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MINISTRY OF FINANCE, PLANNING AND ECONOMIC DEVELOPMENT

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Management Services Circular No. 02/2026

Secretaries of Ministries
Chief Secretaries of Provincial Councils
Heads of Departments
Chairmen of Public Corporations, Statutory Boards and Fully State Owned Companies

Implementation Modality and Human Resource Utilization for Development Projects

This Circular provides guidelines on the implementation modalities, principles, and procedures for providing implementation support for development projects. It shall be effective from 01.04.2026, and upon the implementation, the Management Services Circular No. 01/2026 dated 02.02.2026 will be rescinded.

A "project" shall mean a planned set of inter related tasks to be executed over a specified period of time and within certain costs and other limitations to achieve a particular objective(s). The cost stipulated in the approval of the Cabinet of Ministers for the project is considered as the total cost of the project.

1. Project Prerequisites

1.1 A comprehensive project planning is required to be undertaken by the project Implementing Agency (PIA), addressing strategies of completing the project within the agreed timeframe, along with the required physical, financial, technical and human resources and their limitations. This plan should include well defined project stages including project monitoring and closure. Furthermore, during the project planning stage, due consideration should be given for clear identification of relevant risks, mitigation measures, local/ foreign fund requirements, operation and maintenance modalities and transfer of knowledge after the completion of the project.

1.1.1 It should be strictly adhered to the Project Readiness Criteria stipulated in the Circular MOFE&PD/ERD/2020/1 dated 12.02.2020 on "Ensuring Project Readiness for Effective Disbursement for Foreign/ Local Financing and Strengthening the Project Management" issued by Ministry of Finance, Economy and Policy Development.

1.1.2 Every project should be appraised by the Department of National Planning (NPD) and approval of the Cabinet of Ministers needs to be obtained as necessary.

1.1.3 Budgetary provisions from the Department of National Budget (NBD) are required for all projects financed through the national budget.

1.1.4 For all projects financed through foreign resources, concurrence from the Department of External Resources (ERD) is required to ensure the availability of the foreign financing.

1.1.5 The duration of the project should be more than one (01) year.

1.2 If the project is funded by foreign financing, whether by way of loan or grant, the following should be ensured.

1.2.1 The foreign funding component of the project should not be less than 60% of the total project cost. (The cost of foreign consultancy should not be more than 10% of foreign funds.)

1.2.2 The local funding component of the project should not exceed 40% of the total project cost, excluding the amount on account of local taxes, duties and land acquisition.

1.2.3 There should have an agreement executed between the Government of Sri Lanka and the relevant Funding Agency with regard to the project, facilitated by the ERD with a specific name assigned to the project for purposes of easy identification. The project name should reflect a local identity falling within the national policy.

1.3 Any project in which total cost estimate is more than US$ 5.0 million shall be considered as a project for the purpose of this circular. If the project is funded by domestic financing, the total cost of the project should not be less than US$ 5.0 million or equivalent to LKR.

1.4 In cases where the total project cost less than US$ 5.0 million, the necessity of establishing a separate project staff to implement the project shall be determined by a special committee appointed by the Secretary to the Treasury. This committee shall review factors such as the project's scope, complexity, total cost, sources of financing, and duration. The Committee shall be chaired by a Deputy Secretary to the Treasury. Its members shall comprise Director Generals/ Representatives from the following entities, together with a representative from the respective PIA.

Department of Management Services	(Member)
Department of National Budget	(Member)
Department of External Resources	(Member)
Department of National Planning	(Member)
Department of Project Management and Monitoring	(Member)
Finance Commission (If required)	(Member)

The Line Ministry and the Appointing Authority shall provide all relevant information to the Committee to expedite the process.

1.5 If the project cost is less than US$ 5.0 million, and above committee decides that a separate Project Staff is not required, an additional project cadre shall not be approved and the activities of such project should be managed within the approved cadre of the PIA.

2. Project Implementation Modality

2.1 Identification of the Cadre Requirement

2.1.1 No additional personnel should be recruited for any project of which the activities can be carried out by deploying the approved cadre of respective Implementing Agencies as part of their regular duties. The Department of Management Services (DMS) shall consider granting approval for the creation of cadre for a separate Project Management Unit (PMU) and/ or Project Implementation Unit (PIU) only when it is necessary to recruit a dedicated team to execute the project activities. However, relevant implementation agency may establish a separate designated unit/ units with agency's approved cadre to ensure smooth and timely implementation of project activities.

2.1.2 The entire staff requirement of a project and the period of service required from those staff etc. should be decided at the preparation/ fact finding/ pre- appraisal stage of a project by the relevant Line Ministry/ Provincial Council in consultation with the ERD, DMS and the related Donor Agency. Such information should be included in the related Project Appraisal Document/ Project Appraisal Manual.

2.2 Recruitment of the Project Staff

2.2.1 To ensure smooth and timely implementation of a project, an identified team consisting of Project Director and other staff subject to sub-section 2.1.1 may be appointed/ recruited prior to the signing of the Loan/ Grant Agreement if the approval has been granted by the Cabinet of Ministers of the project in respect of foreign funded projects, and immediately after the approval of the Cabinet of Ministers in respect of local funded projects as the case may be.

2.2.2 Project Director and the other essential staff for projects assisted through foreign financing may function before the Loan Agreement is signed, in order to undertake preparatory activities. In the case of local funded projects, the project Directors and the other essential staff may function soon after the budgetary provisions are approved. The period of service required from each position of the project staff shall be determined at the stage of project appraisal with the concurrence of the DMS.

2.2.3 The relevant Line Ministry/ Provincial Council should take necessary actions to secure budgetary provisions to meet the expenditure in respect of project staff.

2.2.4 It is the responsibility of the Implementing Agencies to utilize the knowledge and experience of their internal staff who have been engaged in implementation of development projects in the past to ensure the successful implementation of future development projects.

2.2.5 The PIA may obtain the services of experts, referred to as Project Experts (PEs) in fields such as Engineering, Procurement, Information Technology, Environment, Social or Safeguard aspects, Architectural Design and any other core areas relevant to the project. This is permissible with the approval of the relevant Line Ministry, only when the required expertise is not available within the Agency. The necessity of the PEs may vary from one agency to another depending on the scope of the project and the staff of the PIA.

The PIA may obtain the services of PEs subject to following conditions;

a) No PE can be recruited if such expertise is already available within the PIA.

b) Given the nature of the project and the specific knowledge and experience required to facilitate a smooth implementation, an Appointing Authority may appoint a PE to the post of Project Director. The Project Director is responsible for leading the project activities to achieve the expected results within the given timeframe. Such recruitment of an Expert Project Director should only occur when an official with the required knowledge and experience to lead the specific project is not available within the PIA.

c) Implementing Agencies are required to send their requests to obtain the service of PEs with the recommendation of the Secretary of the Line Ministry/ Chief Secretary of the Provincial Council to the DMS for approval. This request must include adequate justification for the necessity of such experts for the project.

d) An officer confirmed in the Public Service, Provincial Public Service (including Local Authorities), Public Corporations, Statutory Boards and

Fully State Owned Companies may be appointed as a PE subject to fulfilling the requirements specified in 2.3.3 and in Annexure 01.

2.2.6 Appointments to all posts, including the Project Director, shall be made only after calling applications through a public advertisement or a newspaper advertisement having allocated sufficient time. Recruitment shall be finalized through a structured interview process conducted by a panel appointed by the Appointing Authority. It shall be ensured that a sufficient number of applications are received before initiating the interview process. The composition of the Interview Panels is provided in Table 01.

Table 01

Category & Designation	Composition of the Interview Panel
A - Project Director	• Chairman - A Secretary of a Cabinet Ministry nominated by the Secretary to the Treasury • Member - The Secretary to the Line Ministry/ Chief Secretary to the relevant Provincial Council • Member - The Head of the PIA/ a member nominated by the Secretary to the Treasury if the Ministry is the PIA
B - Deputy Project Director **C** -Senior Engineer Procurement Specialist ICT Specialist or other similar officers **C1** - Finance Specialist Chief Internal Auditor	• Chairman - An Additional Secretary to the Line Ministry nominated by the Secretary to Line Ministry/ A Deputy Chief Secretary of the Provincial Council nominated by the Chief Secretary of the Provincial Council • Member - The Head of the PIA/ a member nominated by the Secretary to the Line Ministry if the Ministry is the PIA • Member - Project Director
D – Engineer Quantity Surveyor Other Similar Officers **D1** - Project Accountant Internal Auditor	• Chairman - An Additional Secretary to the Line Ministry nominated by the Secretary to Line Ministry/ A Deputy Chief Secretary of the Provincial Council nominated by the Chief Secretary of the Provincial Council • Member - The Head of the PIA/ a member nominated by the Secretary to the Line Ministry if the Ministry is the PIA • Member - Project Director
E - Senior Technical Officer, Senior Social Officer, Senior Environment Officer, Senior Procurement Officer, ICT Officer or other similar officers **F** - Procurement Officer, Project Officer,	• Chairman - Project Director • Member – A representative of the Secretary to the Line Ministry/ Chief Secretary of the Provincial Council • Member - A representative from the PIA/ a member nominated by the Secretary to the Line Ministry if the Ministry is the PIA

Resettlement/ Social Safeguard Officer, Technical Officer or other similar officers, Project Secretary **Supporting Staff** – Management Assistant, Driver, Office Aid or other similar officers	

2.2.7 The Appointing Authority and the Disciplinary Authority for the staff of a project by level of the salary/ category are shown in Table 02.

Table 02

Level of the Salary/ Category	Appointing Authority	Disciplinary Authority
A	The Secretary to the relevant Line Ministry/ Chief Secretary of the relevant Provincial Council	The Secretary to the relevant Ministry/ Chief Secretary of the relevant Provincial Council. When the officers are released from the Public Sector, the Disciplinary Authority shall be the relevant administrative and appointing authority of his/ her substantive post as appropriate.
B		
C & C1		
D & D1		
E	Project Director (in consultation with the Secretary to the relevant Line Ministry/ Chief Secretary of the relevant Provincial Council)	
F		
Supporting Staff		

2.2.8 Disciplinary matters shall be addressed in accordance with the Section 3 of the Public Financial Management Act No. 44 of 2024 and the provisions of the Establishments Code.

2.2.9 All appointments should be made on contract basis, initially for a period of one (01) year, with the possibility of annual renewal subject to satisfactory performance. Authority for the termination of employee contract shall be vested with the respective Appointing Authority.

2.2.10 Extensions of service of the project staff beyond three (03) years period need to be referred to the DMS for approval.

2.2.11 Secretary to the Line Ministry/ Chief Secretary of the Provincial Council shall ensure not to employ any member for the project staff, who is over 67 years of age. Any person above 64 years of age shall not be considered for recruitment in project. However, the maximum age of recruitment shall be decided considering the entire duration of the project period when and where necessary.

2.2.12 Educational, professional and vocational qualifications, experiences and competencies required for the Project Directors and the remaining project staff are given in Annexure 01. Educational, professional and vocational qualifications, experiences and competencies required for the posts which are not mentioned in Annexure 01, should be similar to the qualifications required for the parallel posts in the Public Sector.

2.2.13 The basic qualifications except for the experience mentioned in Annexure 01 for making recruitment for the technical posts of E & F categories are not applicable for the officers serving in similar posts in the Public Sector and such recruitments should be made having considered the experience obtained by the relevant public officer as per Annexure 01 in this circular.

2.3 Appointments from the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and Fully State Owned Companies are as follows;

2.3.1 An officer confirmed in the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and Fully State Owned Companies, if released under sub-section 2.3.3(a) and 2.3.3 (b) and 2.3.3 (c) hereof cannot serve more than one project at a given period of time.

2.3.2 Emphasis should be given to employ Public Employees in projects without hindering the duties of the substantive post of the relevant officer.

2.3.3 An officer confirmed in the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and Fully State Owned Companies may be appointed to a project on the basis of one of the following arrangements subject to fulfilling the requirements specified in Annexure 01.

(a) Release on full time basis on the need of Government

An officer confirmed in the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and Fully State Owned Companies may be temporarily released from the substantive post to serve in a project on the need of the Government for not more than five (05) years, subject to the approval of the relevant Appointing Authority of the substantive post.

(b) Release on full time basis on no-pay leave

An officer confirmed in the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and fully State Owned Companies is temporarily released from the substantive

post to serve in a project upon a request made by the officer. Such officer shall be granted no-pay leave for a period not exceeding five (05) years, subject to the approval of the relevant Appointing Authority of the substantive post. The requirement to serve any obligatory period of service is applicable for such an officer.

(c) Release on acting basis

An officer confirmed in the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and fully State Owned Companies while serving in his/ her substantive post may be released to serve in a project on acting basis. For any project, the activities may be carried out by deploying the existing staff of the Line Ministry/ PIA on acting basis.

2.3.4 The Project Director should always be appointed on full-time basis.

2.4 The procedure for recruitment of consultants shall be governed by the conditions of the Loan/ Grant Agreement of each project and/ or the Procurement Guidelines.

2.5 If a special service is required to be obtained for a project (not applicable for consultancy) for a period of less than six months from an officer serving in the Public Sector (e.g.:- Soil Testing, Surveying etc.), prior approval shall be obtained from the DMS and the provisions stipulated in the sub-section 2.3.1 shall not be applicable for them. The panel for the selection of such an officer shall be headed by the head of the PIA and shall consist of a representative from the Line Ministry/ Provincial Council and the Project Director.

3. Remuneration Management

3.1 Remuneration of officers released from the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards/ Fully State Owned Companies should be as follows.

(a) On fulltime basis under sub-section 2.3.3 (a)

The basic salary of the officer's substantive post plus an allowance of 50% of the basic salary of his/ her current post in the project not exceeding 150% of the salary given in Annexure 02.

(b) On no – pay leave under sub-section 2.3.3 (b)

The salary of the officer shall be paid as per Annexure 02. Salary of the supporting staff of the project should be calculated based on the provisions stipulated in sub-section 3.2.3.

(c) On acting basis under the sub-section 2.3.3 (c)

Officer shall be paid an allowance of one third (1/3) of the salary of his/ her current post in the project, not exceeding 150% of the salary given in Annexure 02.

3.2 Salary of the Project Staff

3.2.1 Fixed Salary of the project staff shall be as indicated in Annexure 02. In addition to the salaries mentioned in Annexure 02, only allowances that may be paid are the Cost of Living Allowance (COLA) and the allowances granted under this circular. When retired officers are employed from the Public Service or Provincial Public Service, only the balance amount of the COLA shall be paid after deducting the amount paid with the pension. The officers released under sub-section 2.3.3 (a) shall be entitled to the allowances paid under the Public Administration Circulars and Management Services Circulars and any other allowances formally approved by the Ministry in-charge of the subject of Public Administration/ DMS, provided that such allowances are applicable to the substantive post of the officer.

3.2.2 All project staff should be placed at the initial step of the given salary range upon recruitment and the salary shall be increased within the given range based on the performance. In the event that the duration of the Project is extended beyond three (03) years, the officer concerned shall continue to be paid the last drawn salary as at the completion of the initial three-year period. No annual salary increments or revisions shall be granted for the project staff, including the supportive staff, after the completion of the said three (03) years. The last drawn salary shall remain unchanged and shall continue to be paid until the termination of the Project.

3.2.3 Salaries for the posts which are not mentioned in Annexure 02 should be determined based on the initial step of the relevant salary scale at the recruitment level of a similar post in the Public Sector and the allowances entitled to such posts plus 50% of the initial salary entitled to the said post. Salary increments to such a post should be based on the salary increments of similar posts in the Public Sector.

3.2.4 Placement of the incumbent officers in the new salary step shall be done on the basis of section 7 and the period served by each person. A renewed contract shall be signed for the balanced period of the existing agreement.
1st Year – At the initial point of the given salary range
2nd Year – At the mid- point of the given salary range
3rd Year – At the maximum point of the given salary range.

3.2.5 Administrative cost of the project, including salaries and other allowances related project staff should be separately stipulated in the Total Project Cost and clearly stated in the annual budget estimates over the project period. No cost relating to project staff or any other administrative expenses may be included in the foreign loan 'or grant unless it is specifically approved by the ERD considering the exigencies of such request.

3.3 Payment of Tax

Advance Personal Income Tax (APIT) or any other applicable taxes that are payable by the project staff are subject to the provisions of prevailing laws/ regulations.

3.4 Employee Provident Fund (EPF), Employees' Trust Fund (ETF) and Widows' and Orphans' Pension (W&OP) Contribution

3.4.1 EPF and ETF with regard to project staff is payable, based on prevailing laws/ regulations.

3.4.2 The staff of the PMU/ PIU recruited from outside the Public Service/ the Provincial Public Service including Local Authorities and staff recruited in terms of sub-section 2.3.3 (b) should contribute to the EPF. The employers' contribution to the EPF and ETF shall be made in terms of the relevant laws.

3.4.3 The project staff appointed from the Public Service/ the Provincial Public Service including Local Authorities, in terms of sub-section 2.3.3 (a) and (c) should continue to make his/ her W&OP contribution.

3.4.4 Employer should pay 25% of the consolidated salary of the substantive post to the Department of Pensions as contribution to pension of the Public Officers released to a Project under sub-section 2.3.3 (a).

3.5 Payment of gratuity shall be made in line with the provisions of the "Payment of Gratuity Act No. 12 of 1983" upon termination of the project employment.

3.6 Authorized Recoveries

Authorized recoveries, such as installments of loans and advances taken at the time of serving in the substantive post by the officers, who have been released to projects on no-pay basis from the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and Fully State Owned Companies should be continued to be recovered in appropriate installments and be remitted suitably to ensure timely recoveries.

4. Other Benefits

4.1 There shall be an advance payment provided for the project staff if they travel outstation on official visit, on reimbursement basis (instead of subsistence allowance). The Project Director should ensure that only those essential officers shall be sent on such visits. The reimbursement shall be made subject to a maximum of Rs. 7,000/- per day, including meals and accommodation subject to the verification of bills.

4.2 Actual reasonable cost of accommodation and meals shall be paid in the event any project staff is called upon to travel outstation along with any official foreign delegation on an official visit. Hereto, the Project Director should ensure that only those essential officials shall be sent on such visits and such payments shall be brought to the attention of the Project Steering Committee (PSC).

4.3 Project staff shall not be entitled to any leave encashment, medical leave encashment, bonus or any other incentive schemes including entitlements applicable for their substantive posts except the project staff appointed from the Public Service/ the Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and fully State Owned Companies in terms of sub-section 2.3.3(c).

4.4 Overtime payments shall be calculated at the rate of 1:1 per hour.

4.5 An officer who is approved to work on a holiday in connection with essential and urgent work shall be paid holiday payments subject to the following conditions.

i. He/ She should work for not less than eight (08) hours per day.
ii. Prior approval should be obtained from the Secretary of the relevant Line Ministry/ Chief Secretary of the Provincial Council to work on a holiday.
iii. The Secretary of the Line Ministry/ Chief Secretary of the Provincial Council should decide the number of days for which the holiday payments are made on the basis of urgency of work.

Table 03 shows the eligible payments for a holiday.

Table 03

Salary Level	Amount (Rs.)
A	8,000
B	7,200
C & C1	6,400
D & D1	5,600
E	4,800
F	4,000

4.6 Where a situation of essential continuation of construction work occurs beyond the normal forty five (45) working hours, the Engineers and the relevant Technical Officers supervising such work shall be entitled to overtime payment for a maximum of forty (40) hours per month, subject to prior approval from the Secretary of the relevant Line Ministry/ Chief Secretary of the Provincial Council.

4.7 The Project Director shall be assigned a vehicle and a driver. He/ She shall be entitled to a fuel allocation of 165 liters for a vehicle per month or if he/ she appointed from the Public Service/ Provincial Public Service including Local Authorities/ Public Corporations/ Statutory Boards and Fully State Owned Companies, he/ she shall be entitled to a fuel allocation of his/ her substantive post. Additional fuel requirement for project visits should be approved by the Secretary of the relevant Line Ministry/ Chief Secretary of the Provincial Council.

4.8 Transport facilities for the official visits could be provided to project officials, who are entitled to B, C & C1 levels of salary, by the project office, subject to the project requirement and availability of vehicles. However, depending on the project requirement and availability of vehicles for the remaining staff of the project, group transport could be provided by the Project Office for the official visits on prior approval from the PIA. No allowance is paid in lieu of transport facility for any officer of the Project.

4.9 The Project Officials in salary levels from A to D are entitled to a Communication Allowance. The following table illustrates the eligible monthly allowance of communication.

Table 04

Salary Level	Amount (Rs.)
A	8,000
B	7,000
C & C1	5,000
D & D1	3,000

5. Leave

Leave for project staff appointed or recruited from the Public Service, Provincial Public Service (including Local Authorities), Public Corporations, Statutory Boards, and Fully State-Owned Companies in terms of sub-section 2.3.3 (a) and (b), as well as for staff recruited from outside the Public Service, shall be governed by the following provisions, under which each officer shall be entitled to fourteen (14) days of annual leave and seven (07) days of casual leave in respect of each calendar year, in addition all public holidays declared under the provisions of the Holidays Act No 29 of 1971. In the case of Medical Leave, the rules and regulations of the PIA shall be applicable. The normal working period should be 45 hours per week.

6. Training (applicable only to projects assisted through foreign financing)

6.1 Project staff is allowed for one short term training of which the duration is less than one month. The PSC may recommend this training on grounds that it is necessary to carry out duties of the project. However, budgetary provision should be included and made available for such trainings within the project cost.

6.2 Selections should be strictly based on project needs ensuring that the project activities are not affected as a result of officers being away on training.

6.3 Resources allocated for a project should be solely utilized for the intended project activities to derive desired project benefits. Thus, payments for training of project staff and Capacity Building Programs should be separately stipulated in the Total Project Cost. Specific prior approval from the NPD is required to include a Capacity Building Program.

7. Performance Appraisal

7.1 All members of the project staff shall be subjected to an Annual Performance Appraisal. The grant of annual salary increments and/or the continuation in employment shall be determined strictly on the basis of the individual performance evaluation of the officer concerned. Where the performance of an officer is assessed as unsatisfactory at any stage, the contract of employment may be terminated in accordance with the terms and conditions stipulated in the contract.

7.2 Job Descriptions for each position should be prepared, and clear performance indicators identified accordingly. Performance evaluation shall be carried out based on the assessment of the established Key Performance Indicators (KPIs).

7.3 PIA is responsible for establishing an appropriate performance evaluation mechanism in accordance with the guidelines issue by the General Treasury. It is mandatory for the PIA to develop and maintain a digitalized performance tracking system to monitor performance of the project staff. This should be carried out in coordination with the Ministry of Digital Economy, utilizing the recurrent expenditure allocated for the project staff with the concurrence of the relevant Line Ministry. This system shall facilitate the systematic execution and control of project activities by ensuring effective coordination, optimal resource utilization, and continuous progress tracking to achieve the desired project objectives efficiently.

8. Project Steering Committee (PSC)

8.1 The Secretary to the line Ministry/ Chief Secretary of the Provincial Council should establish a Steering Committee for each project.

8.2 The PSC should be chaired by the Secretary to the Line Ministry/ Chief Secretary of the Provincial Council or a Senior Officer of such Ministry/ Provincial Council nominated by the Secretary/ Chief Secretary. The Committee shall consist of an officer representing the Ministry of Finance, nominated by the Secretary to the Treasury, and the Director General of NPD, the Director General of ERD, the Director General of Department of Project Management and Monitoring (DPMM), the Director General of DMS and the Director General of NBD or their representatives nominated by them.

8.3 The Secretary to the Line Ministry/ Chief Secretary of the Provincial Council shall ensure that the PSC would meet at least once in two (02) months.

8.4 The payment of allowances to the members of the PSC for the participation in the meetings of the Committee shall be as shown in Table 05. The project staff is not entitled to this payment.

Table 05

Project Value	**Above US$ 05 million and less than US$ 25 million or its equivalent**	**Above US$ 25 million and less than US$ 200 million or its equivalent**	**Over US$ 200 million or its equivalent**
Sitting Allowance	Rs.3,000	Rs.4,000	Rs.5,000

9. General Conditions

9.1 All Secretaries of the Line Ministries, Chief Secretaries of Provincial Councils, Heads of Departments and Chairmen of Public Corporations, Statutory Boards and Fully State Owned Companies have to ensure that no PMUs are continued without proper approvals as per the conditions of this circular.

9.2 The existing projects established under DMS Circular No. 01/2019 and 01/2026 shall comply with the provisions of this Circular for all matters relating to their future continuation, as applicable. Officers whose salaries have been determined in terms of the DMS Circular No 01/2026 shall be absorbed into this circular, subject to the qualifications and relevant provisions stipulated herein, and their salaries shall be adjusted in accordance with Annexure 02.

9.3 The Secretary to the respective Ministry/ Chief Secretary of the Provincial Council shall be the Chief Accounting Officer while the Project Director shall be the Accounting Officer of the Project. They shall bear the overall responsibility for timely and successful implementation of the projects falling within the purview of the respective Ministry/ Provincial Council.

9.4 The Project Director shall be made liable to be surcharged for any cost of time overrun of projects unless it is established that such overrun is due to reasons beyond his control. Any possible delays in the implementations should be brought to the notice of Ministry of Finance through the relevant Secretary/ Chief Secretary in writing. In the case of time overrun, the surcharge shall be 5% of the salary of the project staff during first 12 month of overrun, 10% of the salary during the period between 13th to 24th months and 25% of the salary for any time of overrun greater than 24 months. The surcharge in respect of cost overrun has to be determined by the Secretary to the Line Ministry/ Chief Secretary of the Provincial Council in consultation with the PSC.

9.5 It is required that a provision may be included in the appointment letter of the project personnel, stating that the relevant project appointment may be terminated with one-month prior notice by the Appointing Authority due to the end of the project, end of service requirements or any other matter as decided by the relevant Appointing Authority.

9.6 Internal Audit function needs to be carried out under the supervision of the Secretary to the Line Ministry/ Chief Secretary of the Provincial Council to ensure independence and impartiality of Auditing.

10. In case of an excess payment made to any person as a result of misinterpretation of these instructions or miscalculations, such person is personally liable to refund the excess amount so paid and the Appointing Authority should immediately take measures to recover such amount from the persons concerned. It is the responsibility of the Finance Specialist/ Accountants to take actions in order to avoid such errors.

11. Please contact the DMS (Tel. 011 2484640) for any further clarifications regarding this circular.

12. This circular is issued as per the decision of the Cabinet of Ministers dated 23rd March 2026.

Dr. Harshana Suriyapperuma
Secretary to the Treasury and
Secretary to the Ministry 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, Public Service Commission

Annexure 01
Basic Qualifications

Category	Above US$ 05 million and less than US$ 25 million or its equivalent	Above US$ 25 million and less than US$ 200 million or its equivalent	Over US$ 200 million or its equivalent
Category A - Project Director	**(1 or 2 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) in the relevant field/ An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 08 years of experience in the relevant field at a managerial level, out of which 04 years should be at a senior managerial level. **02.** Corporate/ Fellow Membership obtained from a recognized professional body in the relevant field with At least 06 years of experience in the relevant field at a managerial level, out of which 03 years should be at a senior managerial level.	**(1 or 2 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) in the relevant field/ An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 10 years of experience in the relevant field at a managerial level, out of which 05 years should be at a senior managerial level. **02.** Corporate/ Fellow Membership obtained from a recognized professional body in the relevant field with At least 08 years of experience in the relevant field at a managerial level, out of which 04 years should be at a senior managerial level.	**(1 or 2 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) in the relevant field/ An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 12 years of experience in the relevant field at a managerial level, out of which 06 years should be at a senior managerial level. **02.** Corporate/ Fellow Membership obtained from a recognized professional body in the relevant field with At least 10 years of experience in the relevant field at a managerial level, out of which 05 years should be at a senior managerial level.
Category B - Deputy Project Director	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) in the relevant field/ An Associate	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) in the relevant field/ An Associate	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) in the relevant field/ An Associate

	Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 07 years of experience in the relevant field at a managerial level, out of which 03 years should be in a senior managerial level. **02.** Corporate/ Fellow Membership obtained from a recognized professional body in the relevant field with At least 05 years' experience in managerial level, out of which 02 years should be in the senior managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 02 years of experience in the Class I post or a similar status in the relevant field.	Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 09 years of experience in the relevant field at a managerial level, out of which 04 years should be in a senior managerial level. **02.** Corporate/ Fellow Membership obtained from a recognized professional body in the relevant field with At least 07 years' experience in managerial level, out of which 03 years should be in the senior managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 03 years of experience in the Class I post or a similar status in the relevant field.	Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 11 years of experience in the relevant field at a managerial level, out of which 05 years should be in a senior managerial level. **02.** Corporate/ Fellow Membership obtained from a recognized professional body in the relevant field with At least 09 years' experience in managerial level, out of which 04 years should be in the senior managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 04 years of experience in the Class I post or a similar status in the relevant field.
Category C- Senior Engineer or Other Similar Officers	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field.	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field.	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field.

	and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 06 years of experience in the relevant field at a managerial level. **02.** Corporate Membership/ similar professional qualification obtained from a recognized professional body in the relevant field with At least 04 years of experience in the relevant field at a managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 01 year of experience in the Class I post or a similar status in the relevant field.	and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 08 years of experience in the relevant field at a managerial level. **02.** Corporate Membership/ similar professional qualification obtained from a recognized professional body in the relevant field with At least 06 years of experience in the relevant field at a managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 02 year of experience in the Class I post or a similar status in the relevant field.	and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 10 years of experience in the relevant field at a managerial level. **02.** Corporate Membership/ similar professional qualification obtained from a recognized professional body in the relevant field with At least 08 years of experience in the relevant field at a managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 03 year of experience in the Class I post or a similar status in the relevant field.
Procurement Specialist, ICT Specialist or Other Similar Officers in Category C	**(1 or 2 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership or	**(1 or 2 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership	**(1 or 2 below)** **01.** A Bachelor's Degree in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ An Associate Membership

	a similar professional qualification obtained from a recognized professional body in the relevant field/ A membership of Professional Computing Association and Certification related to Computing and Project Management (For IT Specialist). with At least 06 years of experience in the relevant field at a managerial level. **02.** Class I officer of a government All-Island Services or a similar status in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field. with At least 01 years of experience in the Class I post or a similar status in the relevant field.	or a similar professional qualification obtained from a recognized professional body in the relevant field/ A membership of Professional Computing Association and Certification related to Computing and Project Management(For IT Specialist). with At least 08 years of experience in the relevant field at a managerial level. **02.** Class I officer of a government All-Island Services or a similar status in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field. with At least 02 years of experience in the Class I post or a similar status in the relevant field.	or a similar professional qualification obtained from a recognized professional body in the relevant field/ A membership of Professional Computing Association and Certification related to Computing and Project Management(For IT Specialist). with At least 10 years of experience in the relevant field at a managerial level. **02.** Class I officer of a government All-Island Services or a similar status in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field. with At least 03 years of experience in the Class I post or a similar status in the relevant field.
Category C1 - Finance Specialist, Chief Internal Auditor	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field. and An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 06 years of experience in the relevant field at a managerial level. **02.** Fellow Membership/ A similar professional qualification in the	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field. and An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 08 years of experience in the relevant field at a managerial level. **02.** Fellow Membership/ A similar professional qualification in the	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree in the relevant field. and An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 10 years of experience in the relevant field at a managerial level. **02.** Fellow Membership/ A similar professional qualification in the

	relevant field obtained from a recognized professional body. with At least 04 years of experience in the relevant field at a managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant filed. and An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 01 year of experience in the Class I post or a similar status in the relevant field.	relevant field obtained from a recognized professional body. with At least 06 years of experience in the relevant field at a managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant filed. and An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 02 year of experience in the Class I post or a similar status in the relevant field.	relevant field obtained from a recognized professional body. with At least 08 years of experience in the relevant field at a managerial level. **03.** Class I officer of a government All-Island Services or a similar status in the relevant filed. and An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 03 year of experience in the Class I post or a similar status in the relevant field.
Category D – Engineer (I), Quantity Surveyor or Other Similar Officers	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 05 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 06 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 07 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or

	similar status in the relevant filed. and At least 05 years of experience in Class II/III post or a similar status in the relevant field.	similar status in the relevant filed. and At least 06 years of experience in Class II/III post or a similar status in the relevant field.	similar status in the relevant filed. and At least 07 years of experience in Class II/III post or a similar status in the relevant field.
Engineer (II)	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 02 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 03 years of experience in Class II/III post or a similar status in the relevant field.	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 03 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 04 years of experience in Class II/III post or a similar status in the relevant field.	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 04 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 05 years of experience in Class II/III post or a similar status in the relevant field.
Engineer (III)	**(1 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and	**(1 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and	**(1 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and

	Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field.	Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field.	Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field.
Other Similar Officers in Category D	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 05 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 05 years of experience in Class II/III post or a similar status in the relevant field.	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 06 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 06 years of experience in Class II/III post or a similar status in the relevant field.	**(1 or 2 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and A Postgraduate Degree (Masters) Qualification in the relevant field/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 07 years of experience in the relevant field. **02.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 07 years of experience in Class II/III post or a similar status in the relevant field.
Category D1 – Project Accountant, Internal Auditor	**(1 or 2 or 3 below)** **01** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. and

	Passed the Licentiate II/ Intermediate Examination/ Certificate II in Accounting and Business/ Business Level Examination/ Corporate Level Examination or a higher examination of the Institute of Chartered Accountants or a similar professional qualification from a recognized professional body in the field. with At least 05 years of post-qualifying experience in the relevant field. **02.** An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 02 years of experience in the relevant field. **03.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 05 years of experience in Class II/III post or a similar status in the relevant field.	Passed the Licentiate II/ Intermediate Examination/ Certificate II in Accounting and Business/ Business Level Examination/ Corporate Level Examination or a higher examination of the Institute of Chartered Accountants or a similar professional qualification from a recognized professional body in the field. with At least 06 years of post-qualifying experience in the relevant field. **02.** An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 03 years of experience in the relevant field. **03.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 06 years of experience in Class II/III post or a similar status in the relevant field.	Passed the Licentiate II/ Intermediate Examination/ Certificate II in Accounting and Business/ Business Level Examination/ Corporate Level Examination or a higher examination of the Institute of Chartered Accountants or a similar professional qualification from a recognized professional body in the field. with At least 07 years of post-qualifying experience in the relevant field. **02.** An Associate Membership/ A similar professional qualification obtained from a recognized professional body in the relevant field. with At least 04 years of experience in the relevant field. **03.** Class II/III or above officer of a government All-Island Services or similar status in the relevant filed. with At least 07 years of experience in Class II/III post or a similar status in the relevant field.
Category E - Senior Technical Officer, Senior Social Officer, Senior Environment Officer,	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or

Senior Procurement Officer, ICT Officer or Other Similar Senior Officers	A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 02 years of experience in the required area of specialization. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 05 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 08 years of experience in the required area of specialization.	A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 03 years of experience in the required area of specialization. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 06 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 09 years of experience in the required area of specialization.	A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 04 years of experience in the required area of specialization. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 07 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 10 years of experience in the required area of specialization.

Category F - Technical Officer(I), Project Officer Procurement Officer, Resettlement/ Social Safeguard Officer or Other Similar Officers in Junior Managerial Category	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 01 year of experience in the required area of specialization. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 04 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 02 years of experience in the required area of specialization. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 05 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 03 years of experience in the required area of specialization. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 06 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to

	the technical field of the post. and At least 07 years of experience in the required area of specialization.	the technical field of the post. and At least 08 years of experience in the required area of specialization.	the technical field of the post. and At least 09 years of experience in the required area of specialization.
Category F - Technical Officer (II)	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 03 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 03 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and	**(1 or 2 or 3 below)** **01.** A Bachelor's Degree/ A qualification recognized by the University Grants Commission as an equivalent qualification to a degree in the relevant field. or A certificate of proficiency not below than the National Vocational Qualification Level 7 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. **02.** A certificate of proficiency not below than the National Vocational Qualification Level 6 issued by a Technical/ Vocational Training Institute accepted by Tertiary and Vocational Education Commission, relevant to the technical field of the post. and At least 03 years of experience in the required area of specialization. **03.** A certificate of proficiency not below than the National Vocational Qualification Level 5 issued by a Technical/ Vocational Training Institute accepted by Tertiary and

	Vocational Education Commission, relevant to the technical field of the post. and At least 06 years of experience in the required area of specialization.	Vocational Education Commission, relevant to the technical field of the post. and At least 06 years of experience in the required area of specialization.	Vocational Education Commission, relevant to the technical field of the post. and At least 06 years of experience in the required area of specialization.
Category F - Project Secretary	**(01 or 2 below)** **01.** Passed the G.C.E. (O/L) examination in six (6) subjects with four (4) credit passes including English and Sinhala/ Tamil Language and, passed three (3) subjects (other than the General Paper) at the G.C.E (A/L) Examination. and A secretarial course from a recognized institution or pursuing examinations leading to Chartered Secretary. with At least 02 years of experience in relevant field. **02.** A Chartered Secretary with at least 02 years of experience in the relevant field.	**(1 or 2 below)** **01.** Passed the G.C.E. (O/L) examination in six (6) subjects with four (4) credit passes including English and Sinhala/ Tamil Language and, passed three (3) subjects (other than the General Paper) at the G.C.E (A/L) Examination. and A secretarial course from a recognized institution or pursuing examinations leading to Chartered Secretary. with At least 03 years of experience in relevant field. **02.** A Chartered Secretary with at least 03 years of experience in the relevant field.	**(1 or 2 below)** **01.** Passed the G.C.E. (O/L) examination in six (6) subjects with four (4) credit passes including English and Sinhala/Tamil Language and, passed three (3) subjects (other than the General Paper) at the G.C.E (A/L) Examination. and A secretarial course from a recognized institution or pursuing examinations leading to Chartered Secretary. with At least 04 years of experience in relevant field. **02.** A Chartered Secretary with at least 04 years of experience in the relevant field.

Note:
The following conditions are applied to the "Bachelor's Degree" and "Postgraduate Degree" mentioned under the qualifications above.

1) A Bachelor's Degree/ A Postgraduate Degree awarded by a foreign or state university recognized by the University Grants Commission

or

2) A Bachelor's Degree/ A Postgraduate Degree awarded by a university established under a parliamentary act of Sri Lanka

or

3) A Bachelor's Degree/ A Postgraduate Degree recognized under section 25A of the University Act No. 16 of 1978

Annexure 02
Salary Scales as per the Total Cost of the Project

Category			Above US$ 05 million and less than US$ 25 million or its equivalent	Above US$ 25 million and less than US$ 200 million or its equivalent	Over US$ 200 million or its equivalent
Category A	Project Director		330,000 – 2x15,000 360,000	365,000 – 2x15,000 395,000	400,000 – 2x15,000 430,000
Category B	Deputy Project Director		310,000 – 2x10,000 330,000	330,000 – 2x10,000 350,000	370,000 – 2x10,000 390,000
Category C	C	Senior Engineer, Procurement Specialist ICT Specialist or Other Similar Officers	285,000 – 2x10,000 305,000	295,000 – 2x10,000 315,000	305,000 – 2x10,000 325,000
	C1	Finance Specialist Chief Internal Auditor			
Category D	D	Engineer(I), Quantity Surveyor or Other Similar Officers in Category D	240,000 – 2x10,000 260,000	250,000 – 2x10,000 270,000	260,000 – 2x10,000 280,000
		Engineer (II)	190,000 – 2x10,000 210,000	200,000 – 2x10,000 220,000	210,000 – 2x10,000 230,000
		Engineer (III)	180,000 – 2x10,000 200,000	180,000 – 2x10,000 200,000	180,000 – 2x10,000 200,000
	D1	Project Accountant Internal Auditor	240,000 – 2x10,000 260,000	250,000 – 2x10,000 270,000	260,000 – 2x10,000 280,000
Category E		Senior Technical Officer, Senior Social Officer, Senior Environment Officer, Senior Procurement Officer, ICT Officer or Other Similar Senior Officers	170,000 – 2x7,500 185,000	180,000 – 2x7,500 195,000	190,000 – 2x7,500 205,000
Category F		Technical Officer (I), Project Officer Procurement Officer, Resettlement/ Social Safeguard Officer or Other Similar Officers and Project Secretary	140,000 – 2x7,500 155,000	150,000 – 2x7,500 165,000	160,000 – 2x7,500 175,000
		Technical Officer (II)	110,000 – 2x5,000 120,000	110,000 – 2x5,000 120,000	110,000 – 2x5,000 120,000