

11. LOCAL GOVERNMENT SERVICE COMMISSION

- 11.1 The Local Government Service Commission (LGSC) is an independent body established under the Local Government Act No. 37 of 1975 vested with the exclusive power for the appointment, promotion, disciplinary control, removal from office and approval of retirement of all Local Government officers. It has the vision of being recognised as an independent and ethical institution and the mission is to provide timely and quality service to stakeholders in a professional manner geared towards excellence.
- 11.2 The objectives of the Commission include maintenance of a high standard of efficiency and integrity in the exercise of its powers; provision of adequate, qualified and suitable human resources to local authorities; and use of efficient and effective service delivery geared towards customer satisfaction.
- 11.3 The Secretary, Local Government Service Commission is the Accounting Officer who is responsible for the day-to-day administration of the Commission. He is assisted in the performance of his duties by a complement of staff belonging to professional, technical as well as General Services and Workmen's group.
- 11.4 In the context of the present Review, representations have been made for upgrading of salaries; provision of the services of a State Counsel to advise on legal matters; and removal of equivalence of qualification from schemes of service. Proposals were also made in respect of grades in Local Authorities.
- 11.5 During consultations, the proposals were thoroughly discussed with Management who were apprised, among others, that upgrading of salaries are examined by the Bureau on the basis of its job evaluation schemes and taking into consideration a number of compensable factors identified in the Job Description Questionnaire and scheme of service. Concerning amendments in schemes of service, parties were apprised that the onus rests with the Ministry of Civil Service and Administrative Reforms. With regard to proposals in respect of grades in the Local Authorities, Management was informed that this would be dealt with holistically after analysing submissions from all stakeholders.
- 11.6 We are, in this Report, maintaining the present structure and providing for the services of a State Counsel to the Commission. **We are also recommending that Management should conduct a Human Resource Planning exercise to identify the need for additional HR requirements and to prompt appropriate remedial measures.**

Secretary, Local Government Service Commission

- 11.7 In its previous Reports, the Bureau recommended that consideration be given to the posting of a Deputy Permanent Secretary at the Local Government Service Commission to assist the Secretary, Local Government Service Commission in

the day-to-day management of the Commission. During consultation, we were informed that this recommendation has yet to be implemented. **We are therefore reiterating same.**

Recommendation 1

11.8 We recommend that consideration should be given to the posting of a Deputy Permanent Secretary at the Local Government Service Commission to assist the Secretary, Local Government Service Commission in the day-to-day management of the Commission.

11.9 We also recommend that:

(i) in future, on the departure of the present incumbent in the post of Secretary, Local Government Service Commission, an officer not below the level of Deputy Permanent Secretary be assigned the duties of Secretary, Local Government Service Commission against payment of a responsibility allowance equivalent to the difference between his salary and that of the post of Secretary, Local Government Service Commission; and

(ii) on the officer's retirement or reversion to his substantive post, the pensionable emoluments shall be those of the Secretary, Local Government Service Commission provided that he has:

(a) successfully served for a period of not less than 12 months;

(b) not been reverted to his substantive post on ground of inefficiency or inability to perform at the higher level or on grounds of misconduct or has not reverted to his substantive post at his own request; and

(c) at the time of his retirement/reversion, reached the age of 55 (or for an officer in post as at 30 June 2008, he has reached the age at which an officer may retire with the approval of the relevant Service Commission);

Or

he has successfully served for a minimum period of six months and has reached compulsory retirement age.

Services of a State Counsel

11.10 Management has reported that there are ongoing cases that have been lodged at the Public Bodies Appeal Tribunal (PBAT) or before other Courts. As such, the staff of the Commission are often called upon to prepare statements of defence and proper submissions to the Tribunal. Further, the Secretary, LGSC and staff of the Commission have to attend hearings and depone before the PBAT/Courts. Management submitted that the services of a State Counsel from the Attorney-

General's Office should be made available to assist and advise the Commission on all legal matters.

11.11 The Bureau has examined the proposal and is recommending accordingly.

Recommendation 2

11.12 We recommend that the services of a State Counsel from the Attorney-General's Office should be made available on a full time basis to assist and advise the LGSC on all legal matters.

**LOCAL GOVERNMENT SERVICE COMMISSION
SALARY SCHEDULE**

Salary Code	Salary Scale and Grade
02 000 102	Rs 110000 Secretary, Local Government Service Commission
24 022 051	Rs 12750 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 21950 x 625 – 23200 Driver
24 019 045	Rs 11970 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 x 475 – 20050 Gardener/Nursery Attendant
24 018 044	Rs 11710 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 19575 Security Guard
24 015 040	Rs 10950 x 250 – 11450 x 260 – 14050 x 275 – 15150 x 300 – 15750 x 325 – 17700 x 375 – 18075 Gateman
