

**Human Rights Commission of Sri Lanka**

**SCHEME OF RECRUITMENT FOR THE POSTS IN THE EMPLOYEE CATEGORY OF  
"MANAGEMENT ASSISTANT – TECHNOLOGICAL"**

File No: HRC/DI/AD/48(III)

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**01. Employee Category:**

Management Assistant –Technological / Technical

**02. (a) Broad definition of the nature of functions assigned to the employees of the category:**

Functions / Activities of technological nature specifically assigned by the Board of the Human Rights Commission/ C.E.O. to persons possessing technological qualifications not below the National Vocational Qualifications (N.V.Q.) Level 5, in order to facilitate / support / supplement the discharging of duties by the Managerial, Administrative and Executive Grades of the Organization.

**(b) Posts falling within this service category :-**

Hardware / Software Technician

**(c) Job Description**

- To maintain all Technical and technological units in a proper position
- Connect and set up hardware.
- Give technical support regarding computer related matters.
- Troubleshoot hardware, software and network operating system.
- Provide technical assistance to office staffs as needed.
- Perform routine PC maintenance and updates for performance efficiency.
- Resolve user problems promptly and accurately.
- Any other duties related to the HRCSL

**03. Nature of Appointment:**

Permanent with entitlement to Employees' Provident Fund and Employees' Trust Fund.

**04. Salary Scale, Efficiency Bar and Employment Structure**

**4.1 Salary Code and the Monthly Salary Scale of the employee category\***

MA 2 - 1 - 2016 - Rs. [30,310 - 10 x 300 - 7 x 350 - 4 x 495 - 20 x 660 – 50,940]

**4.2 Structure of grades and the initial salary step applicable to each grade:\***

Relevant Initial Salary Step		
Grade	Salary Step	MA 2-1 - 2016
III	1st Step	30,310
II	12th Step	33,660
I	23rd Step	38,400

(\*Only the respective salary code and the salary scale approved by the DG MSD to be stated.)

However till 01.01.2020 remuneration for all the recruitments and promotions should be in line with the schedule II of the MSD Circular No. 02/2016.

In every letter of appointment salary code, salary scale and the structure of grades should be mentioned. When promoting from one grade to another within each category it is not necessary to issue a fresh letter of appointment and issuing a letter of promotion is sufficient.

4.3 **Cadre :** 02 nos.

For the purpose of promotion from grade to grade within the employee category, all grades will be considered to be within a combined cadre. The cadre here means the approved total cadre for all grades under the employee category.

4.4 **Efficiency Bar:**

The Efficiency Bar Examination is a Written Examination.  
All employees in this category,

4.4.1 Should pass the 1<sup>st</sup> Efficiency Bar Test within 03 years from the date of appointment to Grade III.

4.4.2 Should pass the 2<sup>nd</sup> Efficiency Bar Test within 03 years from the date of promotion to Grade II.

4.4.3 Should pass the 3<sup>rd</sup> Efficiency Bar Test within 05 years from the date of promotion to Grade I.

4.4.4 Relevant syllabus is given in paragraph 7. If an employee fails to get through the efficiency bar test during the prescribed period, he/she shall be dealt with in terms of provisions of the Establishment Code and the Manual of Procedure of the Institute.

4.4.5 Efficiency Bar Examinations can be held once a year or as and when necessary.

4.5 In addition to the above efficiency bar requirements, all employees should acquire proficiencies and competencies which will be prescribed by the Government from time to time.

**05. Recruitment to Management Assistant – Technological Category:**

5.1 **Qualifications:**

5.1.1 **External Candidates :**

**Vocational:** Having obtained a certificate of proficiency relevant to the subject area not below than the National Vocational Qualification Level 5, issued by a Technical / Vocational Training Institute accepted by the Tertiary and Vocational Education Commission.

5.1.2 **Internal Candidates :**

Having obtained the qualifications required by the external candidates above.

5.2 **Age:**

Age should be not less than 18 years and not more than 45 years. The upper age limit will not apply to the internal candidates.

5.3 **Other:**

*Every applicant,*

- i. Should be a citizen of Sri Lanka.
- ii. Should be physically and mentally fit to discharge the duties of the post well and to serve in any part of the Island.
- iii. Should be of excellent moral character.

5.4 **Recruitment Procedure:**

As determined by the Board of Commissioners recruitment will be done after calling applications through a public advertisement or a Newspaper advertisement and on the results of a written competitive examination and / or a structured interview conducted by a panel appointed by the appointing authority.

- i. All recruitments to this category and the promotions within the category should be strictly in compliance with the provisions of this Scheme of Recruitment.

- ii. The Manual of Procedures (M.O.P.) of the institution shall be applicable to terms of employment after recruitment and all matters pertaining to that.
- iii. The provisions in this Scheme of Recruitment shall supersede the provisions in the M.O.P. in respect of all matters provided in this Scheme of Recruitment.

**5.4.1 Written Competitive Examination:**

Subjects for the examination

- Language Proficiency
- Aptitude Test
- Subject knowledge relevant to the post

**Language Proficiency:**

This paper will consist of questions to test the candidate's ability of expression, comprehension, spelling and knowledge in the application of simple rules of grammar.

**Aptitude Test:**

This paper will be designed to test the aptitude and ability of the candidate to perform his/her official duties.

**Subject knowledge relevant to the post:**

This test is to assess the subject knowledge of the candidate relevant to the post.

Candidates should secure at least 40% of the marks allocated for each subject and an aggregate of at least 50% of the total marks to pass the recruitment examination.

**5.4.2 Interview:**

Marks allocated for the interview to be stated.

• Relevant additional experience	30 Marks
• Relevant additional Educational qualifications	30 Marks
• Other achievements	15 Marks
• Performance at the interview	25 Marks
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	<u>100 Marks</u>

- If selected through a written competitive examination and a structured interview final selection will be in the order of merit based on the aggregate of 60% of the marks obtained at the written examination and 40% of the marks obtained at the interview.
- If selected through a structured interview - appointments will be made purely in the order of merit at the interview.

5.5 All recruitments to this category will be only to Grade III. Number of recruitments to be decided as per the number of vacancies within the category.

**5.6 Qualifying date:**

The applicant will be treated as qualified for application for a post only if he / she has completed the necessary qualifications specified under 5.1, 5.2 and 5.3 before the closing date of applications.

**5.7 Confirmation**

An external candidate appointed to Grade III of this category will be on probation for a period of three years from the date of assumption of duties. If his/her performance and conduct is satisfactory during the period of probation, and on completion of the 1<sup>st</sup> Efficiency Bar Examination he/she will be confirmed in the post at the end of the period of probation. The persons recruited internally who are already confirmed in a post in the institute will be subjected to an acting period of one year.

**5.8 Salary at Recruitment:**

Persons recruited externally will be placed at the initial step of the salary scale. The salary of persons recruited internally will be determined in terms of the provisions in Chapter VII of the Establishment Code.

**06. Promotions:**

The promotional procedure, based on performance, shall be as follows:

**6.1 Promotion from Grade III to grade II of the category:**

**6.1.1 Average Performer**

**(a) Pre-requisites**

- Should have been confirmed in the post
- Should have completed a minimum of 10 years of service in Grade III and earned ten (10) salary increments
- Showing an average or above average performance according to the approved scheme of performance appraisal during a period of 10 years preceding the promotion.
- Should have completed 05 years of satisfactory service preceding the promotion
- Should have achieved the necessary level of proficiency in second language.
- Successful completion of due Efficiency Bars.

**(b) Mode of Promotion:**

Through the application forms introduced by the employer, a request should be made by the qualified employees. Action will be taken by the appointing authority, after verification of qualifications, to promote the qualified employees to Gr. II, with effect from the qualifying date.

**6.2 Grade II to grade I promotion in the post**

**6.1.1 Average Performer**

**(a) Pre-requisites**

- Should have completed a minimum of 10 years of service in Grade II and earned ten (10) salary increments
- Should have completed 05 years of satisfactory service immediately preceding the promotion
- Showing an average or above average performance according to the approved scheme of performance appraisal during a period of 10 years preceding the promotion.
- Successful completion of all due Efficiency Bars.

**(b) Mode of Promotion:**

Through the application forms introduced by the employer, a request should be made by the qualified employees. Action will be taken by the appointing authority after verification of qualifications, to promote the qualified employees to Gr. I, with effect from the qualifying date.

**07. Syllabus for the Efficiency Bar Examination :**

7.1 The Syllabus should be prepared relevant to each post covering the following components.

7.1.1 First Efficiency Bar Examination (to be completed within 03 years from the date of appointment to Grade III)

Candidates should sit a written examination which shall consist of the following subjects.

1. Office Administration & Establishment Procedures
2. Financial Regulations

The above two papers will be designed to test the knowledge of the employee concerned about general office administration, establishment procedures and financial regulations relevant to his/her service. Candidates should secure a minimum of 40% marks from this examination to pass the 1<sup>st</sup> Efficiency bar.

Candidates should pass this efficiency bar examination to be confirmed in the post.

**7.1.2 Second Efficiency Bar Examination (to be completed within 03 years from the date of promotion to Grade II)**

Candidates should sit a written examination which shall consist of the following subjects.

1. Office Administration & Establishment Procedures
2. Financial Regulations
3. Technological Subject

- a. The 1<sup>st</sup> and 2<sup>nd</sup> paper will be designed to test the knowledge of the employee concerned about the procedural and legal innovations made in the relevant field during the period of service he/she has been serving in relation to the subjects covered in the first efficiency bar examination and to evaluate the proficiency acquired by the candidate through his/her experience in office activities.
- b. The 3<sup>rd</sup> paper will be designed to evaluate whether the employee concerned has acquired the required capabilities on technological activities relevant to his/her post up to his/her seniority.

Candidates should secure a minimum of 40% marks from this examination to pass the 2<sup>nd</sup> Efficiency bar.

**7.1.3 Third Efficiency Bar Examination (to be completed within 05 years from the date of appointment to Grade I)**

The components under 7.1.2 above to be applied as appropriate.

All candidates should obtain a minimum of 40% marks at the test to pass the 3<sup>rd</sup> Efficiency bar.

08. Appointing authority will be the Board of Commissioners of the Human Rights Commission.

09. **Definition:**

9.1 For all purposes arising out of this Scheme of Recruitment "Satisfactory Period of Service" means, a period of service during which all the due salary increments during the period immediately preceding the date of application for promotion, have been earned and not subjected to any punishment (other than a warning or a severe warning) for any offence committed by the employee during the period.

9.2 "Due Date" means the date on which this Scheme of Recruitment comes in to effect.

**Recommended the above Scheme of Recruitment**

Date: 14.05.2018

**Dr. N. D. Udagama**  
Chairperson  
Human Rights Commission of Sri Lanka  
*N. D. Udagama*  
Signature of the Chief Executive Officer  
(Official Seal)

**Above Scheme of Recruitment is approved**

Date: 17/01/18

*H. G. Sumanasinghe*  
Director General,  
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