

**(Name of the Institute should be stated here)**

**SCHEME OF RECRUITMENT FOR THE POSTS IN THE EMPLOYEE  
CATEGORY OF “JUNIOR MANAGER”**

File No: .....

MSD File No: .....

**1. Employee Category:**

Junior Manager

**2. (a) Broad definition of the nature of functions assigned to the employees of the category:**

Administrative, Personnel Management, Financial Management Activities, and other similar activities post specifically delegated in a manner supplementary to and facilitating the discharging of duties by the Managers and Senior Managers of the Organization, subject to the supervision/ directions by the Managers / Senior Managers.

**(b) Posts falling within this service category :**

To be listed here.

**(c) Job Description**

To be stated here. (Attach a schedule if necessary)

**3. Nature of Appointment:**

Permanent with entitlement to Employees' Provident Fund and Employees' Trust Fund.

**4. Salary Scale, Efficiency Bar and Employment Structure**

**4.1 Salary Code and the Monthly Salary Scale of the employee category \***

**w.e.f. 01.01.2016**

JM 1-1 - 2016: Rs. [42,600 - 10 x 755 - 18 x 1,135 – 70,580]

JM 1-2 - 2016: Rs. [43,355 - 10 x 755 - 18 x 1,135 – 71,335]

**4.2 Structure of grades and the initial salary step applicable to each grade:**

Grade	Relevant Initial Salary Step	JM 1-1	JM 1-2
II	1 <sup>st</sup> Step	Rs.42,600	Rs.43,355
I	12 <sup>th</sup> Step	Rs.51,285	Rs.52,040

*\* Only the respective salary code and the salary scale approved by the DG MSD to be stated.*

However, till 01.01.2020 remunerations for all the recruitments and promotions should be in line with the schedule II of the MSD Circular No. 02/2016.

In every letter of appointment salary code, salary scale and the structure of grades should be mentioned. When promoting from one grade to another within each category it is not necessary to issue a fresh letter of appointment and issuing, a letter of promotion is sufficient.

**4.3 Cadre :** (To be listed here by designations/posts)

For the purpose of promotion from grade to grade within the employee category, all grades will be considered to be within a combined cadre. The cadre here means the approved total cadre for all grades under the employee category.

**4.4 Efficiency Bar:**

The Efficiency Bar Examination is a Written Examination.

All employees in this category,

**4.4.1** Should pass the 1<sup>st</sup> Efficiency Bar Test within 03 years from the date of appointment to the Grade II

**4.4.2** should pass the 2<sup>nd</sup> Efficiency Bar Test within 05 years from the date of promotion to the Grade I

**4.4.3** Relevant syllabus is given in the paragraph 8. If an officer fails to get through the efficiency bar test during the prescribed period, he/ she shall be dealt with in terms of provisions of the Establishment Code and the Manual of Procedure of the Institute.

**4.4.4** Efficiency Bar Examinations will be held once a year or as and when necessary.

**4.5** In addition to the above efficiency bar requirements, all employees should acquire proficiencies and competencies which will be prescribed by the Government from time to time.

**5. Recruitment to Junior Manager Category:**

**Qualifications:**

**External Candidates :-** (1 or 2 or 3 or 4 or 5 below)

1. A Degree in a relevant field for the post (the relevant Subject area should be mentioned) which is recognized by the U.G.C.
2. Having passed the Intermediate Examination of a recognized professional Chartered Institute, of which the subject area is relevant to the post

**3. (For a post related to Technical Field)**

Having obtained a certificate of proficiency not below than the National Vocational Qualification Level 7, issued by a Technical/Vocational training institute accepted by the Tertiary and Vocational Education Commission

**4. Having obtained a certificate of proficiency not below than the National Vocational Qualification Level 6, issued by a technical /vocational training institute accepted by the Tertiary and Vocational Education Commission**

AND

At least five (05) years post qualifying experience in a relevant field in a Corporation, Board or a Reputed Statutory Institution

**5. Having obtained a certificate of proficiency not below than the National Vocational Qualification Level 5, issued by a technical/vocational training institute accepted by the Tertiary and Vocational Education Commission.**

AND

At least ten (10) years post qualifying experience in a relevant field in a corporation, Board or a Reputed Statutory Institution.

**Internal Candidates (1 or 2 or 3 below)**

- 1.** Having obtained the qualifications required by the external candidates above.
- 2.** Completion of minimum five (05) years satisfactory service in a post of the 'Management Assistant-Non Technological' (MA1) Grade II, in the subject area relevant to the post.
- 3.** (For a post related to Technical Field)  
Completion of minimum five (05) years satisfactory service in a post of the 'Management Assistant -Technological' (MA2) Grade II, in the subject area relevant to the post.

**5.2 Age:**

Age should be not less than 22 years and not more than 45 years. The upper age limit will not apply to internal candidates.

### 5.3 Other:

*Every applicant,*

- i. Should be a citizen of Sri Lanka.
- ii. Should be physically and mentally fit to discharge the duties of the post well and to serve in any part of the Island.
- iii. Should be of excellent moral character.

### 5.4 Recruitment Procedure:

Recruitment will be done after calling applications through a public advertisement or a newspaper advertisement and on the results of a written competitive examination and/ or a structured interview conducted by a panel appointed by the appointing authority as determined by the Board of Directors.

- i. All recruitments to this category and the promotions within the category should be strictly in compliance with the provision of this Scheme of Recruitment.
- ii. The Manual of Procedures (M.O.P.) of the institution shall be applicable to terms of employment after recruitment and all matters pertaining to that.
- iii. The provision in this Scheme of Recruitment shall supersede the provision in the M.O.P. in respect of all matters provided in this Scheme of Recruitment.

#### 5.4.1 Written Competitive Examination: (Example)

Subjects for the examination are given below:

- Language Proficiency
- Aptitude Test
- Subject knowledge relevant to the post

#### **Language Proficiency:**

This paper will consist of questions to test the candidate's ability of expression, comprehension, spelling and knowledge in the application of rules of grammar.

#### **Aptitude Test:**

This paper will be designed to test the aptitude and ability of the candidate to perform his/ her official duties.

#### **Subject knowledge relevant to the post:**

This test is to assess the subject knowledge of the candidate relevant to the post.

Candidates should secure at least 40% of the marks allocated for each subject and an aggregate of at least of 50% of the total marks to pass the recruitment examination.

#### 5.4.2 **Interview: (Example)**

Marks allocated for the interview are as follows:

• Relevant additional experience	-	30 Marks
• Relevant additional qualifications	-	30 Marks
• Other achievements	-	15 Marks
• Performance at the interview	-	25 Marks
		-----
		100 Marks
		=====

- If selected through a written competitive examination and a structured interview final selection will be in the order of merit based on the aggregate of 60% of the marks obtained at the written examination and 40% of the marks obtained at the interview.
- If selected through a structured interview - appointments will be made purely in the order of merit at the interview.

**5.5** All recruitments to this category will be only to Grade II. Number of recruitments to be decided as per the number of vacancies within the category.

#### **5.6 Qualifying date:**

The applicant will be treated as qualified for application for a post only if he/ she has completed the necessary qualifications specified under 5.1, 5.2 and 5.3 before the closing date of applications.

#### **5.7 Confirmation**

An external candidate who is appointed to the Grade II of this category will be on probation for a period of three years from the date of assumption of duties. If his/ her performance and conduct is satisfactory during the period of probation, and on completion of the 1<sup>st</sup> Efficiency Bar Examination he/she will be confirmed in the post at the end of the period of probation. The persons recruited internally who have already been confirmed in a post will be subjected to an acting period of one year.

#### **5.8 Salary at Recruitment:**

Persons recruited externally will be placed at the initial step of the salary scale. The salary of persons recruited internally will be determined in terms of the provision in Chapter VII of the Establishment Code.

**6. Promotions:**

The promotional procedure, based on performance, shall be as follows:

**6.1 Promotion from Grade II to grade I of the category:**

**6.1.1. Average Performer**

**(a) Pre-requisites**

- Should have been confirmed in the post
- Should have completed a minimum of 10 years of service in Grade II and earned ten (10) salary increments
- Showing an average or above average performance according to the approved scheme of performance appraisal during a period of 10 years preceding the promotion
- Should have completed 05 years of satisfactory service preceding the promotion
- Should have achieved the necessary level of proficiency in second language.
- Successful completion of due Efficiency Bars.

**(b) Mode of Promotion:**

Through the application forms introduced by the employer, a request should be made by the qualified employees. Appointing authority, after verification of qualifications will take action to promote the qualified employees to Gr. I with effect from the qualifying date.

**7. Absorption of Incumbent Employees:**

Applicable only to employees who are in service by the date on which this Scheme of Recruitment comes into effect.

**7.1** All employees who are in the cadre of ..... (1) in the employee category of Junior Manager on the date on which this Scheme of Recruitment comes into effect and placed in the salary scale coded ..... (3) under MSD Circular No. 30 will be absorbed in to the respective grade of the employee category of Junior Manager in the manner set out below based on the grade in which the employees have been placed on the date on which this Scheme of Recruitment comes into effect in the salary scale coded ..... (4), in terms of the provisions in Clause 4 of Chapter VII of the Government Establishment Code.

7.2 \*The holders of the following posts in the cadre of ..... (1) in the employee category of ..... (2) to which the salary scale coded ..... (3) was applicable under the M.S.D. Circular No. 30, will be absorbed in to the employee category of Junior Manager and the salary scale coded .....(4), in terms of the provisions in clause 4 of Chapter VII of the Government Establishment Code with effect from the date on which this Scheme of Recruitment comes into effect.

.....  
(Names of the posts should be stated here)

7.3 However, the date of increment applicable to the respective employee will remain as it was before the absorption. Similarly, on the grounds that the salary step the respective employee is drawing currently is similar to the new salary step, he/ she should not be placed on the next higher salary step in terms of Clause 4.4 of Chapter VII of the Government Establishment Code.

7.4 The period of service will have to be counted with effect from the date of appointment to the respective grade.

***Legend***

1. Name of the Organization
2. Employee Category under M.S.D. 30 as at 01.01.2006
3. Salary scale Code under M.S.D. 30 as at 01.01.2006
4. Salary scale Code under restructuring

\* *To be included only when posts have been transferred from a different employee category/ salary code in re-structuring of the cadre*

(i) **JM 1.1 / JM 1.2 – Grade II #**

- a. Employees who have not completed a minimum of 10 years of service in a grade or a post, to which the salary steps applicable to Grade II of the JM 1.1/ JM 1.2 salary scale under MSD Circular No.30 have been assigned,
- b. Employees who have completed a minimum of 10 years of service in a grade/ post stated above, but not satisfied the conditions to be absorbed into Grade I,

will be absorbed into JM 1.1/ JM 1.2 – Grade II #

(ii) **JM 1.1/ JM 1.2 – Grade I #**

- a. Employees who have completed a minimum of 10 years of service in JM 1.1 / JM 1.2 Grade II and have satisfied the necessary requirements in terms of the Scheme of Recruitment effective before the date on which the new Scheme of Recruitment came into effect

**And**

- b. The employees holding a post to which the salary steps applicable to Gr. I in the JM 1.1/ JM 1.2 salary code are assigned by the MSD Circular No. 30.

will be absorbed into JM 1.1 / JM 1.2 – Grade I. #

*(# Only the respective salary code and the salary scale approved by the DG MSD to be stated.)*

**8. Syllabus for the Efficiency Bar Examination : (Example)**

**8.1** The Efficiency Bar Examination is a written test comprising the following subjects.

**8.1.1 First Efficiency Bar Examination (to be completed within 03 years from the date of appointment to Grade II)**

**Subjects**

- Office Systems
- Accounting Systems
- Subject knowledge

**Office Systems:**

This is to test whether the candidate has acquired an appropriate degree of knowledge of the Office Systems practiced in a Government Office and the candidate's ability to apply such knowledge, under real conditions meaningfully and fruitfully.

**Accounting Systems:**

This paper will be designed to gauge the knowledge and understanding of the candidate on the basic books of accounts and financial management maintained in a public office and the ability of the employee to apply the knowledge purposefully.

**Subject knowledge relevant to the post:**

This test is to assess the subject knowledge of the candidate relevant to the post.

Candidates should secure a minimum of 40% marks from this examination to pass the 1<sup>st</sup> Efficiency bar.

Candidates should pass this efficiency bar to be confirmed in the post.



### **8.1.2 Second Efficiency Bar Examination (to be completed within 05 years from the date of promotion to Grade I)**

#### **Subjects**

- Establishment Procedure
- Public Financial Management
- Subject knowledge relevant to the post

#### **Establishment Procedure:**

This paper will be designed to test the knowledge of the employee concerned in office procedure covering subjects such as principles of office procedure, importance of office procedures, written communication, filing methods and design of forms, as well as to evaluate the proficiency acquired by the employee through his/ her experience in office activities and to test the knowledge of the employee concerned about the contents of the Establishment Code and the contents of the Institutional Manual of Procedures.

#### **Public Financial Management**

This paper will be designed to evaluate the knowledge and understanding of the employee concerned in matters such as financial control as practiced in Government Offices, custody of money, income and payments, budgetary estimates and supplies, works and services and the basic knowledge in Board of Survey and Storekeeping.

#### **Subject knowledge relevant to the post:**

This will test the knowledge of the employee concerned about the procedural and legal amendments made in the relevant field during the period of service he/ she has been serving in relation to the subjects covered in the first efficiency bar examination and to evaluate the proficiency acquired by the candidate through his/ her experience in office activities.

Candidates should secure a minimum of 40% marks from this examination to pass the 2<sup>nd</sup> Efficiency bar.

8. Appointing authority will be the Board of Directors of the Institute.

#### **9. Definition:**

9.1 For all purposes arising out of this Scheme of Recruitment "Satisfactory Period of Service" means, a period of service during which all the due salary increments during the period immediately preceding the date of application for promotion, have been earned and not subjected to any punishment (other than a warning or a severe

warning) for any offence committed by the officer during the period.

**9.2** "Due Date" means the date on which this Scheme of Recruitment comes in to effect.

**Recommended the above Scheme of Recruitment**

**Date:** .....

**Signature of the Chief Executive Officer**  
(Official Seal)

**Recommended and forwarded for the approval**

**Date:** .....

**Signature of the Secretary of the Ministry**  
(Official Seal)

**Above Scheme of Recruitment is approved**

**Date:** .....

**Director General,**  
**Department of Management Services**