

Public Administration Circular No.387(iv)

Ministry of Public Administration,
Independence Square,
Colombo 7.

16th May, 1988.

To: All Secretaries to Ministries
and Heads of Departments.

1988 New Consolidated Salaries -
Implementation of Administrative Reforms
Committee - Salaries and Cadres.
Amendments to Public Administration
Circular No.387 of 11.12.1987.

Public Administration Circular No.387 of 11.12.1987
is amended as follows, with effect from 01.01.1988:

- 01.(a) Thirty seven (37) salary scales in it are
revised as shown in Annex 1 of this circular.
Accordingly the 37 salary scales in the
column 3 of the Annexe should be replaced
by the revised salary scales in column 5.

Contd... page 9

- (b) Salary conversion tables should be prepared as shown in the example in Annexe II on the basis of step for step conversion from the initial step upto the maximum step of the revised salary scales. Salaries should be paid in terms of the provisions of para 1 of P.A. Circular No.387.

02. Salary scale R-4-1 in page 57 and the relevant Conversion Tables in page 58 of P.A. Circular No.387 are deleted. They should be replaced by revised salary scales R-3-5, R-3-6, R-3-7 and R-3-8 respectively, appearing in Annexe 1.

Salary group in
P.A. Circular No.327

Revised salary group

34 - 3 : 1
33 - 3 : 2
32 - 3 : 3
31 - 4 : 1

R - 3 - 5
R - 3 - 6
R - 3 - 7
R - 3 - 8

03. Cost of Living Allowance

First section of para 05(a) (excluding the example) of P.A. Circular No.387 is replaced by the following section.

"05. Cost of Living Allowance - (a) The fixed Cost of Living Allowance now being paid to a Public Officer will not be payable with effect from 1.1.88. A Cost of Living Allowance will be paid only to an officer who is on a salary scale, the initial annual consolidated salary of which is less than Rs.35,700/- and the value of annual initial increments are less than Rs.1,200/- with effect from 1.1.88. This allowance will be geared to the Cost of Living Index (Colombo Consumers' Price Index) and will change according to the variations in the Index. The allowance for any given month will be based on the index for the previous month. The base index for computing the Cost of Living Allowance should be taken as 612. The allowance should increase/decrease at the rate of Rs.2/- per point change in the index above/below this base figure."

04. Combined Allowance

The following Note should be added at the end of para 13 of P.A. Circular No.387.

Note: An officer who had been drawing the above rates of combined allowance as on 31.12.1987 will be allowed to continue the concession as personal to him.

05. Widows & Orphans' Pension and Widowers' & Orphans' Pension Deductions.

Para 17 of P.A. Circular No.387 is replaced by the following para.

Contd... page 10.

~~17. Widows & Orphans' Pension and Widowers' and Orphans' Pension Deductions - The rates of deduction will be as follows:-~~

1988 New Consolidated Salaries (Per Annum)

Upto Rs.17,280/- 1½% (one and a half)
Rs.17,281/- 28,800/- 3% (three)
Rs.28,801/- and above 4% (four)."

06.

Railway Warrants and Holiday Travel

Para 21 (excepting Notes I and II) of P.A. Circular No. 387 is replaced by the following para.

"21. Railway Warrants and Holiday Travel -

The Class of accommodation will be determined as follows:-

1988 New Consolidated Salaries (per annum)

1st Class: An officer drawing Rs.31,200/- and over
2nd Class: An officer drawing Rs.22,800/- and over
3rd Class: All others."

07.

Staff Officer, Subordinate Officer, Minor Employee

Paras 22(a), (b) and (c) of P.A. Circular No. 387 are replaced by the following paras:

"22(a) Staff Officer - means an officer who under the 1988 New Consolidated Salaries is entitled to a salary scale with an initial of Rs.27,000/-p.a. or above and whose annual increment is Rs.600 or more.

(b) Subordinate Officer - means an officer who under the 1988 New Consolidated Salaries is entitled to a salary scale with an initial of Rs. 17,280/-p.a. or above but who does not fall into the category of officers referred to in 22(a) above.

(c) Minor Employee - means an officer who, under the 1988 New Consolidated Salaries, is entitled to a initial salary of Rs.16,560/-p.a. or less."

08. Daily Pay

Para 23 of P.A. Circular No.387 is replaced by the following para.

"23. Daily Pay - As regards daily pay, Appendix III of P.A. Circular No.387, is replaced by Annexe III of this Circular. Daily Pay should be paid in accordance with the provisions of Section 9 of Chapter VIII of the Establishments Code. Para 5 of P.A. Circular No.327(i) of 16.06.1986 is cancelled with effect from 01.01.88. Accordingly the additional payment on the daily rates of pay in Annexe III will be only the Cost of Living Allowance referred to in para 5(b)."

09. Allowances

The allowances pertaining to the following posts in Appendix III of Public Administration Circular No.387 are amended as indicated against the respective posts.

Designation	Allowances Payable from 01.01.1988 to 31.12.1988	Allowances Payable from 01.01.1989
	Rs.	Rs.
Music and Dancing Instructors	14,640	19,680
Social Services (Part-Time)		
Medical Interns - Health	25,500	33,000
Senior Physician (Part-Time)	14,640	19,680
Ayurveda		
Pathologist (Part-Time)	19,200	25,200
Ayurveda		

Contd... page 12.

10. This Circular is issued with the concurrence of the General Treasury.

Sgd/-D.B.I.P.S. Siriwardhana
Secretary,
Ministry of Public Administration.

Contd... page 13.

1	2	3	4	5
வழிவகை சம்பளத்தொகுதி Salary Group	6. பி. ஏ. ஏ. 387 கி. ஏ. ஏ. பி. ஏ. ஏ. அ. ந. சுற்றி நினைவு இல. 3.87 இப்படி சம்பளத்திட்டம் Salary Scale as per P.A. Circular 387	வழிவகை சம்பளத் தொகுதி Salary Group	சம்பளத்திட்டம் Revised Salary Scale	
1.	R-2-1	Rs. 16,800-15x480-6x600-27,600	Rs. 17,280-14x480-6x600-27,600	
2.	R-2-2	Rs. 18,240-12x480-8x600-28,800	Rs. 19,680-9x480-8x600-28,800	
3.	R-2-3	Rs. 19,680-9x480-11x600-30,600	Rs. 21,600-5x480-11x600-30,600	
4.	R-2-4	Rs. 21,120-6x480-14x600-32,400	Rs. 23,040-2x480-14x600-32,400	
5.	R-2-5	Rs. 22,560-3x480-15x600-33,000	Rs. 25,200-13x600-33,000	
6.	R-3-1	Rs. 18,000-10x480-10x600-28,800	Rs. 19,440-7x480-10x600-28,800	
7.	R-3-2	Rs. 19,440-7x480-11x600-29,400	Rs. 21,360-3x480-11x600-29,400	
8.	R-3-3	Rs. 20,880-4x480-11x600-2x900-31,200	Rs. 23,400-10x600-2x900-31,200	
9.	R-3-4	Rs. 22,320-1x480-11x600-5x900-33,900	Rs. 25,200-7x600-5x900-33,900	
10.	R-3-5	Rs. 24,000-9x600-8x900-36,600	Rs. 27,000-4x600-11x900-39,300	
11.	R-3-6	Rs. 25,200-7x600-9x900-37,500	Rs. 28,800-1x600-11x900-39,300	
12.	R-3-7	Rs. 26,400-5x600-14x900-42,000	Rs. 31,200-12x900-42,000	
13.	R-3-8	Rs. 27,600-3x600-14x900-42,000	Rs. 33,000-10x900-42,000	
14.	R-5-2	Rs. 37,200-14x1200-54,000	Rs. 38,400-13x1200-54,000	
15.	R-5-3	Rs. 38,400-13x1200-54,000	Rs. 40,800-11x1200-54,000	
16.	R-5-4	Rs. 39,600-12x1200-54,000	Rs. 43,200-9x1200-54,000	
17.	R-5-5	Rs. 40,800-11x1200-54,000	Rs. 45,600-7x1200-54,000	
18.	R-5-6	Rs. 42,000-10x1200-54,000	Rs. 48,000-5x1200-54,000	

1	2	3	4	5
19.	R-5-7	Rs. 43,200-9x1200-54,000	R-5-7	Rs. 50,400-3x1200-54,000
20.	R-5-8	Rs. 44,400-8x1200-54,000	R-5-8	Rs. 51,600-2x1200-54,000
21.	R-5-9	Rs. 45,600-7x1200-54,000	R-5-9	Rs. 52,800-1x1200-54,000
22.	R-5-10	Rs. 46,800-6x1200-54,000	R-5-10	Rs. 54,000 (fixed)
23.	R-6-1	Rs. 48,000-4x1800-7x2400-72,000	R-6-1	Rs. 55,200-7x2400-72,000
24.	R-6-2	Rs. 49,800-3x1800-7x2400-72,000	R-6-2	Rs. 57,600-6x2400-72,000
25.	R-6-3	Rs. 51,600-2x1800-7x2400-72,000	R-6-3	Rs. 60,000-5x2400-72,000
26.	R-6-4	Rs. 53,400-1x1800-7x2400-72,000	R-6-4	Rs. 62,400-4x2400-72,000
27.	NIL	NIL	R-10-1(A)	Rs. 38,400-3x1200-4x1800-2x2400-54,000
28.	R-10-3	Rs. 48,000-4x1800-7x2400-72,000	R-10-3	Rs. 55,200-7x2400-72,000
29.	R-11-1	Rs. 21,480-4x480-10x600-6x900-34,800	R-11-1	Rs. 23,400-10x600-6x900-34,800
30.	R-11-2	Rs. 22,920-1x480-10x600-9x900-37,500	R-11-2	Rs. 25,800-6x600-9x900-37,500
31.	R-11-3	Rs. 24,000-9x600-10x900-1x1200-39,600	R-11-3	Rs. 27,000-4x600-10x900-1x1200-39,600
32.	R-11-4	Rs. 25,200-7x600-10x900-3x1200-42,000	R-11-4	Rs. 28,800-1x600-10x900-3x1200-42,000
33.	R-11-5	Rs. 26,400-5x600-10x900-10x1200-50,400	R-11-5	Rs. 31,200-8x900-10x1200-50,400
34.	R-12-8	Rs. 48,000-5x1800-57,000	R-12-8	Rs. 55,200-1x1800-57,000
35.	R-12-9	Rs. 46,800-6x1200-54,000	R-12-9	Rs. 54,000 (fixed)
36.	R-14-1	Rs. 22,560-3x480-15x600-33,000	R-14-1	Rs. 25,200-13x600-33,000
37.	R-14-3	Rs. 48,000-4x1800-7x2400-72,000	R-14-3	Rs. 55,200-7x2400-72,000
				15...

உதாரணம் / Example

ரா.செ.ல. 327 கி வுட்புர் லீஸ்டு கன சரீலாஸு
அ.நி. சுற்றறிக்கை 327இன்படி சம்பளத்
தொகுதியும், திட்டமும்
Salary Group and Scale of P.A.
Circular 327

சுமாரீலாஸு வு வுட்புர் லீஸ்டு கன சரீலாஸு
தீருத்தப்பட்ட சம்பளத் திட்டம், தொகுதி
Revised New Salary Group
and Scale

39 - 1:2 கி (18 லீஸ்டு ரீஸ்டு)

39-1:2பி(18ஆம் பக்கம்)

39- 1:2 B (Page 18)

சுமாரீ / சூர் / R - 2-1

ரூபா / Rs.

8,640-2X240-9,120/9,600-6X240-

11,040/11,760-9X360-15,000

17,280-14X480-6X600-27,600

சரீலாஸு வுட்புர் / மாற்ற அட்டவணை / Conversion Table

லீஸ்டு வுட்புர்
தற்போதைய சம்பளம்
Present Scale

வுட்புர்
புதிய சம்பளம்
New Scale

8,640
8,880
9,120
9,600
9,840
10,080
10,320
10,560
10,800
11,040
11,760
12,120
12,480
12,840
13,200
13,560
13,920
14,280
14,640
15,000
15,480

17,280
17,760
18,240
18,720
19,200
19,680
20,160
20,640
21,120
21,600
22,080
22,560
23,040
23,520
24,000
24,600
25,200
25,800
26,400
27,000
27,600

APPENDIX III
DAILY PAY

	Present Salary	Salary payable from 01.01.88 to 31.12.88	Salary payable from 01.01.89
	Rs. c.	Rs. c.	Rs. c.
Writ Officer-National Housing	23.40	50.04	55.20
Running Bungalow Assistant -Railways-			
Over 16 years	14.00	33.04	33.60
Over 17 years	15.00	35.40	36.00
Over 18 years	16.00	37.20	38.40
Minor Supervisors, Grade I	25.20	54.95	62.87
Minor Supervisors, Grade II	22.50	54.95	62.87
Technician Grade	25.20	54.95	62.87
Labour Grade Employees -			
Class I, Grade I	23.20	54.95	62.87
Class I, Grade II	22.00	50.04	55.20
Class II	21.40	46.94	51.40
Class III	20.00	44.40	48.00
Office Labourers (Other than Labour Grade Employees)	20.00	44.40	48.00
Watchers	21.40	46.94	51.40
Messengers	21.40	46.94	51.40
Cycle Orderlies	21.40	46.94	51.40
K.K.S.	21.40	46.94	51.40
Garden Labourer	20.00	44.40	48.00
Sweeper	20.00	44.40	48.00
Duplicating Machine Operator	22.00	48.05	52.90
Book Binders	22.00	48.05	52.90
Sanitary Labourer	20.00	44.40	48.00
Dispenser	21.40	50.04	55.20
Cooks	21.40	46.94	51.40
Attendants	21.40	46.94	51.40
Midwives	22.00	50.04	55.20
Telephone Operator	22.00	48.05	52.90
Typists	23.40	50.04	55.20
Clerks	23.40	50.04	55.20
Stenographers (Class II)	26.70	54.95	62.87
Stenographers (Class I)	36.70	67.00	80.51

35

- 19 -

Motor Car Driver(Class II Segment "B")	22.00	48.05	52.90
Motor Car Driver(Class II Segment "A")	23.40	50.04	55.20
Motor Car Driver (Class I)	25.00	54.95	62.87
Draughtsmen	36.70	57.80	62.10
Translators	32.00	67.00	80.51
Translators (Graduates)	36.70	72.75	92.01
