 13820
A-08	Rs. 7710-10x110;7x130-9720 p.m.	Rs. 10960 – 3x110; 7x155;7x
A-09	Rs. 7225-10x110;7x130-9235 p.m.	Rs. 10475 – 8x110 ; 2x155 ; 7x
A-10	Rs. 7710-10x110;7x130-9720 p.m.	Rs. 10960 – 3x110; 7x155;7x
A-11	Rs. 7465-10x110;5x130-9215 p.m.	Rs. 10715 – 6x110;4x155;5x
A-12	Rs. 6700-11x110-7910 p.m.	Rs. 9950 – 11x110 – 11160 p
A-13	Rs. 6440-8x80-7080 p.m.	Rs. 9690 – 8x80 – 10330 p.m
A-14	Rs. 6180-7x80-6740 p.m.	Rs. 9430 – 7x80 – 9990 p.m.
A-15	Rs. 5620-3x80-5860 p.m.	Rs. 8870 – 3x80 – 9110 p.m.



ADMINISTRATIVE GRADES

<u>Salary Code</u>	<u>Existing Salary Scales approved in terms of Mgt. Services Cir. No. 21</u>	<u>Revised Salary Scales based on Mgt. Cir. No.25 from 01.12.2004</u>
Secretary/UGC	Rs. 28050-8x605-32890 p.m.	Rs. 37050 – 8x605-41890 p.m.
A-01	Rs. 27445-8x605-32285 p.m.	Rs. 36445 – 8x605 – 41285 p.m.
A-01(a)	Rs. 25355-10x605-31405 p.m.	Rs. 34355 – 10x605 – 40405 p.m.
A-02	Rs. 23650-8x525-27850 p.m.	Rs. 32650 – 8x525 – 36850 p.m.
A-03	Rs. 17710-10x415-21860 (EB)	Rs. 24795 – 10x585 – 30645(EB)
A-03(a)	Rs. 21040-8x525-25240 p.m.	Rs. 29460 – 2x735 ; 1x685 ; 5x525-34240 p
A-03(b)	Rs. 17875-4x415-19535 p.m.	Rs. 25025 – 4x585 – 27365 p.m.
A-04(b)	Rs. 17250-5x415-19325 p.m.	Rs. 24150 – 5x585 – 27075 p.m.
A-04	Rs. 12050-3x300-12950 (EB) 14210-12x415-19190 p.m.	Rs. 16870 – 3x420 – 18130 (EB) 19895 – 12x585 – 26915 p.m.

ACADEMIC & OTHER 'B' GRADES

<u>Salary Code</u>	<u>Existing Salary Scales approved in terms of Mgt. Services Cir. No. 21</u>	<u>Revised Salary Scales based on Mgt. Cir. No.25 from 01.12.2004</u>
B-01(a)	Rs. 32890-3x605-34705 p.m.	Rs. 41890-3x605-43705 p.m.
B-01	Rs. 28050-8x605-32890 p.m.	Rs. 37050-8x605-41890 p.m.
B-02	Rs. 25355-8x605-30195 p.m.	Rs. 34355-8x605-39195 p.m.
B-03(a)	Rs. 23650-8x525-27850 p.m.	Rs. 32650-8x525-36850 p.m.
B-03	Rs. 20160-5x525-22785 p.m.	Rs. 28225-4x735;1x620-31785 p.m.
B-04(a)	Rs. 19185-2x470-20125 p.m.	Rs. 26860-2x660-28180 p.m.
B-04	Rs. 13070-1x375;9x415-17180 p.m.	Rs. 18300-1x525;9x585-24090 p.m.
B-05	Rs. 12050-4x300-13250 p.m.	Rs. 16870-4x420-18550 p.m.
B-09	Rs. 10250/- p.m.	Rs. 14350/- p.m.

Pl see 868 amended.

ACADEMIC SUPPORT STAFF

BS-01	Rs. 16225-14x415-22035 p.m.	Rs.22715-14x585-30905 p.m.
BS-01(a)	Rs. 16225-4x415;14x525-25235 p.m.	Rs.22715-4x585;8x735;1x675;5x525-34235 p.m.
BS-02	Rs. 12050-3x300-12950 (EB) 14190-13x415-19585 p.m.	Rs.16870-3x420-18130 (EB) 19895 – 13x585-27500 p.m.
BS-03	Rs. 11075-10x200-13075 p.m.	Rs. 15505-10x280-18305 p.m.
BS-04	Rs. 9965-6x185-11075 p.m.	Rs. 13955-6x260-15515 p.m.

UNIVERSITY MEDICAL OFFICERS

C-01	Rs. 22910-10x525-28160 p.m.	Rs. 31910 – 10x525 –37160 p.m.
C.-02	Rs. 21790-5x525-24415 p.m.	Rs. 30510-1X735;1X595;3X525-33415 p.m.
C-03	Rs. 12750-2x375;8x415;10x525-22070 p.m.	Rs. 17850-2x525;8x585;10x735-30930 p.m.

Pl see 868

REVISION OF SALARIES - 2005

COMMISSION CIRCULAR NO. 855

CONVERSION TABLE

ACADEMIC & OTHER 'B' GRADES

Salary Code B-04(a)
Old Salary Scale Rs. 19185 - 2x470 - 20125 p.m.
New Salary Scale Rs. 26860 - 2x660 - 28180 p.m.

1	2	3	4	5	6
New salary step (from 01.12.2004)	Old salary step (upto 30.11.2004)	Increase	50% of increase or Rs. 2500/- payable from 01.12.2004	Salary payable from 01.12.2004	Salary payable from 01.01.2006
		1 - 2		2 + 4	
26860	19185	7675	3837.50	23022.50	26860
27520	19655	7865	3932.50	23587.50	27520
28180	20125	8055	4027.50	24152.50	28180



REVISION OF SALARIES - 2005

COMMISSION CIRCULAR NO. 855

CONVERSION TABLE**UNIVERSITY MEDICAL OFFICERS**

Salary Code

C-03

Old Salary Scale

Rs. 12750-2x375;8x415;10x525-22070 p.m.

New Salary Scale

Rs. 17850-2x525;8x585;10x735-30930 p.m.

1	2	3	4	5	6
New salary step (from 01.12.2004)	Old salary step (upto 30.11.2004)	Increase	50% of increase or Rs. 2500/- payable from 01.12.2004	Salary payable from 01.12.2004	Salary payable from 01.01.2006
		1 - 2		2 + 4	
17850	12750	5100	2550.00	15300.00	17850
18375	13125	5250	2625.00	15750.00	18375
18900	13500	5400	2700.00	16200.00	18900
19485	13915	5570	2785.00	16700.00	19485
20070	14330	5740	2870.00	17200.00	20070
20655	14745	5910	2955.00	17700.00	20655
21240	15160	6080	3040.00	18200.00	21240
21825	15575	6250	3125.00	18700.00	21825
22410	15990	6420	3210.00	19200.00	22410
22995	16405	6590	3295.00	19700.00	22995
23580	16820	6760	3380.00	20200.00	23580
24315	17345	6970	3485.00	20830.00	24315
25050	17870	7180	3590.00	21460.00	25050
25785	18395	7390	3695.00	22090.00	25785
26520	18920	7600	3800.00	22720.00	26520
27255	19445	7810	3905.00	23350.00	27255
27990	19970	8020	4010.00	23980.00	27990
28725	20495	8230	4115.00	24610.00	28725
29460	21020	8440	4220.00	25240.00	29460
30195	21545	8650	4325.00	25870.00	30195
30930	22070	8860	4430.00	26500.00	30930

REVISION OF SALARIES - 2005

COMMISSION CIRCULAR NO. 855
CONVERSION TABLE

ADMINISTRATIVE GRADES

Salary Code	Secretary/UGC
Old Salary Scale	Rs. 28050 - 8x605 - 32890 p.m.
New Salary Scale	Rs. 37050 - 8x605 - 41890 p.m.

1	2	3	4	5	6
New salary step (from 01.12.2004)	Old salary step (upto 30.11.2004)	Increase	50% of increase or Rs. 2500/- payable from 01.12.2004	Salary payable from 01.12.2004	Salary payable from 01.01.2006
		1 - 2		2 + 4	
37050	28050	9000	4500.00	32550.00	37050
37655	28655	9000	4500.00	33155.00	37655
38260	29260	9000	4500.00	33760.00	38260
38865	29865	9000	4500.00	34365.00	38865
39470	30470	9000	4500.00	34970.00	39470
40075	31075	9000	4500.00	35575.00	40075
40680	31680	9000	4500.00	36180.00	40680
41285	32285	9000	4500.00	36785.00	41285
41890	32890	9000	4500.00	37390.00	41890



1	2	3	4	5	6
New salary step (from 01.12.2004)	Old salary step (upto 30.11.2004)	Increase	50% of increase or Rs. 2500/- payable from 01.12.2004	Salary payable from 01.12.2004	Salary payable from 01.01.2006
		1 - 2		2 + 4	
36445	27445	9000	4500.00	31945.00	36445
37050	28050	9000	4500.00	32550.00	✓ 37050
37655	28655	9000	4500.00	33155.00	✓ 37655
38260	29260	9000	4500.00	33760.00	✓ 38260
38865	29865	9000	4500.00	34365.00	38865
39470	30470	9000	4500.00	34970.00	39470
40075	31075	9000	4500.00	35575.00	40075
40680	31680	9000	4500.00	36180.00	✓ 40680
41285	32285	9000	4500.00	36785.00	41285

COMMISSION CIRCULAR NO. 855

CONVERSION TABLE

ADMINISTRATIVE GRADES

Salary Code A-04(b)
Old Salary Scale Rs. 17250 - 5x415 - 19325 p.m.
New Salary Scale Rs. 24150 - 5x585 - 27075 p.m.

1	2	3	4	5	6
New salary step (from 01.12.2004)	Old salary step (upto 30.11.2004)	Increase	50% of increase or Rs. 2500/- payable from 01.12.2004	Salary payable from 01.12.2004	Salary payable from 01.01.2006
		1 - 2		2 + 4	
24150	17250	6900	3450.00	20700.00	24150
24735	17665	7070	3535.00	21200.00	24735
25320	18080	7240	3620.00	21700.00	25320
25905	18495	7410	3705.00	22200.00	25905
26490	18910	7580	3790.00	22700.00	26490
27075	19325	7750	3875.00	23200.00	27075

REVISION OF SALARIES - 2005

COMMISSION CIRCULAR NO. 855

CONVERSION TABLE**NON-ACADEMIC NON-ADMINISTRATIVE GRADES**

Salary Code A-04(c)
 Old Salary Scale Rs. 11750-3x300-12650 (EB)
 13880-12x415-18860 p.m.
 New Salary Scale Rs. 16450-3x420-17710 (EB)
 19435-12x585-26455 p.m.

1	2	3	4	5	6
New salary step (from 01.12.2004)	Old salary step (upto 30.11.2004)	Increase	50% of increase or Rs. 2500/- payable from 01.12.2004	Salary payable from 01.12.2004	Salary payable from 01.01.2006
		1 - 2		2 + 4	
16450	11750	4700	2500.00	14250.00	16450
16870	12050	4820	2500.00	14550.00	16870
17290	12350	4940	2500.00	14850.00	17290
17710	12650	5060	2530.00	15180.00	17710
19435	13880	5555	2777.50	16657.50	19435
20020	14295	5725	2862.50	17157.50	20020
20605	14710	5895	2947.50	17657.50	20605
21190	15125	6065	3032.50	18157.50	21190
21775	15540	6235	3117.50	18657.50	21775
22360	15955	6405	3202.50	19157.50	22360
22945	16370	6575	3287.50	19657.50	22945
23530	16785	6745	3372.50	20157.50	23530
24115	17200	6915	3457.50	20657.50	24115
24700	17615	7085	3542.50	21157.50	24700
25285	18030	7255	3627.50	21657.50	25285
25870	18445	7425	3712.50	22157.50	25870
26455	18860	7595	3797.50	22657.50	26455

ANNEX - IV

TEMPORARY/DAILY PAID AND TRAINEE STAFF

Category	Salary on 30.11.2004 (Rs.)	Salary payable from 01.12.2004 (Rs.)	Salary payable from 01.01.2006 (Rs.)
Temporary Tutor (in faculties other than Medicine) Temporary Demonstrator (in faculties other than Medicine) and Temporary Instructor (Engineering Faculty) awaiting results of a final/degree examination.	9965/- p.m.	12465/- p.m.	13955/- p.m.
Trainee Technical Officer Trainee Stenographer Trainee Nursing Officer (Dental)	7710/- p.m.	10210/- p.m.	10960/- p.m.
Stenographer (daily paid)	307/- per day	341/- per day	366/- per day
Clerical Grades (daily paid)	287/- per day	325/- per day	350/- per day
Office Machine Operator/Driver (daily paid)	266/- per day	307/- per day	332/- per day
Semi-skilled grades (daily paid)	256/- per day	298/- per day	323/- per day
Un-skilled grades (daily paid)	223/- per day	271/- per day	296/- per day
Un-skilled grades (daily paid) (specified in paragraph 04 of Establishments Circular Letter No. 13/1989)	246 per day	290/- per day	315/- per day