



**මුදල්, ක්‍රමසම්පාදන සහ ආර්ථික සංවර්ධන අමාත්‍යාංශය**  
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**MINISTRY OF FINANCE, PLANNING AND ECONOMIC DEVELOPMENT**

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ශ්‍රී ලංකාව.

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The Secretariat, Colombo 01.  
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මගේ අංකය }  
 எனது இல. } DMS/Salary Revision/  
 My No. } 2025 - I

ඔබේ අංකය }  
 உமது இல. }  
 Your No. }

දිනය }  
 திகதி } 08.04.2025  
 Date }

Management Services Circular: 02/2025

Secretary,  
 Ministry of Justice and National Integration

**Revision of Salaries of the Chief justice and the Judges of the Superior Courts - 2025**

In line with the budget proposals for 2025, the Government has decided to implement new salary scales as detailed in Schedule I of this Circular, effective from 01.01.2025. These new salary scales will replace the existing salary scales granted under the Management Services Circular No. 02/2018 dated 02.04.2018, for the Chief Justice, the Judges of the Supreme Court and the President and the Judges of the Appeal Court. The new salary scales shall be implemented from 01.04.2025, as outlined in Schedule II of this circular.

**02. Conversion of the Salary**

- 02.1** Conversion of the salary from the existing salary scales to the new salary scales shall be executed on step to step basis. However, as the salary revision shall be implemented in three phases, the conversion of salaries shall strictly adhere to the conversion table provided in Schedule II.
- 02.2** Conversion Tables which have been prepared separately for salary scales mentioned in the Schedule I are shown in the Schedule II, to facilitate the preparation of salary conversion.
- 02.3** When the salary conversion is carried out, the applicable salary code under the existing salary structure as of 31.12.2024 shall be identified. Accordingly, the corresponding salary code mentioned in Schedule I of this Circular shall be determined and the relevant Conversion Table indicated in Schedule II shall be selected.
- 02.4** According to the Conversion Table selected as per 02.3 above, the officer shall be placed on the salary applicable to the salary step due on 01.01.2025 which is corresponding to the salary step applicable as at 31.12.2024. For this, the Salary Conversion Format attached as Annexure I to this Circular shall be applied.

- 02.5** The salary conversions to be made on 01.01.2026 and 01.01.2027, shall be strictly followed the same methodology outlined in 02.4 above. For this purpose, the amount payable and non-payable, as specified for each year in Schedule II, shall be applied. For this purpose, the salary conversion format in Annexure II shall be used accordingly.
- 02.6** In accordance with this circular, the amount payable and non-payable as of 01.01.2025, 01.01.2026 and 01.01.2027 until the full payment of the officer's basic salary is paid on 01.01.2027 are detailed in Schedule II of this circular, corresponding to each salary step of each salary scale.
- 02.7** The method used for salary calculations related to the table included in Schedule II is explained in Annexure III.

### **03. Calculation of Salary Increment**

- I. In the payment of annual salary increments earned during the years 2025 and 2026, the full annual salary increment shall be granted based on to the salary step to which the officer is entitled, as per Schedule I of this Circular. The officer's salary then shall be placed to the next salary step and payment shall be made in accordance with schedule II.
- II. In such cases, the details outlined in No. 4 in Annexure I and II shall be clearly indicated in the salary Increment Certificate of General 185.

### **04. Conversion of Salaries on Promotion**

According to this circular, if promotions occur, during the period when salary conversion is carried out under the phased system (from 01.04.2025 to 31.12.2026), the salary scales mentioned in schedule I shall be applied and the salary should be paid based on Schedule II.

### **05. Monthly Allowances paid as a Percentage / as a Calculation of the basic Salary**

- 05.1** Monthly pensionable allowance paid at 50% of the basic salary shall be revised with effect from 01.04.2025 in a manner that ensues no reduction in the monetary value received as given below. The basic salary mentioned in the Schedule I shall be applied for calculation of the allowance.

<b>Current Value</b>	<b>New Value</b>
50% of Basic Salary	28% of Basic Salary + Rs. 800/- (Monthly)

- 05.2** If any monthly allowances is paid as a percentage or/and part of the basic salary for officers upon due approval of the Cabinet of Ministers/ General Treasury/ Department of Management Services, the approval of the Department of Management Services should be obtained for the revised percentage values that should be made applicable as per salary structure mentioned in the Schedule 1 of this Circular. Until such approval is obtained, such allowances shall be paid on the basis of the last drawn basic salary pursuant to the Management Service Circular No. 01/2018. When request is made for such approval, the copies of the documents pertaining to the approval obtained for making the respective allowance shall also be submitted.

**06. Holiday Pay**

- 06.1** Holiday pay, which is equivalent to 1/20 of the monthly basic salary as per Section 10 of the Chapter VIII in the Establishments Code shall be calculated based on the basic salary mentioned in the Schedule 1 of this Circular, effective from 01.04.2025. An amount equivalent to 2/3 of the value so calculated, shall be paid as holiday pay
- 06.2** The entire amount of holiday pay mentioned in 06.1 above shall be paid once the public financial situation turns preferable.

**07. Other Allowances**

The Cost of living Allowance of Rs. 17,800/- which is paid monthly as per the Management Services Circular No. 01/2024 dated 12.01.2024, shall be continued.

**08. Pension**

- 08.1** Monthly pension of the officers, who had been in service on 01.01.2025 and retired after serving on 31.03.2025 as the last day or on a day prior to the above, shall be calculated based on the new salary scales indicated in Schedule I and the pension calculated in the above manner shall be paid from 01.07.2025. However, the monthly pension calculated as per Management Services Circular No. 02/2018 dated 02.04.2018 shall be paid to such officers until 30.06.2025. The pension gratuity of such officers who retire between 01.01.2025 and 31.03.2025 (inclusive of these two dates) shall not be revised based on the new salary scale.
- 08.2** The officers who retire on or after 01.04.2025 shall be paid pension based on the monthly basic salary, as per new salary scale indicated in Schedule I. However, the gratuity payable for the officers who retire during the phased period from

01.04.2025 to 31.12.2026 shall be calculated based on the monthly salary last drawn as per the Schedule II.

**08.3** The officers who retire between 01.01.2025 to 31.03.2025 shall be entitled to the undermentioned allowances with pension only up to 30.06.2025 and the officers who retire on or after 01.04.2025 are not entitled to the undermentioned allowances.

- I. Monthly allowance of Rs. 5,000/- payable in terms of Public Administration Circular No. 03/2022 dated 13.01.2022
- II. Special monthly interim allowance of Rs. 3,000/- payable in terms of Public Administration Circular No. 14/2024 dated 07.08.2024

**09. Contributions to Widows' /Widowers' and Orphans' Pension**

An amount equivalent to 8% of the monthly basic salary paid to the officers as per the Schedule II of this Circular should be recovered from all officers as contributions to Widows' /Widowers' and Orphans' Pension with effect from 01.04.2025.

**10. Date of Salary Increment**

There shall be no changes pertaining to the date of salary increment due to this salary revision.

**11. Granting Salary Increments beyond the Maximum of the Salary Scale**

The officers who have reached the maximum of a salary scale may be paid salary increments further up to the date of their retirement or until appointing to another post entitling them to another salary scale. 'Maximum of a salary scale' refers to the highest salary step of the respective scale.

**12. Combined Allowance**

Combined Allowance shall be paid in accordance with provisions available in the Establishments Code.

**13. General Instructions**

In determining the salary payable to an officer as of 01.01.2025 under this Circular, the relevant authorities shall ensure that the salary has been accurately adjusted and the salary conversion has been carried out in accordance with salary implemented on or after 01.01.2016.

**14. Payments in excess**

In the event that an officer is overpaid due to misinterpretation of these instructions or errors in documents or other errors in calculations or any other mistake, such officer is liable to return any excess payment.

**15. Clarification and Further instructions**

Requests for clarifications and further instructions pertinent to the provisions made in this Circular, if any, shall be addressed to the Director General, Department of Management Services, General Treasury, Colombo 01.

Sgd/ K.M. Mahinda Siriwardena  
Secretary to the Treasury and  
Secretary to the Minister of Finance, Planning and Economic Development

- Copies :
1. Secretary to the President
  2. Secretary to the Prime Minister
  3. Secretary to the Cabinet of Ministers
  4. Auditor General
  5. Secretary to the Ministry of Public Administration, Provincial Councils and Local Government
  6. Secretary, Judicial Service Commission
  7. Director General, Department of Pensions

Schedule **I** - New Salary Structure 2025

Schedule **II** - Salary Conversion Tables

Annexure **I** - Specimen Letter of Salary Conversion as at 01.01.2025

Annexure **II** - Specimen Letter of Salary Conversion as at 01.01.2026

Annexure **III** - Method of Calculation of Salaries applicable to the Tables in the Schedule III

**Salary Structure for Chief Justice & Judges in the Superior Courts  
2025**

**New Salary Structure for Chief Justice & Judges in Superior Courts - 2025**

No	Service Category	Salary Code	Initial step	Years	1st Slab	Maximum
1	Appeal Court Judges	JS 3 - 2025	239,000	5	12,200	300,000
2	Puisine Judges /President CA	JS 4 - 2025	248,000	5	12,600	311,000
3	Chief Justice	JS 5 - 2025	266,000	5	13,500	333,500

  
25.03.25

**M. D. I. B. Gamage**  
Director  
Department of Management Services  
General Treasury  
Colombo 01

### **New Salary Scales**

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

- |          |   |   |
|----------|---|---|
| Column 1 | - | Numbers of Years                                |
| Column 2 | - | Salary Steps on appointment and with promotions |

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Service Category	Appeal Court Judges	Preside Judges / President CA	Chief Justice
වැටුප් කේතය	JS 3 - 2025	JS 4 - 2025	JS 5 - 2025
Salary Code	JS 3 - 2025	JS 4 - 2025	JS 5 - 2025
1	2	2	2
	12,200	12,600	13,500
	5	5	5
1	239,000	248,000	266,000
2	251,200	260,600	279,500
3	263,400	273,200	293,000
4	275,600	285,800	306,500
5	287,800	298,400	320,000
6	300,000	311,000	333,500

  
25.03.25

**M. D. I. B. Gamage**  
Director  
Department of Management Services  
General Treasury  
Colombo 01

වැටුප් පරිවර්තන වගු

**Salary Conversion Tables**

**JS 3 - 2025 - Appeal Court Judges**

Salary Step	As at 2024.12.31 Basic Salary (Rs.)	As at 2025.01.01			As at 2026.01.01			As at 2027.01.01	
		Basic Salary (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)	Basic Salary (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)
1	135,000	239,000	69,300	169,700	239,000	34,650	204,350	-	239,000
2	141,750	251,200	73,115	178,085	251,200	36,558	214,643	-	251,200
3	148,500	263,400	76,930	186,470	263,400	38,465	224,935	-	263,400
4	155,250	275,600	80,745	194,855	275,600	40,373	235,228	-	275,600
5	162,000	287,800	84,560	203,240	287,800	42,280	245,520	-	287,800
6	168,750	300,000	88,375	211,625	300,000	44,188	255,813	-	300,000

  
25.03.25

**M. D. I. B. Gamage**  
Director  
Department of Management Services  
General Treasury  
Colombo 01

**JS 4 - 2025 - Puisne Judges/ President CA**


Salary Step	As at 2024.12.31 Basic Salary (Rs.)	As at 2025.01.01			As at 2026.01.01			As at 2027.01.01	
		Basic Salary (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)	Basic Salary (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)
1	140,000	248,000	72,100	175,900	248,000	36,050	211,950	-	248,000
2	147,000	260,600	76,020	184,580	260,600	38,010	222,590	-	260,600
3	154,000	273,200	79,940	193,260	273,200	39,970	233,230	-	273,200
4	161,000	285,800	83,860	201,940	285,800	41,930	243,870	-	285,800
5	168,000	298,400	87,780	210,620	298,400	43,890	254,510	-	298,400
6	175,000	311,000	91,700	219,300	311,000	45,850	265,150	-	311,000

  
25.03.25

**M. D. I. B. Gamage**  
Director  
Department of Management Services  
General Treasury  
Colombo 01

**JS 5 - 2025 - Chief Justice**

Salary Step	As at 2024.12.31 Basic Salary (Rs.)	As at 2025.01.01			As at 2026.01.01			As at 2027.01.01	
		Basic Salary (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)	Basic Salary (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)	Unpaid Amount (Rs.)	Paid Amount (Rs.)
1	150,000	266,000	77,700	188,300	266,000	38,850	227,150	-	266,000
2	157,500	279,500	81,900	197,600	279,500	40,950	238,550	-	279,500
3	165,000	293,000	86,100	206,900	293,000	43,050	249,950	-	293,000
4	172,500	306,500	90,300	216,200	306,500	45,150	261,350	-	306,500
5	180,000	320,000	94,500	225,500	320,000	47,250	272,750	-	320,000
6	187,500	333,500	98,700	234,800	333,500	49,350	284,150	-	333,500

  
25.03.25

**M. D. I. B. Gamage**  
Director  
Department of Management Services  
General Treasury  
Colombo 01

### Specimen Form for Salary Conversion

My No:

Date:

Name of the Officer :

Designation :

#### **Conversion of Salaries as at 01.01.2025 in terms of Management Services Circular No.**

#### **02/2025**

Your salary is converted as at 01.01.2025, in terms of the above Circular, as given below.

1. As at 31.12.2024 in accordance with the Classification in Management Services Circular No. 02/2018,

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

2. As at 01.01.2025 in accordance with the Classification in the Schedule I of Management Services Circular No. 02/2025,

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

3. In accordance with the salary in 2.(e) As per the Schedule II,

- (a) Amount non-payable as at 01.01.2025 :
- (b) Amount payable as at 01.01.2025 :

4. (a) Salary with the increment entitled as at ..... 2025 (2 (e) +Increment) :  
(subject to earning of the increment)  
(b) Accordingly, the amount non-payable as at .....2025 (As per Schedule II) :  
(subject to earning of the increment)  
(c) Accordingly, the amount payable as at .....2025 (As per Schedule II) :  
(subject to earning of the increment)
5. Date of completion of your Efficiency Bar / Increment date shall remain unchanged.
6. This conversion is subject to the recovery of any over payment, if disclosed made due to the incorrect classification or error in calculation or any other error.
7. This increase in salary shall be in effect from 01.01.2025 and implementation effective from 01.04.2025 without payment of salaries in arrears.

Prepared by:

Checked by:

Signature: .....

Signature: .....

Name: .....

Name: .....

Post: .....

Post: .....

Date: .....

Date: .....

Head of the Institution

Signature: .....

Name : .....

Post : .....

Date : .....

Official Stamp: .....

Copies : - 1. ....

2. ....

### Specimen Form for Salary Conversion

My No:

Date:

Name of the Officer :

Designation :

#### **Conversion of Salaries as at 01.01.2026 in terms of Management Services Circular No.**

#### **02/2025**

Your salary is converted as at 01.01.2026, in terms of the above Circular, as given below:

**1. As at 31.12.2025 in accordance with the Classification in Management Services**

Circular No. 02/2025,

- (a) Service Category :
- (b) Salary Code :
- (c) Salary Scale :
- (d) Salary Step as per the Schedule I :
- (e) Salary as per the Schedule I :
- (f) Date of Last Increment :

**2. As per the Schedule II,**

- (a) Amount non - payable as at 01.01.2026 :
- (b) Amount payable as at 01.01.2026 :

**3. (a) Salary with the increment entitled as at ..... 2026 (1 (e) +Increment)**

(subject to earning of the increment)

**(b) Accordingly, the amount non - payable as at .....2026 (As per Schedule II)**

(subject to earning of the increment)

**(c) Accordingly, the amount payable as at .....2026 (As per Schedule II) :**

(subject to earning of the increment)

**4. Salary payable as at 01.01.2027 :**

**5. Date of completion of your Efficiency Bar / Increment date shall remain unchanged.**

6. This conversion is subject to the recovery of any over payment, if disclosed made due to the incorrect classification or error in calculation or any other error.

Prepared by :

Checked by :

Signature : .....

Signature : .....

Name : .....

Name : .....

Post : .....

Post : .....

Date : .....

Date : .....

Head of the Institution

Signature : .....

Name : .....

Post : .....

Date : .....

Official Stamp : .....

Copies :- 1. ....

2. ....

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\* Salary mentioned under 4 (a) of the Salary Conversion Letter applicable as at 01.01.2025 or salary mentioned under 2 (e) of the Salary Conversion Letter if the salary increment is not earned.

**Method of Calculation applicable to the Tables in the Schedule (II)**

1. Increase in net salary, salary payable and salary unpayable during the year 2025 and 2026 have been calculated in accordance with instructions given in sub sections below.
  - 1.1 Calculating the difference between the basic salary drawn as at 31.12.2024 and the corresponding salary entitled as per new salary scale stipulated in this Circular
  - 1.2 Out of net increase in monthly salary calculated as per above 1.1, an amount of Rs. 5,000/- and additional 30% of the increase amount shall be paid effective from 01.04.2025 and 65% of the increase paid effective from 01.01.2026 while the entire salary increase shall be paid effective from 01.01.2027.
  - 1.3 Method of calculation of the salary payable and the salary unpayable for the year 2025 and 2026 as per net salary increase set out in 1.2 above is as follows:

Date of Payment	From the net increase in the salary	
	Amount payable monthly	Amount unpayable monthly
2025.04.01	Rs. 5,000/- + 30% of the increased amount exceeding Rs. 5,000) <i>i.e.</i> Rs. 5,000/- + [(Net increase in salary - Rs. 5,000/-) X 30%]	70% from the value after deducting Rs 5000/- from the net increase of the salary <i>i.e.</i> [(net increase of salary-Rs. 5000/-) x 70%]
2026.01.01	Rs. 5,000/- + 65% of the increased amount exceeding Rs. 5,000 <i>i.e.</i> Rs. 5,000/- +[(Net increase in n salary) – Rs. 5,000/-) x 65%]	35% from the amount received after deducting Rs. 5000/- from the net increase of the salary <i>i.e.</i> [(net increase of salary-Rs. 5000/-) x 35%]
2027.01.01	Total net increase (100%)	-