

My No: EST-1/MISCL/ 06/0047
Ministry of Public Administration and
Home Affairs
Independence Square
Colombo 07.

02.07.2014

Secretaries to Ministries
Provincial Chief Secretaries
Heads of Departments

Interpretations regarding provisions in Establishments Code

Your attention is drawn to my communiqué included at the beginning of the revised Establishments Code issued on 08.07.2013 with the inclusion of the revisions made to the Volume one of the Establishments Code, up to 31.12.2012. It is clearly stated in Paragraph 3 of the said communiqué that the inquiries regarding the ambiguities and doubts arisen in respect of the interpretations on provisions of the Establishments Code, and the matters which are not covered by the provisions of the Establishments Code shall be made from the Director General of Establishments. Further your attention is hereby drawn to the fact that you have also been informed by Public Administration Circular No12/2012 dated 17.09.2012 regarding the subjects which are to be referred to the Director General of Establishments and the method of referring them.

02. However, it has been observed during the recent past that, public institutions take actions interpreting the provisions of the Establishments Code in different manner. Therefore, institutional and administrative issues have been arisen among various services and institutions of Public Service, due to the decisions taken by the authorities of various public institutions based on interpretations regarding the provisions in the Establishments Code, which are made on their personal ideas and perceptions.

03. Although there should be conformity in the institutional decisions applicable to whole Public Service, different Provincial Councils take actions which are not in conformity with regard to the respective administrative matters. Therefore, it seems that, recently there is a tendency of prosecutions on institutional issues and fundamental rights by the public officers due to inconsistencies in administrative decisions related to the officers in Provincial and Central Government Public Service.

04. Accordingly, you are hereby requested to pay your personal attention to inform all the officers to take decisions regarding administrative and institutional matters related to officers at parallel levels in Provincial Public Service and Central Government observing conformity in whole Public Service, and to take action consistently in recruiting officers to the same post from time to time.

05. Furthermore, if any controversy is arisen regarding the implementation of the provisions of Establishments Code when taking actions in the aforesaid manner, you are hereby informed that the interpretations and instructions regarding such provisions shall strictly be sought from the Director General of Establishments.

Sgd/ P.B. Abeykoon
Secretary

Ministry of Public Administration and Home Affairs