

23. HIGHER EDUCATION COMMISSION

- 23.1 Following the repeal of the Tertiary Education Commission (TEC) Act No 9 of 1988, the Higher Education Commission (HEC) was set up on 17 January 2020. This corporate body is governed by the Higher Education Act 2017 and is responsible, *inter alia*, to: monitor and oversee the higher education sector; ensure the rationalisation of teaching programmes in public higher education institutions; promote the development of higher education, academic research and training facilities; support and facilitate the implementation of the national higher education strategy of the Government and support the development of cultural life.
- 23.2 As per provision of the Higher Education Act, a Commissioner is at the apex of the organisation and equally serves as Chief Executive. The latter is responsible for the execution of the policy of the Board and control and management of the day-to-day business of the organisation.
- 23.3 Officers of certain grades of the ex-TEC are currently serving the HEC until the establishment of a proper structure and their subsequent integration in the new organisation. In this context, Management forwarded proposals regarding the structure to be established and proposed schemes of service of various grades as part of the integration exercise of employees of the ex-TEC who would now serve the HEC. The staff side equally submitted representations on the organisation structure, conditions of service and enhanced benefits.
- 23.4 It is worth pointing out that the proposals of Management and the staff side were received at a time when the Bureau already reached the final stage of preparation of the Report. Moreover, employees of a defunct organisation need to be integrated in a new one. Given that the integration exercise has not been completed, the Bureau is not in a position to make recommendations on the structure of the new organisation.
- 23.5 In the above context, we deem it more appropriate to conduct the restructuring exercise at the HEC on an *ad hoc* basis. However, we are providing for revised salaries of all grades obtainable at the ex-TEC.

Specific Conditions

- 23.6 At the ex-TEC, special provisions were made for movement beyond top salary for incumbents in the grade of Human Resource Officer/Senior Human Resource Officer, graduates and professionals. A recommendation was also made for the grant of 70% duty exemption on the purchase of a car with respect to eligible officers in grades requiring a Degree. Given that general provisions have been made in these respect in the relevant Volumes, we did not deem it appropriate to replicate same.

23. EX-TERTIARY EDUCATION COMMISSION

SALARY SCHEDULE

- TEC 1 : Rs 14725 x 250 - 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 23950**
Office Attendant (Personal)
- TEC 2 : Rs 15485 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400**
Driver (Personal)
Driver/Office Attendant (Personal)
- TEC 3 : Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 28225**
Senior/Head Office Attendant (Personal)
- TEC 4 : Rs 15225 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 29875**
Receptionist/Telephone Operator (Personal)
- TEC 5 : Rs 16525 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34000**
Technical Assistant (Personal)
Word Processing Operator (Personal)
- TEC 6 : Rs 16785 x 260 - 17825 x 275 - 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 34825**
Clerical Officer/Higher Clerical Officer (Personal)
- TEC 7 : Rs 18925 x 300 - 19525 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Management Support Officer (Personal)
- TEC 8 : Rs 19850 x 325 - 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450**
Assistant Financial Officer (Personal)
Executive Officer (Personal)
- TEC 9 : Rs 21475 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Confidential Secretary (Personal)

23. EX-TERTIARY EDUCATION COMMISSION (Contd)

- TEC 10 : Rs 24475 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 43500**
Financial Officer (Personal)
Higher Executive Officer (Personal)
formerly Higher Executive Officer, TSMTF
Procurement and Supply Officer (Personal)
- TEC 11 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 44800**
Office Management Assistant (Personal)
- TEC 12 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100**
Human Resource Officer/Senior Human Resource Officer (Personal)
- TEC 13 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**
Safety and Health Officer/Senior Safety and Health Officer (Personal)
- TEC 14 : Rs 23950 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675**
Internal Control Officer (Personal)
- TEC 15 : Rs 30700 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250**
Senior Financial Officer (Personal)
- TEC 16 : Rs 29875 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 52550**
Office Superintendent (Personal)
- TEC 17 : Rs 22625 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200**
Technician/Senior Technician (Personal)
- TEC 18 : Rs 21850 x 375 - 22225 x 400 - 23425 x 525 - 26050 x 675 - 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 47675 QB 49250 x 1650 - 54200 x 1700 - 62700**
Public Relations Officer (Personal)

23. EX-TERTIARY EDUCATION COMMISSION (Contd)

TEC 19 : Rs 27400 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Assistant Secretary (Personal)

Programme Officer (Personal)

Statistician (Personal)

TEC 20 : Rs 28225 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 62700

Technologist (Personal)

TEC 21 : Rs 31525 x 825 - 35650 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Systems Administrator (Personal)

TEC 22 : Rs 36550 x 900 - 37450 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800

Legal Officer (Personal)

TEC 23 : Rs 40300 x 950 - 42200 x 1300 - 46100 x 1575 - 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950

Deputy Financial Controller (Personal)

Head, Centre for Instrumentation Service (Personal)

TEC 24 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 77950

Deputy Secretary (Personal)

TEC 25 : Rs 49250 x 1650 - 54200 x 1700 - 64400 x 1800 - 69800 x 2000 - 75800 x 2150 - 82250

Distance Education Officer (Personal)

Planning Officer (Personal)

Quality Assurance and Accreditation Officer (Personal)

Research Officer (Personal)

TEC 26 : Rs 94500 x 3125 - 103875

Financial Controller, Head Finance Division (Personal)

Head, Distance Education and Open Learning Division (Personal)

Head, Quality Assurance and Accreditation Division (Personal)

Head, Research and Planning Division (Personal)

Secretary and Head Administration Division (Personal)

23. EX-TERTIARY EDUCATION COMMISSION (Contd)

TEC 27 : Rs 119500
Deputy Executive Director (Personal)

TEC 28 : Rs 163250
Executive Director (Personal)



