

13. COMPETITION COMMISSION

- 13.1 Set up as a body corporate by the Competition Act No. 25 of 2007, the Competition Commission (CC) operates under the *aegis* of the Ministry of Commerce and Consumer Protection. It is mandated to investigate anticompetitive business practices; issue directions and financial penalties against those found infringing the provisions of the Competition Act; advocate pro-competitive policies and state actions; and raise awareness on the provisions of the Competition Act and the activities of the institution.
- 13.2 Appointed by the President of the Republic upon advice of the Prime Minister, the Executive Director is the Chief Executive Officer of the Commission. As provided in the Competition Act, the latter heads the investigative arm of the Commission and is supported in his functions by Heads of Departments and other support staff.
- 13.3 In the context of this Report, proposals of the staff side pertain to, among others, restyling of grades; reviewing the salary scales; amending the reporting lines of a few grades; and enhancing the existing conditions of service. Management, on the other hand, proposed for the creation of a grade of Office Management Assistant and a dedicated grade to perform human resource related duties.
- 13.4 Prior to this Report, the CC was governed by another salary administration regime. As such, current salary scales as well as the prevailing Conditions of Service including the hours of work of the employees of the CC are not aligned with those recommended by the Bureau. For this review, we have examined the organisation structure, the reporting lines, the functions devolving upon staff and subsequently we are recommending a fit for purpose organisation set up with appropriate salary scale for each level. In addition we have, as far as possible, aligned the appellations of certain grades along with their entry requirements to comparable grades across the Public Sector after assessing their duties and responsibilities.
- 13.5 It is important to highlight that the salary points at the CC cannot be directly converted in the Master Salary Conversion Table. Hence, following the publication of the Report, the CC should submit relevant information, for the Bureau to provide the converted salaries (2026). The overriding principle for this exercise would be to ensure that employees in post are not worsened off with this Report.
- 13.6 We are, therefore, in the ensuing paragraphs providing for the mode of appointment for those grades that require a review of their entry requirements. Further, the duties should be as per prevailing schemes of service.

Legal Secretary

Recommendation 1

- 13.7 **We recommend that appointment to the grade of Legal Secretary should be by selection from among candidates possessing a Degree and Master's Degree in Economics and Law or an equivalent qualification and**

reckoning at least four years' post-qualification experience in research work/assignment.

Accountant

Recommendation 2

- 13.8** We recommend that appointment to the grade of Accountant should be in line with recommendation made in the Chapter on Observations and General Provisions in this Volume.

IT Analyst

Recommendation 3

- 13.9** We recommend that appointment to the grade of IT Analyst should be in line with the recommendations made in the Chapter on Observations and General Provisions of this Volume.

Public Relations and Communication Officer

Recommendation 4

- 13.10** We recommend that appointment to the grade of Public Relations and Communication Officer should be by selection from among candidates possessing a Degree in Communication or Media or Journalism or Public Relations or International Affairs and reckoning at least two years' experience in the relevant field.

Research Assistant

Recommendation 5

- 13.11** We recommend that appointment to the grade of Research Assistant should be by selection from among candidates possessing a Diploma in Legal Studies or Economics or Finance or Accounting or Management.

Administrative Assistant

Recommendation 6

- 13.12** We recommend that appointment to the grade of Administrative Assistant should be by selection from among candidates possessing a Diploma in Administration or Management or an equivalent qualification and reckoning at least two years' experience in administrative and office management activities.

Clerk/Word Processing Operator

Recommendation 7

- 13.13** We recommend that appointment to the grade of Clerk/Word Processing Operator should be by selection from among candidates possessing a Cambridge School Certificate with credit in at least five subjects including English Language, French and Mathematics or Principles of Accounts at not

more than two sittings; a Cambridge Higher School Certificate or passes in at least two subjects obtained on one certificate at the General Certificate of Education 'Advanced level'; a Certificate in typewriting at a speed of at least 25 wpm; and a Certificate in Word Processing or Data Processing.

Receptionist/Telephone Operator

Recommendation 8

- 13.14** We recommend that appointment to the grade of Receptionist/Telephone Operator should be by selection from among candidates possessing a Cambridge School Certificate with credit in English Language and French obtained at not more than two sittings or passes in at least five subjects with at least Grade C in English and French on one Certificate at General Certificate of Education "Ordinary Level".

Driver/Office Auxiliary

Recommendation 9

- 13.15** We recommend that appointment to the grade of Driver/Office Auxiliary should be by selection from among candidates who show proof of having sat for Cambridge School Certificate or an equivalent qualification and possessing a valid driving licence to drive cars, vans and minibuses.

13. COMPETITION COMMISSION

SALARY SCHEDULE

CC 1	:	Rs 24245 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 Driver/Office Auxiliary
CC 2	:	Rs 23945 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 40110 Receptionist/Telephone Operator
CC 3	:	Rs 25745 x 300 - 26945 x 320 - 28865 x 350 - 30965 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 45930 Clerk/Word Processing Operator
CC 4	:	Rs 31365 x 400 - 31765 x 425 - 33040 x 560 - 35840 x 725 - 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 60600 Administrative Assistant Research Assistant

13. COMPETITION COMMISSION (Contd)

CC 5 : Rs 37290 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Assistant Competition Analyst
Public Relations and Communication Officer

CC 6 : Rs 38215 x 925 - 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

IT Analyst

CC 7 : Rs 41080 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 77750

Accountant

CC 8 : Rs 39140 x 970 - 46900 x 1050 - 49000 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 80000

Legal Secretary

CC 9 : Rs 52300 x 1100 - 54500 x 1450 - 58850 x 1750 - 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750

Competition Analyst

CC 10 : Rs 62350 x 1850 - 67900 x 1900 - 75500 x 2250 - 86750 x 2500 - 94250 x 2750 - 97000

Senior Competition Analyst

CC 11 : Rs 86750 x 2500 - 94250 x 2750 - 102500 x 3750 - 110000 x 4000 - 118000

Head Corporate Services
Head Investigations

