

Public Administration Circular : 10/2014

My No: - EST-3/CERTI/06/9436
Ministry of Public Administration
and Home Affairs
Independence Square
Colombo 07

23.04.2014

Secretaries to Ministries
Chief Secretaries of Provinces
Heads of Departments

Other Educational Qualifications to be included in Schemes of Recruitment

Your attention is drawn to the following facts in respect of the provisions stipulated in Establishments Circular Letter No 234 dated 09.03.1977, Public Administration Circular No 379 dated 25.09.1987, Public Administration Circular No 46/90 dated 30.10.1990, Public Administration Circular No 46/90 (I) dated 20.06.1994, Public Administration Circular No 46/90(II) dated 09.10.1995, Public Administration Circular No 46/90 (III) dated 15.01.2010, Public Administration Circular No 46/90 (IV) dated 13.10.2011 and Public Administration Circular No 46/90 (V) dated 10.05.2012, regarding the educational qualifications included in Schemes of Recruitment and other alternative educational qualifications which can be made applicable for the purpose.

02. (a) Qualifications have been introduced by above Circulars with the objective of facilitating the recruitment of suitable persons to the posts with the inclusion of educational qualifications into Schemes of Recruitment which are required for such posts depending on the requirement of Appointing Authorities.
- (b) Even though the educational qualifications have been made equivalent by the said Circulars, it is observed that the Appointing Authorities face difficulties as they have to consider those equal qualifications to be exactly similar whereas those educational qualifications possess unique characteristics.
- (c) Differences can be observed in the certificates due to the changes in administration of educational institutions as well as the changes made in the syllabus. Hence, accepting the educational qualifications that have been introduced as alternative qualifications by Circulars, as alternative qualifications become problematic.
- (d) Therefore when making recruitments, the right for making a decision on educational qualifications required for a certain post with the concurrence of other relevant authorities shall be vested with the Appointing Authority. However, the opportunity for including educational qualifications or alternative educational qualifications required to the post has been restricted by the provisions of the above Circulars.

03. Having taken the facts mentioned in paragraph 2 above into consideration, a decision has been taken at the meeting of the Cabinet of Ministers held on 16.12.2013 to cancel the aforesaid Establishments Circular Letter No 234 dated 09.03.1977, Public Administration Circular No 379 dated 25.09.1987, Public Administration Circular No 46/90 dated 30.10.1990, Public Administration Circular No 46/90(I) dated 20.06.1994, Public Administration Circular No 46/90(II) dated 09.10.1995, Public Administration Circular No 46/90 (III) dated 15.01.2010 Public Administration Circular No 46/90 (IV) dated 13.10.2011, Public Administration Circular No 46/90 (V) dated 10.05.2012 which have been issued regarding other educational qualifications to be included in the Schemes of Recruitment, without causing any prejudice to the action taken so far relevant to those Circulars.

04. If any necessity arises in the future to include educational qualifications mentioned in the Circulars cancelled as above into a Service Minute or a Scheme of Recruitment relevant to a particular post, further action can be taken either by the Appointing Authority or the Administrative Authority to obtain recommendations from the Ministry of Higher Education and in consultation with relevant authorities.

Eg:- Existing Sub paragraph (II) mentioned under educational qualifications in Section 7:2:2:1 of the Service Minute of the Sri Lanka Accountants' Service:

“Shall be a holder of Higher Diploma in Accountancy or Commerce from the Sri Lanka Technical College / Sri Lanka Institute of Advanced Technological Education”.

5. Accordingly, Appointing Authorities/Administrative Authorities should take actions to include appropriate qualifications for the posts in the Service Minutes or Schemes of Recruitment in the above manner.

Sgd./P.B. Abeykoon
Secretary
Ministry of Public Administration and Home Affairs