

Sri Lanka Electricity Act, No. 36 of 2024

REGULATIONS made by the Minister of Energy under section 50 of the Sri Lanka Electricity Act, No. 36 of 2024 read with paragraph (f) of subsection (3) of section 18 of that Act.

Punya Sri Kumara Jayakodi

Minister of Energy

Colombo,

2025

REGULATIONS

1. These regulations may be cited as the Sri Lanka Electricity (Terms and Conditions of Voluntary Retirement Scheme) Regulations of 2025.

2. These regulations shall apply to every officer and servant (hereinafter referred to as the “employee”) of the Ceylon Electricity Board who do not opt to be assigned to a successor company and be entitled to voluntary retirement under a voluntary retirement scheme (hereinafter referred to as the “voluntary retirement scheme”) referred to in the provisions of paragraph (f) of subsection (3) of section 18 of the Sri Lanka Electricity Act, No. 36 of 2024.

3. Any employee who is entitled to voluntary retirement under regulation 2 may make an application substantially in the form specified in the Schedule hereto.

4. (1) The compensation payable under the voluntary retirement scheme, to the following categories of employees who are serving under the permanent cadre of the Ceylon Electricity Board shall be as follows: -

(a) employees who count ten years or more than ten years of service –

(i) 2.0 months salary for every twelve months of past service; and

(ii) 1.5 months salary for every twelve months of service foregone;

(b) employees who count less than ten years of service –

(i) 5.0 months salary for every twelve months of past service; and

(ii) no payment shall be made for the service foregone.

(2) The compensation specified in sub-regulation (1) shall be paid subject to a minimum limit of rupees nine hundred thousand and maximum limit of rupees five million.

5. The compensation payable to the employees who are not categorized as employees serving under the permanent cadre of the Ceylon Electricity Board excluding the employees serving under the contractual agreements, shall be as follows: -

(a) 2.0 months salary for every twelve months of past service;

(b) minimum compensation shall be twelve months salary; and

(c) method of calculation of compensation – $(22 \times \text{daily wage} \times \text{number of months})$.

6. The compensation payable under regulation 4 or regulation 5 shall be calculated on the basis of monthly salary taken into account in calculating the amount of the Provident Fund at the time of retirement excluding the interim and other allowances.

7. In addition to the compensation, all statutory payments shall be made in terms of the provisions of the relevant Acts.

8. The employees subject to disciplinary inquiries or whose status are in question in any tribunal shall not be eligible to apply for the voluntary retirement under these regulations.

9. All outstanding dues from respective employees shall be recovered from the compensation payable under regulation 4 or regulation 5.

10. Any employee who voluntary retires under the voluntary retirement scheme and is payable with the compensation specified under these regulations shall not be employed in any successor company under any circumstance.

Schedule

(regulation 3)

Application form for voluntary retirement scheme

To be filled by the employee.

1. Name of the employee: -

2. NIC No: -

3. PF No: -

4. Designation: -

5. Date of Birth: -

6. Date of joining the Ceylon Electricity Board (excluding temporary period if any): -

7. Number of completed years of service in Ceylon Electricity Board: -

8. Date of attending of optional retirement: -

9. I hereby certify –

(a) that the information given above is complete and true.

(b) that I hereby authorize the (name of the entity) to recover and adjust all loans/dues etc., payable by me whatever kind of nature.

(c) that I agree that in case any of the aforesaid statement is found to be untrue, the payment made to me by the (name of the entity), under this scheme, shall be recoverable from me without prejudice to any action that may be taken against me by the (name of the entity).

(d) that I agree to voluntary retire from the service of (name of the entity) according to the terms and conditions prescribed in the Sri Lanka Electricity (Terms and Conditions of Voluntary Retirement Scheme) Regulations of 2025.

Date:

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Signature of the applicant