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SRI LANKA ADMINISTRATIVE  
SERVICE ASSOCIATION

# Annual Report

A glimpse of our journey  
towards excellence



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## ABOUT US

### ***Sri Lanka Administrative Service Association (SASA): Legacy and Significance***

*The Sri Lanka Administrative Service Association (SASA) represents the elite cadre of public administrators in Sri Lanka, uniting officers of the Sri Lanka Administrative Service (SLAS). Formed as a professional body, SASA plays a central role in preserving the standards, integrity, and unity of the nation's civil service.*

*SASA was established to provide a platform for the officers of the SLAS to engage in dialogue, policy development, and professional support. Over the years, it has grown into a respected institution that reflects the values of public service and good governance. With roots tracing back to the early days of the SLAS itself—which evolved from the Ceylon Civil Service—SASA upholds a tradition of impartial and committed state service.*

*The Association works to promote the welfare and professional development of SLAS officers, facilitate continuous training and capacity-building, represent SLAS members in administrative matters with the Public Service Commission and government and to uphold ethical conduct and good governance in public administration.*

*SASA has been instrumental in nurturing some of the country's most influential bureaucrats and policymakers. Through decades of political change, the Association has maintained its commitment to an efficient, non-partisan civil service. Many SASA members have led key government departments, ministries, and provincial administrations, contributing to national development and policy execution at every level.*

*As Sri Lanka navigates complex governance and development challenges, SASA continues to be a vital institution in shaping a competent, innovative, and ethical administrative system. It remains committed to fostering leadership, integrity, and accountability in public service.*

# Sri Lanka Administrative Services Association Annual Report

## Constitutional Matters

Executive Committee had monthly exco meetings as well as various special exco meetings to look into administrative matters as well as member and service concerns. To make them more convenient for the exco members, most of the sessions were held online. The number of meetings is as follows:

• Physical Meetings	28
• Online Meetings	43
• Special Committee Meetings	17

## In retrospect of the main activities during the past period

### ***Advocacy for a Fair Salary System for Public Officers***

One of the pivotal initiatives undertaken by the Sri Lanka Administrative Service Association (SASA) during the reporting year was its active intervention to ensure equity and justice in the remuneration structure for public officers. Recognizing the longstanding concerns regarding disparities in government salary structures, SASA formally communicated its position by submitting detailed letters to the President of the Democratic Socialist Republic of Sri Lanka on two occasions 15<sup>th</sup> March 2024 and 26<sup>th</sup> March 2024.

These letters outlined the pressing need for a rationalized and fair salary framework that takes into account the responsibilities, service requirements, and qualifications of officers in the Sri Lanka Administrative Service (SLAS) and other comparable categories in the public service. The Association stressed the importance of aligning salaries with the cost of living and ensuring parity

across comparable sectors to retain talent and boost morale. Additionally, the SASA issued a media statement outlining its stance on the salary hike for Central Bank employees, Pinpointing its adverse effect on the Country's economy and performance of other officials.

As a direct result of these representations, SASA was able to contribute meaningfully to national policy discussions that eventually led to a notable salary revision benefiting not only SLAS officers but also the broader spectrum of public officers. This initiative has been widely acknowledged by stakeholders as a major step toward restoring professional dignity and motivation within the administrative service.

### ***Media Engagement***

In line with its commitment to transparency and proactive engagement, SASA convened a high-profile media conference on 22<sup>nd</sup> March 2024 to communicate its official stance on emerging issues related to public sector recruitment practices and proposed salary increments.

The conference was attended by senior office-bearers of the Association, prominent members of the administrative service, and several media institutions. SASA highlighted the need for merit-based, transparent recruitment processes that safeguard the integrity and independence of the public service. The Association also reiterated its position on the necessity for sustainable and equitable salary adjustments, particularly in light of the evolving economic context.

The media conference helped build public awareness and fostered a constructive dialogue between policy-makers and service professionals. It also reaffirmed the Association's role as a responsible and articulate stakeholder in national public administration.

### ***Submission on Car Permit Reinstatement***

On 14th February 2024, SASA took a proactive step by submitting a formal request to His Excellency the President, advocating for the reactivation of the vehicle permit scheme for public officers, particularly those in the Sri Lanka Administrative Service.

The letter emphasized the importance of this facility in ensuring the mobility and operational efficiency of officers serving across the island, including remote and hardship areas. Given the nature of duties performed by SLAS officers—often involving field inspections, rapid coordination, and inter-agency liaison—access to reliable transportation remains essential for service delivery.

SASA’s proposal was well-reasoned and backed by comparative analysis with other sectors. While the decision is pending, the submission reaffirmed SASA’s continued engagement in seeking fair privileges that enable administrative officers to perform their duties more effectively.

### ***Fundraiser Success: “Symphony of Sangeeth”***

On 27<sup>th</sup> July 2024, the Association successfully organized a cultural fundraising event titled “Symphony of Sangeeth” at the prestigious Nelum Pokuna Mahinda Rajapaksa Theatre. This landmark event brought together SLAS officers, families, and well-wishers in a celebration of music, culture, and unity.

The fundraiser served two key objectives: promoting camaraderie among members and generating funds for future welfare initiatives and professional development activities of SASA. The event featured performances by leading artists and received wide acclaim for its professional organization and artistic excellence.



The proceeds from the event have been earmarked for educational scholarships, capacity-building programs, and support schemes for members in distress. “Symphony of Sangeeth” stands as a testament to SASA’s commitment to fostering a vibrant and inclusive administrative community.

### ***Proposals for elevating the Sri Lanka Administrative Service***

SAS submitted a proposal to the then President of Democratic Socialist Republic of Sri Lanka and the Secretary of the Ministry of Public Administration, Local Government and Home Affairs to elevate the Sri Lanka Administrative Service, addressing the key issues faced by the cadres of Grade III, Grade II, Grade I, and Special Grade.

Through this proposal it was pointed out that a strong civil administration is essential to strengthen citizens through good governance, and the role Sri Lankan Administrative Service can play in that regard is very significant. Furthermore, these proposals highlighted that as a result of the lack of motivational measures for encouraging the Sri Lanka Administrative Service in nearly past three decades, there have been several disadvantages and future repercussions.

### ***Policy Paper: Proposals for Sri Lanka’s Development***

In another significant milestone, SASA compiled and submitted a comprehensive policy document titled “Sri Lanka beyond 2030”. This report consolidates inputs from seasoned administrators across the country and provides practical, evidence-based recommendations for economic recovery, governance reforms, digital transformation, and sustainable development.

The report was shared with senior policymakers and stakeholders and has been appreciated for its pragmatic approach and non-partisan orientation. It reflects the deep institutional knowledge and field experience of the SLAS cadre and reaffirms the Association’s commitment to national development and good governance.

The policy paper is expected to serve as a reference document in future consultations on public sector reforms and national development planning. Its preparation and dissemination mark a new phase of professional leadership by SASA in the national policy arena.

The year under review was marked by purposeful engagement, policy advocacy, cultural enrichment, and strategic foresight by the Sri Lanka Administrative Service Association. SASA has continuously demonstrated its unwavering commitment to upholding the standards, welfare, and professional integrity of the SLAS. As it moves forward, the Association remains poised to play an even more dynamic role in shaping the future of Sri Lanka's public administration.