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MINISTRY OF FINANCE AND PLANNING

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திகதி } 09th Oct. 2012
Date }

Dr. N R Dewasiri
President
Federation of University Teachers Association
Department of History
University of Colombo
Colombo 03

Dear Dr. Dewasiri,

**MEDIUM TERM FRAMEWORK RELATING TO REMUNERATION RELATED ASPECTS OF THE
UNIVERSITY ACADEMIC STAFF**

This is further to the follow-up meeting held between the official team of the Government, led by me and the Federation of University Teachers Association (FUTA), led by you regarding remuneration related aspects of university academic staff, and the follow-up decision taken by the Cabinet of Ministers at its meeting held on 29th August 2012 connected with Government's commitment to provide enhanced resources for education and human resource development.

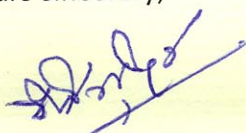
While acknowledging the necessity of channeling enhanced resources and creating an environment that promotes qualitative improvement in the overall education system in the country, the Government also recognizes the importance attached to country's university system and the pivotal role played by the academic community in the provision of higher education and through research inputs towards country's social and economic progress. In this context, the Government, demonstrating its firm commitment to develop facilities in existing universities and more importantly to provide enhanced personnel emoluments and incentives to academic staff, has already implemented a dedicated salary and allowance structure in 2011 and 2012 Budgets, having regards to its financial affordability in the short run and sustainability in the medium term. It is the considered view of the Government that salary related matters in the public sector needs to be addressed within a medium term framework, so that such concerns including those expressed by FUTA on educational expenditure as well as remuneration related aspects of the academic staff could be systematically addressed without

unduly compromising the long overdue development work and other concerns of the people including those in the public services.

In this background, I hereby confirm that the Government will give due consideration to address remuneration related concerns expressed by FUTA in respect of its membership, within a 5 year medium term framework commencing from the 2013 Budget. The medium term framework could be worked out jointly by the relevant government agencies, particularly with the active participation of the Ministry of Finance and Planning and FUTA. This framework shall be based within the prevailing remuneration structure applicable to such staff and the various payments connected with services rendered by such academic staff. The work connected with the development of the proposed framework could commence early and be implemented having regarded to affordability and sustainability of desirable adjustments, starting from 2013 Budget, over the medium term.

I place on record my appreciation of the cooperation extended by FUTA in the discussions held with me and I look forward for your continued cooperation towards the finalization of this medium term framework, to address all related issues of concern at the earliest.

Yours sincerely,



P B Jayasundera
Secretary

Copy : Secretary to the President
Co-Chairman, Salaries and Cadre Commission
Secretary, Ministry of Economic Development
Secretary, Ministry of Higher Education
Chairman, University Grants Commission