

Ministry of Public Administration,  
Independence Square,  
Colombo 7.

28th December, 1983.

All Secretaries to Ministries,  
Heads of Departments,  
Heads of Public Corporations  
and Statutory Boards.

Salaries and Emoluments of Public Officers  
appointed to act in additional posts and  
of re-employed pensioners.

Please note that -

- i. Prior Cabinet approval must be obtained where a person who has retired from the Public Service is to be re-employed in a post in the Public Service or to be employed in a Public Corporation;
- ii. a person who has retired from the Public Service before completing 60 years of age will not be re-employed in a post in the Public Service or be employed in a Public Corporation unless the Cabinet is satisfied that there are exceptional reasons for doing so;
- iii. except where under statute a Public Officer has to perform the full duties of an additional post, Cabinet approval should be obtained where a person has to perform all the duties of more than one post in the Public Service or in the Public Service and a Public Corporation;
- iv. except where the Cabinet is the appointing authority, Cabinet approval is not necessary for a public officer to be appointed to act in a post in addition to his own duties, during the absence of a substantive holder of the post or to fill a temporary vacancy. The Establishments Code provides the rules for remuneration in such cases.
- v. a person who has retired from the Public Service after completing 60 years of age and is re-employed in a post in the Public Service or is employed in a Public Corporation, should be paid on the one hand his pension (without allowances) and on the other hand, the salary of the post in which he is re-employed/employed with allowances, or the negotiated salary as approved by the Cabinet plus the cost of living allowance; In the case of re-employment in the same post he will be placed on the salary he drew at the time of retirement.
- vi. where the Cabinet has decided to re-employ a person who has retired before completing 60 years of age, he should be paid as in (v) above.

vii. in the case of a public officer who, in addition to the full duties of his substantive post, performs the full duties of an additional post under statutory provision, and in the case of an officer for whom Cabinet approval is given under (iii) above, he should be paid the salary of his substantive post with allowances and the salary (without allowances) of the post in which he performs the full duties in addition to those of his substantive post, subject, however, to the payment for the performance of the full duties of the additional post being limited to 1/4th of the initial salary of the additional post. In the case of a post where a salary has not been fixed, the 1/4th will be of a hypothetical salary to be determined, on application made, by the Secretary to the Ministry of Public Administration in consultation with the Secretary to the Treasury.

02. The limits on acting salary referred to in Section 12:6 of Chapter VII of the Establishments Code as amended by Public Administration Circular No.197 (vii) of 31.5.1982 will not operate.

03. Changes in remuneration arising from the provision of this Circular should be effective only from 1st January, 1984.

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