

## **Systemic Challenges Faced by the Administrative Officers of the Higher Educational Institutions in Sri Lanka**

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There are 552 Administrative officers are placing in the Higher Educational Institutions in Sri Lanka by the University Grants Commission. This is 5.3% of total number of Non-teaching staff in the system. The mentioned Administrative officers are facing lot of challenges by the systemic issues such as recruitment, promotion, transfer, confirmation and other related benefits. The objective of this study is to find out the solutions to overcome the above challenges. The qualitative historical research methodology is used in this study by refer existing University Act, Circulars, Establishment code which are available legal documents in the system and government sectors. Altogether 32 documents were analyzed and compared. The opinion of the individual is not considered into this study as it concentrated only the systemic challenges. There are several issues are identified specially in the recruitment, promotion and confirmation which has to rectify to ensure the standard of the Administrative system of Higher Educational Institution of Sri Lanka. Recruitment criteria is time to time changed. Promotion is also done against available vacancy carders as the new appointment. The proper transfer policy is not adopted. The promoted officer should be in the probationary period for one year. If anyone fails in the Efficiency Bar exam in Middle level category they also able to get the promotion without considering the result of efficiency bar Exam. There are some common salary codes are used for Administrative staff and Non-administrative staff. There are some systemic differences identified from other equal related all island services. It creates inequality among the same kind of officers to get and enjoy the benefits from their employment. The study has find out there is no proper mechanism or service minutes for the carrier development of Administrative officers of the system. This study emphasizes to develop an all island service in the name of Sri Lankan Higher Educational Administrative Service to ensure the quality of the Administrative system of the Higher Educational Institutions of Sri Lanka.

*Keywords:* Administrative Officers, Systemic issues, Sri Lankan Higher Educational Administrative Service, Circulars