



## UNIVERSITY GRANTS COMMISSION

COMMISSION CIRCULAR NO: 16/2016

No. 20, Ward Place  
Colombo 07

17<sup>th</sup> November 2016

Vice Chancellors of Universities  
Rectors of Campuses  
Directors of Institutes

### Retirement Age of the Employees other than the Teachers in the University System

Your attention is drawn to the Commission Circular No.940 dated 29/12/2010 regarding “**Extension of Service Beyond 55 Years of Age**”. The Commission at its 952<sup>nd</sup> meeting held on 03<sup>rd</sup> November 2016 decided to implement the Public Enterprises Circular No. 01/2013 dated 15/01/2013 issued on “**Retirement age of the employees in Public Enterprises**” along with the Universities (amendment) Act. No. 17 of 2016.

The Section 75 of the Universities Act No. 16 of 1978 as amended by Act No. 57 of 2009 has been repealed and substituted by the following ;

“ 75. (1) The retirement age of a public officer as may be determined by the Government, from time to time, shall apply with effect from the same date as applicable to a public officer in respect of the retirement age of the holder of any post, other than that of a teacher.

(2)(a) The Commission or the Governing Authority of any Higher Educational Institution to which the holder of such post is attached or in the case where such person is attached to a Higher Educational Institute, the Governing Authority of the Higher Educational Institution to which such Institute is affiliated may based on the recommendations of the Institute suspend the holder of such post pending an inquiry by the Commission or such Governing Authority or the Institute, as the case may be, for misconduct, inefficiency or dereliction of duty; or

(b) where such holder of post is found guilty after such inquiry, the Commission, the Governing Authority of the Higher Educational Institution to which such person is attached or in the case where such person is attached to a Higher Educational Institute, the Governing Authority of the Higher Educational Institution to which such Institute is affiliated, as the case may be, may on resolution adopted by the Commission or the Governing Authority of the relevant Higher Educational Institution, dismiss or compulsorily retire the holder of such post ”.

Accordingly, all Higher Educational Institutions/ Institutes are requested to comply with the above along with the conditions given below;

- I. The optional age of retirement of employee in university system other than that of teacher is 55 years of age, however, if any officer intends to serve beyond this limit, he/she may continue to serve up to the compulsory age of retirement i.e. 60 years of age, without applying for an extension of service.
- II. During the age of 55-60 years, the officer at his/her discretion, may retire from the service after giving 03 months prior notice to the Commission/Governing Authority.
- III. If the Commission/Governing Authority decides that the extension of service beyond the age of 55 years, should not be granted to any officer, whose efficiency and the performance is not satisfactory, the Commission/Governing Authority has the authority to retire him/her from the service by giving 06 months prior notice, enabling the officer to appeal against the decision.

The provisions in this circular will come into force with immediate effect and Commission Circular No. 940 of 29/12/2010 will be rescinded with the implementation of this circular.

Please bring these contents to the notice of the employees concerned and take action accordingly.



**Prof. Mohan de Silva**  
Chairman

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