



SASA

NEWS LETTER

SEELANKA ADMINISTRATIVE
SERVICE ASSOCIATION
SASA House, No. 23C,
Kappalpedda Mawatha,
Colombo 05.
Tel: 011 5 766 835
Email: udachiro@blinet.lk

VOLUME: VII ISSUE: I SEPTEMBER 2008

ACCLIMATIZE WITH NEW CONCEPTS TO TACKLE EXISTING PROBLEMS

-Hon. Minister Karu Jayasuriya



The colonial administration under European leaders is no more. Public servants are in control today. Now the country and its people are administered by our own people. It is real asset to the nation", Hon Minister of Public Administration and Home Affairs Karu Jayasuriya said participating as the Guest of Honour to the 26th AGM of SASA held on 26th May at Waters Edge, Battaramulla.

Appreciating the service dispatched by SLAS, he highlighted the need of acclimatize themselves with new concepts to improve the caliber of country's administration. The fullest support of SLAS was requested to deal with country's existing problems: terrorism, oil crisis and food supply.

Addressing the membership, he further added that discussions on providing tele-conferencing facilities to all District and Divisional Secretaries in order to avert unnecessary travel are in progress.

Congratulations !!!



Mr. Sumith Abeysinghe, who is a senior, well-experienced member of SLAS with around 35 years of experience, has been appointed as the Secretary to the Ministry of Finance and Planning/ General Treasury by His Excellency the President.

Though this post was previously held by veteran civil servants for the last few regimes, it was held by non-SLAS officers who did not have the experiences in the grass-root level of the country. This lack of knowledge of the thinking pattern of the general public has resulted certain impractical decisions, which have caused a large hue and cry among the people. Hence, it is the need of the hour that an officer who is familiar with the heart beat of common citizens to guide the country in the correct path from this chaotic economic situation.

SASA extends its warmest wishes to its colleague on his appointment as a spearhead of the Government, which holds the key to the successful accomplishment of the economic goals of the Country, as well as its prosperity. Also, SASA would like to express its willingness to give its fullest support to all his future endeavours.

Contribution of SASA in Formulation the National Budget 2009



"We confined ourselves to the frames of our Ministries and Departments and submit our budget proposals. But as Union, you and I will have to step out of the frame to which we have confined ourselves and think of the country as a whole, the future of this country, which direction the country is heading towards, and grasp the priorities. This, I think, should be the supreme cause of the SASA workshop."

"Mr. Lalith Weeratunge, Secretary to HE the President said participating as the Chief Guest of the workshop held on Formulation of the Proposals for the National Budget 2009. The workshop conducted by SASA was held at SLIDA on 12th September.

To Page 04...

For Quick Communication

Join the "SASA Group" to be updated on all related matters to SLAS and SASA very efficiently through

<https://groups.yahoo.com/group/sasainformative>

You can make use of it to convey news, messages, ideas and views among all our colleagues.

Towards a Competency Based world for SLAS

Page 09



PRESIDENT

Mr. M.K.B. Dissanayake
Post Master General
Tel: 011 232611
Fax: 011 2440995



DEPUTY PRESIDENT

Mr. Sunil Radmasanthra
Council Secretary
Provincial Council (HWP)
Tel: 037 2223674



DEPUTY PRESIDENT

Mr. H.T.Kamal Padmasiri
Director General
SLIATE
Tel: 011 2674767



DEPUTY PRESIDENT

Mr. H.M.K. Herath
District Secretary
Anuradhapura
Tel: 025 2235479



DEPUTY PRESIDENT

Mr. Paadeep Ratnayake
Divisional Secretary
Ratmalana
Tel: 038 2233305



DEPUTY PRESIDENT

Mr. S.S. Chandraguptha
Min of Enterprise Develpt
and Investment Promotion
Tel: 011 2394757



SECRETARY

Mr. Chandrasatne
Pallegama
Divisional Secretary
Maharagama
Tel: 011 2841931
Fax: 011 2844497



DEPUTY SECRETARY

Mr. Udesh L.W. Senewiratna
Assistant Director (MS)
Tel: 071 4899629
Fax: 011 2436057
Email: udeshlws@slinet.lk



ASSISTANT SECRETARY

Mr. Dinesha Vidanagama-dhithi
Asst Director of Information
Tel: 011 2513401
Fax: 011 2514092



TREASURER

Mr. K.N.J. Cooray
Min of Foreign Affairs
Tel: 011 2333449
Fax: 011 2333449



EDITOR

Ms. M.G. Thenuja Panditharatne
Min of Industrial Development
Tel: 071 4899662
Fax: 011 2347393
Email: thenujapmg@gmail.com



MEMBER

Mr. D.P. Widanasinghe
Civil Administrative Officer
Sri Lanka Air Force
Tel: 011 2432039



MEMBER

Mr. D.V. Bandulasena
Director, CELESP Project
Moragaha
Tel: 095 2277362



MEMBER

Mr. Kamal Amarasinghe
Rural Water Supply and
Sanitation Project, Kurunegala
Tel: 037 2223816



MEMBER

Ms. Suman Wijuge
Assistant Secretary
Presidential Secretariat
Tel: 011 2440329



MEMBER

Ms. T. Thiraisamy
Divisional Secretary
Yavuniya
Tel: 024 2222202



MEMBER

Mr. S. Adithanthan
ACLG
Yavuniya
Tel: 024 2222849



MEMBER

Mr. Paadeep Yasaratne
Divisional Secretary
Ratmalana
Tel: 011 2739944



MEMBER

Ms. W.D. Kamini Wehalla
Deputy Director
Dept of Health (HWP)
Tel: 037 2226758



MEMBER

Mr. R.W. Kumaraingura
Assistant Commissioner of
Local Governance
Matale
Tel: 066 2233711



MEMBER

Mr. K.P. Yogachandra
Asst Commissioner of Labour
Dept of Labour, Colombo 05
Tel: 011 2236302



MEMBER

Mr. A.G. Madhanta
Assistant Director
Min of Environment and
Natural Resources
Tel: 011 2678905



MEMBER

Mr. B.D.G.L. Prasanna
Assistant Divisional Secretary
Trincomalee - Bazaar
Tel: 026 2222288

Lend a hand



Mr. Keerthi Wishwanatha, the first Assistant Secretary of the SASA who had also held several other positions such as Editor, Deputy President and the Secretary for a number of years. He is a life member of the SASA and was giving his fullest support for the activities of SASA even after retirement.

We have been informed recently that he is seriously ill. The doctors have prescribed a surgery to cure him, which requires a large sum of money. He has written and requested the assistance of SASA at this difficult situation.

So, the time has come to express our gratitude by lending him our helping hand

Contact details : No. 16, Wawanawatta, Mampe,
Piliyandala.
(071 2279148 / 011 4213315)

You can send your donations in favour of Mr. W.K. Wishwanatha, A/C No. 0320-00436302-001, Seylan Bank (Cinnamon Garden Branch)

26th AGM of SASA

With the participation of Hon. Karu Jayasuriya, Minister of Public Administration and Home Affairs as the Guest of Honour, the 26th AGM of SASA held on 26th May at Waters Edge, Battaramulla.

The first phase of the programme was a Management Seminar which consisted of three presentations delivered by Mr. Lalith Weeraturge, Secretary to the President, Mr. S. Ranugge, Secretary, Ministry of Export Development and International Trade and Mr. Sanath Ediriweera, Director (HR), Shell Gas Co Ltd. The Services rendered by the ex-presidents of SASA and the high performance shown by our colleagues through winning the National Productivity Award were appraised by SASA by presenting a special award.

The new Executive Committee for the year 2008/2009 was appointed by the membership and proposals and ideas towards the betterment of SASA and SLAS were submitted and discussed.

"Gee Rasa Windana", a musical programme was held in the evening to refresh the gathering and it was followed by "SASA Night", the annual get-together of SASA colleagues.

EDITORIAL

Make Sri Lanka A better place to live



The world we live in, continues to change in many aspects such as social, cultural, economical, scientific, technical, environmental and so on. Someone may interpret this change as "development". Do you agree? Is it the most suitable term to express this change? You will have different views.

No one can ignore the fact that the burden of life is rapidly decreasing. A larger proportion of the world population suffers under the torments of civil wars, food and fuel crisis. In this context, we cannot turn a blind eye towards this pathetic situation and escape from the responsibility of making this world, a better place to live in.

We, as administrators, have the necessary fleet of ships; we have capable captains and crew; we are equipped with all that is needed for a successful voyage towards a destination free of need, hatred and injustice.

So, set the sails, look ahead with confidence, steer your ship with skill and vigilance through the raging winds and storms to reach that destination, for the benefit of all beings.

As the keypoints in state machinery,
Or as key points in state administration;
We have a duty to perform
And a responsibility towards people.

We are the ones to do that;
We have the abilities and skills

So, WE WILL DO THAT
And
Make Sri Lanka,
A better place to live

Condolence

SASA expresses its deepest sympathy on obituaries of our members;



Mr. Nagalingam Nandakumar
(Batch of 2003)
Divisional Secretary
Thunukai
Mulatiyu.
(29.06.2008)



Ms. Nirmala Perera
(Batch of 1980)
Additional Secretary
Ministry of
Mass Media and Information
(14.08.2008)

Contribution of SASA in...



Our veteran predecessors, Secretaries to the Ministries, Heads of the Departments and Director, SLIDA were among the invitees representing almost all key sectors and their contribution regarding this was much significant. All the proposals put forward related to increase of government revenue, education, industrial development, investment promotion, research and development, development projects, poverty alleviation, human resource

development, government tender procedure, etc were deeply discussed and valuable ideas were given by the panel.

A committee was appointed to prepare the final document including all the proposals in detail backgrounds. Accordingly it will be presented to HE the President in due course to be considered in formulation of the Budget 2009.

Proposals of SASA

As you are aware, following proposals were seconded unanimously at the 26th AGM by our membership. They all have been sent to the Hon. Minister of Public Administration and Home Affairs on 14.07.2008 stressing to take actions for implementation.

1. Not allowing to inclusion of any post, which is scheduled for SLAS, to the service minutes of any other all island service.
2. Reinforce the concessionary scheme for importation of motor vehicles for public officers, which has been suspended without a prior notice.
3. Granting four increments to all the eligible officers of SLAS as approved through the service minute.
4. Introducing a mechanism enabling the SLAS officers who work in remote areas to obtain foreign scholarship opportunities
5. Providing office equipments and quarters for the offices at remote and difficult areas.
6. Not appointing any retired officer for the scheduled posts of SLAS and remove if there are such officers in order to provide promotion opportunities for SLAS.

7. Appointing an SLAS officer as the District Secretary of Trincomalee as the civil administration has already been established.
8. To extend the transition period of the SLAS minute by at least three (03) years.
9. Restructuring the content of training courses conducted by SLIDA taking into consideration the relevancy for the each class of SLAS and holding them at provincial level if possible.
10. Extending the current period of 03 years from the appointment up to 05 years provided to attain proficiency of second language.
11. Appointing of the Constitutional Council and the independent Public Service Commission to conserve the independence of the Public Service.
12. Preparing a proper mechanism for the transfers of Divisional Secretaries and not to consider the recommendation of the political authorities in such transfers.

Further, it has been informed that if steps would not be taken in this regard we will be compelled to take trade union actions as decided at the AGM.

Highlights of our 26th AGM held at Waters Edge, Battaramulla.

It was an event of

- Improving the knowledge of our membership
- Appreciating the service of ex-president, SASA
- Complimenting the performance of our colleagues
- Sharing the skills, knowledge and experiences
- Discussing our drawbacks and difficulties and
- Planning our way ahead



Registering the attendance



New Members to the SASA



Head Table

We love our Motherland...National Anthem



Guest of Honour



Brothers of All Island Services



Welcome Address

Conformity to the traditions



Our predecessors and Colleagues

Management Seminar



What are the responsibilities bound with Executive Officers of the Government Service



Leadership Competencies for your Career Success



Performance and Talent Management



Addressing the Gathering



Speech of the Guest of Honour



Presenting the Annual Journal - SASA



Outstanding Performance



Ex-presidents SASA, Our Gratitude

Mr. Lionel Fernando



Mr. Austin Fernando



Dr. Sudath Gunasekara



Mr. S. Ranugge

Ex-presidents SASA, Our Gratitude



Mr. Gamini Samararatne

Mr. T. A. Jayasinghe

Mrs. R. Obadage on behalf of her late husband Mr. N.A. Obadage



Hundreds of Members who serve all over the Island under one shelter



Vote of Thanks

Dialog introducing the SASA Group 20 X package for members

Gee Rasa Windana

They created melody and harmony,
They made it clear

- What is a song,
- What should be its rhythm,
- Changes and the differences of the lyrics and the rhythm of the songs of yesterday and today.

Rev. Pallegama Hemarathana Thero,
Rev. Rambukana Siddhartha Thero and the team made that evening much meaningful.
Your should have been there.
Really, it was a meditation.



SASA Night



The Night filled with



Delight



Rhythm



Laughter



Melody



Elegance

Relaxation



Contentment



Towards a Competency Framework for SLAS

W M Bandusena,
Director - SLIDA

SLIDA is currently in the process of developing a "competency framework" for the SLAS. The content and structure of the training provided for the SLAS by SLIDA will be determined in the future according to this framework. This will mark a significant deviation of the current state of affairs of the training offered to SLAS officers by SLIDA. (A competency framework specifies the behaviour and attribute-based characteristics that are associated with particular roles in a job/position. The concept of competency framework believes in continuous learning as against the current practice of attending training programs in an ad hoc manner).

SLIDA accords very high priority to this for a number of reasons. Firstly, it has become an internationally recognized practice that countries define specific competencies that are to be expected of and demonstrated by the officers in the senior civil services. For the UK civil service, the forefather of the SLAS, a very well thought out competency framework has been developed and the functions of recruitment and training have been aligned with the need for meeting the requirements specified in the framework. Many western countries and emerging economic giants in Asia such as South Korea and India have gone in a big way to adopting senior civil service competency frameworks. They obviously believe and tend to establish a prominent and significant correlation between the civil service competencies and the total development processes in the respective countries.

Secondly, as a service the SLAS pays little attention to distinguish among the responsibilities cast on different classes of the service and the different tool kits (competencies) the officers should correspondingly have to perform such differentiated responsibilities. This has diluted the professional character of the SLAS creating a situation where the

SLAS officers are not recognized in terms of something they are good for.

Thirdly, the busy life of the average SLAS officer does not allow him/her to adequately and systematically refresh him/herself by way of attending ad hoc training programs in a discrete manner. It appears therefore more meaningful and purposeful for the officer to be identified in terms of generic competency profiles through which constant and continuous updating and upgrading in the career would be possible. Formal training is only one input for developing competencies. In the model being proposed by SLIDA, for each class in the SLAS, a competency development plan would be drawn up and the officers are expected to make it an integral part of the performance of responsibilities.

Fourthly, the proposed competency framework will specify the formal training programs the officers in each class should follow throughout their career, also in conformity with the requirements of the SLAS minutes (five programs for class III and three programs for classes II and I each while ensuring a two week training a year). SLIDA plans to design its training calendar in such a way that the training programs will be announced with dates for different batches of the SLAS taking into consideration the class a given batch is in during such dates.

It seems prudent for the SLAS officers to assess themselves and establish where they are, in terms of the competencies that some of the other countries ensure in their senior civil service cadres. The following table summarizes competencies specified for senior civil services in the competency frameworks adopted in some selected countries.

New South Wales	Germany	Australia	Netherlands	UK	USA
Communication and interpersonal effectiveness	Capability to comprehend	Shaping strategic thinking	Coherent governance	Giving purpose and direction	Leading change
Managing interpersonal relations	Capability to make sound judgments and to think	Achieving results	Problem solving	Making a personal impact	Leading people
Facilitating workforce effectiveness	Capability to make decisions and to assert oneself	Cultivating productive working relationships	Interpersonal behaviour	Getting the best from people	Results-driven
Change management	Capability to do conceptual work	Exemplifying personal drive and integrity	Operational effectiveness	Learning and improving	Business acumen
Achieving results	Ability to put up with stress	Communicating with influence	Impact	Thinking strategically	Building coalitions and communication
Organizational context and environment astuteness	Ability to express orally and in writing		Resilience	Focusing on delivery/ outcomes	
Strategic thinking and planning	Organizational skills		Governance sensitivity		
Managing customer and stakeholder relationships					
Leadership					

There exist obvious similarities among the competency frameworks. And learning envisage for the cadres center around the attributes spelt out in the frameworks.

SLIDA proposes the following core competencies for the SLAS.

- ◆ Strategic planning and organizational leadership
- ◆ Resource management
- ◆ Change management
- ◆ Public relations
- ◆ Communication
- ◆ Staff development
- ◆ Personal effectiveness
- ◆ Technical effectiveness

Please await a document outlining learning packages for developing these core competencies, in which you will find the future training offered by SLIDA are made integral components.

Ideas and Comments

Your valuable Write-ups, Poems, Ideas, Observations, Comments, Suggestions and Criticisms are essential for the betterment of SASA. SASA is pleased to give a space to them in this Newsletter.

Please send them to the Editor:

M.G.Thanuja Panditharatne

Assistant Director

Ministry of Industrial Development

No.73/1, Calle Road,
Colombo 03.

Tel : 071 4899662

Fax : 011 2436057

Email : thanujapmg@gmail.com

Ombudsmen

SASA has appointed a sub-committee consisting of following executive committee members to make an involvement if its members are affected by any activity or official.

Mr. Kamal Padmariri (Chairman) 077 3555961

Mr. D. Vidanagamachchi 071 4899672

Mr. D.P. Wickramasinghe 077 7757021

Mr. A.G. Nishantha 072 4653599

Mr. K.P. Yogachandra 077 7385972

Any of your grievances in such nature can be informed to this Committee and an appointment can be made to discuss your issue with them at any time.

Gratitude!

26th AGM of SASA was held at Water Edge, Battaramulla in a very elegant way. Our colleagues were dedicated to make it a success by supporting in various form of activities and attending the same. Our sincere gratitude to all!

SASA Executive Committee thanks all our members for electing us to the office.

SLAS Vacancies on the Web

Secretary, Ministry of Public Administration and Home Affairs agreed to publish the prevailing vacancies of SLAS on the Ministry web site.

<http://www.pabd.gov.lk>

SASA hopes that members will use this opportunity in selecting preferable work place for them.

Vacancies

Following posts of Ministry of Science and Technology are vacant.

1. Senior Assistant Secretary

02 Vacancies (SLAS I)

2. Assistant Secretary

03 Vacancies (SLAS III)

For more details,

Please contact

Mr. M. C. Dinanayake,

Additional Secretary,

Ministry of Science and Technology

over 011 2372274/2372281.

Dear Members,

Please be kind enough to inform
SASA about the prevailing vacancies
in your organisation.

SASA always seek your valuable Ideas, Observations,
Suggestions, Criticisms, Comments,
Grievances and Aspirations as well.



CHANDRARATNE
077 3 487 092

SASA HOTLINS

UDESH
071 4 899 629

