

**SCHEME OF RECRUITMENT FOR THE POSTS IN THE EMPLOYEE CATEGORY OF  
"ENFORCEMENT/OPERATIONAL/EXTENSION"**

File No: .....

MSD File No: .....

01. **Employee Category:**

Enforcement / Operational / Extension

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

A category of employees comprising persons recruited with a basic degree awarded by a university recognized by the U.G.C. or qualifications recognized as similar to that by the U.G.C. as basic entry qualifications and assigned with duties and functions of operational / instructional nature arising out of the major role conferred upon the organization by the Act/Statute/Special Proviso by which the organization has been established.

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

Human Rights Officer

(c) **Job Description**

Human Rights Officer :

- hearing complainants, conducting investigations and when permitted conduct inquiries, engaging hotline duty, assists human rights programmes.
- visits Police Stations and places of detention, examines conditions under which persons are detained or held in custody and submits reports with recommendations if any

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 5-1 – 2016 Rs. [34,870 - 10 x 660 - 15 x 755 - 11 x 930 – 63,025]

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

Grade	Relevant Initial Salary Step	MA 5-1 2016
III	1st Step	34,870
II	12th Step	42,225
I	23rd Step	50,530

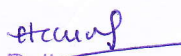
However, till 01.01.2020 remunerations for all the recruitments and promotions should be in line with the schedule II of the MSD Circular No. 02/2016.

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 :**

Human Rights Officer - 47 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.

  
**D.H.S. Pullaperuma**  
 Director  
 Department of Management Services  
 General Treasury  
 Colombo 01

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 8. 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 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.

05. Recruitment to Enforcement/Operational/ Extension Category:

5.1.1 Qualifications:

External : A Bachelor's Degree in Law / Social Science / Conflict Resolution / International Relations or related area with appropriate subject combinations from a university recognized by the U.G.C. with a Post Graduate Diploma in the relevant field.

5.1.2 Internal Candidates : (1 or 2 below)

1. Having obtained the qualifications required by the external candidates above.
2. Completion of a minimum of 05 years satisfactory service in MA 3, MA 4 category or Grade 11 of MA 1 or above category in the subject area relevant to the post.

Age :

Age should be not less than 22 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:

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 Commissioners.

- 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.

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D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury  
Colombo 01

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D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury  
Colombo 01

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 50% of the total marks to pass the recruitment examination. The number of external candidates called for the interview will be based on merit at the examination. However, all internal candidates who pass the written examination will be called for the interview.

5.4.2 **Structured Interview:**

Marks allocated for the interview are as follows:

• Relevant additional experience	30 Marks
• Relevant additional 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. 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.

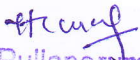
(b) **Mode of Promotion:**

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.

~~07. Absorption of Incumbent Employees: (Applicable only to employees who are in service by the date on which this Scheme of Recruitment comes into effect.)~~

~~7.1 The holders of the 'Human Rights Officer' post in the cadre of Human Rights Commission in the employee category of Associate Officers to which the salary scale coded MA 5-1 was applicable under the PA Circular No. 06/2006, and have satisfied the necessary requirements in terms of the Scheme of Recruitment will be absorbed in to the employee category of Operational / Instructional and the salary scale coded MA 5-1 under MSD Circular No. 30 in terms of the provisions in clause 4 of Chapter VII of the Government Establishment Code with effect from the date on which this Scheme of Recruitment comes into effect.~~

  
D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury  
Colombo 01

  
D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury  
Colombo 01

7.2 However, the date of increment applicable to the respective employee will remain as it was before the absorption. Similarly, on the grounds that the salary step the respective employee is drawing currently is similar to the new salary step, he / she should not be placed on the next higher salary step in terms of Clause 4.4 of Chapter VII of the Government Establishment Code.

7.3 The period of service will have to be counted with effect from the date of appointment to the respective grade.

(to be discussed with the Commission)

(i) MA 5-1 – Grade III

a. Employees who have not completed a minimum of 10 years of service in a grade or a post, to which the salary steps applicable to Grade III of the MA 5-1 salary scale under MSD Circular No.30 have been assigned,

b. Employees who have completed a minimum of 10 years of service in a grade/post stated above, but not satisfied the conditions to be absorbed into Grade II,

will be absorbed into MA 5-1 – Grade III.

(ii) MA 5-1 – Grade II

a. Employees who have completed a minimum of 10 years of service but less than 20 years of service in a grade or a post in Grade III stated above and have satisfied the necessary requirements in terms of the Scheme of Recruitment effective before the date on which the new Scheme of Recruitment came into effect,

b. Employees who have not completed a minimum of 10 years of service in a grade or a post, to which the salary steps under Grade II of the MA 5-1 Salary Scale as stated above have been assigned,

c. Employees who have completed a minimum of 10 years of service in a post or a grade relevant to Grade II, but not satisfied the necessary requirements as per the Scheme of Recruitment effective before the date on which the new Scheme of Recruitment came into effect,

will be absorbed into MA 5-1 – Grade II.

(iii) MA 5-1 – Grade I

a. Employees who have completed a minimum of 20 years of service in a post or a grade relevant to MA 5-1 Grade III as stated above, and have satisfied the necessary requirements in terms of the Scheme of Recruitment effective before the date on which the new Scheme of Recruitment came into effect,

b. Employees who have completed a minimum of 10 years of service in a post or a grade applicable to Grade II as stated above and have satisfied all service requirements as stated above,

c. Employees who have been assigned with the salary steps applicable to MA 5-1 Grade I under the MSD Circular No.30

Will be absorbed into MA 5-1 – Grade I.

*Account*  
D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury  
Colombo 01

8. Syllabus for the Efficiency Bar Examination:

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

8.1.1 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 Knowledge

**Office Systems:**

A basic knowledge of the Office Systems practiced in a Government Office 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.

*Account*  
D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury

**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 Knowledge:**

This paper will be designed to test the knowledge of the candidate on duties assigned to the post that arise out of the provision in the respective legal provision to establish the instruction, information to be collected and analysis and processing of such information and dissemination and other such duties assigned to the post.

Candidates should secure a minimum of 40% marks from this examination to pass the 1st Efficiency bar. Candidates should pass this efficiency bar to be confirmed in the post.

**8.1.2 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. Establishment Procedure
2. Subject knowledge
3. General Paper

**Establishment Procedure:**

This paper will be designed to test the knowledge of the provisions of the Establishment Code and the Manual of Procedure of the Institute.

**Subject knowledge:**

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 assigned to the post 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 2<sup>nd</sup> Efficiency bar.

**8.1.3 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.

- Subject Knowledge
- Problems relative to the Office Procedures (M.C.Q.)

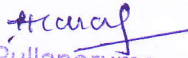
**Subject Knowledge**

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 and second efficiency bar examinations and the skills of the employee for innovations relevant to the appointment.

**Problems relative to the Office Procedures**

This paper is designed to test the knowledge in the areas the candidate, as relevant to his post should essentially be well aware of.

Candidates should secure a minimum of 40% marks from this examination to pass the 3<sup>rd</sup> Efficiency bar.

  
D.H.S. Pullaperuma  
Director  
Department of Management Services  
General Treasury  
Colombo 01

09. Appointing authority will be the Board of Commissioners of the Human Rights Commission of Sri Lanka.

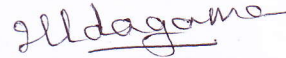
10. Definition:

10.1 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 officer during the period.

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

Recommended the above Scheme of Recruitment

Date: 16.4.2016



Signature of the Chief Executive Officer  
(Official Seal)

**Dr. N. D. Udagama**  
Chairperson

Human Rights Commission of Sri Lanka

Recommended and forwarded for approval

Date: .....



Signature of the Secretary of the Ministry  
(Official Seal)

**P. B. ABEYKOON**  
Secretary to the President

Above Scheme of Recruitment is approved

Date: 20/12/16



Director General,  
Department of Management Services

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