

13. LOCAL GOVERNMENT SERVICE COMMISSION

- 13.1 The Local Government Service Commission (LGSC) is an independent body, vested with the power for appointment, disciplinary control, removal from office or approval of retirement and selection of candidates for the award of scholarships or other similar privileges to employees in the Local Government Service.
- 13.2 The objectives of the Commission are, among others, to: maintain a high standard of efficiency and integrity in the exercise of its powers; provide adequate, qualified and suitable human resources to local authorities; and ensure an efficient and effective service delivery geared towards customer satisfaction. In so doing, the LGSC envisages to establish excellence in all matters relating to Human Resource Management and Human Resource Development in the Local Government Service.
- 13.3 As the accounting and responsible officer of the Commission, the Secretary, LGSC is assisted by officers at professional and technical levels and supported by staff of the General Services as well as employees of the Workmen's Group.
- 13.4 For this overall review, Management proposed, among others, the creation of a grade of Deputy Secretary. Given that the technical requirements were not met, we did not accede to the request.
- 13.5 The Bureau considers that the existing structure is appropriate to enable the Commission to deliver on its mandate.

Secretary, Local Government Service Commission

- 13.6 As per the provision of the last Report, a Deputy Permanent Secretary is posted at the LGSC to assist the Secretary in his duties and responsibilities. Given that, henceforth, an officer not below the grade of Deputy Permanent Secretary will be assigned duties of Secretary, LGSC, we consider that this provision should lapse. As regards, the mode of appointment to the grade of Secretary, LGSC, we consider same to be appropriate and is, therefore, being maintained.

Recommendation 1

13.7 We recommend that:

- (i) on the departure of the present incumbent in the grade of **Secretary, Local Government Service Commission**, an officer not below the level of **Deputy Permanent Secretary** should 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 position 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 ground of misconduct or not reverted to his substantive post at his own request; and
 - (c) reached the age of 55 years at the time of his retirement/reversion and he was still assigned the duties of the higher office;

OR

successfully served for a minimum period of six months and reached compulsory retirement age or attained compulsory retirement age while opting to cash his accumulated Vacation Leave in full.

Services of a State Counsel

- 13.8 Provision exists for the services of a State Counsel from the Attorney-General's Office to be made available to the Local Government Service Commission to assist and advise the latter on legal issues. Since we consider same still valid, we are maintaining it.

Recommendation 2

- 13.9 We recommend that Management should consider making the necessary arrangements with the Attorney-General's Office for the provision of the services of a State Counsel on a full-time basis to assist and advise the Local Government Service Commission on all legal matters.

LOCAL GOVERNMENT SERVICE COMMISSION

SALARY SCHEDULE

| Salary Code | Salary Scale and Grade |
|-------------|--|
| 02 000 113 | Rs 154000 Secretary, Local Government Service Commission |

| Salary Code | Salary Scale and Grade |
|-------------|---|
| 24 027 060 | Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver |
| 24 024 054 | Rs 23345 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 33600 Gardener/Nursery Attendant |
| 24 023 053 | Rs 23045 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 Surveillant |
| 24 020 050 | Rs 22175 x 270 - 22445 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 Handy Worker |
