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The Gazette of the Democratic Socialist Republic of Sri Lanka

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PART I : SECTION (I) – GENERAL

Government Notifications

MINUTE OF THE SRI LANKA TECHNOLOGICAL SERVICES

The following minute is published in substitution to the Sri Lanka Technological Services Minute published in *Gazette Extraordinary of the Democratic Socialist Republic of Sri Lanka* No. 1094/02 dated 23.05.1999 and amended by Public Administration Circular No. 04/2000 dated 26.01.2000 and 09/2001 dated 21.05.2001.

D. DISSANAYAKE,
Secretary,
Ministry of Public Administration
and Home Affairs.

23rd December, 2005,
Ministry of Public Administration and Home Affairs,
Independence Square,
Colombo 07.

1. Effective date. –

- 1.1 This Minute shall come into force with effect from 01.03.2005 without prejudice to any action taken or deemed to have been taken according to the schemes of recruitment approved by the Director General of Establishment. The operation of the existing recruitment procedures and promotional schemes will be ceased from this date.
- 1.2 The services, included The Sri Lanka Technological Service shall consist of all services organized on scientific theories and required to obtain training on technical knowledge connected with practical subjects.

Services requiring minimum educational qualifications to be qualified for semi professional qualifications where management level could be reached through training and experience, and services supplementary to professional services such as Engineering, Scientific, Agriculture and Annual Production which are managerial services.

2. Interpretation. –

- (a) The term “minute” shall mean the minute of the Sri Lanka Technological Service.
- (b) The term “the Secretary” shall mean the secretary to the Ministry to which the subject of Public Administration is assigned.

- (c) The term "Service" shall mean the Sri Lanka Technological Service.
- (d) The term "Board" shall mean the Sri Lanka Technological Service Board.
- (e) The term "the Secretary to the PSC" shall mean the Secretary to the Public Service Commission.
- (f) The term "Gazette" shall mean the *Gazette of the Democratic Socialist Republic of Sri Lanka*.
- (g) The term "Satisfactory Service" shall mean a period of 5 years immediately preceding the date of promotion during which no punishment has been imposed.

3. Sri Lanka Technological Services Board.-

3.1 There shall be a Board titled "Sri Lanka Technological Services Board" which shall consist of seven members appointed by the Minister in charge of the subject of Public Administration. An officer nominated by the Secretary of the Ministry to which the subject of Public Administration is assigned shall be the chairperson. The other members shall be the Director General of Establishment in the Ministry of Public Administration or an officer nominated by him, three persons eminent in the field of Science and Technology and two retired senior officers of the Sri Lanka Technological Service.

An Administrative Secretary shall be appointed by the Secretary of the Ministry of which the subject of Public Administration is assigned.

An appointed member, not appointed as an exofficio who do not attend three consecutive meetings without obtaining the prior approval of the Board shall be treated as having vacant his post from the date of the 3rd meeting.

3.2 The authority and responsibility to manage the following activities shall be vested to the Board subject to the powers vested by the Public Services Commission.

- (a) Supervision of holding competitive examinations conforming to Sri Lanka Technological Services Minute to recruit new officers in accordance with the requirement of each Department.
- (b) Maintaining a data bank in relation to all the recruitments and promotions of S.L.T. Services.
- (c) Supervision of the training activities conducted by each department / Institution for the training of new officers and making provisions required to maintain a training system with equal standards in each Department / Institution.
- (d) Taking relevant action to get the 1st and 2nd efficiency bar examination and the examination for promotion to the special class from Class 1 of SLTS held annually by the Department of Examinations.
- (e) Introducing criteria required for the creations of posts in Special Class in S.L.T.S. and making recommendations accordingly.
- (f) Consideration of requests made to include the newly created posts into the service except the posts indicated in Schedule "d" of this minute and taking decisions in respect of the removal of posts indicated in schedule "d" from the service whenever necessary.
- (g) Taking action to maintain the uniformity of the all island service.

4. Structure of Salary Scales.- There shall be no cadre ratio from the training class up to class 1 and the total number of posts shall be determined on the requirement of each Department. Following salary scales will be effective with effect from 01.01.1997.

Special Class	Rs. 107,580 - 16×2,460 - 146,940
Class I	Rs. 89,160 - 13×1,560 - 6×2,460 - 124,200
Class II	Rs. 76,320 - 1×1,320 - 13×1,560 - 97,920
Segment "A"	
Class II	Rs. 69,480 - 7×1,320 - 10×1,560 - 94,320
Segment "B"	
Training Grade	Rs. 66,840 - 1×1320 - 68,160

These salary scales shall be subjected to the revisions made by the Government from time to time.

5. **Number of Posts in Each Class.**- The number of posts of the which shall be in the special class shall be recommended by the Technological Services Board on service requirement subject to the provisions laid down in Sub-section 3.2(e) of this Minute and the provisions laid down in Section I Chapter II of the Establishment Code. There shall be no carder ratio from Class IIB to Class I and the composition of the grades shall be determined without exceeding the approved total number of posts taking into consideration the promotions received by officers.

6. **Recruitments.**-

6.1 All the recruitments shall be in accordance with the provision of the Estsblishment Code and Public Administration Circulars issued from time to time. The Director General of Establishment shall approve recruitment procedures containing specific provisions to any post subject to the provisions in this minute for appointment to substantive posts. The Heads of Departments / Ministries should follow the above procedure for the proposed of recruitment.

6.2 (a) 90% of the vacancies in Class IIB which is the recruitment Class shall be filled from the external candidates through an open competitive examination while 10% of the vacancies shall be filled up the qualified Departmental candidates.

(b) However, the number of vacancies which is remaining can be filled strictly from the external candidates selected at the open competitive examination, only if internal candidates who have possessed the basic qualification prescribed in para 6.3.2 and professional qualifications prescribed in para 6.3.1(c) of the Minute are not in the Department.

Note: However the number of vacancies due to be filled by the internal candidates in para 'a' and 'b' above shall also be reserved for outside cadidates where there are no sufficient number of internal candidates.

6.3 **Recruitment Qualifications:-**

6.3.1 *External Candidates*

(a) For admission to the Training grade, the candidates should have passed the G.C.E. (A/L) Examination in 03 Science subjects in one sitting out of which 2 passes are relevant to the field together with a pass in the G.C.E. (O/L) Examination in 06 subjects in not more than two sittings with credit passes in language or Literature, Mathematics, Science and one other subject.

or

(b) Should have obtained the National Certificate of Technology (Part time course of three years) or the relevant certificate after completion of the full time training course of one year on Draftsmanship from a recognized Government Technical College, together with the basic educational qualifications stipulated in para (a) above.

Note: Action in respect of the candidates who are qualified to enter a training grade of the Technological Service from the open competitive examination will be taken in the following manner.

- (i) Candidates with the qualifications prescribed in para. 6.3.1. (a) shall be placed on the initial step of the salary scale entitled to Class II Segment "B" on passing the relevant examination after satisfactory completion of the two years theoretical and practical training relevant to the syllabus.
- (ii) Candidates with the qualifications prescribed in para. 6.3.1. (b) shall be placed on the initial salary step of the salary scale entitled to Class II Segment "B" on passing the relevant examination after satisfactory completion of one year theoretical and practical training according to the syllabus.
- (iii) If there is any special service of which officers are required to obtain a training more than two years, such officers shall be recruited to Class II Segment "B" of the end of their training on the basis of granting salary increment for each additional year of training as a recognition of that training period. The additional period of training shall be counted for the period required for their promotion to Class II Segment "A".
- (iv) There is an opportunity for the apprentices who are unable to pass the examination held at the end of their training in accordance with i and ii above to get their period of training extended by another period not more than 6 months. However, the services of apprentices who fail the examination at the end of that period of extension shall be suspended.

- (c) For admission to the Class II Segment "B" which is the recruitment grade, candidates should have obtained one of the following professional qualifications together with the basic educational qualifications set out in "a" above.
- (i) National Diploma in Technology awarded by the University of Moratuwa or Hardy Technical College Ampara
or
- (ii) National Diploma in Engineering awarded by the National Apprenticeship and Industrial Training Authority.
or
- (iii) Higher National Diploma in Engineering awarded by the Ministry of Education and Higher Education.
or
- (iv) Two years Diploma in Agriculture awarded by an Institution recognized by the Government.
or
- (v) Diploma in Technology awarded by the Open University of Sri Lanka.
or
- (vi) Successful completion of para. I of the Engineering examination conducted by the Sri Lanka Institute of Engineers.
or
- (vii) Any other Technological qualifications recognized by the Sri Lanka Technological Services Board as being equivalent to the Technological qualifications mentioned above after obtaining views of the Institutions such as Ministry of Higher Education and other Institutions by which the above certificates issued when necessary.

6.3.2 *Internal Candidates.* - Departmental employees possessing 6 subjects with credit passes in Language or Literature, Mathematics and Science at the G.C.E. (O/L) Examination in not more than 2 sittings and 10 years experience in the relevant field and 05 years experience in the relevant field with the Technical qualifications mentioned in 6.3.1 (c) shall be included in the training grade as the results of a Departmental examinations. Selection shall be made from persons who have completed at least 5 years satisfactory service in Class I Grade II of the skilled Technical grades.

- Note:**
- i. Employees in the Department of Railway shall be included in to the training grade on the results of the professional competitive test held by the Department of Examinations subject to the maximum of the percentages already approved (30% for Internal Candidates, 70% for External Candidates)
 - ii. Candidates out of the Departmental employees with qualifications 6.3.1 (c) shall be include into Class II Segment "B" of Sri Lanka Technological Services on the results of a Departmental Test.
 - iii. Candidates selected for the training grade from Departmental employees on the results of a Departmental Test shall be included into Class II Segment "B" of S. L. T. S. on passing the examination held by the Department after successful completion of the period of training prescribed in the scheme of recruitment.
 - iv. These officers while being in the training grade shall remain on their former salary scale and they shall be paid an allowance equivalent to the initial salary increment of the recruitment grade of SLTS in addition to their salary until they pass the examinations held by the Department at the end of training course. An officer who have a satisfactory service on the training grade shall be placed on the higher step of their existing salary scales in the 2nd year and the allowance shall be paid further. However, on successfull completion of the examinations, the salary conversion shall be made in accordance with the provisions laid down in the Establishment Code revised by the Public Administration Circular No. 07/2000 dated 02.03.2000.
 - v. If their any special service of which officers are required to obtain a training more than two years, such officer shall be recruited to Class II Segment "B" at the end of their training on the basis of granting salary increment for each additional year of training as a recognition of that training period. Their additional period of training shall be counted for the period required for their promotion to class 11 Segment "A".

- vi. There is an opportunity to the apprentices who are unable to pass the examination held at the end of their training to get their period of training extended by another period not more than 06 months. However those who fail the examination held at the end of such period of extension shall be reverted to their former posts.

7. Scheme of Promotion

7.1 From Class II Segment B to Class II Segment A –

- (a) Officers in Class II Segment B with five years satisfactory service and who have passed the 1st Departmental Examinations held for officers in Class II B shall be promoted to Class II A.
- (b) Officers who have passed the Efficiency Bar Examination prescribed for Class II Segment B with 12 years service in Class II Segment B and having completed a five year satisfactory service preceding the date of promotion shall be promoted to Class II Segment A.

7.2 From Class II Segment A to Class I –

- (a) Officers who have possessed a satisfactory service of 04 years in Class II Segment A, a satisfactory service at the date of promotion and have passed the Efficiency Bar Examination and 2nd Departmental Test prescribed for the officers in Class II Segment A shall be promoted to Class I.
- (b) Officers who have possessed a service of 10 years in Class II segment A, and having completed a 5 year Satisfactory service preceding the date of promotion and have passed the Efficiency Bar Examination prescribed for officers in Class II Segment A shall be promoted to Class I.

7.3 From Class I to Special Class –

- (a) 40% of the vacancies in special class shall be filled from officers who have a service of 04 years in Class I, a satisfactory service at the date of promotion and have passed the prescribed examination.
- (b) 60% of the vacancies in special class shall be filled from officers who have a 06 years service in Class I and having completed a 5 years satisfactory service preceding the date of promotions on the seniority and merit.
- (c) If the number of the approved posts in special class is less than 5, the percentages indicated in para “a” and “b” above shall not be applicable. Filling of such vacancies shall be made based on the seniority and merit of the officers.
- (d) When the number of approved posts in special class is 05 or more and the number of vacancies of the year is 04 or less the filling of vacancies shall be made based on the seniority and merit of the qualified officers.
- (e) The results of the competitive examinations held annually for the filling of vacancies in special class shall be made applicable only to fill the vacancies in the respective year.
- (f) In the filling of vacancies under sub para. “a” and “b”, above the number of vacancies falls under parar “b” shall be filled at the first instance and the number of vacancies falls under para “a” shall be filled at the second instance.
- (g) The Heads of Departments shall take action to include the marking scheme prepared, with the approval of the Public Service Commission to determine the merit into the relevant schemes of recruitments, when the officers in Class 1 of Sri Lanka Technological Service are promoted to Special Grade.

7.4 Promotions to the Professional Services–

- (a) A certain percentage of the cadre of the professional services in Department shall be reserved for the promotions of officers in Class I of the Technological Service selected on the results of an examination.
- (b) such opportunities for promotions shall be extended to the posts in Technological Services where there are no promotional prospects. Therefore, it is expected that the Heads of Departments shall take action to create as at least one Departmental post parallel to the Professional Services indicated in Section 7.4 “a”.

8. Departmental Tests and Efficiency Bar Examinations.-

8.1 Efficiency Bar Examinations

- (a) Efficiency Bar Examinations of Class II Segment "B" and Class II Segment "A" of Sri Lanka Technological Service shall be held by the Department of examination. The syllabus shall consist of the subject of Establishment Code and Financial Regulations. All the Efficiency Bar Examinations shall be written examinations and passing of them are compulsory.
- (b) An officer shall pass the 1st Efficiency Bar Examination within a period of three years from the date of appointment to Class II Segment "B" and 2nd Efficiency Bar Examination within a period of three years from the date of appointment to Class II Segment "A".
- (c) Officers in Class II Segment "A" as well as the officers in Class II Segment "B" with 5 years service and passed in the 1st Efficiency Bar Examination can appear for the 2nd Efficiency Bar Examination.

- Note:**
- (i) Subjects and the syllabus of the above Efficiency Bar Examination are mentioned in Schedule "a".
 - (ii) Officers who have passed the 1st and the 2nd Efficiency Bar Examination held under the Middle Level Technical Services Minute shall be deemed to have passed the 1st and 2nd Efficiency Bar Examinations of the service.
 - (iii) Officers who have passed the subject of Establishment Code in the 2nd Departmental Test held under the Middle Level Technical Service shall be exempted from the requirement of passing the subject of Office Administration and Establishment Code in the 2nd Efficiency Bar Examination prescribed for the Class II Segment "A" of the service.
 - (iv) Officers who have passed the subject of Financial Regulations in the 2nd Departmental Test held under M.C.T.S shall be exempted from the requirement of passing the subject of Financial Regulation in the Efficiency Bar Examination prescribed for the Class II Segment "A" of the Service.

8.2 Departmental Tests.-

- (a) 1st and 2nd Departmental Tests prescribed for the officers in Class II Segment "B" and "A" shall be held by each Department. 1st and 2nd Departmental Tests at present held by the Department of Examinations in respect of certain posts in the Technological Service shall be held in the same manner. Questions from the Financial Regulations and Establishment Code shall not be included in the Departmental Tests.
- (b) The Departmental Tests shall consist of questions relevant to the Departmental rules and regulations, acts, procedures etc., in addition to the Technological matters pertaining to the Department. (In connection with the Department to which the officer belongs). All the Departmental Tests shall be written and practical tests and oral tests shall not be included. There shall be written paper duration not less than 3 hours for each subject. Duration of the practical tests shall be determined by the respective department.

Note: Subjects and syllabus of the Department Tests mentioned above shall be included in the relevant schemes of recruitment.

- (c) Officers possessing one of the Technological qualifications prescribed in para. 6.3.1(c) above is entitled to be exempted from the Technological subjects. However these officers shall pass the subjects of Departmental Regulations. (in connection with the Department to which the officer belongs).
- (d) Officer in Class II Segment "A" as well as the Officers in Class II Segment "B" with 5 years service and passed the 1st Departmental Test can appear for the 2nd Departmental Tests.
- (e) An examinations shall be held annually, by the Department of Examinations consisting of two papers on Management and Aptitude under the guidance of the Board for the purpose of promotion from Class I to Special Class. 40% of vacancies in the special class shall be filled from those who have obtained the maximum marks in the above examination and other qualifications prescribed in sub-para "7.3.a". However until the calendar year 2010 (including year 2000) the vacancies in the special class shall be filled, annually, according to the percentages indicated in the following table:

<i>Calendar Year</i>	<i>On passing the Prescribed Examination</i>	<i>On Seniority and Merit</i>
2000	20%	80%
2001	22%	78%
2002	24%	76%
2003	26%	74%
2004	28%	72%
2005	30%	70%
↓	↓	↓
2010	40%	60%

From 31. 12. 2010 onward, vacancies in the Special Class shall be filled in accordance with the procedure mentioned in sub-para 7.3“a” and “b” of the minute.

- Note:**
- Subjects and syllabus of the above examination are indicated in Schedule “B”.
 - Officers who have passed 1st and the 2nd Departmental Tests in the Middle Level Technical Service at the time of absorption of such officers into the Sri Lanka Technological Service in terms of P. A. Circulars Nos. 27/94 and 27/94(1) shall be deemed to have passed 1st and the 2nd Departmental Tests in the Sri Lanka Technological Service.
- Heads of Departments shall take steps to amend Schemes of Recruitment of each post in order to confirm to the amended minute.
 - Any matters not provided for in this Minute shall be determined by the Secretary.

APPENDIX ‘ A ’ – EFFICIENCY BAR EXAMINATIONS

(A) Efficiency Bar Examination of Grade II “B”

This examination consists of two papers.

- Office Administration and Establishments Code (Two hours).
- Financial Regulations (Two hours).

Syllabus for question paper No. 1

Office Administration and Establishments Code.–

This paper will be based on the following Chapters of Establishment Code:

Chapter II	–	Recruitment Procedure and Appointment.
Chapter III	–	Transfers
Chapter IV	–	Grant of Monthly Pay, Temporary Status, Permanent Status and pension ability,
Chapter V	–	Release, Reversion, and Termination of Employment,
Chapter VIII	–	Overtime, Holiday Pay and Allowances
Chapter XII	–	Leave
Chapter XIII	–	Railway Warrants
Chapter XIV	–	Travel on duty within the Island
Chapter XIX	–	Government Quarters
Chapter XLVII	–	General conduct and discipline

Syllabus for question paper No. 2.–

This paper will be based on the following Chapters of Financial Regulations:

- Chapter I*
 Estimates of Expenditure and Revenue.
 The Consolidated Fund, Annual Estimates, Variations of Estimates.
 (FRR. 1 to 68)
- Chapter III*
 Financial Management and Accountability
 Chief Accounting Officers, Accounting Officers, Revenue Officers, Authorization
 Approval, Certification, Delegation of Authority.
 (FRR. 124 to 147)

(B) Efficiency Bar Examination of Grade II “A”

This consists of two papers.

- i. Office Administration & Establishments Code (Two hours)
- ii. Financial Regulations (Two hours)

Syllabus of 1st paper :-

Office Administration & Establishments Code.

This paper will be based on the following Chapters of Establishments Code.

- | | | |
|----------------|---|--|
| Chapter XV | - | Travel abroad for study, training or on duty. |
| Chapter XVI | - | Holiday Travel. |
| Chapter XXIII | - | Special concessions and conditions regarding Officers suffering from certain types of illnesses. |
| Chapter XXIV | - | Salary loans/Advances. |
| Chapter XXV | - | Concessions to members of Trade Unions |
| Chapter XXVII | - | Channels of communication |
| Chapter XXVIII | - | Administrative Procedures |
| Chapter XXX | - | Right of Government over its officers. |
| Chapter XXXIII | - | Legal advice and legal actions |
| Chapter XLVII | - | General conduct and discipline |
| Chapter XLVIII | - | Rules of disciplinary procedure |

Circular issued on performance appraisal.

Syllabus for question paper No. 2-

This paper will be based on the following chapters of Financial Regulations.

- (1) Chapter VI.
Custody of Public Money etc., Imprests and Bank Accounts.
Security of Public Money, Boards of Survey, Bank Drafts, Bank Accounts.
(FRR. 315 to 396)
- (2) Chapter XIII.
Supplies, Work and Services.
Supplies/Purchasing, Stock verification, Procurement procedures, Contracts,
Tender Procedure

General conditions regarding the 1st & 2nd Efficiency Bar :

- i. The above examination will be conducted annually by the Department of Examinations
- ii. A Candidate will be required to obtain a minimum of 40 per cent of the marks in each paper for a pass.
- iii. Candidates may sit for the above separately.

APPENDIX ‘B’

Examination for promotion to Special Class

This Examination consists of two papers.

- i. Aptitude Test (1 1/2 Hours)
- ii. Management (2 1/2 Hours)

A candidate will be required to obtain at least 40 per cent for each paper for qualifying.

Syllabus for the Management Paper

- i. Principles of Management.
- ii. Functions of Management
 - * Planning
 - * Decision making
 - * Process of decision making
 - * Programming
 - * Staffing
 - * Monitoring
 - * Motivation
 - * Leadership
 - * Controlling
 - * Management Information System
- iii Participatory Management
- iv. Management Environment
- v. Case Studies

SCHEDULE “ C ”

Posts belonging to Sri Lanka Technological Service

<i>Department/Institution</i>	<i>Post</i>
1. Irrigation	Draughtsman Soil Surveyor Hydrological Assistant Hydrological Field Assistant Research Assistant Research Assistant (Gen) Drilling Assistant Soil Tester Soil Cartographer Mechanical Forman Work Supervisor Photographer
2. Meteorological	Meteorological Observer Meteorological Communicator Draughtsman Telecommunication and Radar Technician Laboratory Assistant
3. Valuation	Valuation Inspector
4. Buildings	Technical Officer (Civil/Electrical) Foreman (Mechanical/Electrical) Draughtsman
5. Government Factory	Mechanical Superintendent Draughtsman
6. Motor Traffic	Examiner of Motor Traffic Technical Assistant

<i>Department/Institution</i>	<i>Post</i>
7. Town and Country Planning	Inspector Draughtsman
8. Prison	Works Inspector Assistant Works Inspector Draughtsman
9. Survey	Draughtsman Air photographer Photogrammetrist Remote sensing Technician Typographer Litho Printer Process Technician Foreman Building supervisor Draughtsman
10. Commissioner of Land	Colonization Officer Senior works Superintendent Works supervisor Draughtsman
11. Land Settlement	Draughtsman Technical Officer
12. Agriculture	Agriculture Instructor Research Assistant Technical Officer Instructor Works Inspector/Building overseer Draughtsman Engineering Assistant Engineering Foreman Farm Mechanical Instructor Soil surveyor Land assessment officer Technical Assistant (film)
13. Agrarian Services	Draughtsman Technical Officer
14. Export Agriculture	Extension Officer Research Assistant
15. Animal Production and Health	Works Inspector Research Assistant Workshop Technician
16. Railway Department	Draughtsman Research Assistant Railway Engine Driver Railway Guard
17. Information Department	Technical Assistant
18. National Museum	Entomological Assistant Assistant Anthropologist Zoology Assistant Botany Assistant Geology Assistant

<i>Department/Institution</i>	<i>Post</i>
	Photographer Conservation Assistant Curator Assistant Curator
19. National Archives	Technical Assistant Photographer Building Maintenance Officer Technical Officer Assistant Photographer
20. National Zoological	Laboratory Technician Draughtsman Curator (animal/reptile/fish)
21. Archaeological	Technical Officer (Conservation Assistant) Draughtsman Photographer
22. Fisheries and Aquatic Resources	Engineering Assistants (Marine) Work supervisor Draughtsman
23. Aquatic Resources and Development	Engineering Assistant
24. National Institute of Fisheries Training	Instructor (Engine Class) Instructor in fishing gear
25. Cost Conservation	Chief Inspector of works Technical Assistant Hydrographic surveyor
26. Forest Conservation	Range Forest Officer Technical Assistant Foreman Research Assistant/Photographer Draughtsman
27. Textile Industries	Technical Officer
28. Technical Education and Training	Technical Officer Laboratory Assistant Factory Assistant
29. Inland Revenue	System Operator System Controller
30. Ministry of Justice	Works Inspector Draughtsman
31. Civil Aviation	Telecommunication Officer
32. Sri Lanka Air Force (Civil)	Draughtsman Technological Officer
33. Sri Lanka Navy (Civil)	Technical Officer (Buildings) Foreman Assistant Foreman Draughtsman

<i>Department/Institution</i>	<i>Post</i>
34. Sri Lanka Army Headquarters	Draughtsman
35. Government Analyst	Laboratory Assistant Photographer Technical Assistant
36. Labour	Building Overseer Research Assistant Draughtsman Finger Print Identifying Officer
37. Ministry of Public Administration	Technical Officer
38. Ministry of Policy Planning and Implementation	Draughtsman
39. Ministry of Education, Higher Education and Cultural	Designer Draughtsman School Building Inspector Technical Assistant
40. Census and Static's	Draughtsman
41. Health	Dispenser Public Health Field Assistant Workshop Foreman Orthopedic Workshop Technician Electro Maintenance Technicians Audiology Technician Cinema Technician
42. Provincial Councils	Technical Officer (Civil) Technical Officer (Mechanical) Technical Officer (Electrical) Draughtsman Farm Mechanical Instructor Colonization Officer Valuation Officer Senior Valuation Officer Valuation Inspector Laboratory Technician Dispenser Public Health Field Assistant
43. Wildlife	Draughtsman