



[Eighth Parliament - First Session]

No. 4(7).]

ADDENDUM TO THE ORDER BOOK No. 4

OF

PARLIAMENT

Issued on Thursday, October 20, 2016

Friday, October 28, 2016

NOTICE OF MOTIONS AND ORDERS OF THE DAY

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Prime Minister and Minister of National Policies and Economic Affairs,— Resolution under Article 108(1) of the Constitution of the Democratic Socialist Republic of Sri Lanka for the revision of Salary for the Puisne and Judges of the Court of Appeal,— The monthly salaries of the Chief Justice, Puisne Judges, President and Judges of the Court of Appeal have to be determined by the Parliament as per the Article 108(1) of the Constitution of the Democratic Socialist Republic of Sri Lanka as amended by the 19th Constitutional Amendment.

Accordingly, it has been proposed that salaries of the Chief Justice, Puisne Judges, President of the Court of Appeal and Judges of the Court of Appeal be revised to be implemented in 05 phases during the period from 01.01.2016 to 01.01.2020.

Relevant salary scales for each posts are as follows (Schedule I)

Group of Service	Salary Code	Salary Scale (Rs.)
Hon. Chief Justice	JS 5 - 2016	145,000-5x7,250-181,250
Puisne Judges / President of the Court of Appeal	JS 4 - 2016	135,000-5x6,750-168,750
Judges of the Court of Appeal	JS 3 - 2016	131,500-5x6,575-164,375

Conversion tables relevant to the new salary scales to be implemented under each phase and guidelines for the implementation of salary scales are attached as Schedule II and schedule III respectively and it is resolved by this Parliament under Article 108(1) or the Constitution of the Democratic Socialist Republic of Sri Lanka that salaries for Chief Justice, Puisne Judges, President of the Court of Appeal and the Judges of the Court of Appeal as determined by this resolution shall be implemented.

(Cabinet approval signified)

(2)

(3)

Schedule I

Salary structure for the Puisne and Appeal Court Judges
under Article 108(1) of the Constitution

2016

(4)

**Salary structure for the Puisne and Appeal Court Judges under
Article 108(1) of the Constitution – 2016**

	Service Category	Salary Code	Initial Step	Years	1st Slab	Maximum
1	Judges of the Court of Appeal	JS 3-2016	131,500	5	6,575	164,375
2	Puisne Judges/President Court of Appeal	JS 4-2016	135,000	5	6,750	168,750
3	Chief Justice	JS 5-2016	145,000	5	7,250	181,250

Sgd:

National Salaries and Cadre Commission

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Salary Scales

Information mentioned in each column of salary scales are as follows:—

- Column 1 - Number of Years
- Column 2 - Service Period
- Column 3 - Grade
- Column 4 - Salary Steps on appointment and with Promotion

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Service Category			Judges of the Court of Appeal	Puisne Judges/ President CA	Chief Justice
Salary Code			JS 3-2016	JS 4-2016	JS 5-2016
1	2	3	4	4	4
			6,575	6,750	7,250
			5	5	5
1			131,500	135,000	145,000
2			138,075	141,750	152,250
3			144,650	148,500	159,500
4			151,225	155,250	166,750
5			157,800	162,000	174,000
6			164,375	168,750	181,250

Sgd:
National Salaries and Cadre Commission

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Schedule II

Salary Conversion Tables

JS 3-2016

Salary step	As at 2015.12.31		As at 2016.01.01		As at 2017.01.01		As at 2018.01.01		As at 2019.01.01		As at 2020.01.01	
	Basic Salary (Rs.)	Gross salary (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)
1	63,500	85,525	77,100	8,425	90,700	-	104,300	-	117,900	-	131,500	-
2	66,675	89,176	80,955	8,221	95,235	-	109,515	-	123,795	-	138,075	-
3	69,850	92,828	84,810	8,018	99,770	-	114,730	-	129,690	-	144,650	-
4	73,025	96,479	88,665	7,814	104,305	-	119,945	-	135,585	-	151,225	-
5	76,200	100,130	92,520	7,610	108,840	-	125,160	-	141,480	-	157,800	-
6	79,375	103,781	96,375	7,406	113,375	-	130,375	-	147,375	-	164,375	-

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Sgd:
National Salaries and Cadre Commission

JS 4-2016

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Salary Step	As at 2015.12.31		As at 2016.01.01		As at 2017.01.01		As at 2018.01.01		As at 2019.01.01		As at 2020.01.01	
	Basic Salary (Rs.)	Gross Salary (Rs.)	Basic Salary (Rs.)	Ad-justment Allow-ance (Rs.)	Basic Salary (Rs.)	Ad-justment Allow-ance (Rs.)	Basic Salary (Rs.)	Ad-justment Allow-ance (Rs.)	Basic Salary (Rs.)	Gross Salary (Rs.)	Basic Salary (Rs.)	Ad-justment Allow-ance (Rs.)
1	65,000	87,250	79,000	8,250	93,000	-	107,000	-	121,000	-	135,000	-
2	68,250	90,988	82,950	8,038	97,650	-	112,350	-	127,050	-	141,750	-
3	71,500	94,725	86,900	7,825	102,300	-	117,700	-	133,100	-	148,500	-
4	74,750	98,463	90,850	7,613	106,950	-	123,050	-	139,150	-	155,250	-
5	78,000	102,200	94,800	7,400	111,600	-	128,400	-	145,200	-	162,000	-
6	81,250	105,938	98,750	7,188	116,250	-	133,750	-	151,250	-	168,750	-

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National Salaries and Cadre Commission

Salary Step	As at 2015.12.31		As at 2016.01.01		As at 2017.01.01		As at 2018.01.01		As at 2019.01.01		As at 2020.01.01	
	Basic Salary (Rs.)	Gross Salary (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)	Basic Salary (Rs.)	Gross Salary (Rs.)	Basic Salary (Rs.)	Adjustment Allowance (Rs.)
1	70,000	93,000	85,000	8,000	100,000	-	115,000	-	130,000	-	145,000	-
2	73,500	97,025	89,250	7,775	105,000	-	120,750	-	136,500	-	152,250	-
3	77,000	101,050	93,500	7,550	110,000	-	126,500	-	143,000	-	159,500	-
4	80,500	105,075	97,750	7,325	115,000	-	132,250	-	149,500	-	166,750	-
5	84,000	109,100	102,000	7,100	120,000	-	138,000	-	156,000	-	174,000	-
6	87,500	113,125	106,250	6,875	125,000	-	143,750	-	162,500	-	181,250	-

Sgd:
National Salaries and Cadre Commission

Specimen letter of Salary Conversion

My No.

Date:

Name:

Designation:

Conversion of Salary in terms of Management Services Circular.....
as at 01.01.2016

Your salary is converted as follows in terms of the above circular as at 01.01.2016.

1. Classification in terms of Public Administration Circular 6/2006 as at 31.12.2015

- (a) Service Category :
- (b) Salary Code :
- (c) Salary Scale :
- (d) Salary Step :
- (e) Salary Point : Rs.
- (f) Date of last Salary Increment earned:

2. As at 01.01.2016 in terms classification of Management Services Circular.....:

- (a) Service Category :
- (b) Salary Code :
- (c) Salary Scale :
- (d) Salary Step :
- (e) Salary Point : Rs.

3. Salary payable as at 01.01.2016 in terms of Schedule II:

- (a) Basic Salary : Rs.
- (b) Adjustment allowance : Rs.

4. This conversion is subject to the recovery of any over payment due to the incorrect classification or error in calculation or any other error.

Prepared: Signature.....	Checked : Signature:.....
Name:.....	Name:.....
Designation:.....	Designation:.....
Date:.....	Date:.....

Approved:

Signature:.....
 Name:.....
 Designation:.....
 Date:.....
 Official Stamp:.....

Copies: 1

2

Specimen letter of Salary Conversion

My No.

Date:

Name:

Designation:

Conversion of Salary in terms of Management Services Circular.....
as at 01.01.2017

Your salary is converted as follows in terms of the above circular as at 01.01.2017.

1. Classification in terms of Management Services Circular as at 31.12.2016
 - (a) Service Category :
 - (b) Salary Code :
 - (c) Salary Scale :
 - (d) Corresponding salary
in terms of Schedule I :
 - (e) Salary step in terms of Schedule II :
 - (f) Salary point in terms of Schedule II : Rs.
 - (g) Date of last Salary Increment earned:
2. Salary payable as at 01.01.2017 in terms of Schedule II : Rs.
3. This conversion is subject to the recovery of any over payment due to the incorrect classification or error in calculation or any other error.

Prepared: Signature.....	Checked : Signature:.....
Name:.....	Name:.....
Designation:.....	Designation:.....
Date:.....	Date:.....

Approved:

Signature:.....

Name:.....

Designation:.....

Date:.....

Official Stamp:.....

Copies: 1

2

Specimen letter of Salary Conversion

My No.

Date:

Name:

Designation:

Conversion of Salary in terms of Management Services Circular.....
as at 01.01.2018

Your salary is converted as follows in terms of the above circular as at 01.01.2018.

1. Classification in terms of Management Services Circular as at 31.12.2017
 - (a) Service Category :
 - (b) Salary Code :
 - (c) Salary Scale :
 - (d) Corresponding salary
in terms of Schedule I :
 - (e) Salary step in terms of Schedule II :
 - (f) Salary point in terms of Schedule II : Rs.
 - (g) Date of last Salary Increment earned:
2. Salary payable as at 01.01.2018 in terms of Schedule II : Rs.
3. This conversion is subject to the recovery of any over payment due to the incorrect classification or error in calculation or any other error.

Prepared: Signature.....	Checked : Signature:.....
Name:.....	Name:.....
Designation:.....	Designation:.....
Date:.....	Date:.....

Approved:

Signature:.....

Name:.....

Designation:.....

Date:.....

Official Stamp:.....

Copies: 1

2

Specimen letter of Salary Conversion

My No.

Date:

Name:

Designation:

Conversion of Salary in terms of Management Services Circular.....
as at 01.01.2019

Your salary is converted as follows in terms of the above circular as at 01.01.2019.

1. Classification in terms of Management Services Circular as at 31.12.2018
 - (a) Service Category :
 - (b) Salary Code :
 - (c) Salary Scale :
 - (d) Corresponding salary
in terms of Schedule I :
 - (e) Salary step in terms of Schedule II :
 - (f) Salary point in terms of Schedule II : Rs.
 - (g) Date of last Salary Increment earned:
2. Salary payable as at 01.01.2019 in terms of Schedule II : Rs.
3. This conversion is subject to the recovery of any over payment due to the incorrect classification or error in calculation or any other error.

Prepared: Signature.....	Checked : Signature:.....
Name:.....	Name:.....
Designation:.....	Designation:.....
Date:.....	Date:.....

Approved:

Signature:.....

Name:.....

Designation:.....

Date:.....

Official Stamp:.....

Copies: 1

2

Specimen letter of Salary Conversion

My No.

Date:

Name:

Designation:

Conversion of Salary in terms of Management Services Circular.....
as at 01.01.2020

Your salary is converted as follows in terms of the above circular as at 01.01.2020.

1. Classification in terms of Management Services Circular as at 31.12.2019
 - (a) Service Category :
 - (b) Salary Code :
 - (c) Salary Scale :
 - (d) Corresponding salary
in terms of Schedule I :
 - (e) Salary step in terms of Schedule II :
 - (f) Salary point in terms of Schedule II : Rs.
 - (g) Date of last Salary Increment earned:
2. Salary payable as at 01.01.2020 in terms of Schedule II : Rs.
3. This conversion is subject to the recovery of any over payment due to the incorrect classification or error in calculation or any other error.

Prepared: Signature.....	Checked : Signature:.....
Name:.....	Name:.....
Designation:.....	Designation:.....
Date:.....	Date:.....

Approved:

Signature:.....

Name:.....

Designation:.....

Date:.....

Official Stamp:.....

Copies: 1

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Schedule III

**Salary Structure for the Puisne and Appeal Court Judges
under Article 108(1) of the Constitution 2016**

National Salaries and Cadre Commission

Salary Structure for the Puisne and Appeal Court Judges
under Article 108(1) of the Constitution

The Government has decided to make effective in 5 stages commencing 01.01.2016 the new salary scales given in schedule - I of this Circular as indicated in schedule -II in place of the salary scales now operative in respect of the Chief Justice, **Puisne** Judges, the President and the Judges of the Court of Appeal under the provisions of the Public Administration Circular 06/2006 dated 25.04.2006 as amended by the PA Circulars subsequently issued.

02. The below-mentioned allowances are incorporated in the new salary structure.

- i The special non-pensionable allowance paid in terms of the PA Circulars No.31/2011 dated 12.12.2011 and No. 18/2012 dated 31.12.2012.
- ii The interim allowance of Rs.10,000/- paid monthly in terms of the PA Circulars Nos. 24/2014 dated 12.11.2014, 24/2014(1) dated 31.12.2014 and 05/2015 dated 11.02.2015.

03. Conversion of Salary

- 03.1 The conversion of salary from the existing salary scales to the new salary scales should be effected on step by step basis. However, the conversion of salaries shall be made in accordance with the conversion tables given in schedule – II since this revision of salaries is to be made in 5 stages.
- 03.2 Conversion tables are given in schedule II separately for each salary scale mentioned in schedule - I in order to facilitate the conversion of salary.
- 03.3 In the conversion of salaries, the salary code under the salary structure operative as at 31.12.2015 shall firstly be identified. Accordingly, the corresponding salary code indicated in schedule - I of this Circular and the conversion table applicable as mentioned in schedule -II should be selected. The new salary codes applicable under this Circular corresponding to the salary codes mentioned in the PA Circular 06/2006 are as follows:

Salary Code as per PA Circular 06/2006	New Salary Code
SF 4-2006	JS 5- 2016
SF 2-2006	JS 4-2016
SF 1-2006	JS 3-2016

- 03.4 Placement on the salary point applicable should be made in accordance with the prescribed conversion table based on the due salary step as at 01.01.2016 corresponding to the salary step applicable as at 31.12.2015. For this purpose the salary conversion format marked Annex 1 of the Circular should be utilized.
- 03.5 The salary conversion falling due on 01.01.2017, 01.01.2018, 01.01.2019 and 01.01.2020 shall also be affected by adoption of the same methodology that was followed at 03.4 above. For this purpose the salary points indicated under each year in the schedule - II should be made applicable. In the conversion of salaries, salary conversion formats marked Annex II, III, IV and V for each year shall be utilized.

04. Calculation of the increment of salary

- 04.1 Calculation of the number of increments falling due within the salary scale.

When an increment is earned during the period 01.01.2016 to 31.12.2016 placement should be made on the salary point immediately above the salary point on which placement was made at 03.4 above. Accordingly, the difference between the two salary points should be treated as the value of the increment falling due for the year 2016.

- 04.2 Granting increments beyond the maximum of the salary scale.

- (a) In order to determine the salary point applicable from 01.01.2016 when the maximum of a salary scale is reached, the salary steps should be calculated treating as the increment of salary, the difference between the two applicable salary points given at the end of the salary scale as indicated in the appropriate column of the relevant salary conversion table in the schedule- II.
- (b) Even when increments are earned beyond the maximum of a salary scale after 01.01.2016, the salary step should be calculated as indicated at (a) above.

05. Adjustment allowance of the gross salary

- 05.1 In addition to the basic salary, the difference between the gross salaries together with allowances mentioned in paragraph 02 above received as in 31.12.2015 and the basic salary applicable to each year as mentioned in schedule- II of this Circular were computed as an adjustment allowance and incorporated in the salary. Accordingly, in addition to the basic salary prescribed for each year, the corresponding adjustment allowance should also be paid. This adjustment allowance shall not be considered part and parcel of the salary for any purpose other than those specified at 16 below.
- 05.2 Whenever salary step is calculated beyond the maximum of the salary scale as at 04.2 above, the adjustment allowance of the gross salary applicable to the said salary step shall also be paid.

For this purpose the gross salary which is comprised only of the salary point received as at 31.12.2015 under the PA Circular No.06/2006 as amended by Circulars subsequently issued and the allowances entitled under the Circulars mentioned in paragraph 02 of this circular should be firstly calculated. In the event there is a monetary loss between the said salary and the salary point calculated under 04.2 above, the said monetary value should be paid together with the salary point as an adjustment allowance of the gross salary.

06. Conversion of Salary on promotion to a higher post

On promotion to a higher post during the period from 01.01.2016 to 01.01.2020 when salary conversion is made on this phase basis scheme, the salary points indicated in the Column relevant to the year of promotion as given in schedule - II should be made applicable in the salary conversion related to such promotions.

07. Any other allowances

- 07.1 As the new salary structure has been formulated incorporating allowances granted by the PA Circulars referred to in paragraph 02 of this Circular, the payment of such allowances shall be discontinued effective from 01.01.2016.
- 07.2 The payment of the cost of living allowance of the Rs.7800/- per month being paid in terms of the PA Circular No.37/2013 dated 31.12.2013 should be further continued.

08. Pensions

- 08.1 In the calculation of pensions in respect of those officers who have retired after 01.01.2016 on the salary structure given in this Circular, the salary step last received as indicated in schedule- II should be made applicable.
- 08.2 With the total implementation of salary scales given in schedule – I effective from 01.01.2020, the pensions of those public officers who were in service on 01.01.2016 and have subsequently retired will also be revised accordingly and instructions in this regard will be issued in due course. No revisions of pensions shall be effected during the period from 01.01.2016 to 31.12.2019.
- 08.3 The interim allowance of Rs. 3500/- per month being provided in terms of the PA Circular No.05/2015 dated 11.02.2015 shall not be paid to those who have retired from service after 01.01.2016 under the provisions of this Circular. The cost of living allowances of Rs. 3525/- per-month being provided to pensioners in terms of the PA Circular No.37/2013 dated 31.12. 2013 should, however, be paid.

09. Allowances paid as a percentage of the salary

Allowances paid as a percentage of the salary shall be limited to the monetary value that prevailed as at 31.12.2015. Whenever appointment is made to a post that comes within the ambit of this Circular after 01.01.2016, the computation of this allowance should be based on the salary attached to the said post as at 31.12.2015.

10. Indication of the salary scale in the letters of appointment issued

The salary scale mentioned in schedule- I, shall be made applicable in indicating the salary scale in the letters of appointment issued on recruitment/promotions made during the period up to 01.01.2020 when the salary structure specified in this Circular will be fully implemented. As payments will have to be made as stated in schedule -II, this fact should also be indicated in the letters of appointment issued.

11. Categorization of posts/services.

The Judicial officers are on par with the senior level and treated as staff officers in terms of the categorization of posts in schedule - III of the PA Circular No. 03/2016 dated 25.02.2016.

12. Contributions to W.&O.P.

The percentage of deduction of contributions to the W & O P shall continue to be operative 7% unaltered and the initial salary given under each year in schedule II should be made applicable in this regard.

13. Date of increment

There will be no change in the date of increment following this salary revision.

14. Payment of increments beyond the maximum of the salary scale

The officers who have reached the maximum of a salary scale may be granted further increments of salary until the date of their retirement or until they are appointed/promoted to another post to which another salary scale is applicable.

15. Combined Allowance

The combined allowance will be Rs. 500/-.

16. Limit of the aggregate of monthly deductions in granting loans / advances

The relevant basic salary as at the date as indicated in schedule-II and the adjustment allowance should also be made applicable in the computation of the 40% limit which is to be taken into consideration in granting loans/advances.

17. General Instructions

In determining the salary an officer is entitled to as at 01.01.2016 in terms of this Circular, the relevant authorities should confirm that the salary adjustments and the relevant salary conversions have

been correctly effected, as per salary revisions made on 01.01.2006 or thereafter.

18. Overpayments

If an overpayment has been made to any officer due to a misinterpretation of these instructions or through a clerical error or errors in computation or any other errors, the officer concerned is liable to refund the amount so overpaid.

19. Clarifications and further Instructions

If clarifications with regard to the provisions of this Circular and further instructions are sought, such requests shall be addressed to the Secretary to the Treasury, General Treasury, Ministry of Finance, Colombo 01.

*
Appropriation Bill (2017) — Second Reading.
(Cabinet approval signified.)

* *Indicates Government Business.*
