

Department of Government Factory

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Calling for Applications for Open Recruitment to the Primary Skilled Service Category (PL 3) - 2026

- 1.0 Applications are invited from suitably qualified Sri Lankan citizens to fill the vacancies in the posts in the Primary Skilled Service Category of the Department of Government Factory specified below.
- 2.0 The vacancies in the posts to which recruitment is to be made in the Primary Skilled Service Category of the Department of Government Factory are shown in the table below.

Serial No.	Approved Post	Number of Vacancies
1.	Core Maker	01
2.	Fabricator (Metal)	02
3.	Furnaceman	01
4.	Fitter (General)	08
5.	Heavy Vehicle Operator	04
6.	Pipe Fitter	01
7.	Machine Operator (Production)	01
8.	Machinist	08
9.	Machinist (Wood)	01
10.	Foundry Man	04
11.	Pattern Maker	01
12.	Plumber	01
13.	Welder	05
14.	Carpenter (Furniture)	01
	Total	39

3.0 Salary Scale:

3.1 Salary Code - PL 3 - 2025

3.2 Salary Scale - Rs. 42,780/- - 10 x 490 - 10 x 540 - 10 x 590 - 12 x 630 = Rs. 66,540/-

Note - I) Salaries will be paid according to Schedule III of Public Administration Circular No. 10/2025 until 01.01.2027, and according to Schedule II from 01.01.2027.

II) In addition to this salary, you will be entitled to any other allowances paid by the Government to public officers from time to time.

3.3 Salary Progression:

Grade	Initial Salary Step	Initial Salary Point (Rs.)
III	Step 01	Rs. 42,780/-
II	Step 12	Rs. 48,220/-
I	Step 22	Rs. 53,670/-
Special	Step 32	Rs. 59,610/-

4.0 Nature of the Post(s) : Permanent and pensionable

5.0 Grade of Recruitment : Grade III

6.0 Medium : Sinhala/Tamil and English

7.0 Duties Assigned:

Approved Post	Duties
Core Maker	Making all types of cores required for castings and preparing estimates for such core-making work.
Fabricator (Metal)	Manufacturing hospital equipment; preparing patterns using metal sheets, cutting letters from sheet metal, carrying out painting work, and preparing estimates for such work.
Furnaceman	Operating the furnaces required for all casting work, repairing furnaces, and preparing estimates for such work.
Fitter (General)	Carrying out all heavy and light fitting work, including the fabrication of large-scale gates, repairing machinery, and preparing estimates for such work.
Heavy Vehicle Operator	Operating heavy vehicles and carrying out minor servicing of those vehicles.
Pipe Fitter	Operating air compressors and boilers, carrying out minor maintenance, and preparing estimates for such work.

Approved Post	Duties
Machine Operator (Production)	Operating nail-making machinery and other production machinery, carrying out minor maintenance, and preparing estimates for such work.
Machinist	Carrying out metal-machining work using boring, milling, lathe and drilling machines, performing minor machine maintenance, and preparing estimates for such work.
Machinist (Wood)	Operating woodworking machinery, carrying out minor maintenance, and preparing estimates for such work.
Foundry Man	Preparing moulds for casting work, carrying out casting, and preparing estimates for such work.
Pattern Maker	Producing wooden patterns required for casting work and preparing estimates for such work.
Plumber	Installing and repairing PVC and G.I. pipes, sanitary fittings and water-supply systems, carrying out minor maintenance, and preparing estimates for such work.
Welder	Performing gas, electric, TIG and MIG welding on brass, aluminium, iron, cast iron and stainless steel, and preparing estimates for such work.
Carpenter (Furniture)	Manufacturing, polishing and repairing furniture, and preparing estimates for such work.

8.0 Qualifications for Recruitment:

D. Educational Qualifications:

- I. Should have passed six (06) subjects at the G.C.E. (Ordinary Level) Examination, with at least two credit passes, in not more than two sittings.
- II. Where competency at NVQ Level 03 or NVQ Level 04 in the relevant field has been obtained in terms of Public Administration Circular No. 28/2016, the educational qualifications stated under item I shall not apply.

II). Vocational Qualifications: Should have obtained competency of not less than Level Four (04) of the National Vocational Qualification (NVQ), as determined by the Tertiary and Vocational Education Commission in relation to the duties of each post.

The vocational qualifications relevant to each post are set out below.

Post	Vocational Qualifications
Core Maker	I. A certificate obtained after completing a course of at least one year at a recognized technical institution, together with the following skills. II. Ability to make special core frames. III. knowledge of venting and baking methods for sand cores and shapes of various sizes.

Post	Vocational Qualifications
	IV. Ability to prepare a core-sand mixture and ram, reinforce, vent, deliver and dress the core to make a core box. V. Ability to prepare oil-sand mixtures and make cores. VI. Ability to prepare dry special/ green-sand and special clay mixtures in the correct proportions for ferrous and non-ferrous work. VII. Ability to make pipe cores with loam sand and core frames using supporting core boxes or templates. VIII. Sound knowledge and advanced skill in mould-making.
Fabricator (Metal)	Competency at NVQ Level 4.
Furnaceman	I. A certificate obtained after completing a course of at least one year at a recognized technical institution with certificates of the following skills and experience. II. Identifying ferrous and non-ferrous metals and alloys. III. Operating, repairing and maintaining non-ferrous furnaces, crucible and non-crucible, oil-fired furnaces and cupolas. IV. Operating blowers, burners, lifting, charging and weighing equipment. V. Basic ability to use a pyrometer. VI. Judging the heat of molten metal by examining tapped metal or smoke produced by fuel-air ratios. VII. knowledge of economical fuel-to-metal ratios.
Fitter (General)	Competency at NVQ Level 4.
Heavy Vehicle Operator	I. At least ten (10) years of experience in operating heavy vehicles in a recognized registered institution. II. Basic knowledge of heavy-vehicle maintenance. III. Ability to operate a prime mover with trailer, IV. a Ability to operate crane. V. Ability to operate Lorries and forklifts. VI. Competency at NVQ Level 4.
Pipe Fitter	I. A certificate obtained after completing a course of at least two years at a recognized technical institution with the following vocational competencies. II. Reading and understanding relevant drawings. III. Installing and maintaining hot- and cold-water pipelines. IV. Installing and maintaining sewerage systems. V. Installing and maintaining chilled-water pipelines. VI. Installing and maintaining steam pipelines. VII. Installing and maintaining compressed-air pipelines. VIII. Installing and maintaining fire-fighting equipment and fittings. IX. Installing and maintaining pumps.

Post	Vocational Qualifications
Machine Operator (Production)	I. A certificate obtained after completing a course of at least two years at a recognized technical institution with certificates of the following competencies and experience. II. Reading relevant drawings. III. Operating bolt-forming machines. IV. Operating hydraulic presses. V. Operating forge-forming machines and presses. VI. Adjusting machine speed. VII. Operating and maintaining production machinery. VIII. Checking product specifications; and preparing production reports.
Machinist	Competency at NVQ Level 4.
Machinist (Wood)	I. A certificate obtained after completing a course of at least two years at a recognized technical institution with the following skills and experience. II. Sound knowledge of maintaining trade tools and machinery. III. knowledge of relevant fundamentals and principles. IV. Ability to read drawings. V. Ability to operate within a short time at least five of the following six machines, a) mortising machine b) tenoning machine c) simple moulding machine d) sanding machine e) wood-turning machine f) surface-and-thickness planer.
Foundry Man	I. A certificate obtained after completing a course of at least two years at a recognized technical institution with the following skills and experience. II. Determining green dry and loam-sand compositions for ferrous and non-ferrous castings and making suitable moulds. III. Making various core moulds. IV. Making loam-sand pattern moulds. V. Economically adapting moulding boxes, frames, lifting and supporting equipment; testing molten metal. VI. Determining the correct pouring time and directing assistants and ladle operators. VII. Sound knowledge of chilling techniques. VIII. Sound knowledge of core-making.
Pattern Maker	I. A certificate obtained after completing a course of at least one year at a recognized technical institution with the following skills and experience. II. Reading relevant drawings. III. Using contraction rules for different metals.

Post	Vocational Qualifications
	IV. Knowledge of metals and casting. V. Making a pattern according to a drawing using core prints. VI. Sound knowledge of all types of patterns and contraction scales used in the trade.
Plumber	I. A certificate obtained after completing a course of at least one year at a recognized technical institution with the following skills and experience. II. Reading relevant drawings. III. Installing and repairing domestic water-supply systems and pumps. IV. Installing sewerage systems. V. Installing and maintaining domestic waste water and waste - disposal systems. VI. Installing all types of pipes and fittings, including steel pipes.
Welder	Competency at NVQ Level 4.
Carpenter (Furniture)	I. A certificate obtained after completing a course of at least two years at a recognized technical institution with the following skills and experience. II. Reading relevant drawings. III. Understanding the uses and quality of various timbers. IV. Understanding the making different timber joints. V. Preparing furniture estimates. VI. Producing furniture from timber board. VII. Producing furniture from timber boards, timber blocks. VIII. Producing furniture from Machine-finished and timber board. IX. Maintaining relevant machinery, sharpening tools and maintaining power tools.

III). Experience: Two (02) years of experience in the relevant field in a government or private institution will be considered an additional qualification.

IV). Physical Fitness: Every candidate must possess adequate physical and mental fitness to serve in any part of Sri Lanka and to perform the duties of the post.

V). Other:

- I. Must be a citizen of Sri Lanka.
- II. The applicant must be of excellent character.
- III. All qualifications required for recruitment to the post must have been fulfilled in every respect by the date stated in the notice/Gazette calling for applications, namely **25.09.2026**.

9.0 Age: Must be not less than 18 years and not more than 45 years of age as at the closing date of applications.

10.0 Method of Recruitment: Recruitment will be based on the results of a vocational practical test and a structured interview for assessment of suitability.

10.1.1 Vocational Practical Test

Post	Paper	Syllabus	Duration	Total Marks	Pass Marks
Core Maker	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Preparing a core-sand mixture ramming, reinforcing, venting, delivering and dressing a core and making a core box. b) Preparing core-sand, gum and dressing mixtures in the correct proportions for ferrous/non-ferrous work. c) Setting cores for complex or multi-core work and packing blocks using the required templates and gauges. d) Preparing an oil-sand mixture and making a core.	01 hour	100	40
Fabricator (Metal)	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Marking metal for cutting. b) Assembling prepared metal components.	01 hour	100	40
Furnaceman	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Correctly operating a cupola/furnace with the specified weight of metal and additives. b) Identifying common ferrous/non-ferrous metals and the correct grade of coke. c) Starting, charging and melting in the furnace, removing slag, tapping metal, shutting down the furnace and successfully casting with assistants. d) Operating blowers, burners, lifting, charging and weighing equipment. e) Identifying alloy components.	01 hour	100	40
Fitter (General)	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Assembling and installing machinery and die components. b) Demonstrating sound knowledge of machinery maintenance.	01 hour	100	40
Heavy Vehicle Operator	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Driving a passenger bus. b) Driving a goods lorry. c) Operating a forklift. d) Demonstrating basic knowledge of heavy-vehicle maintenance.	01 hour	100	40

Post	Paper	Syllabus	Duration	Total Marks	Pass Marks
Pipe Fitter	Subject Knowledge	The candidate must pass the practical test in two of the following areas: a) Installing and maintaining hot/cold-water. b) Installing and maintaining sewerage. c) Installing and maintaining chilled-water. d) Installing and maintaining steam. e) Installing and maintaining compressed-air pipeline f) Installing and maintaining fire-fighting/equipment fittings. g) Installing and maintaining gas pipeline systems. h) Installing and maintaining pumps.	01 hour	100	40
Machine Operator (Production)	Subject Knowledge	The candidate must pass the practical test in two of the following areas: a) Operating forge-forming machines and presses and performing daily maintenance. b) Operating and maintaining bolt-forming machines. c) Operating hydraulic presses and performing daily maintenance.	01 hour	100	40
Machinist	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Demonstrating sound experience in lathe work. b) Demonstrating sound experience in drilling and related work. c) Grinding lathe and drilling tools.	01 hour	100	40
Machinist (Wood)	Subject Knowledge	The candidate must demonstrate competence in operating at least five of the following six woodworking machines including the surface-and-thickness planer. a) mortising machine b) tenoning machine c) simple moulding machine d) sanding machine e) wood-turning machine f) surface-and-thickness planer.	01 hour	100	40
Foundry Man	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Preparing a medium-complexity two- or three-part mould in green or dry sand for ferrous/non-ferrous casting and completing a satisfactory casting test. b) Preparing sand for a two- or three-part mould and producing a complex or medium ferrous/non-ferrous casting mould.	01 hour	100	40

Post	Paper	Syllabus	Duration	Total Marks	Pass Marks
Pattern Maker	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Making a casting pattern according to a given drawing requiring the use of core prints. b) Making any type of casting pattern according to a given drawing.	01 hour	100	40
Plumber	Subject Knowledge	The candidate must pass the practical test in two of the following areas. a) Newly installing/repairing domestic water-supply systems and installing water pumps. b) Installing sewerage systems. c) Installing and maintaining domestic wastewater-disposal systems. d) Installing all types of pipes and fittings, including steel pipes.	01 hour	100	40
Welder	Subject Knowledge	The candidate must pass the practical test in the four relevant Subject categories. NVQ Level 4 arc welding. a) Oxy-acetylene cutting of steel. b) Manual arc welding in flat (1G/1F), c) Manual arc welding in horizontal, d) Manual arc welding in vertical (3G) e) Manual arc welding in overhead (4G) positions. f) Soldering and brazing. NVQ Level 4 TIG welding. a) Oxy-acetylene cutting of steel. b) Oxy-acetylene welding in flat, c) Oxy-acetylene welding horizontal, d) Oxy-acetylene welding vertical (3G) e) Oxy-acetylene welding overhead (4G) positions. f) Oxy-acetylene welding of steel pipes in all positions (6G).	01 hour	100	40
Carpenter (Furniture)	Subject Knowledge	The candidate must pass the practical test in two of the following areas: a) Preparing estimates for manufacturing furniture. b) Manufacturing furniture from boards. c) Manufacturing furniture from timber blocks and timber board. d) Manufacturing furniture from machine-finished timber and timber boards. e) Maintaining relevant machinery, sharpening tools and maintaining power tools.	01 hour	100	40

10.1.2 Structured Interview for Assessment of Suitability

Main Criteria for Awarding Marks	Maximum Marks	Method of Awarding Marks	Marks Awarded
Additional Educational Qualifications	20	02 marks for each subject passed at the G.C.E. (Advanced Level) Examination, excluding the Common General Test.	06
		Diploma or certificate courses completed at a recognized institution: i. 03-06 months - 04 marks ii. 06-12 months - 08 marks iii. 12 months or more - 14 marks	14
Service Experience	40	08 marks for each year of experience in the relevant field in a government or private institution.	40
Training Courses Followed	15	Engineering-related training courses followed at a government-recognized institution: i. Less than one month - 02 marks ii. 01-03 months - 05 marks iii. 03-06 months - 10 marks iv. More than 06 months - 15 marks	15
Extracurricular Activities	20	For sports certificates: 05 marks for a provincial-level achievement and 10 marks for an all-island achievement (one or more). 05 marks will be awarded for holding the position of school prefect.	20
Performance at the Interview	05	Marks will be awarded according to the performance demonstrated at the interview.	05
Total			100

Note: Experience relevant to the post must be supported by acceptable certificates. Such qualifications must be valid as at the closing date of applications, namely **23.10. 2026**.

11.0 No disciplinary punishment should have been imposed under the provisions of Public Service Commission Circular No. 01/2020.

12.0 Extreme care must be taken to provide accurate information when completing the application. If a candidate is found to be unqualified at any stage of verification, his/her candidature may be cancelled. If any information furnished by an applicant is found to be false at any time, he/she may be dismissed from public service.

- 13.0** The application must be submitted in conformity with the prescribed specimen form. Applications that do not conform to the specimen form included in this notice, or that are incomplete, will be rejected without notice.
- 14.0** The applicant's signature on the application must be certified by a principal of a government school, a Justice of the Peace, a Commissioner for Oaths, an Attorney-at-Law, a Notary Public, a commissioned officer of the Armed Forces, a gazetted officer of the Police Service, or a staff-grade officer holding a permanent post in the public service.
- 15.0** On the presumption that only persons possessing the qualifications stated in this notice have applied, all applicants who submit applications on or before the due date will be called by the Director General of the Department of Government Factory for the vocational practical test and the structured interview for assessment of suitability. Such a call shall not be regarded as acceptance that the applicant is qualified for the post. If, upon verification at the interview, an applicant is found not to possess the required qualifications, his/her candidature will be cancelled.
- 16.0** Candidates must submit one of the following documents to establish their identity:
- I. National Identity Card issued by the Department for Registration of Persons
 - II. Valid Sri Lankan Driving licence
 - III. Valid passport
- 17.0** The Director General of the Department of Government Factory shall make the final decision on any matter not provided for herein. All applicants are bound to comply with the general rules and conditions stated in this notice.

18.0 Method of Application:

The application, duly completed in accordance with the specimen form attached hereto and containing all particulars, together with copies of certificates in support of educational qualifications, vocational qualifications, service experience, training courses and extracurricular activities, must be sent by registered post to reach “Director General, Department of Government Factory, Kolonnawa Road, Kolonnawa” on or before **23rd October 2026**. The words **“Open Recruitment to Grade III Posts in the Primary Skilled Service Category - 2026”** must be clearly written on the top left-hand corner of the envelope.

Eng. S. N. B. M. Padmasiri
Director General

Dated this 21st of September 2026
Department of Government Factory,
Kolonnawa Road,
Kolonnawa.