

Human Rights Commission of Sri Lanka

**SCHEME OF RECRUITMENT FOR THE POSTS IN THE EMPLOYEE CATEGORY OF
"ASSOCIATE OFFICERS"**

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

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01. **Employee Category:**

Associate Officers

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

An employee category to which basic entry qualification for enrolment have to be not below the level of a degree awarded by a university recognized by the U.G.C. and assigned with functions such as conducting of surveys, collection, and compilation of data / statistics, drafting of reports to facilitate the role assigned to the senior managerial / managerial grades of the institution.

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

Programme Assistant

Research Assistant

Library and Documentation Officer

(c) **Job Description**

Programme Assistant :

- Assists all the programmes in the Commission
- Any other work related to the HRCSL activities

Research Assistant :

- Prepares research proposals,
- Assists human rights programmes in research and analysis work
- Among other activities relating to research, collects relevant data, collates them and presents them in required formats
- Any other work related to the HRCSL activities

Library and Documentation Officer :

- Maintaining Registers for the Library
- Arranging and keeping documents
- Act as an Information Officer
- Assist to project call report of Commission
- Any other work related to the HRCSL activities

3. **Nature of Appointment:**

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

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

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

MA 3 - 2016 - Rs. (32,200 - 10 x 445 - 11 x 660 - 10 x 730 - 5 x 750 - 54,960)

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

Relevant Initial Salary Step		
Grade	Salary Step	MA 3 - 2016
III	1st Step	32,200
II	12th Step	37,310
I	23rd Step	44,640

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 :**
- | | | |
|-------|--|-----------|
| (i) | Programme Asst. | 01 |
| (ii) | Research Assistant | 01 |
| (iii) | Library and Documentation Officer | 01 |

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 1st Efficiency Bar Test within 03 years from the date of appointment to Grade III.
- 4.4.2 Should pass the 2nd Efficiency Bar Test within 03 years from the date of promotion to Grade II.
- 4.4.3 Should pass the 3rd Efficiency Bar Test within 05 years from the date of promotion to Grade I.
- 4.4.4 Relevant syllabus is given in the 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 Manual of Procedure of the Institute.
- 4.4.5 Efficiency Bar Examinations will 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.

5. **Recruitment to Associate Officers Category:**

5.1 **Qualifications:**

Educational:

- 5.1.1 **External:** A Bachelor's Degree recognized by UGC in the subject area relevant to the post with appropriate subject combinations.

5.1.2 **Internal**

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.

P. L. Jayamali Gunarathna
Director

5.4 Recruitment Procedure:

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 as determined by the Board of Directors.

- 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 are given below:

- 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 of 50% of the total marks to pass the recruitment examination.

5.4.2 Structured Interview:

Marks allocated for the structured interview are as follows:

• Relevant experience	30 Marks
• Relevant additional qualifications	30 Marks
• Other achievements	15 Marks
• Performance at the interview	25 Marks

	100 Marks
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- 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 Associate Officers 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 who is 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 1st Efficiency Bar Examination he/she will be confirmed in the post at the end of the period of probation. Internal candidates who are already confirmed in their posts 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.

6. Promotions:

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

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

(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

(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.

7. **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.

- Office Systems
- Accounting Systems
- Subject Related Matters

Office Systems:

A basic knowledge of the Office Systems practiced in the institute and the candidate's ability to apply such knowledge, as well as his ability to properly understand official documents and to present his/her views/observations in a specific manner through clear and brief minute, and the ability to draft a letter in terms of a given order will be tested.

Accounting Systems:

This paper will be designed to gauge the knowledge and understanding of the candidate on the basic books of accounts and financial management maintained in a public office.

Subject Related Matters

This paper is to assess the knowledge of the candidate on subjects relevant to the post such as conducting of surveys, drafting forms for collection of information analysis and compilation and dissemination of data, drafting of progress reports etc.,

Candidates should secure a minimum of 40% marks from this examination to pass the 1st 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. Subject Related Matters.
2. General Paper.

Subject Related Matters:

This will test the knowledge of the employee concerned about the procedural and legal amendments 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.

General paper:

This paper will consist of two parts:

- i. Reading and understanding a statement or a report of discussion and preparing an article or a report.
- ii. Assessment of the candidate's ability in understanding and analyzing events in modern society.

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

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

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

- General Paper

The General Paper will comprise two sections.

I) drafting a report after reading a statement / minutes of a meeting

II) Questions to test the ability to understand and analyze current social issues.

Candidates should secure a minimum of 40% marks from this examination to pass the 3rd 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

Dr. N. D. Udagama

Chairperson

Human Rights Commission of Sri Lanka


Signature of the Chief Executive Officer
(Official Seal)

Date: 14.05.2018

Above Scheme of Recruitment is approved


Director General,
Department of Management Services

Date: 17/07/18

H. G. Sumanasinghe
Director General
Department of Management Services
General Treasury
Colombo-01.