

Examinations, Results of Examinations & c.

PUBLIC SERVICE COMMISSION

Ministry of Labour

DEPARTMENT OF LABOUR

LIMITED COMPETITIVE EXAMINATION FOR RECRUITMENT TO THE POST OF ASSISTANT COMMISSIONER OF LABOUR (DEPARTMENTAL) EXECUTIVE SERVICE CATEGORY (GRADE III) OF THE DEPARTMENT OF LABOUR- 2026

APPLICATIONS are invited, under the direction of the Public Service Commission, from Labour Officers (Grade I) in active service in this Department as on 23.10.2026 and possessing the bellow qualifications in order to fill 09 vacancies under limited stream in the posts of Assistant Commissioner of Labour (Departmental) exist in the Executive Service Category (Grade III) of the Department of Labour as at 31.12.2024. The application is posted on the website of the Department of Examination, Sri Lanka www.donets.lk under "our services" under "Online Application - Recruitment Exams/ E.B. Exams" and applications can be submitted online only. The receipt of online applications will open on 28th September, 2026 at 9.00 am and will close on 23rd October 2026 at 9.00 pm. This Examination will be held in December 2026/ the date of Examination will be notified later.

Officers should submit a copy of the application to the Head of the Institution to include it in their Personal file and should present a copy of the application certified by the Head of the Institution and a letter of confirmation of service at the interview.

01. Method of recruitment to the service

A structured interview assigning marks for the period of service will be held only for the candidates who pass the written examination. The candidates who secure highest marks according to the total marks of both the written examination and structured interview will be recruited based on the number of vacancies.

Furthermore, the objectives to be achieved, scrutinization of whether the qualifications mentioned in the recruitment scheme and the application calling notification published in accordance with it, have been fulfilled and the physical fitness will be examined by an interview board approved by the Public Service Commission at the time of conducting structured interview. No marks will be awarded for this.

The effective date of appointments will be a date determined by the Public Service Commission.

02. Conditions of Employment and Service Conditions

- i. This post is permanent and pensionable. You should contribute to Widow/Widower and orphans' pension scheme and should pay contributions as may be prescribed by the government from time to time.
- ii. Officers who are appointed to this post shall be subject to a probation period of one year.
- iii. The proficiency in other prescribed official language/ official languages should be acquired as per the provisions of the Public Administration Circular No: 18/2020 dated 16.10.2020 and circulars incidental thereto.
- iv. This appointment shall be subject to the terms and conditions laid down in the recruitment scheme approved by the Public service Commission for the Executive Service Category of the Department of Labour bearing No PSC/ EST/2/1/33/2/2/2012 dated 07.03.2013 and amendments that have been made and to be made thereto hereafter, General conditions governing the appointments in the Public service, procedural rules of Public Service Commission, Establishment Code of the Democratic Socialist Republic of Sri Lanka, Financial Regulations of the Government and other Departmental orders.
- v. According to the Recruitment Scheme, the First Efficiency Bar Examination should be passed before the lapse of three (03) years of appointment to the post of Assistant Commissioner of Labour (Departmental) in Grade III of the Executive Service Category.
- vi. The language Medium applied for, will not be allowed to be changed later, and the language medium you are eligible to receive the appointment will be the language medium you mention in your application.

03. Salary scale

As per the provisions in the Public Administration Circular No.10/2025 dated 25.03.2025, the monthly salary scale applicable to this post is - Rs.82,150-10×2,400- 8× 2,940 - 17× 3,900- RS.195,970/= (SL-I-2025). In accordance with the provisions in the said circular, you will be paid salary as stated in schedule III thereof.

04. Qualifications:

4.1 Educational qualifications

Educational qualifications shall not be applicable as recruitments are made from amongst the Labour officers in Grade I.

4.2 Professional qualifications

Not applicable

4.3 Experience

Applicant should have completed an active and satisfactory period of service of 10 years in the post of Labour officer and should be a Labour Officer in Grade I.

4.4 Physical Fitness

Every applicant should be physically and mentally fit to serve in any part of Sri Lanka and perform duties of the post.

4.5 Other Qualifications

- Applicant should be a citizen of Sri Lanka.
- Applicants should possess an excellent moral character.
- Every applicant should have been confirmed in the post of Labour Officer.
- Should have had a satisfactory level or higher performance during the period of five (05) years immediately preceding the date on which the qualifications should have been fulfilled.
- Should have earned all the increments during the period of five (05) years immediately preceding the date on which the qualifications should have been fulfilled.
- Should have completed the prescribed Efficient Bar Examinations.
- Should not have been subject to a disciplinary punishment as per the provisions of the Public Service Commission's Circular No.01/2020 and its amendments.
- Should have fulfilled all the qualifications stated in the recruitment scheme as at the closing date of applications.

4.6 Age Limit

Not applicable

05. Written Examination

- 5.1. This examination will be conducted by the Commissioner General of Examinations, Department of Examinations, Sri Lanka.
- 5.2. The Examination will be held in all the three languages. The Language Medium applied for, will not be allowed to be changed later.
- 5.3. The written examination will consist of the below mentioned question papers.

	Subject	Duration	Maximum Marks	Pass Marks
01	Labour Laws	03 hours	100	40%
02	General intelligence	01 hour	100	40%
03	Aptitude for Management	02 hours	100	40%

5.4. The Syllabus

	Name of the question paper	Syllabus
01	Labour Laws	This will be based on the bellow mentioned Acts and Ordinances. Wages Boards Ordinance, No. 27 of 1941 Industrial Disputes Act, No 43 of 1950 Employees Provident Fund Act, No. 15 of 1958 Termination of Employment of Workmen (Special Provisions) Act, No.45 of 1971 Trade Unions Ordinance, No.14 of 1935 Factories Ordinance, No.45 of 1942 Employment of Women, Young Persons and Children Act, No. 47 of 1956

	Name of the question paper	Syllabus
		Shop and Office Employees Act, No.19 of 1954 Maternity Benefits Ordinance, No. 32 of 1939 Sri Lanka Bureau of Foreign Employment Act, No 21 of 1985 Payment of Gratuity of Act, No 12 of 1983 Employees Trust Fund Act, No. 46 of 1980
02	General Intelligence	This paper is designed to assess the applicant's power of comprehension and intelligence through examination of conclusions and responses in relation to problems presented in numerical, lingual and figurative structure.
03	Aptitude for Management	This paper is designed to test the excellent management skills such as identifying problems and reasons for them, decision making, maintaining interpersonal relationships, communication skills, self-discipline and formulating policies and strategies of a candidate through the cases and situations presented to him.

06. Structured Interview

- 6.1 The Interview Board will be appointed by the Public Service Commission.
- 6.2 Only applicants who pass the written examination will be eligible for the structured interview.
- 6.3 The candidates who secure highest marks according to the total marks of both the written examination and structured interview will be recruited based on the number of vacancies.

Key Heads for which marks are given	Maximum marks	Maximum Marks considered for selection
Additional experience Marks will be awarded for the additional active and satisfactory period of service in addition to the basic qualification stated in sub para 4.3 above. In terms of the provisions of the Public Service Commission's Circular No 01/2019 and its amendments the total marks will be awarded to the candidate with the highest active and satisfactory service period and other candidates will be awarded marks proportionately, when awarding marks for the additional service period. (Marks will be awarded only for the service period of 06 months or more.)	100	Not applicable
Total	100	

07. General Interview

The objectives to be achieved, scrutinization of whether the qualifications mentioned in the recruitment scheme and the application calling notification published in accordance with it have been fulfilled and the physical fitness will be examined at the time of conducting structured interview.

N.B Appearing for the interview is not considered as a fulfillment of qualifications for the appointment.

08. Conditions of the Examination.

- 8.1 Applicants may sit for the Examination in one language they desired and should answer all the question papers in the same language. Applicants will not be allowed to change the medium of the examination mentioned in the application. Every applicant should sit for all the three (03) question papers.
- 8.2. Examination fee is Rs 1200/=. Payments should be made only under the following methods of payments provided by the online system :
 - 8.2.1. Any Bank Credit Card;
 - 8.2.2. Any Bank Debit Card with the facility of Internet Transactions;
 - 8.2.3. Online Banking Method of Bank of Ceylon/ Flex App;
 - 8.2.4. Any Branch of the Bank of Ceylon.

Note:

- I. The instructions on how to make payments through the above methods have been published under the technical instructions relevant to this examination on the *website*.
 - II. Receipt of payments will be notified *via* a text message (SMS) or e-mail. The full amount of the examination fee should be paid, and the applications with lesser or higher amount fees will be rejected. The Department of Examinations, Sri Lanka, will not be responsible for any error that occurs in making payment of examination fee through the above-mentioned paying methods.
 - III. The amount paid for the examination will not be refunded or transferred to any other examination under any circumstance.
- 8.3. The Online Examination Application should be filled in English language only. Once the Examination Department receives the soft copy of the application submitted online, the applicant will be notified via a text message (SMS) to the mobile phone number used to access the system, or *via* e-mail, whether the application was accepted/not accepted by the Department of Examination as a valid application. Before completing the online application, download the instructions sheet prepared for this purpose. Instructions therein should be strictly followed when filling the application. No amendments done after taking print-out of the application will be considered as a valid amendment. Incomplete applications will be rejected without any notice.
 - 8.4. Applicants who have paid the prescribed examination fees and forward duly completed applications on or before the closing date of application, will be issued the admission card only via online method by the Commissioner General of Examinations on the presumption that only those who possess such qualifications stated in the examination notification and within the age limit mentioned in the notification have applied. Once the admission cards are issued, it will be published through a web notice / the applicants will also be notified through a text message (SMS) by the Department of Examination, Sri Lanka. An applicant, who has not received the admission card, should inquire from the Institutional Examinations Organization Branch of the Department of Examinations, Sri Lanka via email as stated in the notification. In making such an inquiry, the name of the examination that applicant applied for, full name of the applicant, National Identity Card number and the address should be mentioned accurately. When inquiring so, it will be advantageous to keep a copy of the application in applicant's possession in order to prove any information.
 - 8.5. The Commissioner General of Examinations shall have the power to postpone or cancel this Examination on the approval of the Public Service Commission.
 - 8.6. Candidates are subjected to the rules and regulations made by the Commissioner General of Examinations in respect of the conduct of the examination. If such rules and regulations are violated by a candidate, he/she shall be liable to a punishment imposed by the Commissioner General of Examinations.
 - 8.7. Identity of the candidate
Every candidate should prove his/her identity at the examination hall to the satisfaction of the Chief Examiner. One of the following documents will be accepted for this purpose.
 - 8.7.1 National Identity card.
 - 8.7.2 Valid Passport.
 - 8.7.3 Valid Sri Lankan Driving License.

Furthermore, all candidates should enter the examination hall without covering their faces in order to facilitate the verification of their identity, and without covering ears to ensure that they are not wearing any communication devices. The candidates who do not comply with this requirement will not be admitted to the examination hall. Candidates should remain with their faces and ears uncovered until they leave the examination hall.

N.B

- a) Any document or a copy thereof should not be attached to the application.
- b) Applications of the applicants who fail to produce documents upon request will not be considered.
- c) It is compulsory for every applicant to get his/ her signature certified from the Head of the Division/office where he/ she works, before sitting for the examination.
- d) The Public Service Commission shall have the right not to grant an appointment to any candidate who is eligible for appointment if it is considered that he/ she is not eligible for the appointment under the

regulations and provisions in force at the time of offer of such appointment or due to unsatisfactory work performance.

09. Procedural rules of the public service commission, circulars issued from time to time in respect of the public service, the terms and conditions of the Scheme of Recruitment for the Executive service category approved by the public service commission dated 07.03.2013 and the amendments to be made to the Scheme of Recruitment hereafter will be applicable for this post.

10. Providing false information

If any information provided in your application is found to be false or incorrect before recruitment, your candidacy will be cancelled.

If such false or incorrect information is discovered after recruitment, action will be taken to dismiss from service at any time, subject to the relevant procedures.

- ❖ The Public service commission holds the power to decide whether to fill or not to fill any number of vacancies or all of them or to fill them in partially or to decide with regard to matters which are not specified in these regulations.

11. In the event of inconsistency between in Sinhala, Tamil and English versions of this notification, the Sinhala text shall prevail.

12. In the event of any problem arising in respect of any matter not specified in this notification or in respect of this recruitment process, the decisions taken by the public service commission shall be final.

By the order of the public service Commission,

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Secretary.

Ministry of Labour,
14th of September, 2026.

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