

Overview

The Ministry is responsible for the formulation and implementation of policies, programmes and reform initiatives for a modern and efficient people-centric public service, driven by capable and competent human resources, while ensuring a safe and healthy workplace.

Key Challenges	Strategies
Slow adoption of innovative technologies across the public service	Accelerate digitalisation of the public service and capacity building in new technologies
Reform and transformation of the public service for greater efficiency, including culture change	Develop a comprehensive Public Sector Reform Strategy to drive long-term transformation and modernisation
	Foster a culture of continuous improvement and innovation in the public service to enhance efficiency, responsiveness, and service delivery
	Improve capacity building and capability development of public officers through customised training dispensed by the new training institute and donor countries
Inadequate succession planning	Foster human resource planning and capacity building to address succession management challenges

Programme Outcomes

Programmes	Outcomes	Indicators	2024/25 Provisional	2025/26 Target	2027/28 Target	2029/30 Target
2401: Policy and Strategy for Public Service	A modern and efficient Public Service oriented towards excellence	Stakeholder Engagement Rate	-	50%	60%	75%
2402: Administrative Reforms and Innovation	Improved efficiency in public service delivery	Percentage of administrative reform initiatives identified under the Public Service Reform Scheme implemented	-	50%	70%	100%
2403: Strategic Human Resource Management and Development	Enhanced performance management system	A modern E-Performance Management System (Percentage)	-	40%	75%	100%

Ministry of Public Service and Administrative Reforms - *continued*

Programmes	Outcomes	Indicators	2024/25 Provisional	2025/26 Target	2027/28 Target	2029/30 Target
2404: Occupational Safety and Health for Public Officers	A safer and healthier working environment	Improved rate of compliance with the provisions of Safety and Health Legislation	70%	75%	80%	85%

Financial Resources

Summary by Programmes

Rs 000

Programmes	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
2401: Policy and Strategy for Public Service	275,100	115,900	111,300	112,000
2402: Administrative Reforms and Innovation	20,500	26,500	29,400	34,600
2403: Strategic Human Resource Management and Development	156,000	168,300	166,600	164,400
2404: Occupational Safety and Health for Public Officers	35,400	34,300	35,000	35,500
TOTAL	487,000	345,000	342,300	346,500

Ministry of Public Service and Administrative Reforms - continued

Summary by Economic Categories

Rs 000

Code	Economic Categories	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
Recurrent Expenditure		311,600	331,000	333,500	333,500
20	National Assembly Allowances	2,400	2,400	2,400	2,400
21	Compensation of Employees	200,300	206,200	210,500	213,300
22	Goods and Services	102,100	105,600	105,800	106,000
26	Grants	6,800	6,800	6,800	6,800
28	Other Expense	-	10,000	8,000	5,000
Capital Expenditure		175,400	14,000	8,800	13,000
31	Acquisition of Non-Financial Assets	175,400	14,000	8,800	13,000
TOTAL EXPENDITURE		487,000	345,000	342,300	346,500

Programme 2401: Policy and Strategy for Public Service

Rs 000

Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
TOTAL EXPENDITURE [Appropriation]	275,100	115,900	111,300	112,000
Recurrent Expenditure	107,700	110,400	111,300	112,000
Capital Expenditure	167,400	5,500	-	-

Accounting Officer: Secretary for Public Service

Outcome: A modern and efficient Public Service oriented towards excellence

Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
Develop policies and strategies for the Public Service <i>Office of the Secretary for Public Service</i>	Public Sector Reforms Bill finalised		Dec-25		
	Atal Bihari Vajpayee Institute of Public Service and Innovation Bill finalised		Aug-25		

Ministry of Public Service and Administrative Reforms - continued

Rs 000

RS 000						
Item No.	Details		2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
Recurrent Expenditure			107,700	110,400	111,300	112,000
20	National Assembly Allowances		2,400	2,400	2,400	2,400
20100	Annual Allowance					
(i)	Minister		2,400	2,400	2,400	2,400
21	Compensation of Employees		49,800	52,900	53,700	54,300
21110	Personal Emoluments		44,620	47,600	48,350	48,900
	of which					
.001	Basic Salary		32,320	33,100	33,700	34,200
.002	Salary Compensation		3,900	4,500	4,500	4,500
.004	Allowances		2,100	2,200	2,200	2,200
.005	Extra Assistance		1,800	1,800	1,800	1,800
.006	Cash in lieu of Leave		1,300	1,400	1,400	1,400
.009	End-of-year Bonus		3,200	3,100	3,250	3,300
21111	Other Staff Costs		4,550	4,650	4,700	4,735
.001	Wages		240	240	240	240
.002	Travelling and Transport		3,600	3,600	3,650	3,675
.100	Overtime		700	800	800	800
.200	Staff Welfare		10	10	10	20
21210	Social Contributions		630	650	650	665
.001	Contribution to the National Savings Fund		630	650	650	665
22	Goods and Services		49,000	48,600	48,700	48,800
22010	Cost of Utilities		7,710	7,710	7,710	7,710
22020	Fuel and Oil		460	500	500	500
22030	Rent		34,485	34,210	34,210	34,210
22040	Office Equipment and Furniture		400	455	520	605
22050	Office Expenses		720	750	750	750
22060	Maintenance		685	785	820	835
22070	Cleaning Services		1,500	1,250	1,250	1,250
22090	Security		600	550	550	550
22100	Publications and Stationery		740	840	840	840
22170	Travelling within the Republic		200	200	200	200
22900	Other Goods and Services		1,500	1,350	1,350	1,350
	of which					
.035	Public Service Day		1,000	1,000	1,000	1,000
26	Grants		6,500	6,500	6,500	6,500
26313	Extra-Budgetary Units					
.075	Public Officers Welfare Council		6,500	6,500	6,500	6,500
Capital Expenditure			167,400	5,500	-	-
31	Acquisition of Non-Financial Assets	Project Value Rs 000	167,400	5,500	-	-
31112	Non Residential Building					
.058	Construction of Civil Service College	483,300	165,400	1,000	-	-
31122	Other Machinery and Equipment					
.799	Upgrading of other Machinery and Equipment		-	1,500	-	-
.802	Acquisition of IT Equipment (Including Video Conferencing)		2,000	3,000	-	-
TOTAL			275,100	115,900	111,300	112,000

Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	Minister	1	1
2	Secretary for Public Service	1	1
3	Permanent Secretary	1	1
4	Assistant Permanent Secretary	2	2
5	Manager, Financial Operations	1	1
6	Principal Financial Operations Officer	1	1
7	Financial Operations Officer/Senior Financial Operations Officer	1	1
8	Assistant Financial Operations Officer	1	1
9	Manager (Procurement and Supply)	1	1
10	Assistant Manager (Procurement and Supply)	1	1
11	Procurement and Supply Officer/Senior Procurement and Supply Officer	1	1
12	Office Management Executive	1	1
13	Office Management Assistant	12	12
14	Office Supervisor	1	1
15	Management Support Officer	57	53
16	Confidential Secretary	1	1
17	Word Processing Operator	1	1
18	Office Auxiliary/Senior Office Auxiliary	13	10
19	Receptionist/Telephone Operator	2	2
20	Stores Attendant	1	1
21	Driver	4	4
TOTAL		105	98

Ministry of Public Service and Administrative Reforms - continued

Programme 2402: Administrative Reforms and Innovation

Rs 000

Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
TOTAL EXPENDITURE [Appropriation]	20,500	26,500	29,400	34,600
Recurrent Expenditure	20,500	24,000	24,400	24,600
Capital Expenditure	-	2,500	5,000	10,000

Accounting Officer: Secretary for Public Service

Outcome: Improved efficiency in public service delivery

Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
Implement reforms in the Public Service <i>Public Sector Business Transformation Bureau</i>	Public Sector Reform Strategy Framework developed		Dec-25		

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
Recurrent Expenditure		20,500	24,000	24,400	24,600
21	Compensation of Employees	12,700	13,200	13,600	13,800
21110	Personal Emoluments	11,675	12,175	12,560	12,760
	<i>of which</i>				
.001	Basic Salary	8,880	8,800	9,060	9,260
.002	Salary Compensation	915	1,000	1,050	1,050
.004	Allowances	780	800	850	850
.006	Cash in lieu of Leave	300	325	350	350
.009	End-of-year Bonus	800	850	850	850
21111	Other Staff Costs	840	840	840	840
.002	Travelling and Transport	810	810	810	810
.100	Overtime	25	25	25	25
.200	Staff Welfare	5	5	5	5
21210	Social Contributions	185	185	200	200
.001	Contribution to the National Savings Fund	185	185	200	200
22	Goods and Services	7,500	10,500	10,500	10,500
22030	Rent	50	50	50	50
22040	Office Equipment and Furniture	100	100	100	100
22050	Office Expenses	60	60	60	60
22060	Maintenance	140	140	140	140
22100	Publications and Stationery	285	285	285	285
22120	Fees	1,500	1,500	1,500	1,500
	<i>of which</i>				
.008	Fees to Consultants	1,000	1,000	1,000	1,000
22130	Studies and Surveys	100	100	100	100

Ministry of Public Service and Administrative Reforms - continued

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
22900	Other Goods and Services	5,265	8,265	8,265	8,265
	<i>of which</i>				
.014	Hospitality and Ceremonies	1,400	1,400	1,400	1,400
.828	Expenses i.c.w Public Service Reforms	-	5,000	5,000	5,000
.922	Conference/Seminars/Workshops	250	250	250	250
.950	Improvement of Counter Services	800	800	800	800
.993	Expenses i.c.w Sandbox Framework	2,000	-	-	-
26	Grants	300	300	300	300
26210	Contribution to International Organisations	300	300	300	300
.189	African Association of Public Administration and Management (AAPAM)	300	300	300	300
Capital Expenditure		-	2,500	5,000	10,000
31	Acquisition of Non-Financial Assets	-	2,500	5,000	10,000
		Project Value Rs 000			
31132	Intangible Fixed Assets				
.111	E-Document Management System - <i>Business Continuity Model</i>	30,000	2,500	5,000	10,000
TOTAL		20,500	26,500	29,400	34,600

Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	Director, Public Sector Business Transformation Bureau	1	1
2	Deputy Permanent Secretary	1	1
3	Assistant Director, Public Sector Business Transformation Bureau	-	-
4	Management Analyst/Senior Management Analyst	4	4
5	Office Management Assistant	7	7
6	Management Support Officer	10	10
7	Word Processing Operator	1	1
8	Handy Worker	2	2
TOTAL		26	26

Programme 2403: Strategic Human Resource Management and Development

Rs 000

Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
TOTAL EXPENDITURE [Appropriation]	156,000	168,300	166,600	164,400
Recurrent Expenditure	148,000	162,300	162,800	161,400
Capital Expenditure	8,000	6,000	3,800	3,000
Sub-Programmes:				
240301: Human Resource Management	127,500	123,600	123,700	124,400
240302: Capacity Building	28,500	44,700	42,900	40,000
TOTAL	156,000	168,300	166,600	164,400

Sub-Programme 240301: Human Resource Management

Accounting Officer: Secretary for Public Service					
Outcome: Enhanced performance management system					
Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
Prescribe schemes of service for all grades <i>Human Resource Management Division</i>	Percentage of schemes of service prescribed within 6 months	32%	35%	45%	50%

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
Recurrent Expenditure		119,500	117,600	119,900	121,400
21	Compensation of Employees	99,100	100,100	102,400	103,900
21110	Personal Emoluments	90,920	91,800	94,100	95,600
	<i>of which</i>				
.001	Basic Salary	72,720	70,100	71,900	73,000
.002	Salary Compensation	7,600	8,300	8,300	8,300
.004	Allowances	1,000	1,000	1,000	1,000
.006	Cash in lieu of Leave	2,800	2,900	3,000	3,100
.009	End-of-year Bonus	6,800	6,200	6,600	6,900
21111	Other Staff Costs	6,830	6,950	6,950	6,950
.002	Travelling and Transport	6,300	6,320	6,320	6,320
.100	Overtime	500	600	600	600
.200	Staff Welfare	30	30	30	30
21210	Social Contributions	1,350	1,350	1,350	1,350
.001	Contribution to the National Savings Fund	1,350	1,350	1,350	1,350

Ministry of Public Service and Administrative Reforms - *continued*

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
22	Goods and Services	20,400	17,500	17,500	17,500
22040	Office Equipment and Furniture	200	200	200	200
22050	Office Expenses	485	500	500	500
22060	Maintenance	16,615	14,090	14,090	14,090
	<i>of which</i>				
.005	IT Equipment	16,525	14,000	14,000	14,000
22100	Publications and Stationery	2,075	1,585	1,585	1,585
22120	Fees	700	700	700	700
22170	Travelling within the Republic	200	200	200	200
22900	Other Goods and Services	125	225	225	225
Capital Expenditure		8,000	6,000	3,800	3,000
31	Acquisition of Non-Financial Assets	8,000	6,000	3,800	3,000
31122	Other Machinery and Equipment				
.802	Acquisition of IT Equipment for Electronic Attendance System	3,000	3,000	3,000	3,000
31132	Intangible Fixed Assets				
.130	E-Scheme of Service	5,000	3,000	800	-
TOTAL		127,500	123,600	123,700	124,400

Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	Director, Human Resource Management	1	1
2	Deputy Director, Human Resource Management	2	2
3	Manager, Human Resources	7	8
4	Human Resource Management Officer (<i>Personal</i>)	1	-
5	Assistant Manager, Human Resources	14	14
6	Senior Human Resource Executive	8	8
7	Human Resource Executive	24	24
8	Office Management Executive	3	3
9	Office Management Assistant	13	13
10	Management Support Officer	83	80
11	Confidential Secretary	7	7
12	Word Processing Operator	14	10
13	Head Office Auxiliary	6	5
14	Office Auxiliary/Senior Office Auxiliary	14	13
TOTAL		197	188

Ministry of Public Service and Administrative Reforms - continued

Sub-Programme 240302: Capacity Building

Accounting Officer: Secretary for Public Service					
Outcome: Enhanced performance management system					
Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
Capacity building of public officers <i>Human Resource Development Division and other Training Institutes</i>	Number of public officers trained	9,365	20,000	25,000	30,000

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
Recurrent Expenditure		28,500	44,700	42,900	40,000
21	Compensation of Employees	10,100	11,100	11,300	11,400
21110	Personal Emoluments	8,800	9,800	10,000	10,100
	<i>of which</i>				
.001	Basic Salary	6,900	7,300	7,400	7,500
.002	Salary Compensation	900	1,000	1,000	1,000
.004	Allowances	100	100	100	100
.006	Cash in lieu of Leave	300	300	300	300
.009	End-of-year Bonus	600	700	800	800
21111	Other Staff Costs	1,110	1,110	1,110	1,110
.002	Travelling and Transport	800	800	800	800
.100	Overtime	300	300	300	300
.200	Staff Welfare	10	10	10	10
21210	Social Contributions	190	190	190	190
.001	Contribution to the National Savings Fund	190	190	190	190
22	Goods and Services	18,400	23,600	23,600	23,600
22040	Office Equipment and Furniture	90	100	100	100
22050	Office Expenses	40	50	50	50
22060	Maintenance	90	120	120	120
22100	Publications and Stationery	545	550	550	550
22120	Fees	17,360	22,500	22,500	22,500
.007	Training	2,500	2,500	2,500	2,500
.039	Continuous Professional Development for Civil Servants	14,860	20,000	20,000	20,000
22900	Other Goods and Services	275	280	280	280
28	Other Expense	-	10,000	8,000	5,000
28213	Transfers to Non-Financial Public Corporations				
.008	Atal Bihari Vajpayee Institute of Public Service and Innovation (ex Civil Service College)	-	10,000	8,000	5,000
TOTAL		28,500	44,700	42,900	40,000

Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	Deputy Permanent Secretary	1	-
2	Office Management Executive	1	1
3	Office Management Assistant	1	1
4	Management Support Officer	8	7
5	Confidential Secretary	1	1
6	Word Processing Operator	2	1
7	Senior Library and Documentation Officer	1	1
8	Library and Documentation Officer	1	1
9	Library Clerk/Senior Library Clerk	2	2
10	Office Auxiliary/Senior Office Auxiliary	8	8
TOTAL		26	23

Ministry of Public Service and Administrative Reforms - continued

Programme 2404: Occupational Safety and Health for Public Officers

Rs 000

Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
TOTAL EXPENDITURE [Appropriation]	35,400	34,300	35,000	35,500
Recurrent Expenditure	35,400	34,300	35,000	35,500
Capital Expenditure	-	-	-	-

Accounting Officer: Secretary for Public Service

Outcome: A safer and healthier working environment

Main Service/Delivery Unit	Key Performance Indicator	2024/25 Provisional	2025/26 Target	2026/27 Target	2027/28 Target
Ensure compliance with safety and health standards <i>Occupational Safety and Health Division</i>	Number of safety and health inspections conducted	8,500	9,000	9,500	10,000

Rs 000

Item No.	Details	2024/25 Estimates	2025/26 Estimates	2026/27 Planned	2027/28 Planned
Recurrent Expenditure		35,400	34,300	35,000	35,500
21	Compensation of Employees	28,600	28,900	29,500	29,900
21110	Personal Emoluments	25,970	26,270	26,850	27,250
	<i>of which</i>				
.001	Basic Salary	20,640	19,670	20,000	20,300
.002	Salary Compensation	2,000	2,200	2,300	2,300
.004	Allowances	850	850	850	850
.006	Cash in lieu of Leave	600	650	700	700
.009	End-of-year Bonus	1,880	1,900	2,000	2,100
21111	Other Staff Costs	2,260	2,260	2,280	2,280
.002	Travelling and Transport	2,200	2,200	2,220	2,220
.100	Overtime	50	50	50	50
.200	Staff Welfare	10	10	10	10
21210	Social Contributions	370	370	370	370
.001	Contribution to the National Savings Fund	370	370	370	370
22	Goods and Services	6,800	5,400	5,500	5,600
22040	Office Equipment and Furniture	80	80	80	80
22050	Office Expenses	40	40	40	40
22060	Maintenance	85	85	85	85
22100	Publications and Stationery	160	160	160	160
22120	Fees	1,155	1,250	1,250	1,250
22900	Other Goods and Services	5,280	3,785	3,885	3,985
	<i>of which</i>				
.934	Enhancement of Work Environment in the Civil Service	4,500	3,000	3,000	3,000
TOTAL		35,400	34,300	35,000	35,500

Human Resources

SN	Position Titles	Funded	
		2024/25	2025/26
1	Director, Safety and Health Unit	1	1
2	Assistant Director, Safety and Health Unit	1	1
3	Principal Safety and Health Officer	6	6
4	Safety and Health Officer/Senior Safety and Health Officer	38	36
5	Office Management Assistant	1	1
6	Management Support Officer	3	3
TOTAL		50	48