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பல்கலைக்கழக மாணியங்கள் ஆணைக்குழு  
UNIVERSITY GRANTS COMMISSION

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எனது இலக்கம்  
My Number } UGC/HR/2/3/106/Lec.

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20, වෝඩ් පෙදෙස, කොළඹ 07, ශ්‍රී ලංකාව.  
20, வாட்டு இடம், கொழும்பு 7, இலங்கை.  
20, Ward Place, Colombo 07, Sri Lanka.

March 18, 2024

Vice-Chancellors of Universities  
Rectors of Campuses  
Directors of Institutes

**Relief for the Lecturers (Probationary) who have been terminated due to the failure to complete prescribed postgraduate degree owing to COVID-19 pandemic**

Your attention is invited to the Commission Circular No. 04/2023 of 13.07.2023 on the above.

Please note that as per the decision made by the Commission at its 1119<sup>th</sup> meeting held on 22.02.2024, a Cabinet Memorandum has already been sent to the Ministry of Education to get the approval of the Cabinet of Ministers for extension to the timeline given as a relief for termination from the service of the post of Lecturer (Probationary) due to the completion of 08 years of probationary period, yet failed to complete prescribed postgraduate qualifications due to the COVID-19 pandemic situation.

Accordingly, the following has been recommended by the Commission;

As a relief to the Lecturer (Probationary) post holders whose service is being terminated due to the completion of 08 years of probationary period from 01.01.2020 to 31.12.2027, because of the failure/delay to complete prescribed postgraduate qualification due to the COVID-19 pandemic situation, a decision to be made by the Council of the respective University/Higher Educational Institute to grant them the concession of re-instatement within two years of the effective date of termination, subject to the below mentioned conditions, based on the submission of appropriate documents and justifications, provided that they have obtained the prescribed postgraduate qualification within two years of the effective date of termination, which relief shall be limited only for this instance without being a precedent:

1. To re-instate in the service from the date of appointment to the post of Lecturer (Probationary), provided such Lecturer (Probationary) has submitted an application for re-instatement to the relevant Governing Authority through the Principal Executive Officer (as specified in Paragraph 20:2 and 20:13 of the Chapter III of the Establishments Code of the University Grants Commission and the Higher Educational Institutions/Institutes - 2023) within two years of the effective date of termination.

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2. To consider the date of resumption of duties falling after the enforcement date of the Cabinet decision and the date of the relevant Council decision, as the date of promotion to the post of Senior Lecturer Grade II.
3. To consider the period from the date of completion of the 08 years' probation to the date of promotion to the Senior Lecturer Grade II post as a period without pay and not to consider that period in reckoning the active service period, even though it can be considered that they have been in service without interruption of the service (continuously) during such period.
4. To grant this concession of re-instatement only once to any Lecturer (Probationary) (cannot opt to concession of re-instatement given in Paragraph 20:15 of Chapter III of the Establishments Code of the University Grants Commission and the Higher Educational Institutions/Institutes - 2023 in future) solely based on the submission of appropriate documents and justifications with regard to delays occurred on the completion of Postgraduate qualification owing to COVID-19 pandemic.

Please be informed that once the approval of the Cabinet of Ministers is received UGC will take prompt action to issue the relevant circular instructions by incorporating the above provisions.

Moreover, the Commission has decided that a specific provision shall be included in the Letter of Appointment of Lecturers (Probationary) who have been reinstated as per the concession given by the Commission Circular No. 04/2023, that the Bond already signed will be effective from the date of resumption of duties.

  
Senior Prof. Sampath Amaratunge  
Chairman

Copy - Secretary/Ministry of Education - Reference to the UGC letter No. UGC/HR/2/3/106/Lec. dated 27.02.2024 sent to get the approval of the Cabinet of Ministers for the Cabinet Memorandum.