

**NATIONAL INSTITUTE OF PLANTATION
MANAGEMENT**

**Annual Report
2023**

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VISION

To be the Centre of Excellence in Providing
Training and Conducting Consultancy and
Research on Plantation Management

MISSION

To Elevate the Professional Competence of All
Human Assets in the Plantation Industry towards
Perfection through Quality Training

2. Chairman's Message



It is with great pleasure that I send this message for the Annual Report of the year 2023 as the Chairman of the National Institute of Plantation Management.

Diversification of resources is very important to achieve the objectives of any organization. Human Resource is the only living resource among these diverse resources and it is very important in achieving the objectives of an organization. That is because all the other resources are utilized by a cohort of people. In a wider sense, Human Resource Development is carried out through knowledge sharing, skills improvement and positive attitudes.

Looking back at the year 2023, the Plantation Industry was faced with several challenges. The entire plantation industry was challenged by factors including the effects of global warming, lack of workforce attraction. As the National Institute of Plantation Management, we have persistently stood up to overcome these challenges and have done our part of the job being the key facilitator in workforce development in the Plantation Industry. This performance report will bear witness to our efforts.

I wish to thank Hon. Dr. Ramesh Pathirana, former Minister of Plantation Industries, Hon. Mahinda Amaraweera, Minister of Agriculture and Plantation Industries, Mr. Janaka Dharmakeerthi, the Secretary of the Ministry of Agriculture and Plantation Industries and other officials of the Ministry of Agriculture and Plantation Industries as well as others who guided our team to enhance institutional performances.

I wish to pay a special tribute to the members of the Board of Governors, the Director/CEO, Dr. Prasad Dharmasena and other staff of the National Institute of Plantation Management for their tireless contributions.

A handwritten signature in blue ink, appearing to be 'Pushpika Samarakoon', written in a cursive style.

Pushpika Samarakoon
Chairman
National Institute of Plantation
Management

20.06.2024

3. Director's Review



I am honored to present the Annual Report for the National Institute of Plantation Management (NIPM) for the year 2023. This year 2024 has been one of remarkable achievements and growth, reflecting our unwavering commitment to academic excellence, innovative research, and the sustainability of the plantation industry in Sri Lanka. Despite facing significant economic challenges, NIPM has made substantial progress in enhancing its educational offerings and expanding its impact.

Importance of Academic and Research Discipline

At NIPM, we emphasize the crucial role of academic rigor and cutting-edge human capital and research in advancing the plantation sector. Our programs are meticulously designed to combine theoretical knowledge with practical applications, ensuring that our Diploma holders/graduates are well-prepared to meet the evolving demands of the industry. Through our research initiatives, we aim to drive innovation and contribute to the development of sustainable practices in plantation management.

Sustainability of the Plantation Industry

Sustainability is a cornerstone of our mission at NIPM. The plantation industry in Sri Lanka faces numerous environmental, social, and economic challenges. We are dedicated to promoting sustainable practices through our educational programs and research

efforts. By equipping professionals with the skills and knowledge to implement sustainable strategies, we aim to ensure the long-term viability of the plantation sector.

SWOT Analysis

To provide a comprehensive overview of our current position and future prospects, The following SWOT analysis of the institute is effectual for the educational sustainability in the plantation industry of Sri Lanka.

Strengths:

Expertise and Reputation: NIPM is renowned for its expertise in plantation management education and research.

Comprehensive Curriculum: Our diverse program offerings cater to the evolving needs of the industry.

Strong Industry Links: We have established robust partnerships with key stakeholders in the plantation sector.

Weaknesses:

Resource Constraints: Limited financial and infrastructural resources can hinder our ability to expand and innovate.

Dependence on Grants: Reliance on recurrent grants poses a risk in times of economic uncertainty in the country.

Opportunities:

Growing Demand for Education: Increasing interest in education presents an opportunity for program expansion.

Technological Advancements: Leveraging new technologies can enhance our research capabilities and educational delivery.

Global Collaboration: Engaging in international partnerships can open new avenues for growth and knowledge exchange.

Threats:

Economic Instability: Ongoing economic challenges could impact funding and enrollment.

Environmental Concerns: Climate change and environmental degradation pose risks to the plantation industry.

Competition: The emergence of new educational institutions may increase competition for students and resources.

We as the national plantation education service provider, are in attempt to maximize our strengths and opportunities and minimize weaknesses and threats to enhance the contribution of plantation sector to the National economy through human capital development.

Financial Highlights

NIPM's financial performance in 2023 has been robust, marked by significant growth in several key areas:

Total Income: Increased by 35.72 million rupees, a 22.5% growth despite the economic crisis and Rubber industry is also at a risk. This increase underscores our effective financial management and the success of our income-generating activities.

Recurrent Grant: Increased by 8.4%, providing essential support for our operations and enabling us to maintain high standards in our programs.

Academic Income: Saw an impressive increase of 75.9%, reflecting the growing demand for our educational programs and the successful implementation of new courses.

Total Expenditures: Rose by 43.85 million rupees, a 29.2% increase compared to the previous year. This rise is attributed to our expanded program offerings, enhanced research activities, and investments in infrastructure and technology.

Net Asset: Increased to 1527.91 million rupees, a substantial growth of 39.2%, strengthening our financial foundation and positioning us for future growth.

Net Profit: For the year 2023 was 29.25 million rupees, demonstrating our effective financial management and operational efficiency.

Academic and Training Programmes

In 2023, NIPM conducted 45 different types of programs, training a total of 1573 individuals. These programs generated an income of 105.97 million rupees, highlighting the impact and value of our educational offerings. We have introduced several new contemporary courses specifically designed to meet the demands of the plantation industry, ensuring that our graduates are well-equipped to contribute effectively to the sector.

Strategic Initiatives and Achievements

International Symposium: NIPM attended an international symposium on sustainable plantation management, enhancing our global presence and fostering international collaboration.

New NVQ Courses: We introduced new National Vocational Qualification (NVQ) courses, expanding our curriculum and providing more opportunities for professional development.

Branding and Marketing Campaign: A comprehensive branding and marketing campaign was conducted to raise awareness about our programs and strengthen our market position and particularly capture students for the Tea Tasting course.

Future Outlook

Our objective for the coming years is to develop NIPM into an independent degree-awarding institute by 2024/25. Achieving this goal will require the continued support and collaboration of all stakeholders in the plantation industry. We are committed to maintaining our trajectory of growth and

innovation and urge all our partners to join us in this transformative journey.

Strategic Development Goals

NIPM made an effort to launch three-degree programmes in developing National Vocational Qualifications (NVQ) for the Plantation Industry with a view to uplifting skills and capacity of human resources attached to the sector by 2030. Research & Development would play a vital role for the sustainability of the industry in which was realized by the Institute to prioritize within our next medium-term plan as an Independent Degree Awarding Institute.

The 2020–2024 strategic goals set out an overview of what we must achieve as an organization over the next four years; these are:

Strategic Goal 1: To strengthen academic faculty and development of human resources of the Institute in order to serve quality services to the sector.

Strategic Goal 2: To widen a reputation for outstanding with high-impact education solutions in our core areas of expertise while to fortify marketing and promotions.

Strategic Goal 3: To develop infrastructure facilities and a lush environment with Quality Management System (QMS) and ISO Standards.

Strategic Goal 4: To maintain the employability over 90% in placing our diploma holders and NVQ certificates holders on the appropriate places.

Obviously, there is a lot happening in the Institute that its staff and students, as well as its well-wishers and supporters, can be truly proud of. But it is indeed that progress and utilization of the regional centres are not adequate enough. However, we still have a long way to go. While we will continue to do

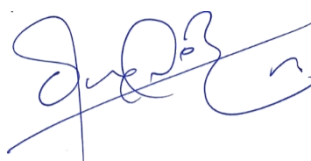
what we have already done well, the Institute needs to develop new focus areas such as:

1. Development of well-equipped modern infrastructure facilities that will attract local and foreign students and that will be conducive to great scholarly work for decades ahead.
2. Recruitment of the most outstanding and practical scholars who will bring glory to the Institute through their ground of experiences.
3. To be center for excellence through awarding some scholarships to students who are shown interest for the Plantation Industry, but no financial viability for the same. We must significantly scale up our efforts to raise philanthropic funds.
4. To develop strategic partnerships with the academic world as well as the industries. On one hand, we wish to be a partner with top universities in the world, on the other hand, we would like to engage the best undergraduate colleges in Sri Lanka.

Conclusion

The achievements of 2023 are a testament to the dedication and hard work of our staff, external resource personnel and students. NIPM is poised for continued success, and we are confident that with the collective efforts of our stakeholders, we will realize our vision of becoming a premier institution for plantation management education and research.

Thank you for your unwavering support and commitment to NIPM



Dr. Prasad Dharmasena

Director/CEO

National Institute of Plantation Management

20.06.2024

4. THE ESTABLISHMENT, OBJECTIVES AND POWERS OF THE INSTITUTE

INTRODUCTION

The National Institute of Plantation Management (NIPM) was established in July, 1979 by the Act No. 45 of 1979, amended in 1981 by Act No. 76, in 1987 by Act No. 05 and in 2003 by Act No. 38 in order to make the NIPM a more effective and viable statutory body of the Government. The campus is located at M.D.H. Jayawardana Mawatha, Athurugiriya.



As per the act, the NIPM is the only Government organization empowered to award certificates for those who successfully complete training Programmes/ Academic courses in the Plantation Industry and confer professional membership to eligible plantation executives under three (03) major categories. It ensures the maintenance of a high standard of professional competence of those who work in the Plantation Industry including the smallholders.

To achieve these objectives, the NIPM conducts various training courses, seminars, workshops, examinations and provides research and consultancy services to public and private sector organizations. It has the capacity to conduct training programmes for foreign students as well.

OBJECTIVES

The General Objectives of the Institute as outline in the Act and the amended Acts are as follows.

- i. To provide by itself or in association with other institutions in Sri Lanka or abroad, training facilities and programmes relating to Plantation Management to all categories of employees working in the field of plantation.
- ii. To provide regular, refresher and orientation courses in Plantation Management to employees in the sector.
- iii. To offer training in Plantation Management to personnel working in the plantations both in the public sector as well as in the private sector.
- iv. To provide Diploma Courses in association with the Tea Research Institute, the Rubber Research Institute, the Coconut Research Institute and other related institutions and to award Diplomas where appropriate.
- v. To sponsor and hold seminars, workshops and conferences and publish journals and magazines in connection with plantation management and development.
- vi. To carry out research into areas of plantation management and labour relations those are not already provided for in other similar institutions.

- vii. To offer training in Plantation Management to persons who have the necessary aptitude for Plantation Management having regard to the man-power requirement in the Plantation Industry.
- viii. To furnish managerial, technical and administrative advices and services to any Government Departments, Public Corporation or other Institutions within or outside Sri Lanka in respect of Plantation Industry.

POWERS OF THE INSTITUTE

- i. Acquire in any manner and hold, take or give on lease or hire, mortgage, pledge, sell or otherwise dispose of, any movable or immovable property.
- ii. Acquire, establish, install and operate field training centers and pilot projects relating to plantation research.
- iii. Import plant, machinery and equipment required for the purpose of the Institute and receive equipment, funds, personnel and any other assistance for the efficient conduct of the Institute.
- iv. Conduct, assist, co-ordinate and encourage research into all aspects of plantation development.
- v. Levy fees or charges for any services rendered by the Institute.
- vi. Appoint, employ, remunerate and exercise disciplinary control over its officers and servants.
- vii. Establish and maintain provident funds and provide welfare and recreational facilities for its employees.
- viii. Make rules in respect of the administration of the affairs of the Institute.
- ix. Delegate to any member, the Director of the Institute, or any employee such functions as the Board of Governors may consider necessary for the efficient transaction of its business.
- x. Assess the eligibility of candidates for admission to various grades of membership and to conduct or provide for the conduct of the qualifying examination for all grades or membership of the Institute and to promote, provide or approve courses of study for such examination.
- xi. Ensure the maintenance of high standards in the professional activities and the general conduct its members.
- xii. Promote investment in Plantation Management.
- xiii. Undertake the collection and the dissemination of data relating to plantations and plantation management, and to conduct research to ascertain the development potential of plantations.
- xiv. Advise the Minister on appropriate policies relating to Plantation Management and to co-ordinate with other relevant agencies.

5 REPORT OF THE BOARD OF GOVERNERS

During the year 2023, ten (10) Board meetings were held at the NIPM, Athurugiriya to oversee the followings and the Board of Governors is responsible,

- To ensure highest level of compliance is adhered to in all operations of the institutional activities.

- To ensure that highest standards of disclosure is maintained resulting in transparency in all academic activities and operations.
- To effectively and efficiently direct Institute’s resources to bring about the best desired results for its stakeholders.
- To provide direction by approval of Institute’s medium and long term strategy, annual budgets, action plan and significant financial cum operational policies.

In terms of the section 06 of NIPM Act No. 45 of 1979 as amended by Act No. 76 of 1981, 05 of 1987 and 38 of 2003, the following members consisted as the Board of Governors of the Institute during the year 2023.

Composition of Board of Governors

Name of the Board Member	Position	Name of the Board Member	Position
Mr. Pushpika Samarakoon Chairman/NIPM	Chairman	Mr. D.G. Mahipala Chairman/TSHDA	Member
Dr. Prasad Dharmasena Director/CEO – NIPM	Member	Dr. Kanchana Silva Director/CEO Thurusaviya Fund	Member
Mrs. Aruni S. Ranasinghe Additional Secretary/Ministry of Plantation Industries	Member	Mr. S.K.L. Obeyesekere Secretary General/The Planters’ Association of Ceylon	Member
Dr. K.M. Mohotti Director/TRI	Member	Mr. H.M. Nandasena Representative SLFTSHDS	Member
Dr. (Mrs) C.S. Ranasinghe Director/CRI	Member	Mr. M.S. Madugalle Representative CGASL	Member
Mr. J.M. Herath Banda Director/ Department of National Budget	Member	Mr. Mindika Walgamage Representative SLTFOA	Member

Table No 01

- Dr. M.S.T. Priyadarshana (Chairman/TSHDA) left the board in August 2023.
- Mr. D.A.T. Athukorala (Representative/ SLTFOA) left the board in October 2023.

6 **REPORT OF THE AUDIT AND MANAGEMENT COMMITTEE (AMC)**

The AMC of the Institute has formed in compliance with the guideline issued by Ministry of Finance and Planning and duly empowered by the Board of Governors to oversee the followings, Financial Reporting of the Institute.

- Ensure internal control of the Institute.
- Matters relating to Audit Queries and Audit Reports and recommendation for the replies made by the Institute.

- Review the decisions of the procurement committee and usage of capital and recurrent expenditure.
- Budget Estimates and the Progress of the Actual Performance.
- Comparison the expenditure relating to Overtime, Fuel, Telephone and Electricity etc., with the Budget Estimate.
- The expenditure incurred on conducting training programs and their activities.
- Other Financial activities relating to the Institute.

Four meetings of the Audit and Management Committees were held in the year 2023, on 28th March, 21st July, 6th December and 27th December.

Membership of the Audit and Management Committee

Name of the Member	Position	Name of the Member	Position
Mr. J.M. Herath Banda (Director/Department of National Budget)	Chairman	Dr. Prasad Dharmasena Director/NIPM	Staff Member
Mrs. Aruni S. Ranasinghe Additional Secretary/Ministry of Plantation Industries	Member	Mr. L.D.J. Priyantha Accountant/NIPM	Staff Member
Dr. (Mrs) C.S. Ranasinghe Director/CRI	Member	Mr. K.H.U.P. Wijeweera Internal Auditor/NIPM	Secretary/ AMC
Mrs. K. Amarasena Audit Superintendent/National Audit Office	Observe Member		

Table No. 02

- Dr. M.S.T. Priyadarshana (Chairman/TSHDA) left the board on August 2023.

The AMC was chaired by Mr. J.M. Herath Banda, the representative of Ministry of Finance. The above Non-Executive and Executive Directors, served as the Audit and Management Committee in the year 2023.

7 STAFF OF THE INSTITUTE

The Director is the Chief Executive Officer (CEO) of the Institute. Under his vertex, total workforce was at 51 as permanent staff as at end of the year financial 2023. The Institute operates under five main divisions as Academic, Finance, Administration, Examination and Audit.

Chairman and Chief Executive Officer



Mr. Pushpika Samarakoon
Chairman



Dr. Prasad Dharmasena
Director/CEO

Academic Division

The staff members & positions at the Academic Division are given below.



Mrs. S.N. Illanganthilaka
Training Specialist
(Agri. Econ)



Mrs. R.N. Lokuhetti
Training Specialist
(Management)



Mr. Y.G.S.A.K. Subasinghe
Training Specialist
(Acc. & Fin. Mgt.)



Mr. P.W.G.N.C. Weerakoon
Training Officer
(Management)



Ms. R.G.R.K. Rupasena
Training Officer
(Acc. & Fin. Mgt.)



Mr. N.S. Hetti Arachchi
Librarian

Administration Division

The staff members & positions at the Administration Division are given below.



Mr. M.L.R. Jayantha
Administrative Officer



Mr. M.B.M.A.L. Bandaranayake
Hostel Manager



Mr. K.M. Bandara
Hostel Manager



Mrs. Y.H. Wijesekara
Procurement Assistant

Finance Division

The staff members & positions at the Accounts & Internal Audit division are given below.



Mr. L.D.J. Priyantha
Accountant



Mrs. N.L. Senadheera
Accounts Assistant



Mr. Udara Wijeweera
Internal Auditor

Examination Division

The staff members & positions at the Examination Division are given below.



Mr. D.L.P. Kulasekara
Training Officer (Agri. Econ)
Head of Exam Division



Ms. C.D.P.P. Colombage
Programme Officer
(Exam & Coordinating)

Approved and Actual cadre as at 31.12.2023

Designation	Salary Code	Approved Cadre	Existing Cadre	Vacant
Director	HM 1.2	01	01	-
Assistant Director (Administration)	MM 1.1	01	-	01
Accountant	MM 1.1	01	01	-
Training Specialist (Agricultural Economics)	MM 1.1	01	01	-
Training Specialist (Accounting & Financial Management)	MM 1.1	01	01	-
Training Specialist (Management)	MM 1.1	01	01	-
Training Specialist (Plantation Management)	MM 1.1	01	-	01
Assistant Director (Marketing, Business Promotion & Planning)	MM 1.1	01	-	01
Administrative Officer	JM 1.1	01	01	-
Hostel Manager	JM 1.1	02	02	-
Training Officer (Agricultural Economics)	JM 1.1	01	01	-
Training Officer (Accounting & Financial Management)	JM 1.1	01	01	-
Training Officer (Management)	JM 1.1	01	01	-
Training Officer (Plantation Engineering)	JM 1.1	01	-	01
Programme Officer (Exam & Coordinating)	JM 1.1	01	-	01
Internal Audit Officer	JM 1.1	01	01	-
Librarian	JM 1.1	01	01	-
Accounts Assistant	MA 3	01	-	01
Procurement Assistant	MA 3	01	01	-
Audio Visual Assistant	MA 2.1	01	01	-
Management Assistant	MA 1.1	17	14	03
Management Assistant (Permanent, personal to the holder based on PA circular 25/2014)	MA 1.1	03	03	-
Driver	PL 3	07	05	02
Driver (Permanent, personal to the holder based on PA circular 25/2014)	PL 3	01	01	-
Cook	PL 2	02	-	02
Office Aide	PL 1	05	05	-
Printing Assistant	PL 1	01	01	-
Hostel Aide	PL 1	05	03	02
Garden Aide	PL 1	05	02	03
Garden Aide (Permanent as personal to the holder)	PL 1	01	01	-
Sanitary Labourer	PL 1	01	-	01
Sanitary Labourer (Permanent as personal to the holder)	PL 1	01	01	-
Total		70	51	19

Table No.03

8. REVIEW OF THE ADMINISTRATION DIVISION

The Head of Administration Division is the Assistant Director (Administration) who is responsible for General Administration of the Institute. All staff matters such as staff recruitment, HR promotions are conducted by the Administration Division. Procurement of all items for the Institute including improvement and renovation of buildings are directed by the Division. The Institute provides accommodation facilities for outside organizations whenever required such facilities both in Athurugiriya and Bogawantalawa centre. The Institute has made arrangements to improve further its quality services with a view to increase the earning income from renting out activities. During the year 2023, the Institute could fulfil the vacant staff positions as per the approved Scheme of Recruitment.

Employees' benefits

In order to develop the career growth of employees, the management guided them to improve their skills, knowledge within the service and provide local and international training programmes as and when the employee requested. Institutional welfare benefits scheme which was prevailed prior to 2023 continued in the year 2023 as same.

9. SUSTAINABLE DEVELOPMENT GOALS (SDGs)

The Institute adhere to the following SDGs and the targets which are to be fulfilled in 2030.

SDG No.	Target No.	Description
4	4.3	By 2030 ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
4	4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent job and entrepreneurship
8	8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation , including through a focus on high-value added and labor-intensive sectors
8	8.6	By 2030, sustainably reduce the proportion of youth not in employment , education or training

Table 04



Senior Manager Level
(HM 1-2)

Middle Manager Level
(MM 1-1)

Junior Manager Level
(JM 1-1)

Associate Officer Level
(MA 3)

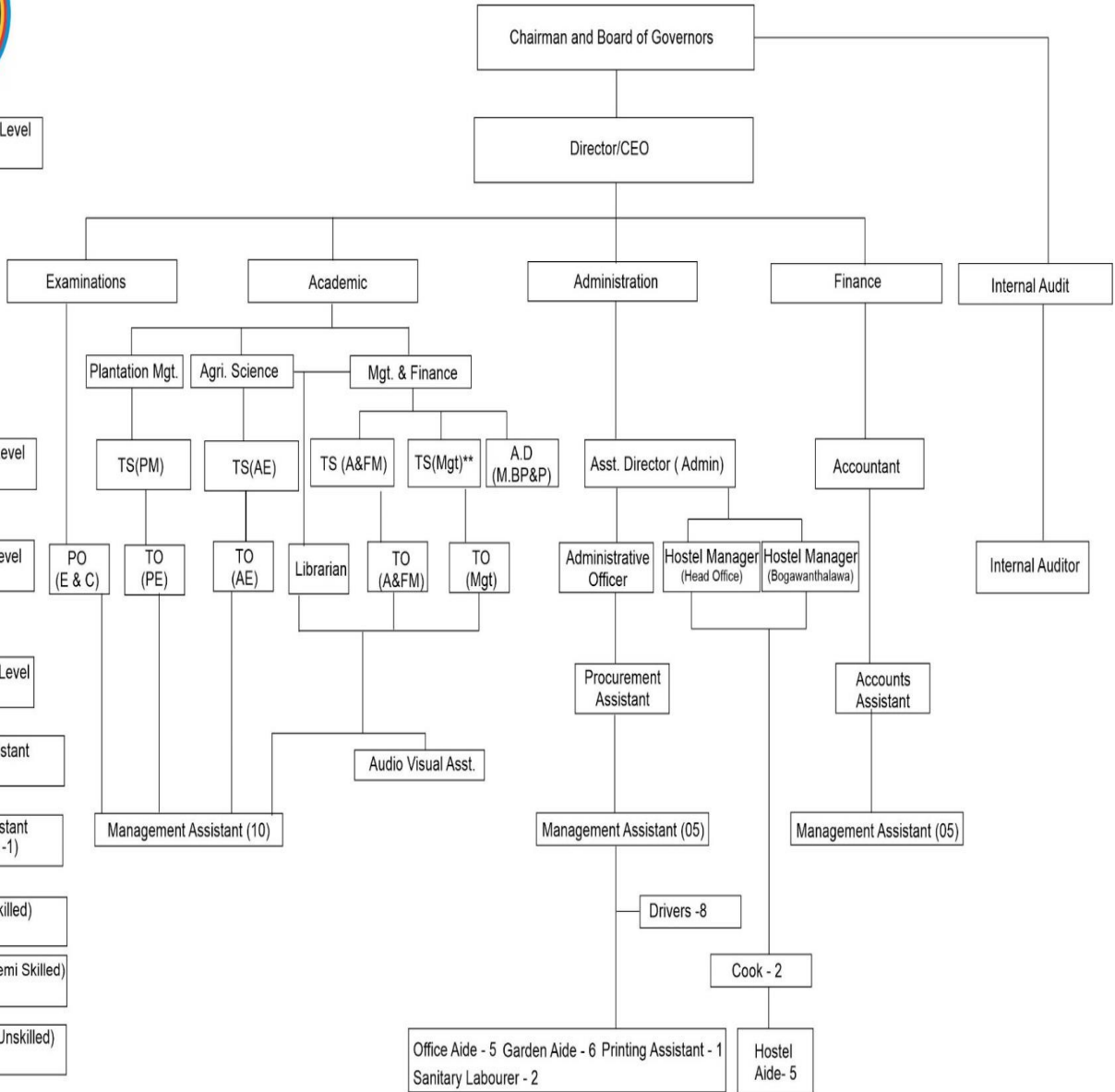
Management Assistant
Tech (MA 2-1)

Management Assistant
Non Tech (MA 1-1)

Primary Level (Skilled)
(PL-3)

Primary Level (Semi Skilled)
(PL-2)

Primary Level (Unskilled)
(PL-1)



TS - Training Specialist TO - Training Officer AE - Agric. Econ A&FM - Accounting & Fin. Mgt. Mgt. - Management PO - Programme Officer PM - Plantation Management
E & C. - Exam & Coordinating PE - Plantation Engineering A.D - Asst. Director M.BP&P - Marketing, Business Promotion & Planning ** Suppressed

11. REVEIEW OF THE ACADAMIC DIVISION

Academic Division

The key functions of the institute related to academic activities are carried out by the academic division.

Staff attached to the academic division

Training Specialists	03
Training Officers	03
Management Assistants	04
Development Officers	03



Image 01 – Academic Staff

Objectives

- To conduct all programmes planned for the year
- To identify current training requirements of the plantation industry
- To develop training programmes/ workshops/ seminars according to the current needs of the industry
- To make a strong relationship between stakeholders and NIPM

Strategies

- **Develop training programmes/ workshops/ seminars according to the current needs of the industry**
 - Develop new curricular, revise existing curricular with the involvement of the related experts inline with new technologies
 - Obtain regular views, Suggestions and approval from Academic Board
 - Develop comprehensive curricular by analyzing external environment
 - Collaborate with reputed organizations (local/foreign) for conducting selected programmes/courses
 - Change the board of studies as when necessary
 - Develop more online programmes
- **Make strong relationship between stakeholders**
 - Encourage the Alumni association
 - Get the involvement of members of alumni as lecturers in training programmes
 - Arrange seminars / workshops for top management of plantation companies
 - Represent at PA meetings
 - Regular company visits, factory visits
 - Send greetings/wishes to stakeholders for national ceremonies
 - Confirm the live contribution by inviting national events
 - Conduct Stakeholder meetings
- **Strengthen the QMS towards improving the productivity of the institute**
 - Implement 5S system
 - Establish Quality Control Circles
 - Renew the QMS of the TVEC

- Comply with ISO 9001:2015 standards
- Obtain International Certifications
- **Enhance competencies of internal and external training staff**
 - Arrange local and international training programmes for internal staff
 - Arrange refresher and awareness programmes for internal and external staff
- **Popularize the training programmes nationally and internationally towards expanding customer base**
 - Participate in educational exhibitions
 - Further development of the website and make arrangements for creating links with other organizations
 - Utilize social & mass medias for promotional campaigns
 - Organize CSR programmes
 - Introduce installment plan and discounting system for course fee
- **Strengthen the QMS towards improving productivity of the institute**
 - Implement 5S system
 - Establish Quality Control Circles
 - Renew the QMS of the TVEC
 - Comply with ISO 9001:2015 standards
 - Obtain International Certifications
- **Enhance competencies of internal and external training staff**
 - Arrange local and international training programmes for internal staff
 - Arrange refresher and awareness programmes for internal and external staff
- **Popularize the training programmes nationally and internationally towards expanding customer base**
 - Participate in educational exhibitions
 - Further development of the website and make arrangements for creating links with other organizations
 - Utilize social & mass medias for promotional campaigns
 - Organize CSR programmes
 - Introduce installment plan and discounting system for course fee
- **Develop academic pathways for degree programmes**
 - Develop Demand Driven curricular for all Degrees considering industry requirement
 - Collaborate with international universities
 - Obtain Accreditation from Education Ministry
 - Obtain approval from the UGC for Degree programmes
 - Sign MOU with UoVT to conduct collaborative Degree Programme
- **Encourage young generation/new comers to the plantation sector**
 - Conduct career guidance at schools
 - Implement plantation circles at schools

KEY TRAINING PROGRAMMES CONDUCTED BY THE INSTITUTE

The National Institute of Plantation Management is the only Government organization empowered to award certificates for those who successfully completed training programmes / academic courses in the Plantation Industry and to confer professional membership to eligible plantation executives. This Institute ensures the maintenance of a high standard of professional competence of those who work in the Plantation Industry including the smallholders who are engaged in cultivation of Tea, Rubber, Coconut, Sugarcane, Cashew, Cinnamon, Kithul and Palmyrah etc. The Institute has taken measures to commence a BTech (Hons) in Plantation Crop Technology & Management Degree Programme in collaboration with the University of Vocational Technology, Sri Lanka this year. The first group commenced in April 2023. Further, many programmes are conducted for students who completed their school education and are expected to join the plantation industry. Completion of Diploma courses in our Institute after following the NVQ Level 4 by students who had failed the G.C.E. (O/L) Examination, is a basic qualification for following Degree courses though they had not appeared for the G.C.E. (A/L) in Science stream.

ACADEMIC BOARD OF NIPM

NIPM has a well-established academic administrative system. The supreme body of the academic administrative system is the Academic Board. The following members consist of the Academic Board.

1. Director / CEO - NIPM
2. Representative from Line Ministry in the capacity of Senior Assistant Secretary or above
3. Head of Academic Affairs - NIPM
4. Two Technical Experts from Plantation Industries
5. Snr. Asst. Secretary or Above Officer –Ministry of Higher Education
6. Snr. Asst. Secretary or Above Officer – Ministry of Skill Development & Vocational Training
7. A Representative from University Grant Commission (UGC)
8. A Representative from Tertiary and Vocational Education Commission (TVEC)
9. Director -Tea Research Institute
10. Director -Rubber Research Institute
11. Director -Coconut Research Institute
12. Director -Sugar Research Institute
13. Examination Head- NIPM

In 2023 four meetings were conducted

Date	No of the Members attended
22 nd February,2023	08
07 June, 2023	08
25 th September.2023	08
08 th December, 2023	11



Image 02 – Academic Board meeting

Table 05

BOARDS OF STUDY OF NIPM

All academic courses are monitored and standardized by a Board of Study. For each academic course of the institute, a Board of study has been appointed and consists of Industry Experts, Scientists from Research Institutes, and Lecturers from universities.

National Diploma in Plantation Management

1. Dr. Prasad Dharmasena - Director/CEO, National Institute of Plantation Management
2. Dr. M.A. Wijeratne - Additional Director (Acting)/ Head of Agronomy, Tea Research Institute
3. Dr. Athula Nainanayake - Principal Research Officer – Plant Physiology, Coconut Research Institute
4. Dr. Susantha Siriwardena - Acting Director, Rubber Research Institute
5. Mr. Dilan Lakshman - Assistant Director (Training), Department of Export Agriculture
6. Mr. Ananda Fernando - Chief Operating Officer, Greenfield Bio Plantations (Pvt.) Ltd
7. Mr. L.N.D. Nanayakkara - General Manager – Admin. / Legal, Elpitiya Plantations PLC
8. Mrs. S.N. Illanganthilake-Head of Academic Affairs, NIPM
9. Mr. Sanjeewa Subasinghe - Training Specialist (Acc. & Fin. Mgt), NIPM
10. Mr. D.L.P. Kulasekara - Controller of Examinations, NIPM

National Diploma in Plantation Extension Management

1. Dr. Prasad Dharmasena - Director/CEO, National Institute of Plantation Management
2. Dr. B.A.D. Samansiri - Former Director (Extension), Tea Research Institute
3. Dr. Anura Dissanayake - Former Director, Rubber Research Institute
4. Dr. M.S. Perera - Former Director/CEO, Sugar Research Institute
5. Mr. Dimuthu Hemamanage -Senior Manager Advisory and Extension, Bower and Company
6. Dr. K.T. Ariyawanshe - Senior Lecture - Faculty of Technology, University of Colombo
7. Mrs. S.N. Illanganthilake - Head of Academic Affairs, NIPM
8. Mrs. R.N. Lokuhetti - Training Specialist (Mgt), NIPM
9. Ms. R.G.R.K. Rupasena - Training Officer (Acc. & Fin. Mgt), NIPM

National Diploma Plantation Crop Technology

1. Dr. Prasad Dharmasena - Director / CEO, National Institute of Plantation Management
2. Dr. B.A.D. Samansiri - Former Deputy Director – Advisory & Extension, Tea Research Institute
3. Dr. (Mrs.) Shantha Seneviratne - Former Additional Director General, Department of Agriculture Training Centre
4. Mr. Bandujeewa Samaranayake - Consultant
5. Mrs. S.N. Illanganthilake - Head of Academic Affairs, NIPM
6. Mrs. R.N. Lokuhetti - Training Specialist (Mgt), NIPM
7. Mrs. L.C. Ranasinghe - Development Officer / Coordinator, NIPM

Diploma in Plantation Management & Technology

1. Dr. Prasad Dharmasena - Director/CEO, National Institute of Plantation Management
2. Dr. Dan Seevaratnam - Academic Consultant, National Institute of Plantation Management
3. Dr. Susantha Siriwardena -Acting Director, Rubber Research Institute
4. Dr. N. S. Aratchige - Deputy Director (Research I), Coconut Research Institute
5. Mr. Ananda Fernando - Chief Operating Officer, Greenfield Bio Plantations (Pvt.) Ltd
6. Mr. Geethkumara Dayananda - Chief Operating Officer -Plantations & Sustainability, Elpitiya Plantations PLC
7. Mr. Lal Perera - Director General, Plantation Human Development Trust
8. Ms. Thilini Edirisinghe - Deputy General Manager – HR, Elpitiya Plantations PLC
9. Mrs. S.N. Illanganthilake - Head of Academic Affairs, NIPM
10. Mr. D.L.P. Kulasekara - Controller of Examinations, NIPM
11. Mr. P.W.G.N.C. Weerakoon - Training Officer (Mgt)/Course Coordinator, NIPM

Advanced Certificate Course in Tea Tasting

1. Dr. Prasad Dharmasena - Director/CEO, National Institute of Plantation Management
2. Dr. W.S. Botheju- Former Deputy Director Research (Process Technology), Tea Research Institute
3. Mr. Avindra De Silva - Consultant – Lipton Ceylon Tea, SLS Warehousing Premises
4. Mr. Charmara Dissanayake- Senior Vice President, Asia Siyaka Commodities (Pvt) Ltd.
5. Mr. Upali Premalal - Consultant (Tea)
6. Mr. Manoj Samarasinghe - Assistant Director - Tea Tasting, Sri Lanka Tea Board
7. Mrs. S.N. Illanganthilake- Head of Academic Affairs, NIPM
8. Mr. D.L.P. Kulasekara - Head of Examinations (Course Coordinator), NIPM

Professional Programme in Tea Manufacture & Factory Practices

1. Dr. Prasad Dharmasena - Director / CEO, National Institute of Plantation Management
2. Mr. Chula Amarathunga - General Manager – Estate Monitoring, Malwatte Valley Plantations PLC
3. Mr. Mahen Madugalle - Former Director / CEO, Kotagala Plantations PLC
4. Mr. G.L.C. Galahitiyawa - Consultant - Tea
5. Mr. Upali Premalal – Director, Manuck International & Consultation Ltd
6. Mr. Chamara Dissanayake - Chief Operating Officer, Asia Siyaka Commodities Ltd
7. Mr. Laksiri Peiris - Managing Director, Helix Engineering (Pvt) Ltd
8. Mrs. S.N. Illanganthilake - Head of Academic Affairs, NIPM
9. Mr. P.W.G.N.C. Weerakoon, Training Officer (Mgt.)/Course Coordinator, NIPM

Advanced Certificate Course in Plantation Accounting, Financial & Cost Management

1. Dr. Prasad Dharmasena - Director / CEO, National Institute of Plantation Management
2. Mr. P.S.M. Senadeera - Chief Finance Officer, Ministry of Plantation Industries
3. Mr. D.C. Hettiarachchi - Senior Manager (Management Accountant), Lalan Rubbers (Pvt) Ltd
4. Mr. Indika Ketimingama - System Manager, Ansel Textiles Lanka (Pvt) Ltd
5. Mr. Vidura Weerabandu- Finance Manage, Kahawatta Plantations Manager
6. Mr. Sajith Gunasena - Deputy General Manager (Finance), Elpitiya Plantations PLC
7. Mrs. S.N. Illanganthilake - Head of Academic Affairs, National Institute of Plantation Management
8. Mr. Sanjeewa Subasinghe - Training Specialist (Acc. & Fin. Mgt), NIPM
9. Mr. D.L.P. Kulasekara - Controller of Examinations, NIPM

Advanced Certificate Course in Organic Agriculture & Plantation Management

1. Prof. Hetinayaka – Senior Lecturer, University of Peradeniya
2. Dr. Indika Palihakkara – Senior Lecturer, University of Rajarata
3. Dr. Anjana Atapattu – Agronomist, Coconut Research Institute
4. Dr. Rasika Hettiarachchi – Rubber Research Institute
5. Dr. K M Mohotti – Tea Research Institute
6. Mr. Athula Priyantha – Secretary, Lanka Organic Agriculture Movement
7. Mr. Prasad Idamekorala – Department of Export Agriculture

The key activities targeted with the intention of achieving objectives of the Institute are specified under 07 major categories as follows:

(a) Academic Programmes

These academic courses have been designed with a view to upgrading the educational qualifications and competencies of the participants. In order to award the certificates for these courses, the participants are required to maintain a satisfactory academic record and meet the obligations mentioned in the course modules in which they are enrolled. The following courses are included in the category of Academic programs.

- B. Tech. (Hons.) Degree in Plantation Crop Technology and Management
- National Diploma in Plantation Management
- Higher National Diploma in Plantation Crop Technology (NVQ Level 6)
- National Diploma in Plantation Extension Management (NVQ Level 5)
- National Diploma in Plantation Crop Technology (NVQ Level 5)
- Diploma in Plantation Management & Technology
- Advance Certificate Course in Plantation Accounting, Financial & Cost Management
- Advance Certificate Course in Organic Agriculture and Plantation Management
- Advance Certificate Course in Tea Tasting
- Certificate Course in Book- Keeping and Plantation Accounting
- NVQ level 4 Programmes

B. Tech. Degree in Plantation Crop Technology and Management

The National Institute of Plantation Management has made arrangements to commence the B. Tech. Degree in Plantation Crop Technology and Management, by identifying the dearth of human resources qualified with competencies required for discharging the role of the junior and senior management levels which is the main issue of the plantation industry. This Degree course is conducted in collaboration with the University of Vocational Technology. Students who follow this 4-year (Hons) Degree course, can complete the General Degree within 3 years if necessary.

Persons who are employed in the plantation and agricultural sector, diploma holders on plantation and agriculture as well as students who are qualified in G.C.E.(A/L) can join this degree course.

The Memorandum of Understanding relating to the said degree course and the agreement were signed between the University of Vocational Technology, Ratmalana and the National Institute of Plantation Management.

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT
ජාතික වනාන්තර කළමනාකරණ ආයතන
UNIVERSITY OF VOCATIONAL TECHNOLOGY (UoVT)

B. Tech (Hons)
in Plantation Crop
Technology and
Management

Classes
Weekdays
Weekends

Duration
General - 03 Years
Hons. - 04 Years

Coordinators
Ms. Nishamini Illanganthilake
Ms. Ruvini Lokuhetti

www.nipm.gov.lk

Contact Us
070 345 5785 | 070 345 5784

The degree programme consisted of 60 modules, which are directly related to the plantation industry. The modules make a path to enhance basic agricultural knowledge and develop competencies of the students to apply the knowledge in real practical situations. Most of the modules address the

contemporary issues of the plantation industry and prepare the students to rise up with the challenges of the industry.

The mode of conducting modules is more practically oriented and the undergraduates will be given opportunities to work with plantation-related organizations and understand real-world phenomena. It involves the use of cognitive skills, practical skills and research skills for the project works. This is a Hons degree with 8 semesters with an exit at the end of the sixth semester for a general degree.

The first batch of this degree programme commenced in April 2023 for a batch of 60 students. The programme is conducted in two groups: full-time for School leavers and a weekend course for existing employees.



Image 03 – B.Tech in Plantation Crop Technology and Management Students (Batch 01)

National Diploma in Plantation Management

This Diploma course is conducted annually by the National Institute of Plantation Management for executives engaged in the plantation and agricultural sector and entrepreneurs in the plantation industry.

The educational and professional qualifications of participants are improved once completing this diploma course and they will be qualified to obtain a Degree in Plantation Crop Technology and Management. Diploma holders are attributed to enhance the productivity of the plantation industry and related sectors and more eligible entrepreneurs are created in this industry. A number of 42 students have registered for this course in the year 2023. Full scholarship has given to participant who have successfully performed in a test at a PA meeting.

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT
MINISTRY OF PLANTATION INDUSTRY

National Diploma in Plantation Management
For Executive of Plantation, Agriculture and Allied Sectors

Commencement: November 2023 Intake Duration: 18 Months

Coordinator: Sanjeeva Subasinghe
071 054 5388

Investment - Rs. 135,000/=

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

National Institute of Plantation Management
Address - MDA, Jayawardenapura Mawatha, Athurugiriya
Tel: +94 277 022211 Fax - 011 279 87707
Web - www.nipm.gov.lk Email - nipm1979@gmail.com

Apply Now

National Diploma in Plantation Extension Management

This diploma course has been designed for persons who are already involved in the extension sector of the plantation industry and persons who are expecting to join this sector. NVQ Level 05 Certificate is awarded to these Diploma holders and lectures will be held at weekends. Moreover, theoretical matters relating to this course will be held online and practical sessions will be held in the Institute or in relevant places considering the convenience and time requirement of participants. As experts in this sector relating to each subject will be joined as resource persons, this course can be conducted and maintained smoothly at a higher level.

Many years had lapsed once commencing this diploma course and it was developed in the year 2018 as a NVQ Level 05 Diploma Course taking into account the demand for the said course in this sector. As a result, two groups have obtained NVQ Level 05 Diploma at present and another group has been enrolled during the year 2022.

Subjects related to extension in addition to Tea, Coconut, Rubber, Sugarcane, agro-export crops and other export crops and other subject knowledge on management, information technology, accounting etc. are the course contents of this Diploma.

The students who are involved in educational activities extraneous to the Advanced Level Biological stream, can follow this course and join the degree in Plantation Crop Technology and Management.

The main objective of this course is to create experts equipped with a better understanding and knowledge in relevant fields without restricting to theoretical aspects.



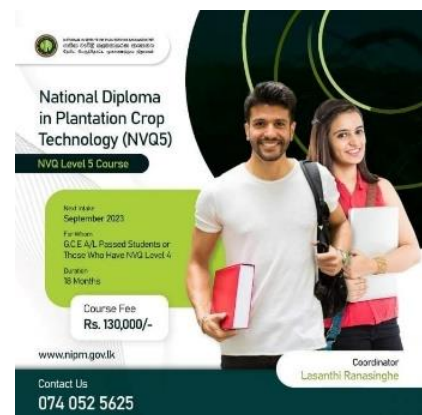
Image 04 – Field Visit NDPEM Students

A number of 37 students have registered for this course in the year 2023. Two Full scholarships have been offered to Officials attached to the Ministry of Plantation Industry.

National Diploma in Plantation Crop Technology

This course is designed with a view to making the contribution of students who are qualified in G.C.E. Advanced Level, in local and foreign agro-technology fields actively for the betterment of the student- community in Sri Lanka.

Directing the students who passed the G.C.E. Advanced Level but not qualified for the National University System, towards obtaining a university education at a very low cost and completing the NVQ Level 05, are the objectives of this course.



The duration of this course is 18 months comprising 1 year of full-time coursework and 06 months of practical training in an institute recognized in the plantation sector.

The lecture series with subjects arranged orderly under the supervision of the education institute, contains practical training sessions, group and individual assignments relating to each subject. Accordingly, examinations will be held separately for every subject for students armed with knowledge step by step. At the end of the course, locally and internationally recognized Diploma Certificates will be awarded to students considering their overall exam results, practical training output, and skill levels achieved during the training period while the unqualified students will be awarded certificates once completing their qualifications.

The opportunity will be provided to students who are not qualified in the Science stream, for entering the B. TECH Degree conducted by the National Institute of Plantation Management as an additional benefit of this course.

Further, it is a pleasure to inform you that there is a high demand for these Diploma Holders for jobs in many plantation companies and in the public sector in the local plantation sector as well as in the foreign agricultural sector.



Image 05 – NDPCT Students (Batch 01)

A number of 25 students have registered for this course in the year 2023.

National Diploma in Plantation Management & Technology (Planter Trainees)

Development of human resources in the plantation sector and directing newcomers towards this sector are the main objectives and this course has been designed with the intention of strengthening the said activity. Attention has been drawn towards the young candidates who are qualified at an Advanced Level and interested in pursuing a career in the plantation industry. We select school leavers who are qualified in Advanced Level and train them full-time for a period of one year and subsequently, institutional practical training will be provided for a period of 06 months. Moreover, all examinations conducted relating to this course should be passed and at the end, diploma certificates will be awarded to them. Further, these trained students will be recruited to the plantation sectors.



Advanced Certificate Course in Plantation Accounting, Financial and Cost Management

This course has been specially designed for those who serve in the plantation sector and they have to make decisions in the administration of plantations as such, special attention will be given in this course towards the financial aspects and cost thereon. This course consists of 06 modules and the course contents are financial accounting, cost accounting, management accounting, plantation accounting, auditing and taxation. The duration of this course is 15 months conducting one weekend per month.

13 students have been registered for this course in the year 2023.

Advanced Certificate Course in Tea Tasting

This course is conducted with a view to producing professionals in tea tasting required for the tea production and marketing field. This is a weekend course and conducted for a period of 06 months and lectures will be conducted by a panel of experts in the relevant field so as to cover all fields relating to the tea value and its process. This course was conducted in the year 2022 for the first time.

30 students have been registered for this course in the year 2023. 50% discount has been offered to 5 students who have completed National Diploma in Plantation Crop Technology.



Image 06 – 1st day of the programme and Tea Tasting Session

Advanced Certificate Course in Organic Agriculture and Plantation Management

Demand for agricultural consumer goods cultivated by using organic fertilizer increases gradually in the developed world. The aforesaid programme has been planned and commenced by identifying the requirement to acquaint the persons who are involved in the plantation and agricultural sector and entrepreneurs relating thereto, on the organic agriculture. The main objective of this course is to provide the theory and practical oriented understanding of the technologies with a view to improving organic agricultural practices, production and quality of organic products.

17 students have been registered for this course in the year 2023.



Image 07 – Field Visit

Certificate Course in Book – Keeping and Plantation Accounting (CCBA)

This course has been designed with the intention of developing skills of the Management Assistant Officers who serve in offices of the plantation industry and further, this will help to improve the quality of book-keeping in their offices by paying special attention on accounting. The aforesaid course consists of 5 modules and financial accounting, cost accounting, management accounting, plantation accounting and auditing and taxation as well have been included therein. Those who serve in the



Image 08 – 01st day of the programme

plantation industry would specially follow this course. The duration of this course is 12 weekends, one weekend per month.

A number of 17 students have been registered for this course in the year 2023.

NVQ level 4 Programmes

A NVQ 4 Tea Field Officer programme has been started for Field Officers/Asst. Field Officers attached to Tea plantations. Those who successfully complete this programme, will be eligible to follow NVQ Level 5 Diploma programmes. 18 students have been registered for this course in the year 2023.

(b) Professional Programmes

The main objective of conducting these professional courses is to improve theoretical/ practical knowledge and skills in different aspects of the plantation education. These courses are designed to assess and enhance the participant's career prospects and to increase their value to the organization. The professional programmes conducted by the Institute are as follows.

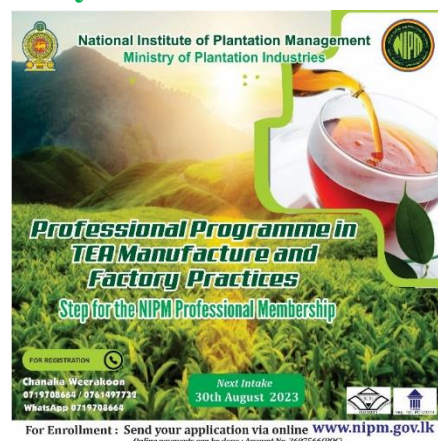
- Professional Programme in Tea Manufacture and Factory Practices
- Professional Programme in Rubber Manufacture and Factory Practices
- Language Proficiency Examination

Professional Programme in Tea Manufacture and Factory Practices

This programme is conducted with the objective of assessing the carrier competencies and enhancing the said knowledge of professionals who engage in the Tea Industry.

The overall programme has been designed with a target to improve the knowledge through theoretical and practical sessions for a period of nine days. At the end of the programme, written and oral examinations will be held and the Professional Certificate on Tea Manufacture and Factory Practices will be issued to students who pass the said examinations.

A number of 23 students have been registered for this course in the year 2023.



Professional Programme in Rubber Manufacture and Factory Practices

The Professional Programme in Rubber Manufacture and Factory Practices organized by this Institute and was conducted with practical trainings in the NIPM, Athurugiriya and Rubber Research Institute in Sri Lanka for a period of 07 days from 07th July 2023. Executive Officers in the field of plantation industry had participated in this programme.

A number of 10 students have been registered for this course in the year 2023.

(c) Language Proficiency Examination

The National Institute of Plantation Management (NIPM) has long been committed to fostering excellence and professionalism within the plantation industry. As part of its efforts to elevate standards and ensure effective communication, NIPM conducts a Language Proficiency Examination. This examination assesses individuals' proficiency in written and spoken Sinhala, Tamil, and English languages, which are vital for effective communication in the diverse landscape of the plantation sector. Starting this year, NIPM has introduced a new approach to conducting this examination, incorporating contact sessions alongside the exam to provide additional learning opportunities for participants.



This year marks a paradigm shift in the examination process, with the introduction of contact sessions alongside the traditional exam format. These sessions provide plantation executives with invaluable opportunities to deepen their understanding of language nuances and industry-specific terminology. Through interactive learning experiences, participants not only enhance their exam readiness but also acquire practical knowledge relevant to their roles.



Image 09 – 01st day of the programme

In a move towards comprehensive learning and self-study, NIPM has updated its curriculum with the release of five meticulously crafted textbooks. Covering English, Tamil (first and second language), and Sinhala (first and second language), these textbooks serve as indispensable resources for plantation executives. By aligning with the examination syllabus and industry requirements, they empower individuals to embark on a journey of continuous learning and professional development.

Structured Learning: The introduction of textbooks provides a structured framework for language proficiency development. Participants can systematically engage with the material, building upon their knowledge and skills over time.

Self-Study Opportunities: With access to comprehensive textbooks, plantation executives are equipped to pursue self-study beyond the confines of formal education. This fosters autonomy and empowers individuals to take ownership of their professional development.

Tailored Content: The textbooks are tailored to address the specific linguistic and communication needs of the plantation industry. By focusing on practical applications and industry-relevant scenarios, they enhance the relevance and effectiveness of learning.

Continual Improvement: Through regular updates and revisions, NIPM ensures that the curriculum remains aligned with evolving industry trends and best practices. This commitment to continual improvement reflects the institute's dedication to fostering excellence within the plantation sector.

(d) Competency Development Programmes

The programmes under this category are specially designed to upgrade the skills and capabilities which are directly relevant to particular jobs. It is also expected to familiarize the participants with modern technologies and improved methods related to job tasks. Under this category, the Institute has introduced Staff Development Programmes in the year 2023 in order to enhance the knowledge and skills in job profiles of the officers attached to the public and private sector.

The Institute conducts the following Competency Development Programmes.

- Technical Development Programmes
 - Skill Development Programmes
 - Worker Development Programmes
 - Management Development Programmes
 - Staff Development Programmes
 - Workshops
 - Training Programmes for Smallholders
- d) Issuing publications related to Plantation Management (Journal in Plantation Management, Newsletter, Student Manuals of training programmes, textbooks and other periodicals)
- (e) Providing research and consultancy services and conducting symposiums in Plantation Management to the sector and conducting aptitude tests and examinations (oral and written) for selecting and promoting employees for public/ private sector organizations.
- (f) Conferring Professional Membership of the Institute to eligible plantation executives (Hon. Member, Fellow Member, Associate Member and Student Member)
- (g) Providing the Institute's facilities (Food, accommodation and lecture hall etc.) to outside organizations to conduct their training programmes and related activities.

Technical Development Programmes

Programme on Tea Tasting and Grading

This programme is implemented with a view to enhancing skills in tasting and grading of tea of personnel attached to tea manufacture and marketing. Participants will be trained to identify new market requirements by giving priority to practical sessions. This programme will be conducted as a residential training for a period of 06 days. This programme was successfully completed in the year 2023 and participated 14 students.



Image 10 – Tea tasting session

Skills Development Programmes

Skills Development Programme for Tea Factory Officers

This programme has been designed with the intention of upgrading the knowledge and skills relating to the employment of Tea Factory Officers. Moreover, this Programme has been designed for a period of five days to improve knowledge through subject matter and the timely change of modern technology.

14 participants were participated in this programme at the end of the programme, a participation certificate has been issued.



Image 11 –SDTFO programme



Skills Development Programme for Plantation Field Officers

This is a 10-day programme with theoretical and field sessions conducted for field officers who are attached to tea, rubber, and coconut plantations. 19 participants were participated in this programme. A participation certificate has been issued at the end of the Programme.



Image 12 –SDPFO programme

Management Development Programmes

The main objective of these courses is to improve the management skills important to personnel attached to any sector. These programmes are more effective due to organizing a workshop which are unique to them, preparing the content according to the requirements of the clients.

Moreover, these programmes are more successful due to conduct of the aforesaid workshops through group work, OBT activities deviating from the normal learning practices restricted to lecture halls.

These programmes, which are conducted in a flexible manner as above, are conducted outside places at the discretion of the clients.

Various fields such as the improvement of team spirit, development of leadership skills, development of productivity through positive thinking, individual and institutional development through the Win-Win concept, productivity concepts, management of changes, improvement of mental and physical wellness through yoga exercises, etc. will be covered from these courses.

Not only the personnel attached to the plantation industry but any other interested party can apply to these workshops and arrange so as to suit their requirements.

Experts and professional trainers of the relevant sector are the resource persons of these courses. These programmes help officers under mental stress in their personal and official life, to ease the said stress and achieve success.

Enhancing Hospital Staff Performance: Insights from NIPM Workshop at Galle Cooperative Hospital

NIPM conducted a comprehensive workshop at Galle Cooperative Hospital focusing on elucidating the pivotal roles and responsibilities of hospital staff members. The workshop delved into the essential qualities expected from staff, particularly those in positions such as call center representatives or receptionists. Furthermore, it emphasized the fundamental principles of ensuring customer satisfaction within the healthcare setting. This write-up encapsulates the key takeaways and insights gained from the enlightening session.

The workshop commenced by outlining the core qualities that are indispensable for hospital staff members. These qualities serve as the foundation for delivering exceptional patient care and fostering a positive work environment. Among the essential attributes highlighted were:

- ✓ Empathy and Compassion
- ✓ Effective Communication Skills
- ✓ Professionalism
- ✓ Adaptability
- ✓ Teamwork and Collaboration

Roles and Responsibilities of Call Center/Receptionist Staff:

The workshop delved into the specific roles and responsibilities of staff members serving in call center or receptionist roles, as they often serve as the initial point of contact for patients and visitors. Key responsibilities include:

- ✓ Answering Inquiries
- ✓ Appointment Scheduling
- ✓ Patient Registration
- ✓ Providing Directions and Assistance
- ✓ Resolving Issues

Principles of Customer Satisfaction in Healthcare:

The workshop concluded by elucidating the fundamental principles of customer satisfaction in the healthcare context, emphasizing the importance of:

- ✓ Patient-Centered Care
- ✓ Quality Service Delivery
- ✓ Responsiveness and Accessibility
- ✓ Empowerment and Engagement
- ✓ Feedback and Continuous Improvement

The Art of Enjoying Work

This programme was conducted for 28 Management Assistants, of Sri Lanka Tea Board mainly to develop their office management skills and soft skills, at Carolina Beach Hotel - Chilaw on 27th and 28th December 2023



Image 13 –Art of Enjoying work

13 Years Education Programme – NVQ 04

This programme introduced by the Ministry of Education with the intention of fulfilling vocational qualifications of students who completed the G.C.E. (O/L) Examination, will be conducted for a period of one year in the Institute.

Training of Tea Field Officers and Tea Factory Officers for upgrading their carrier requirements will be conducted after a test by the Ministry of Education in collaboration with the National Institute of Plantation Management and after a proper institutional training, they will be directed to factory training. Moreover, action should be made in order to maintain the discipline of student to the maximum for the quality and productivity of the course and well experienced recognized resource

persons will make their contribution to this course and arrangements have been made to provide other facilities to the maximum. Only the course for Tea Field Officers was conducted by the National Institute of Plantation Management and a proper training was given to improve their agricultural knowledge and the management of tea estates.

Further, our Institute had taken action to provide opportunity to Tea Estate Associations and Tea Estate owners for identifying and selecting the qualified trainees as Tea Field Officers. As a special matter, it appears that the plantation companies and estate owners express their consent to attach the said trainee Tea Field Officers identified in the said training, to their companies.

Moreover, other special matter is that, the students who completed the Tea Field Officers Course, expressed their consent to follow degree courses as well.

In the year 2023, 34 students have been registered for the Field Officer course and 39 students have been registered for the Factory Officer course.

Further during the year 2023 an assessment by TVEC has been conducted for the 25 students of 3rd batch who have successfully completed on the job training.



Image 14 –13 Years Education Programme

Staff Development Programmes

These workshops were organized with a view to identifying current requirements of staffs of institutions in the plantation as well as other sectors and upgrading their efficiency and productivity.

File Management

A workshop on File management was conducted in March 2023 and 68 participants were enrolled in virtual mode.

Letter Writing

Two workshops on letter writing were conducted in May and July 2023. There were 31 & 24 participants each programme respectively, these workshops were conducted in online mode.



Rainforest Alliance Training of Trainer

Internal and External resource persons of the institute were trained by the standards of RA. The duration of this workshop is 2 days and 14 resource persons attended the same.

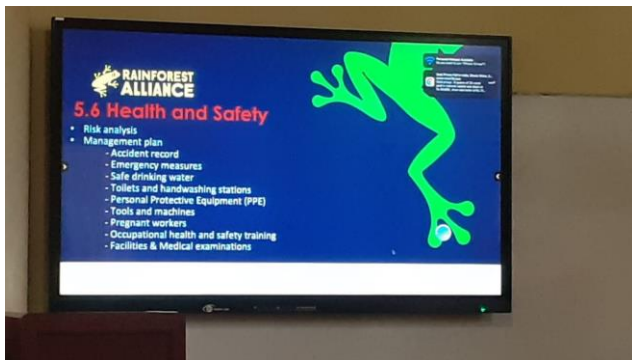


Image 15 –Rainforest Alliance Training of trainer

Conducting Training Programmes based on Current Requirements

The Institute conducts surveys on the plantation industry and identifies current requirements thereon. Moreover, the Institute introduced new training programmes during the academic year 2022 based on the current requirements.

New Income Tax Policies of Government

This Workshop was conducted in March 2023 for 15 plantation executives at NIPM Athurugiriya. It has covered API deduction from employee salary, VAT & SSCL Tax charging and Income Tax file opening & Maintaining Tax returns.



Image 16 –New income tax policies of government

Social Etiquettes and Ethics

For a group of 24 plantation executives, the above workshop was conducted in March 2023 at NIPM, Athurugiriya. During the workshop it has been covered Ethics-Values-principles in Personal development, “Manners Maketh the Man” etiquette and Business Communication skills.



Image 17 –Social Etiquettes and Ethics

Leadership and Business Opportunities in Plantation Industry

This workshop was conducted for a group of 20 plantation Executives in April 2023 at Waters Edge. During the workshop, it was discussed innovative Leadership and Business Opportunities in the Plantation Industry.



Image 18 –Innovation Leadership and Business Opportunity

Plantation Crops and Beekeeping

This workshop was conducted at NIPM for 13 participants in June 2023. During this programme, it has been covered the economic and environmental importance of beekeeping, commercial products and effective harvesting.



Image 19 –Plantation Crops and Beekeeping

Commercial Forest and Wood Management in the Plantation Industry

This Workshop is specially designed to enlighten people with knowledge and skills on Forest Management, Wood Management and the Legal Background of Commercial Forestry. This workshop is particularly designed to improve the sustainable environment of forestry in Sri Lanka. This is specially for Professional Employees, Assistant Managers, Superintendents, Estate Managers, personnel attached to the plantation Industry or any other interested parties.

This three-day workshop was conducted at NIPM and Raigam Estate in September 2023 for 28 participants. The main areas covered during this workshop are Commercial Forest and Wood Management, Silviculture and Forest Regeneration, Forest Inventory and Assessment, Timber Harvesting and Extraction, Wood Processing and Utilization, Forest Economics, Forest Policies Regulation and Certification, Forest Health and Pest Management, Environmental Conservation and Sustainability, Wood Seasoning and Preservation



Image 20 – Commercial Forest and Wood Management in the Plantation Industry

Strengthening the Small and Medium scale Estate Owners as Entrepreneurs

The second programme of Strengthening the Small and Medium scale Estate Owners as Entrepreneurs was commenced in December 2023 for a group of 34 small and Medium Scale Estate Owners and Entrepreneurs



Image 21 – Strengthening the Small and Medium scale Estate Owners as Entrepreneurs

Enhancing Sri Lanka State Plantation Corporation: Crafting a Sustainable Future through Strategic Planning

In response to the Sri Lanka State Plantation Corporation's (SLSPC) call for revitalizing its operations and ensuring a sustainable future, we undertook the task of preparing a comprehensive business plan and mid-term strategic plan. This endeavor involved an in-depth analysis of the corporation's current standing, challenges, and opportunities, coupled with a series of workshops aimed at gathering crucial insights from stakeholders. Through diligent research and collaboration, NIPM completed this task in the year 2023, marking a significant milestone in the journey toward transforming the SLSPC.

The conducted workshops played a pivotal role in shaping the direction and focus of the business plan and strategic roadmap for the SLSPC. Key sessions included:

- ✓ Stakeholder Engagement
- ✓ SWOT Analysis
- ✓ Market Assessment
- ✓ Financial Evaluation
- ✓ Sustainability and Innovation

The culmination of these workshops and extensive research efforts resulted in the formulation of a comprehensive business plan and mid-term strategic plan for the SLSPC. The documents outline clear objectives, actionable strategies, and performance metrics to guide the corporation's operations over the coming years.

Key components of the plans include:

- ✓ Vision and Mission
- ✓ Strategic Objectives
- ✓ Action Plans
- ✓ Performance Metrics
- ✓ Risk Management
- ✓ Stakeholder Engagement

The completion of the business plan and mid-term strategic plan marks the beginning of a new chapter in the evolution of the Sri Lanka State Plantation Corporation. By leveraging insights from stakeholders, industry expertise, and rigorous analysis, we have laid a solid foundation for the corporation's sustainable growth and success. Moving forward, effective execution and continuous refinement of the plans will be essential to realize the vision of a vibrant and resilient SLSPC that thrives in the ever-changing landscape of the plantation industry.

WIND/WISE Programme

The International Labour Organization (ILO) promotes opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security and human dignity. The organization has 187 member states. Sri Lanka became a member of the ILO in 1948. The Sri Lanka Office of the ILO and the NIPM have planned to implement special programs for educating the management and employees of the plantation sector by establishing OSH clubs in the country covering Work Improvements in Neighborhood Development (WIND) and Work Improvements in Small Enterprises (WISE).

Accordingly, a special workshop to make aware of planters in Ratnapura district had been organized as a **WIND/WISE** awareness workshop, with the participation of Principal Resource Persons of the International Labour Organization's Sri Lanka office, the program was conducted as an awareness program as detailed below.

Date - 27th October 2023

Time - From 9.00 am onwards

Venue - Hotel Kethumathi, New Town – Ratnapura

Target Group - Estate Superintendents, Assistant Superintendents, Executives

No of Participants – 65

The Orientation Programme

Accordingly, a special workshop to make aware of planters had been organized as an **Orientation** workshop, with the participation of Principal Resource Persons of the International Labour Organization's Sri Lanka office, the program was conducted as an orientation program as detailed below.

Date - 10th November 2023

Time - From 9.00 am onwards

Venue - Marino Beach Hotel - Colombo

Target Group – Higher Level Managers of the Plantation’s Company

No of Participants - 60

Special Programmes

Basic Agricultural Practices (Japan)

At the request of the Sun Lanka Vocational Training (Pvt.) Ltd, A programme on Basic Agriculture practices was conducted for a group of 16 participants who were selected for employment in Japan. This was a certificate course which covered basic agricultural practices and farm management and the time duration was 120hrs.



Image 22 – Basic Agricultural Practices programme

12 PROGRESS REVIEW OF THE TRAINING PROGRAMMES

The Institute offers two primary categories of training programs: Income Earning Programs for the plantation corporate sector and Capacity Development Programs, which are provided free of charge to the smallholding sector utilizing government funds.

In response to the challenging environmental conditions in the country, the National Institute of Plantation Management has transitioned to an online education system. This includes the introduction of new online workshops related to the plantation industry and the capability to complete ongoing programs using this advanced technology.

Income Earning Programmes

The Institute initiated the following academic and professional programmes during the year 2023 in order to generate income for the Institute.

Details on Income Earning Programmes commenced in the year 2023

Programme	Duration	No.of	
		Prog.	Part.
ACADEMIC PROGRAMMES			
B.Tech. in Plantation Crop Technology & Management (B -1)	04 years (6500 hrs)	1	60
National Diploma in Plantation Management	18 months (612 hrs)	1	42
National Diploma in Plantation Extension Mgt. (NVQ 05)	24 months (1500 hrs)	1	37
National Diploma in Plantation Crop Technology (NVQ 05)	12 months (1500 hrs)	1	25
Advance Certificate Course in Plantation Accounting, Financial & Cost Management	15 months (270 hrs)	1	13
Advance Certificate Course in Tea Tasting	06 months	1	30
Advanced Certificate Course in Organic Agriculture and Plantation Management	24 days (03 months)	1	17
Certificate Course in Book Keeping & Plantation Acctg.	12 months (131 hrs)	1	17
Tea Field Officer (NVQ 04)	12 months (720 hrs)	1	18
PROFESSIONAL PROGRAMMES			
Professional Programme in Tea Manufacture & Factory Practices	09 days (54 hrs)	1	23
Professional Programme in Rubber Manufacture & Factory Practices	07 days (48 hrs)	1	10
Language Proficiency Examination	04 days (24 hrs)	1	11
13 YEAR GUARANTEED EDUCATIONAL PROGRAMMES			
Tea Field Assistant (13 years Education) - NVQ 04	06 months (720 hrs)	1	39

Tea Factory Assistant (13 years Education) - NVQ 04	06 months (720 hrs)	1	34
TECHNICAL DEVELOPMENT PROGRAMES (DEMAND DRIVEN)			
Tea Tasting & Grading	03 days (18 hrs)	1	14
MANAGEMENT DEVELOPMENT PROGRAMES (DEMAND DRIVEN PROGRAMME)			
Role of Responsibilities of Hospital Staff - Galle Hospital	01 day (06 hrs)	1	38
The Art of Enjoying Work (SLTB)	01 day (06 hrs)	1	28
SKILL DEVELOPMENT PROGRAMMES			
Skill Development of Plantation Field Officer	10 days	1	19
Skill Development of Tea Factory Officers	05 days	1	14
STAFF DEVELOPMENT PROGRAMMES			
File Management	01 day (06 hrs)	1	65
Letter Writing 1	01 day (06 hrs)	1	17
Rainforest Alliance -Training of Trainer	2 day (06 hrs)	1	14
Letter Writing 2	1 day (06 hrs)	1	19
New Income Tax Policies of Government	01 day (06 hrs)	1	15
WORKSHOPS			
Innovative Leadership and Business Opportunities in Plantation Industry	01 day (06 hrs)	1	20
Plantation Crops and Bee-keeping	02 days (12 hours)	1	13
Social Ethics		1	26
Commercial Forest and Wood Management in Plantation Industry	03 days	1	28
CAPACITY DEVELOPMENT PROGRAMMES FOR STAFF DEVELOPMENT			
Artisanal Tea Awareness Programme	01 day	1	29
Artisanal Tea Awareness Programme	01 day	1	25
Artisanal Tea Awareness Programme	10 day (60 hrs)	1	38
SPECIAL PROGRAMMES			
Special Programmes -Basic Agricultural Practices (Japan)		1	16
Workshop on Occupational Health & Safety(ILO)-		1	65
Fellowship night		1	60
Basic Supply Chain Trends and Topics		1	22
Symposium		1	300
RPL Assessments		1	84
Total		37	1345

Table No. 06

Academic Programmes Continued from the year 2022 and 2021

Name of the Programme	Duration	No. of Programme	No. of Participants
National Diploma in Plantation Extension Mgt. (NVQ 05)	18 months (1500 hrs)	1	62
National Diploma in Plantation Management	18 months (612 hrs)	1	45
Diploma in Plantation Management & Technology	12 months (1200 hrs)	1	09
National Diploma in Plantation Crop Technology (NVQ 05)	12 months (1500 hrs)	1	36
Higher National Diploma in Plantation Crop Technology (NVQ 06)	12 months (1500 hrs)	1	32
Certificate Course in Book Keeping & Plantation Acctg.	12 months (131 hrs)	1	16
Advance Certificate Course in Tea Tasting	06 months	1	15
Advanced Certificate Course in Plantation Accounting, Financial & Cost Management	15 months (270 hrs)	1	13
TOTAL		12	228

Table No 07.

Income Generating Training Programmes - 2023

Forty seven income generating programmes were planned in the year 2023 and out of those, 37 programmes were implemented. A few programmes could not be conducted due to economic and other issues which prevailed in the year 2023.

Accordingly, in consideration of the actual situation, the Institute has succeeded in conducting 82% of the planned programmes.

In consideration of the number of students participating, programmes were planned for 1,045 students and a number of 1,345 students could be able to train. As such, the progress thereof was 124%. As for the income, a total of Rs63.382 million was planned and an income of Rs.49.62 million could be earned through the training programme. The progress thereof was 78.3%.

External Examinations and Other Activities

It was expected to earn an income of Rs.39.68 million by planning 25 external examinations, renting outs and other academic incomes and timber valuation programmes. An income of Rs.43.33 million could be earned by conducting external examinations, timber valuations and other academic activities. The percentage of earning income therefrom increased by 9.2%.

Accordingly, the progress in training from entire academic activities was 92% and the physical progress of conducting programmes amounts to 82%. The participation of students for these programmes was 124% according to the plan.

Physical and Financial Progress of Training Programmes – 2023

Name of Programmes	Budgeted			Actual			Progress		
	No of Programmes	No.of Students	Income Rs.	No of Programmes	No.of Students	Income Rs.	No of Programmes	No.of Students	Income Rs.
Degree programmes	1	50	8.32	1	60	7.25	100%	120%	87%
Academic programmes	10	150	6.94	8	199	5.35	80%	133%	77%
Professional programmes	3	45	1.77	3	44	1.72	100%	98%	97%
International programmes	2	10	6.07	0	0	0.00	0%	0%	0%
Technical Development programmes	2	30	1.17	1	14	0.56	50%	47%	48%
Management Development programmes	2	30	0.21	2	66	1.69	100%	220%	803%
Skill Development programmes	4	60	1.88	2	33	1.28	50%	55%	68%
Worker Development Programmes	1	50	0.03	0	0	0.00	0%	0%	0%
13 year guaranteed educational programmes	2	70	28.00	2	73	23.61	100%	104%	84%
Workshops	5	75	0.53	4	87	0.45	80%	116%	86%
Staff Development programme	7	105	0.56	5	130	0.39	71%	124%	70%
Special programmes	8	370	7.92	9	639	7.32	113%	173%	92%
Ongoing Academic programme Continued - 2022	8	228	12.37	8	228	13.06	100%	100%	106%
	55	1273	75.752	45	1573	62.68	82%	124%	83%
Other Training Income									
Timber Valuations			3.20	-	-	2.86	100%	-	89%
Examinations			3.00	-	-	1.90	64%	-	63%
Renting out and other non-academic incomes			33.48	-	-	38.54	-	-	115%
Total Income	55	1273	115.43	45	1573	105.97	82%	124%	92%

Table No. 08

Capacity Building Programmes for Smallholders

The Institute has identified the contribution made to the plantation industry by smallholders of the plantation industry and significance of development of human resources of the said sector. These capacity building programmes were held with the objective of development of social and economic pattern of smallholders.

Moreover, programmes were held by focusing Tea, Coconut, Rubber and Cashew smallholders and the following sectors were covered for each programme.

For Coconut Smallholders

- ❖ Coconut Cultivation Technology
 - Preparation of land
 - Planting
 - Applying fertilizer
 - Control of diseases and pests
 - Applying organic fertilizer
 - Coconut nursery techniques
- ❖ Intercropping under coconut and applying new techniques therefor.
- ❖ Training programmes on coconut related industries
 - Thawashi Brush Production
 - Production of ekel brooms and brooms
 - Producing ornamental items related to coconut shells (ornamental jewelry/spoons/buttons/kitchen items)
 - Producing items related to coconut bristles (Making jewelry from bristles)
 - Products related to Coconut Matulu
 - Products related to ekel
 - Processing coir for export

Training Programmes conducted for Rubber Smallholders

- ❖ Rubber Cultivation Technology
 - Preparation of earth
 - Planting
 - Applying fertilizer
 - Control of diseases and pests
- ❖ Scientific tapping of rubber and use of rain guards
- ❖ Manufacture of No.01 sheets

Training Programmes conducted for Tea Smallholders

- ❖ Tea Cultivation Technology
 - Preparation of earth
 - Planting
 - Applying fertilizer
 - Control of diseases and pests
 - Pruning methods

- ❖ Programmes on Tea harvesting

Training Programmes Conducted for Cashew Smallholders

- ❖ Cashew Cultivation Technology
 - Preparation of land
 - Management of nurseries
 - Planting
 - Control of diseases and pests
 - Applying fertilizer
 - Processing of cashew for export and marketing techniques



Image 23 – Capacity Development Programme

Provision made by the Treasury on behalf of public institutions has been limited in the year 2023 by the Government and as such, the number of programmes to be held was limited to 52 due to lack of provision made by the Treasury to the Institute.

Progress of Capacity Building Programmes for Smallholders – 2023

Due to decrease of funds, only 1381 smallholders could be trained by conducting 52 programmes by the end of the year. The amount spent was Rs.1.36 million. In the comparison of the said amount with the approved estimate, the progress thereof has actually dropped to 41%.

However, facing many constraints, the Institute has conducted 55 programmes for smallholders by incurring an expenditure of Rs.1.43 million. The following programmes have been implemented for smallholders.

The details of Capacity Building Programmes conducted for smallholders are given below in table No.09

The Details of Capacity Building Programmes conducted for Smallholders

Type of Programme	Expected programmes	Expected participants	Estimated cost (Rs Mn)	No. of Programmes	No. of Participants	Cost (Rs. mn.)
Tea Small holders	20	600	0.99	17	480	0.48
Rubber Small holders	30	900	0.99	14	272	0.38
Coconut Smallholders	30	900	1.08	15	443	0.40
Other crops	20	600	0.47	6	186	0.13
Total	100	3,000	3.5	52	1381	1.39
Progress	-	-	-	52%	46%	39%

Table No. 09

Progress of Training Programmes as compared with the Previous Year

A total of 45 training programmes were conducted in the year 2023 including 1 free of charge programme and 55 training programmes were conducted in the year 2022. Accordingly, even though a decrease of 18% was indicated, training income has been increased by 77%. This has been occurred mainly due to the income of the degree programme and the significant increase of the income of 13 year guaranteed education programme.

A number of 1578 students participated in the income generating training programmes in the year 2022 while 1573 has been participated in the year 2023. The difference is not significant between the two years. In consideration of the programmes of smallholders, in the year 2023 conducted 52 programmes and it is an increase with compared to the year 2022 by a 150%. The, cost incurred for smallholders has increased by 160%.

Considered as a whole, noting the number of programmes conducted in the year 2023, the level of training income has improved in the year 2023 as compared with the year 2022 due to paying more attention towards academic skills development and technology skills development.

Furthermore, according to the composition of programmes conducted in the year 2023, it should be mentioned that it has attributed more to the development of human resources of the industry.

Summary of the Progress of the year 2023 against 2022

	2023	2022	Percentage Increase/ (decrease)
No. of Programmes (income generated programmes)	45	55	-18%
No. of Participants (income generated programmes)	1573	1578	-0.12%
Training income (Rs. Mn.)	67.43	37.97	77%
No. of Programmes for Small holders	52	22	150%
No. of Smallholders trained	1381	571	150%
Cost incurred on training of Small holders (Rs. Mn.)	1.39	0.55	160%

Table No. 10

Profit and Loss Analysis of the Income Generating Programmes

The Institute conducts different types of Academic, Professional and Skills Development Programmes by charging a nominal course fee in order to generate an income. During the year 2023, the Institute has reported a net income of Rs.29.25 million with a 59% profit margin from these training programmes and from conducting examinations during the year 2023. The total training income was Rs.49.62 million while the total training expenditure was Rs.20.37 million.

The analysis of the profit and loss for each category of programmes are given in the table below

Name of Programme	Income(Rs.Mn)	Cost (Rs.Mn)	Profit/Loss (Rs.Mn)	Profit Percentage
Degree Programme	7.25	2.23	5.02	69%
Academic Programmes	5.35	1.93	3.42	64%
Professional Programmes	1.72	0.62	1.1	64%
Management Development Programmes	1.69	1.21	0.48	28%
Technical Development Programmes	0.56	0.25	0.31	55%
Skills Development Programmes	1.28	0.66	0.62	48%
13 Year Education Programmes	23.61	11.3	12.31	52%
Workshops	0.87	0.51	0.36	41%
Staff Development programmes	0.39	0.09	0.3	77%
Special Programmes	6.9	3.8	3.1	45%
Total Programme income, cost and profit	49.62	20.37	29.25	59%

Table No. 11

Conducting Examinations (From exam Division)

One of the objectives of the NIPM is to provide consultancy services in different subjects in relation to plantation management. It has been providing such services for different public/ private sector organizations which are specialized in the plantation sector to promote their employees and to recruit new employees conducting examinations since 1987. As experienced in the previous years, the Institute conducted 08 examinations and earned 2.92 Mn.in the year 2023. The following table No. 12 shows the details of such examinations.

Examinations Conduct in 2023

Organization	No. of Examinations	No. of Candidates	Income Generated Rs. Mn
Efficiency Bar Examination for Thurusaviya Fund	1	1	0.02
Efficiency Bar Examination for Tea Research Institute	1	10	0.10
Recruitment Examination for Coconut Development Authority	1	64	0.15
Efficiency Bar Examination for Tea Small Holdings Development Authority	1	34	1.15
Efficiency Bar Examination for Road Passenger Transport Authority (Western Province)	1	7	0.12
Efficiency Bar Examination Sri Lanka Tea Board	1	6	0.12
Recruitment Examination for Rubber Research Institute	1	123	0.26
Recruitment Examination for Sri Lanka Export Credit Insurance Corporation	1	257	1.00
Total	08	502	2.92

Table No. 12

Awarding the National Vocational Certificate (NVQ) through the Recognition of Prior Learning (RPL)

The National Institute of Plantation Management is empowered by the Tertiary and Vocational Education Commission (TVEC) to conduct competency-based assessments for awarding NVQs through recognition of prior learning mode, for those with occupational experience in the Agriculture/Plantation Industries, thereby enabling to opening of a window of opportunity for obtaining the said vocational qualification certificate on the experience of the staff. This NVQ certificate holds national as well as international recognition and is a qualification for further education. Furthermore, this helps to improve the image and the productivity of the organizations through the motivation of the staff as a result of issuing NVQ certificates by identifying the competencies of employees of the institution. Approval has been received to issue certificates for the following 24 professions.

- Field Officer (Tea)
- Assistant Field Officer (Tea)
- Tea Factory Officer
- Assistant Factory Officer (Tea)
- Nursery Development Assistant
- Field Officer (Rubber)
- Assistant Factory Officer (Rubber)
- Team Supervisor (Kanganam)
- Field Assistant (Agri.)
- Cinnamon Factory Operations
- Cinnamon Field Operations
- Occupational Safety and Health Officer (Plantation Industry)
- Coconut Desheller
- Coconut Pairing
- Combine Harvester Operator
- Field Assistant (Forestry)
- Kithul Tapper
- Livestock Assistant
- Livestock Technician
- Plant Nursery Development Assistant
- Plant Tissue Culture Laboratory Assistant
- Rain-Guard Fixer (Rubber)
- Rubber Harvesting Assistant
- Sheet Rubber Processor

In the year 2023, the applications for RPL assessments were received for Field Officer (Tea), Tea Factory Officer, Field Officer (Rubber), and Field Assistant (Agri.). During the year 59 candidates participated in the pre-assessment and among them, 54 passed the final examination. Out of them, 52 were awarded the NVQ 04 certificate and two were awarded the NVQ 03 certificate.

International Symposium on Sustainable Plantation Management (ISSPM)

The International Symposium on Sustainable Plantation Management is a prestigious biennial event organized by the National Institute of Plantation Management, Ministry of Plantation Industries, and was held on 04th August 2023. It served as a platform for global experts, researchers, policymakers, industry leaders, scholars, and stakeholders to come together and deliberate on crucial issues pertaining to sustainable plantation management.

23 Research papers were presented at the Symposium following thematic areas, which were selected on double blinded review process.

- Sustainable Resources Utilization
- Current Challenges and Climate Resilience in Sustainable Plantation Management
- Technological Innovations
- Integrated Management and Policy Implications in Plantation Industry

Hon. (Dr.) Ramesh Pathirana of Minister, Ministry of Plantation Industries was the Chief Guest of the event and Ms. Dewi Gustina Tobing, H.E. the Ambassador of Embassy of the Republic of Indonesia, Sri Lanka delivered the Special speech. The Keynote Speech delivered by Ms. Azusa Kubota, UNDP Resident Representative, United Nations Development



Image 24 – 2023 -ISSPM events

Programme in Sri Lanka, Mr. Badli Hisham Adam, H.E. the Ambassador of Malaysia actively contributed to the symposium. Mr. Pushpika Samarakoon, the Chairman of the National Institute of Plantations Management and

Dr. Prasad Dharmasena, Director/ CEO of the National Institute of Plantations Management, and other guests from RPCs, Ministries, institutes, Universities, Companies etc., were the key figures who patronized this prestigious & precious symposium. The best researcher of the Symposium 2023 was Ms. C K Welhen for the research on “stakeholder’s satisfaction on the conversion of Sri Lankan traditional tea auction into an e-auction research paper” and the best Presenter awarded to Dr. R.P. Hettiarachchi for the research paper on “effect of slow release fertilizer techniques on growth and mineral composition of immature *Hevea brasiliensis* and fertility of rubber growing soils”.



Image 25 – The best researcher of the Symposium 2023



Image 26 – The best Presenter of the Symposium 2023

Planters' Association Regional Meetings

The National Institute of Plantation Management, participating at the meeting of the Regional Planters' Association, briefed on the academic programmes conducted by the Institute and also on the contribution made by the National Institute of Plantation Management towards plantation professionals for a successful professional life.



Image 27 - Dr. Prasad Dharmasena, Director /CEO was invited by Badulla District Planter Association as the Chief Guest for the Annual General Meeting held on 07th November 2023 at Uva Club, Badulla. He delivered a special speech on "Environment, Social and Economic Perspective of Sustainability in Plantation Industry".



Image 28 - Dr. Prasad Dharmasena, Director /CEO was invited by Kaluthara District Planter Association as the Chief Guest for the annual general meeting held on 15th March 2023 at Thebuwana Club, Kaluthara. He delivered a special speech on "Carbon Business in the Plantation sector of Sri Lanka".

National Competency Standards

The National Institute of Plantation Management has identified the professions in the plantation sector and prepared National Competency Standards in collaboration with the TVEC. The subject streams in this relation were compiled by experts with technological and scientific knowledge in plantation crops such as Tea, Coconut, Rubber and Kithul. The objective of this is to award a National Vocational Qualification (NVQ) Certificate to improve the professional skill of the employees deployed in the plantation sector. National Competency Standards were identified for a few more professions in the year 2023 and they are already being formulated for the following occupations.

- Coconut De-husker
- Coconut Hand pollinator
- Coconut harvester
- Land tracer
- Coconut product packing machine operator

Professional Membership of the Institute 2023

The Institute continuously awards professional membership for suitable members based on the criteria and conditions specified in the NIPM Amendment Act, No.05 of 1987. During the year under review, one (01) Student Membership, Associate Membership Two (02), Eight (08) Fellow Membership and three (03) Honorary Membership were awarded at the end of the year. The total active professional members under each category by the end of the year 2023, are as follows.

Honorary Membership	21
Fellow Membership	83
Associate Membership	13
Student Membership	02
Total	119

Table No. 13

During the year 2023 the Institute has organized and conducted an Awareness Workshop on **“Pioneering Sustainability in Plantation Sector: Our Responsibility and Accountability for the Future”** programme was held on 03rd November 2023 and 42 professional members were participated so as to cover all professional members related to the plantation sector.



Image 29 – Awareness Workshop

Professional Membership of the Institute 2022

Contextualization of carbon cost to the long term profit of the plantation sector and cooperative night programme was held on 28 October 2022 and 38 professional members were participated so as to cover all professional members related to the plantation sector.

Professional Membership of the Institute 2019

During the year 2019 the Institute has organized and conducted an Awareness Workshop on “Economic Trends Imposed on Plantations to Update current trends Imposed on Plantation Update the Current Trends in the Plantation sector” programme was held on August 2019 and 32 professional members were participated so as to cover all professional members related to the plantation sector.

NIPM Newsletter

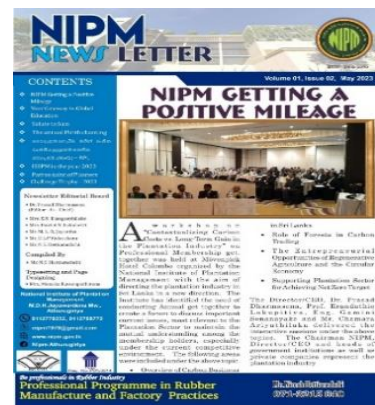
Name of the Coordinator- Mr. N.S. Hettiarachchi

Date of Commencement- May 2023

ISSN-24655570

Volume- 01

Issue- 02



Cricket Tournament

75th Independent Day was celebrated by NIPM on 04th February 2023 and parallel held Institute’s 5th “NIPM Trophy” cricket match at Abayapura Ground, Athurugiriya. The staff and the students of the NIPM participated for this occasion.



Image 30 – Cricket Tournament

Application for Awards

The National Institute of Plantation Management applied for a few awards for the year 2023.

Promotional Programmes of the Institute

Newspapers as well as the television and the radio contribute immensely towards the promotional programmes of the National Institute of Plantation Management. Our Director and officials participated in the promotional programmes on the courses of our Institute and the plantation sector.

Discussion



Image 31 – National Institute of Plantation Management introduced B. Tec Degree in “Plantation Crop Technology and Management”. Dr. Prasad Dharmasena, Director/ CEO of National Institute of Plantation Management had a discussion with ITN Pini Viyana TV programme on 03.03.2023 in this regards.



Image 32 – Mrs. Ruvini Lokuhetti/Training Specialist (Mgt.) & Mr. Chanaka Weerakoon,/ Training Officer(Mgt.) of National Institute of Plantation Management had a discussion with Siyatha Adaraneeya TV programme on 02.08.2023.



Image 33 – Mrs. S. N. Illanganthilake/Head-Academic Affairs & Mr. Chanaka Weerakoon, Training Officer (Mgt.) of National Institute of Plantation Management had a discussion with Sardha TV Manupiyasa TV programme on 21.12.2023.

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Newspaper Article



Image 34 – The Article "HOW WE CAN CON 'TEA' NUE TO LEVERAGE OUR GIFTED SOIL" by Dr. Prasad Dharmasena, Director/ CEO of The National Institute of Plantation Management in the Ceylon Today Newspaper on 28th May 2023.



Image 35 – "National Institute of Plantation Management introduces B. Tec Degree in Plantation Crop Technology and Management". Dr. Prasad Dharmasena, Director/ CEO - National Institute of Plantation Management had a discussion with Sunday Observer news paper on 15.01.2023. in this regards

TV Advertisement

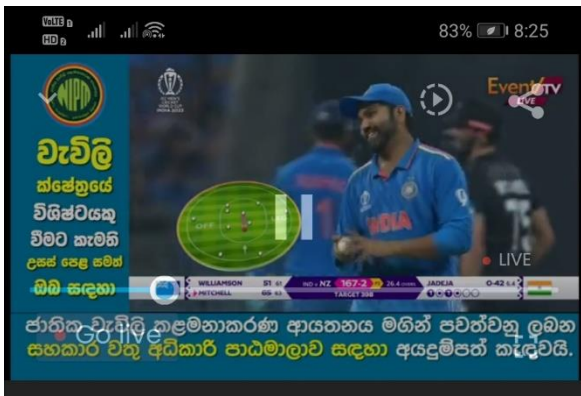


Image 39 – TV Advertisement

NIPM News Highlights



Image 40 – NIPM News

Facilities provided by the Institute

- **Library Facilities**

NIPM Library was established in 1987. More than 6500 sources of information have been established in the library of National Institute of Plantation Management & they are categorized as book, magazines and periodicals, posters, Leaflets, articles and CDs, DVDs. Further those sources are being developed into categories, lending collection, reference collection. Moreover, all the above information sources categorized according to DDC.



Image 41 – Library

The library of National Institute of Plantation Management already owns a valuable collection of books related to the plantation industries such as Tea, Rubber, Coconut, Cashew and Agriculture. Further it has a collection of books related to Accounting, Management, Human Resource Management Marketing, Biology, Physics, Chemistry, Mathematics, Computer Science, English Language, General Knowledge and Entertainment. Further the library provides the services of Reading, lending, reference and Extension services.

Library Details and Records are as follows up to date 31.12.2023

Information Sources-6615

Books -	4863	Periodicals -	271
Periodicals -	259	Report -	351
CD & DVD -	39	Books NON-Reference -	665
Research Articles -	167	Total -	6615

- **Learning Centre**

The Institute owns a Learning Centre to introduce all sections of the tea manufacturing process for the practical sessions of the Diploma Course conducted by the Institute and for aspiring planters as well. This centre is equipped with modern machinery and has a capacity for training 20 persons and is also established with a training unit for tea tasting.



Image 42 – Learning center

Auditorium and Lecture Hall Facilities

The Institute is equipped with an air conditioned auditorium to accommodate 150-200 trainees including all facilities required for lectures and 03 lecture halls with a seating capacity for 30-60 trainees. The Institute is capable of providing facilities for holding training courses/workshops/and seminars in the auditorium and in the 03 lecture halls as well.



Image 43 –Auditorium

Accommodation Facilities

Athurugiriya Hostel

The Institute is capable of providing modern hostel facilities with air conditioned comfort to accommodate 60 persons. In addition to this, non-air conditioned hostel facilities are also available in the Institute.



Image 44 –Hostel facilities

Regional Training Centre - Bogawanthalawa

A regional center of the National Institute of Plantation Management, located in Thereisa Estate, Bogawanthalawa is also conducting training programmes. It should be certainly improved up to a training center with modern facilities. The Auditorium can accommodate 100 persons while two medium sized lecture halls can accommodate 50 persons each.

The hostel at Bogawanthalawa provides accommodation facilities for nearly 70 people at a time. It has a fairly big dining hall, 3 office rooms and a mini library containing more than 600 books. Furthermore, there is a bungalow for the Hostel Manager. Apart from the Hostel Manager and the Office Assistant, there are no other permanent workers at this center and therefore, necessary employees were on a contractual basis during training



Image 45 –Bogawanthalawa Regional Center

sessions with the prior approval from the Director. There are three workers and one watcher on a casual basis at present.

- **Infrastructure Facilities**

The National Institute of Plantation Management has adequate infrastructure facilities required for holding training courses/workshops/and seminars of the Institute. Infrastructure facilities were improved simultaneously with courses and Degree courses conducted by the Institute. The Institute is equipped with adequate infrastructure facilities for an academic and training center. Provision is annually allocated by the budget for improvement and modernization of the Institute to fulfill local and foreign demand. Accordantly an outdoor exercise hall, a free wifi zone, a digital board for lecture halls, a laboratory, a Professional Guidance Unit and a Quality Control Unit have been established.



Image 46 –Outdoor exercise hall

13 OUR ACTIVITIES

Starting work for 2023 Director/ CEO and Staff of NIPM started their duties for the year 2023, by declaring the state service oath in front of the National Flag.



Image 47 –Starting work for 2023

Discussion with Embassy of the Republic of Indonesia

A Discussion held on 27.06.2023 at the Embassy of the Republic of Indonesia between H.E. Ambassador Ms. Dewi Gustina Tobing and Director/CEO Dr. Prasad Dharmasena regarding the International Symposium on Sustainable Plantation Management (ISSPM) which is to be organized by the National Institute of Plantation Management.



Image 48 –Discussion with Ambassador

The first intake of the B. Tech. in Plantation Crop Technology and Management

The first intake of the B. Tech. in Plantation Crop Technology and Management organized by NIPM jointly with UoVT, was inaugurated on 26/04/2023 with the participation of Dr. Ramesh Pathirana, Hon. Minister of Ministry of Plantation Industries, UoVT Vice-chancellor and CEOs and senior officials of RPCs, Heads of other state organizations and other distinguished guests were among the invitees. Chairman of NIPM Mr. Asoka Siriwardana and Director/CEO, Dr. Prasad Dharmasena welcomed Hon Minister, guests, parents, and students. 60 students were filtered through 400 applications by an aptitude test. A few scholarships were also granted.



Image 49 – 01st Intake of the B. Tech. in Plantation Crop Technology and Management

Prospectus Launch & HR Event

We are delighted to announce the arrival of our latest offering, the **Prospectus for 2024**. Discover the latest additions to our course portfolio for the upcoming year, featuring a diverse range of cutting-edge subjects designed to elevate your learning experience



Image 50 – Prospectus Launch

RPL Award Ceremony

24 field officers and 6 Factory officers of Bogawantalawa Tea Estate PLC, successfully completed the assessment through RPL System and became qualified for NVQ 04 level & 03 level. The Award Ceremony was held at the NIPM Auditorium with the participation of the Chairman and Director/ CEO of NIPM, Mr. Lalith Ambani Chairman of Bogawantalawa Tea Estate PLC, CEO and Executive Director Bogawantalawa Tea Estate PLC, Director National Vocational Qualification Division (TVEC) and distinguished guest. Keynote speech delivered by Dr. Chandra Embuldeniya, Vice Chancellor (Founder) of Uva Wellassa University of Sri Lanka.



Image 51 –RPL Award ceremony

Strengthening the Small and Medium scale Estate Owners as Entrepreneurs Certificate Awarding Programme – 01st Batch

The first batch of the Strengthening the Small and Medium scale Estate Owners as Entrepreneurs successfully completed in 2023 for the batch of 28 participants. The award ceremony was held in September 2023 at Ministry of Plantation Industries. The Chief Guest was Dr. Ramesh Pathirana, Hon. Minister of Plantation Industries.



Image 52 –Certificate Awarding Programme

Medicinal Plant Planting Project

The NIPM conducted a medicinal plant planting project in conjunction with the 50th World Environment Day with the participation of the staff and students of the institute. For that purpose, Dr. Prasad Dharmasena, Director/Chief Executive Officer of the National Plantation Management Institute, delivered a short lecture on environmental impacts.



Image 53 –Medicinal Plant Planting Project

Cassava Dansala

Cassava Dansala has organized by National Plantation Management Institute on May 05, 2023, 5:00 PM. At the Millennium City Roundabout.



Image 54 –Cassava Dansala

Discussion with Village



Image 55 –Discussion with village

Exhibitions



Image 56 –Exhibitions

The Annual Pirith Ceremony

The Annual Pirith Ceremony was held on 2023.12.29 and Arms giving was held on 2023.12.30 at NIPM. All Staff members, Students and neighbors of Institute were attended for this ceremony.



Image 57 –The Annual Pirith Ceremony

CSR Project

The Annual Trip & Staff capacity Development programme was organized by the Welfare Society of the Institute on 16 & 17 December 2023 at Nilaveli Beach Resort, Trincomalee with parallel to this event “Humanity Through Education programme” also held at Thiriyaya, Trincomalee.

NIPM LAUNCHES ‘HUMANITY THROUGH EDUCATION’

CSR project donates education equipment to 38 students in Trincomalee



The National Institute of Plantations Management (NIPM) – the pioneering Government institute committed to maintaining the highest standards of professional competence in the plantation industry – has launched Humanity through Education programme to fulfil its duty to the society and the citizens of the country. The first project of the “Humanity through Education” programme was held on 16 December last year in Trincomalee. Organised by the NIPM management and the welfare Society of NIPM, the project distributed school equipment and stationery enough for at least a year to the students of

Sagara-pura Sirkala Veliyalya, Trincomalee and Kallar Vidiyala, Trincomalee. The stationery and school equipment distribution took place at the Girihada Seta-Purana Vilasa under the aegis of the Chief Insuperintendent of the temple, Ven. Desapriyavasa Chandana Thera. The event was also attended by the Chairman of NIPM Puthuka Samarathilleke and the Director/CEO of NIPM Dr. Pasad Chamrasena.

The students of the two villages who received the timely donation of equipment by the NIPM, live in a hilly village about 47 kilometers away from the Trincomalee town. The simple life of the villagers only earn them a humble living which, at times, isn't



Image 58 –CSR Project

Media Conference for Symposium



Image 59 –Media Conference

Extra curriculum activities organized by NIPM and students of the Institute

The File of Ryle

A special workshop “The File of Ryle” by Mr. Ryle Perera was conducted for the students of Academic courses of NIPM on June 2023 at NIPM, Athurugiriya



Image 60 –The File of Ryle workshop

Basic Supply Chain trends and topics

Special workshop has been conducted for the students of Academic courses of NIPM on March 2023 at NIPM, Athurugiriya

Paduru Sajjaya

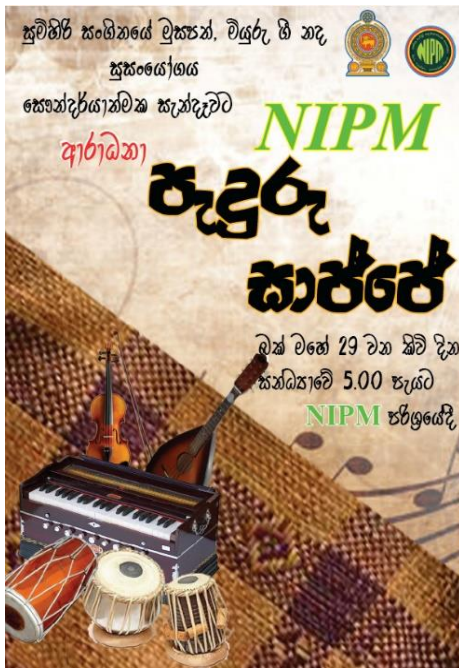


Image 61 –Paduru Sajjaya

Koul Wasanthe

“Koul Wasanthe” 2023 Bak Maha Festival and “Paduru Sajjaya” on 29th April 2023 organized by the students of the institute in conjunction with the Sinhala Tamil New Year. It was held throughout the day at the institute premises. The ceremony was done with the participation of the director, chairman and staff.



Image 62 –Koul Wasanthe

EXTRA CURRICULAR ACTIVITIES FOR 13 YEARS GUARANTEED EDUCATIONAL PROGRAMME STUDENTS

Vesak lanterns and the Bodu Bathi Gee Programme 05.05.2023

Atasil was observed by Students at the Bogawantalawa training center 05.05.2023

A Debate Competition 20.05.2023

A Principles of Humanity Workshop 21.05.2023

“APE DASKAM” Talent show 7, 14.05.2023

“APE DASKAM” Talent show 18.06.2023/25.06.2023

Cooking Programme for students 25.06.2023

Plantation Ethics 05.07.2023/06.07.2023

"Padura" Entertainment Programme 07.07.2023

Sramadana Campaign - Bogawantalawa

Hospital and Temple 11.07.2023

“APE DASKAM” Talent show 02/09/16.07.2023

Pirith and arms giving 17.07.2023

Saraswathi Pooja 24.10.2023



Image 63 –Extra Curricular activities

Miyurusara



Image 64 –Miyurusara

Inter-Course Badminton Tournament

Inter-Course Badminton Tournament 2023 organized by Sports Association of National Institute of Plantation Management



Image 65 –Inter Course Badminton Tournament

Dharma Deshanawa

“Dharma Deshanawa” was done by Ven. Sri Pushpadana Nagolle Soratha held on 2023.06.01 at NIPM. This was organized by students of NIPM.



Image 66 –Dhamma Deshanawa

Halloween DJ Night



Image 67 –Halloween DJ Night

Photography



Image 68 –Photography

Field Visit



Image 69 – Field Visit-Export Agriculture Training



Image 70– Field Visit- Divithura Estate



Image 71 – Field Visit- Department of Meteorology



Image 72 – Field Visit- Salawa Estate



Image 73– Field Visit- Cashew Processing Center - Puttalam



Image 74 – Field Visit- Sugarcane Research Institute



Image 75 – Field Visit- NIPM Regional Center Bogawanthalawa



Image 76 – Field Visit- Tea Cultivation



Image 77 – Field Visit- Elston Estate



Image 78 – Field Visit- Raigam Estate

14. FINANCIAL REVIEW

PERFORMANCE

The progress achieved in the year 2023 as compared with the year 2022 as per Financial Statements

	2023 (Rs. Mn)	2022 (Rs.Mn.)	Difference (Rs.Mn.)	Progress (%)
Total income	193.97	158.26	35.71	22.5%
Recurrent Grants	64.39	64.00	5.39	8.4%
Capital Grants	18.60	16.00	2.60	16.2%
Total Income earned from training activities	67.44	38.32	29.12	75.9%
Other income earned	38.53	39.93	-1.14	-3.5%
Total Expenditure	193.57	149.72	43.85	29.2%
Salaries, wages and employee benefits	52.41	46.49	5.92	12.7%
Expenditure relevant to academic and training activities	42.69	22.24	20.45	91.9%
Cost on depreciation of assets	38.49	35.27	3.22	9.1%
Expenditure on other operations and maintenance	59.97	45.72	14.25	31.6%
Net Surplus/ (Deficit)	0.39	8.54	-8.15	-95.4%

Table No.14

This has contributed to the increase in the entire expenditure of the institute Compared to the previous year, the total income of the Institute has increased by Rs.35.71 million. It is a percentage growth of 22.5% compared to the previous year. An increase in recurrent grants by 8.4%, an increase in training and academic activities by 75.9% and an increase in treasury capital grants can be indicated as the reasons contributed to this improvement. However other income has reduced by 3.5% due to decrease of the bank interest in 2023. It should be noted that the total income of the Institute has increased even under the economic crisis which arose over the country.

In consideration of the expenditure of the Institute, the total expenditure of the year 2023 have increased by Rs.43.85 million. It is an increase of 29.2% compared with the year 2022.

The increase is due to increase in utility payment such as electricity, water, and security expenditures and increase in maintenance cost, supplies and all other consumer materials.

Moreover, compared to the previous year 2022, it is observed that the cost of academic and training related activities, and expenditure relating to rental facilities have increased due to increase in income from academic and rental facilities as well.

Especially, the shortage of goods, the high price of food items were occurred in the year 2023 as the experience in the previous year.

Furthermore, compared to 2022, the cost on depreciation has increased by 9.1% due to revaluation of the property plant and equipment such as buildings and other items etc.

Behavior of the total income and generated training income 2014 to 2023 indicate in the following chart

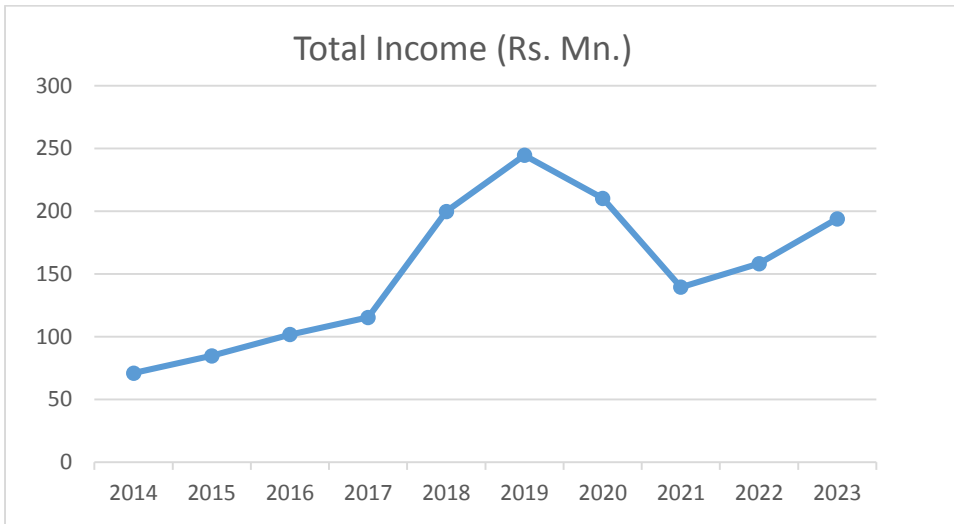


Chart No 1

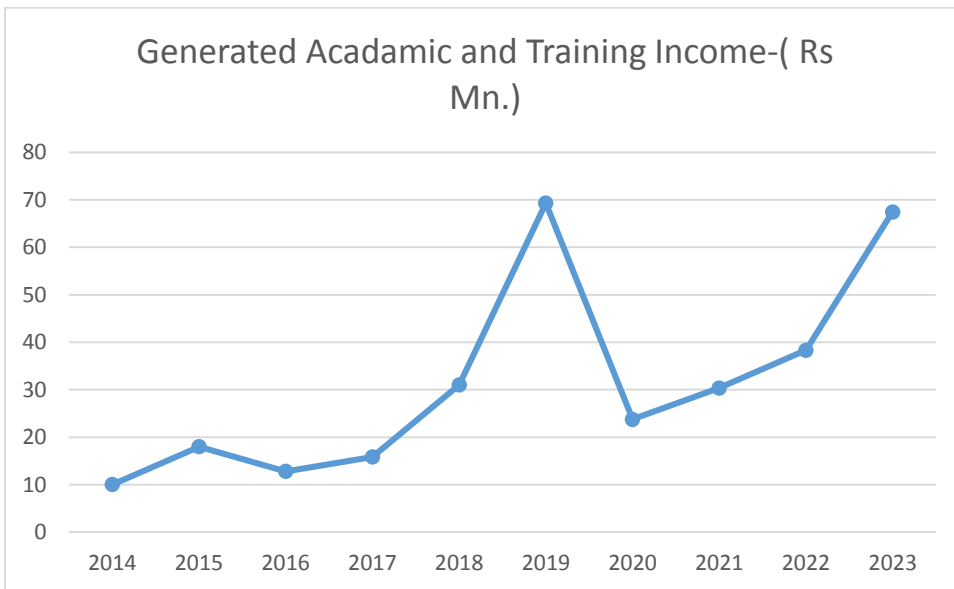


Chart No 2

The Important Financial Indicators of the year 2023 and 2022

	2023 (Rs. Mn)	2022 (Rs.Mn.)	Difference (Rs.Mn.)	Progress (%)
Total Assets	1,613.36	1,130.56	482.80	42.7%
Total Liabilities	85.45	33.08	52.37	158.3%
Total Net Assets	1527.91	1,097.48	430.43	39.2%
Current Assets	64.16	114.20	-50.04	-43.8%
Current Liabilities	43.80	30.67	13.13	42.8%
Current Ratio	1.43 time	3.72 time	-2.26 time	-60.7%

Table No. 15

Compared to the previous year, the value of total assets in the year has increased by Rs.482.80 million. That represents an increase of 42.7%. The investment in the building with lecture halls and R&D unit and surplus in revaluation of land and building contributed significant amount to this rapid growth.

The value of total liabilities of the Institute was Rs.33.08 million in the year 2022, which has increased to Rs.85.45 million at the end of the year 2023. This increase was due to interest free financing facility. An amount of Rs 35.0 million has been obtained from Sri Lanka Tea Board.

The value of short term assets has decreased to Rs. 64.16 million at the end of the year 2023 as compared to the previous year's amount of Rs 114.20 million. This reduction is due to the investment in the construction of the new building with lecture halls and R and D unit, en-cashing the short term deposits which have been deposited for this special purpose. The value of non-current assets which was Rs.1016.35 million in 2022 has grown to Rs.1549.19 million in 2023. Their improvement difference is Rs.532.84 million.

Net assets

The value of net assets in this position, has increased up to Rs.1527.91 million in the year 2023. It was Rs.1097.48 million at the end of the year 2022. Therefore the percentage improvement of the Net Assets is 39.2% against the previous year. The behavior of the net assets improvement of the institute during last 10 years is indicated in the following chart No 03

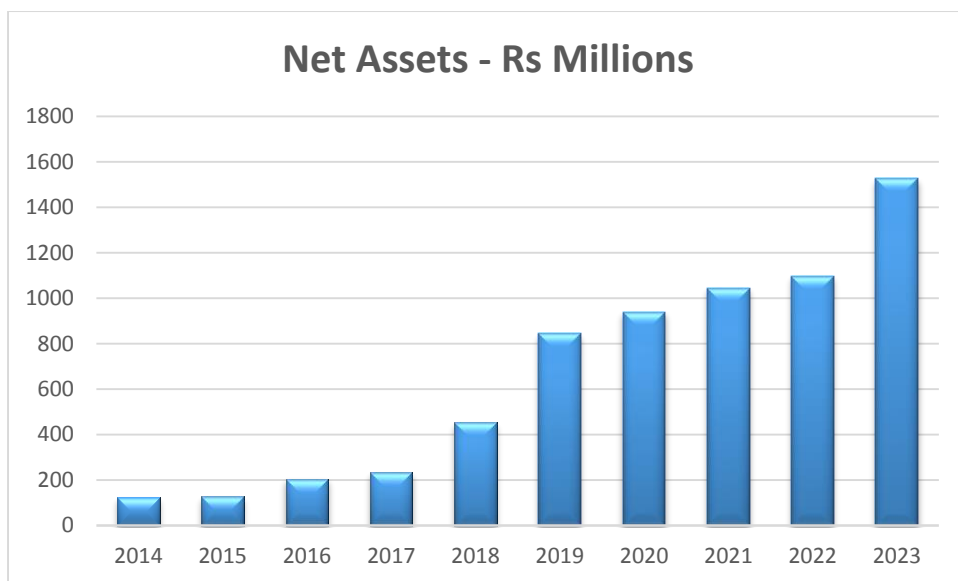


Chart No. 03

Liquidity Position

Considering the liquidity position, the current ratio of the institute was 1.46 time for one liability in the year 2023. It was 3.72 times in the year 2022. Despite the investment during long period, it was possible to maintain a favorable financial position during the year 2023.

Investment for Property, Plant and Equipment

Department of National budget approved the allocation of capital expenditure of Rs.20.0 million in the year 2023. However the amount of Rs 18.6 million has been released by the Department of Treasury Operation during the year 2023. A sum of Rs 17.17 million has been spent for the capital development activities and Rs 1.43 million has been spent to the capacity development of the smallholder programme in the year 2023. In addition to that the institute has invested Rs. 103.75million from its internal generated funds for the capital development activities in the year 2023.

Serial No.	Activity	Treasury Provision (Rs.Mn.)	Provision of the Institute (Rs.Mn.)	Total Amount (Rs.Mn.)
1	Double cabs from Tea Board	-	1.33	1.33
2	Improvement of Academic Infrastructure			
	Equipment for training needs	9.92	0.12	10.04
	Electrical panel Board	4.91	-	4.91
	Furniture and book rack	1.59	0.94	2.53
	Library books	0.75	-	0.75
	Land Improvement- construction of water sewerage system	-	2.17	2.17
	Soft wear Development cost	-	0.14	0.14

	Linen and table cloth	-	0.80	0.80
	Construction of a new building with lecture halls and R & D unit	-	98.45	98.45
	Total	17.17	103.95	121.12
3	Other Capital Expenditure			
	Capacity Development of Smallholders	1.43		1.43
	Capacity Development of Staff		0.68	0.68
	Research and Development and other curriculum development		0.62	0.62
		18.60	105.25	123.85

Table No. 16

15 RISK MANAGEMENT

The Institute should identify various risks, in performing its operations. Accordingly, the Institute has established a risk management committee to facilitate management of risks.

Risks arisen in various situations should be identified and relevant measures taken for minimizing that risk. The Institute has mainly identified the following risks and taken various measures to minimize them.

	Financial Risk	Risk Assessment	Risk Control Methodology
1	Financial Risk		
	Risk of non-receipt of money from debtors	High	Writing off 6% annually from the debtors balance after making provision for doubtful debts
	Risk for investment	High	Annual adjustment of effective interest rate
	Tax Risk	High	Obtaining service of a Tax Consultant
2	Strategic Risk		
	Risk of emergence of competitive institutions	High	Introduction of new courses with quality Conducting courses after entering into collective agreements with the Institute
3	Legal Risk		
	Risk of resolving issues and disputes of employees	High	Proper implementation of contributory fund proposals. Conducting awareness programmes required for capacity building

	Health and Employee Protection Risk	Medium	Implementation of Employee Health Insurance Schemes Providing an employee accident insurance coverage Training and awareness for employees
4	Operation Risk		
	Risk of natural disasters and fire in operating the Institute	Medium	Fire and Natural Disaster Insurance Coverage Making the employees aware Installation of fire extinguishing equipment
	Risk of data	Medium	Storing of computer data and installation of security software Use of passwords

Table No 17

16 CHALLENGES FACED BY THE INSTITUTE IN THE YEAR 2023

The impact of the economic and political changes caused by the Easter attack in 2019, as well as the impact of Covid-19 on the economy and the entire society from 2020 to 2021, has directly affected the training programs of the institute in the year 2023. With the economic downturn in late 2021 and the escalation of political issues in 2022 and 2023, the plantation education sector was directly affected, just as other sectors in the country collapsed.

In 2022 as well as in 2023, the heavy shortage of fuel as well as the shortage of goods and the increase in the price of food items have directly affected the institution's programs and even if the programs are carried out, its cost will increase and the profitability will decrease. Especially in 2023, the increase in the price of electricity and water bills has directly affected the company.

Especially the current situation for the construction work of the building which includes the lecture halls and the research unit under construction by the institute was very adversely affected. Due to lack of raw materials, lack of foreign exchange, as well as import restrictions, the cost of building materials and the time to complete the building were overrun. Inflation of all construction materials has exceeded 300% in the years 2022 and 2023 according to the price levels at the time when the construction of the building was started and some materials had to be faced with unaffordable conditions in the market.

Especially in the year 2022 as well as in 2023, the financial difficulty for parents to spend for their children's studies due to economic difficulties such as the decrease in household income and the increase in costs of the student community who are receiving training. This situation has affected not only the student candidates personally but also those involved in the training institutionally.

Especially from April 2022 to the end of the year, the disruption of the transport sector due to the lack of fuel has affected all programs in a very negative way. Although this situation will be alleviated to some extent in the year 2023, the increase in vehicle running costs has had negative effects on the company.

In particular, the ban on chemical fertilizers directly affected the yield of plantation crops. Due to that situation, the plantation sector suffered a high collapse. Also, the export income of plantation crops suffered a collapse. Due to this, many investors in the field of plantation training have postponed those investments.

Shortage of staff has adversely affected the conduct of programs as new recruitments to the institution have been stopped by circulars. Also, according to the present needs of the institution, the delays in the amendment of the Act have also affected the development of the institution.

17 MID TERM STRATEGIES FOR IMPROVEMNET OF THE ROLE OF THE INSTITUTE

Number	Strategy
i	Improvement of training facilities of the Institute for development of the plantation industry through establishment of a Degree Awarding Institute
ii	Development of syllabi of selected courses up to the Degree level under SLQF and NVQ standards
iii	Introduction and lineup of courses with the National Vocational Qualification (NVQ) frame and updating of courses
iv	Development of human capital required for the plantation industry through providing local and foreign training
v	Providing products of stringent quality in manufacture and process and required competency in promotion of green technology
vi	Enhancement of competencies of smallholders through conducting capacity building programmes
vii	To encourage new entrepreneurship in the plantation industry through modern management techniques and knowledge
viii	Conducting R&D related to plantation management and publication of findings
ix	Collaborating with recognized local and foreign academic institutions for conducting programmes
x	Introducing chartered membership to groups involved in the plantation industry in becoming professional planters
xi	Development of skills of youth for fulfilling the requirement of employment opportunities in the plantation industry
xii	Conducting awareness programmes on the requirement of preserving soil and insects, (such as bees) important to the plantation sector and the country alike
xiii	Development of infrastructure facilities of the Institute. Ex:- Tea Processing Unit of the NIPM Learning Centre
xiv	Introducing new courses such as Tea Tasting to the plantation industry
xv	Taking steps to introduce the Honors Degree in B.Tech on Plantation Crop Technology by entering into an agreement with the University of Vocational Technology (UoVT)
xvi	Introduce new training programme to meet the new trend in the plantation industry

Table No. 18

18. CONCLUSION

The economic and political decline that occurred at the end of 2021 was the reason for affecting the operations of the institution throughout the year 2023. In particular, high fuel costs and fuel shortages had a negative impact on the conduct of training programmes. Thus there was very little capacity to go into the field and do practical programs such as smallholder programs. The political instability that occurred in June 2022 caused great obstacles to the well-being of the institution. In particular, barriers to entry of employees increased, and hyperinflation of food and all other materials created restrictions in carrying out all the work operations of the institution.

This economic crisis has most acutely affected the construction of new buildings including lecture halls and research halls, which are the main development targets of the institute. Import restrictions, lack of raw materials, wrong economic policies due to the wrong attitude of politicians have caused various effects on the management and employees of the organization in carrying out its activities, but due to the direct intervention of the employees and the administration, the above effects have been able to be mitigated to some extent. .

Even under the above conditions, 45 programs have been conducted throughout the year 2023 and training has been given to 1573 people, and in addition to this, 55 programs have been conducted under the smallholder programs and training has been given to 1381 people. Total training income of Rs. 67.43 million were generated in 2023. At the end of 2023, Rs. 0.399 million achieved a net surplus and as on 31st December 2022 the net assets of the company stood at Rs1097.48 million. It was possible to increase up to 1527.91 million in 2023. Therefore, I would like to express my sincere thanks to the Secretary of the Line Ministry and its staff for their support in achieving this situation even in the above circumstances, the governing body of the institution and the operational staff of the institution led by the Chief Executive Officer.



Pushpika Samarakoon

The Chairman/ NIPM

20.06.2024

19. FINANCIAL STATEMENTS

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

M. D. H. Jayawardana Mawatha,

Athurugiriya

28th February 2024

DO/ACC/02

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NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.1 **ACCOUNTING POLICIES AND THE NOTE TO THE FINANCIAL STATEMENTS FOR THE YEAR 2023**

1.0 REPORTING ENTITY

National Institute of Plantation Management is a statutory board established under the National Institute of Plantation Management (NIPM) Act No. 45 of 1979. This Act was amended in 1981 by Act No. 76, in 1987 by Act No. 05 and in 2003 by Act No. 38 in order to make the NIPM a more effective and viable statutory body of the government.

As per the Act, NIPM is the only government organization empowered to award certificates to those who successfully complete training programmes/ academic courses and confer professional membership to eligible plantation executives. It ensures high standard of professional competence for those who work in the Plantation Industry, including the smallholders who are engaged in the cultivation of tea, rubber, coconut, sugarcane, cashew, cinnamon and Palmyra etc. To achieve these objectives, the NIPM conducts various seminars, workshops, examinations and provides research and consultancy services to public and private sector organizations. The institute conducts degree programmes related to plantation management in collaboration with local and foreign universities. It also has the capacity to conduct training programmes for foreign students as well.

The registered office of the institute is located at M. D. H. Jayawardana Mawatha, Athurugiriya

2.0 BASIS OF PREPARATION

2.1 Statement of Compliance

The Financial Statements of the Institute are comprised the Statement of Financial Position, Statement of Financial Performance, Statement of Changes of Equity, Statement of Cash Flow, Statement of Budgeted and Actual Performance together with the Significant Accounting Policies and Notes to the Financial Statements which have been prepared in accordance with **Sri Lanka Public Sector Accounting Standards** on the accrual basis of accounting promulgated by the Association of Public Finance Accountants of Sri Lanka. (APFASL)

2.2 Basis of Measurement

The financial statements have been prepared in accordance with the cost basis except the following material items in the Statement of Financial Position.

- Vehicles are presented on the Revaluation Basis.
- All furniture, equipment and infrastructure assets have been revalued as per the Asset Management Circular No 04/2018 and reported in the financial statement with effect from 31.12.2022. All fixed items valued less than Rs. 5,000/- are recognized as consumable inventory items as per the above circular.
- Land and buildings are revalued and presented in the financial statements.
- Retirement Benefit Obligation is recognized based on the Actuarial Valuation Method discounting at the year-end bond rate

2.3 **Functional and Presentation Currency**

These financial statements are presented in Sri Lanka Rupees (LKR) which is the functional currency of Sri Lanka and convert all other currencies into LKR.

3.0 **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

Financial statements are prepared based on the **Going Concern Concept** and the accounting policies are applied consistently throughout the period. Funds are available from government grants and income generated from training activities, academic courses, consultancy assignments, subscriptions on professional membership and sales of publications etc. These funds are utilized to meet institutional expenditure and liabilities as and when necessary.

The principle accounting policies applied in the preparation of financial statements are set out below. These policies have been consistently applied in all presentation years unless otherwise stated

3.1 **Intangible Assets**

Intangible assets are acquired separately and reported at cost less accumulated amortization and accumulated impairment losses. Amortization is charged on a **Straight Line Basis** over their estimated useful lives. The estimated useful life and amortization method are reviewed at the end of each annual reporting period and the effect of any changes of the estimate is accounted for on a prospective basis.

Computer software

Computer software which are not a part of operational systems of the computer have been recognized as intangible assets. These assets are written off from the Account over 4 years.

The Development Cost of the Course Curriculum

The development cost of the course curriculums has been recognized as an intangible asset and the useful lives of the prepared modules (written) is four years.

NIPM Theme Song

The institute has composed a theme song and music directed along with the visuals. The cost of composition and music direction are considered as an intangible asset of the institute. The amortization cost does not apply to the cost of the theme song.

The Estimated Useful lives of Intangible Assets are as follows.

Description	Computer Software	Development Cost of Course Curriculum	NIPM Theme Song
Useful life	4 years	4 years	N/A

3.2 The Capacity Development Programme for Smallholders

The Institute conducts Capacity Development Programmes for smallholders to uplift their living standards by the enhancing of their competencies. The cost of these programmes are considered as the Capital Development Cost of the entity. It is meeting a contemporary need of the smallholders to improve their knowledge to enhance expected levels of Good Agricultural Practices with a view to producing high quality end product to the consumer.

The funds are allocated from the National Budget to conduct these programmes and it is assumed that the impact of such programmes would be realized within one year. Therefore the value of such an investment would be written off in the year itself.

3.3 Property, Plant and Equipment

The Property Plant and Equipment are stated at historical cost less accumulated depreciation and accumulated impairment losses. This historical cost includes all cost directly attributable to bringing an asset to working condition for its intended use and significant renovations. The Property, Plant and Equipment have different useful lives which are reviewed at each accounting period. The government circulars are applied time to time to ascertain the values and useful lives of the assets.

3.3.1 Useful life

Depreciation is calculated using the straight line method based on rates estimated to write off the assets over the term of their useful lives leaving a residual value for accounting purpose.

The estimated useful lives and the depreciation rates used for the current and comparative periods are as follows. (These rates are commonly used unless otherwise stated in the below paragraphs as exceptions)

Free Holding Buildings	20 years	5%
Office Furniture	10 years	10%
Motor Vehicles	5 years	20%
Equipment	5 years	20%
Infrastructure Assets	10 years	10%
Library Books	10 years	10%

Exceptions

- The value of equipment include the plant and machineries, office equipment and other equipment which have different useful lives as listed below.

Plant and machinery	5 years
Office equipment	5 years
Other Equipment	4 years
- Networking of computers are included in the infrastructure assets, its useful lives is recognized as 5 years.
- Useful life of the 150 KVA generator is 10 years which is categorized under plant and machinery.

The following assets are categorized as the Infrastructure Assets in accordance with the Public Sector Accounting Standard.

- Road improvement,
- Water and power supply and power generation systems
- Supply of electricity
- Computer networking

Depreciation method and useful lives and residual values are reviewed at the end of each financial year and adjusted if appropriate.

3.3.2 Basis of measurement

All Property Plant and Equipment are depreciated according to the cost model except vehicles. Motor vehicles are reported in accordance with the revaluation model. The lands belongs to the institute has not been depreciated.

3.3.3 Disposal

The carrying amount of the item are de-recognized when there is no future economic benefit and disposed as per the guideline given by the government. The gains or losses on disposal are determined by comparing proceeds with carrying amount with the disposed value. The disposal gain or losses are included in the Statement of Financial Performance.

3.3.4 Annual Board of Survey

The Institute conducts an annual board of survey at the end of each year and recommends disposing of items which are uneconomical to use.

4.0 **DEPOSITS FOR INFRASTRUCTURE FACILITIES**

This includes the security deposit kept against the contractual obligation on the service of infrastructure providing organizations.

5.0 **INVENTORIES**

Inventories consist of institutional publication, printing materials, stationary and office requisites, tires, building maintenance materials, linen, cutleries and other consumables. These are valued at cost on the basis of the First in First Out principle. The publication stock comprises the donated publication books from Tea Development Project.

The fixed items which are valued below Rs 5,000/- are reported under consumable inventory and adjustment is made to the financial statement in every accounting period.

Cost formula used: “Purchasing Cost + Cost of Conversion + Other Cost”

Caring amount of the inventories is listed below.

Item	Caring value at fair value (LKR)	Cost to sell	Caring value at fair value (LKR)
Stationary	722,588.30	-	722,588.30
Printing Materials	2,007,990.00	-	2,007,990.00
Welfare items	932,940.00	-	932,940.00
Consumable items	313,459.08	-	313,459.08
Maintenances Material	242,841.30	-	242,841.30
Publications	800,150.00	-	800,150.00
Linen item	2,519,983.46	-	2,519,983.46
Cutlery and Ceramic	1,019,019.43	-	1,019,019.43
Lab Equipment	57,200.00	-	57,200.00
Computer related items	110,694.80	-	110,694.80
Learning Center items	71,219.00	-	71,219.00
Other Misc. Equipment	263,655.64	-	263,655.64
Furniture items	171,200.00	-	171,200.00

Donated Publication Stocks

Value of donated publication books is included in the publication stock and it has been shown as the differed income under current liabilities. Income is recognized as and when it is realized in the relevant accounting period.

6.0 CASH AND CASH EQUIVALENTS

Cash and Cash Equivalents include cash in hand, balances of saving account and current account and short term time deposits less than 3 months. All accounts are maintained at bank of Ceylon Athurugiriya branch.

7.0 FINANCIAL INSTRUMENTS

The Institute initially recognizes staff loans, receivables and deposits on the date that they are originated. The Institute recognizes a financial assets to the cash flows from the asset expire or en-cash.

Held –to- Maturity Financial Assets

The institute has the positive intent and ability to hold debt securities to maturity, then such financial assets are classified as held-to-maturity. Held to maturity financial assets are recognized initially at fair value plus any directly attributable transaction cost using the effective interest method, less any impairment losses. Any sale or reclassification of held-to-maturity investment before the maturity date, would result in the reclassification of all held to maturity investment as available -for-sale.

Available-for-sale securities (AFS) are debt or equity securities purchased with the intent of selling before they reach maturity. Available-for-sale securities are reported at fair value. Unrealized gains and losses she are included in accumulated other comprehensive income within the equity section of the Statement of Financial Performance

Loan and Receivables

Loan and receivables are financial assets with fixed or determinable payments that are not quoted in an active market. Such assets are recognized initially at fair value plus any directly attributable transaction cost. Subsequent to the initial recognition loan and receivables are measured at amortized cost using the effective interest method, less any impairment losses

8.0 EMPLOYEE RETIREMENT BENEFIT

Defined Benefit Plan- (Gratuity Plan)

Defined contribution plan is a post- employment benefit plan other than the defined contribution plan. The Institute's net obligation in respect of defined benefit plan (gratuity plan) is calculated annually using the Projected Unit Credit Method (PUC). A provision has been provided for all employees of the Institute to meet the cost of retirement benefits as and when they retire from the services. Past service cost is recognized immediately in the Statement of Financial Performance. Actuarial gain or losses arising is recognized as income or expenditure in the period in which they arise. The amount fall due for payments within one year is included in the current liabilities.

The Institute has invested a fixed deposit for the equal amount of the gratuity provision in Bank of Ceylon, Athurugiriya branch to secure the payment on time.

Defined contribution plan- Employees' Provident Fund and employees Trust Fund

A defined contribution plan is a post-employment benefit plan under which the Institute pays a fixed contribution rate for all employees. The basic salary and cost of living allowance are considered when calculating the contributions. The Institute contributes 12% for EPF and 3% for ETF and recognized as an employee benefit expenses.

9.0 GOVERNMENT GRANT FOR CAPITAL AND RECURRENT EXPENDITURE

Sri Lanka Public Sector Accounting Standard (SLPSAS) has issued the Accounting Standard to apply the accounting method for capital and recurrent grant under SLPSAS 11 and applied to the financial statement in 2016 onward. As per the standard, capital and recurrent grants are considered as the income of the institute in the Statement of Financial Performance.

10. PROVISIONS AND CONTINGENT LIABILITIES

10.1 Contingent Liability

There is no contingent liability shown in the Statement of Financial Position in the year 2023.

10.2 Provision for Doubtful Debtors

The Institute has provided a provision for doubtful and bad debtors at 6 % in the year end trade receivable balance. Note No 48 shows additional information for the financial risk of the loan and advances as well as other time deposits.

11.0 REVENUE RECOGNITION

Training Income

11.1 Short Term Programmes

It is recognized as a short-term programme when the course duration is less than one months. Total course fee is recognized in the year itself as the income of the programme and disclose in the Statement of Financial Performance.

11.2 Long Term Training Programmes/ Ongoing Training Programmes

It is recognized as a long-term programme if the course duration is more than one month. The revenue of programmes are calculated using time basis in considering the starting date and effective course duration of the programme. The institute may issue invoices considering the effective time period of the reporting accounting year.

Write off procedure of the Dropout students

The unpaid invoice amount should be written off from the account book with the approval of the Board of Governors of the institution.

Refunding procedure of the dropout student after payment of the full invoice vale

The amount calculated according to the period of active participation plus 10% of the invoice amount will be refunded to the students with the consent and approval of the Program Coordinator, which should be approved by the Director/CEO upon their written request.

11.3 **Bogawanthalawa Regional Centre**

The Income and Expenditure of the Bogawanthalawa Regional Centre are reported in the Statement of Financial Performance.

11.4 **Renting out Facilities to Outside Organizations**

The Institute rents out its facilities to outside organizations to generate additional income for the Institute. The income and expenditure have been reported separately in the Statement of Financial Performance due to different project to the desired mission of the Institute. The 10% service fee is charged and distribute the employees who are attached to the institute according to the rate approved by the board of governors annually.

11.5 **Government Grants**

The Department of National Budget allocates annual grants from the National Budget to incur Recurrent and Capital Expenditure for the institute. These grants are recognized as the income of the institute in accordance with the SLPSAS 11.

12.0 **EVENTS OCCURRING AFTER THE REPORTING DATE**

Those events favorable and unfavorable events which occur between the end of the reporting period and the date when the financial statements are authorized to issue. The materiality of the events occurring after the reporting period is considered and appropriate adjustments to or disclosures are made in the financial statements where necessary.

Adjusting Events

There have been no other material events occurring after the date of the statement of financial position that require adjustments.

Disclosure Events

- **Deactivate of the VAT Registration**

The Department of Inland Revenue deactivated the VAT registration with effect from 01/01/2020 due to tax liable turnover is not exceeding the applicable limit. Therefore the Institute requested to write off the excess balance from the book of account. However the Institute sent letter requesting to refund of the excess input tax if there is any possibility.

New Development Projects

Institute upgrade its training facilities towards the plantation sector development in accordance with the Degree Awarding Institute. First phase of the building project has been completed in 2020 and the second phase of the finishing stage of the construction started in July 2021. The construction have been completed during the last quarter of 2023. The commission and commercial operation will be started in 2024 and until such period the construction cost are recognized as work in progress. The course curriculum of three degree programmes have been completed and submitted to the Ministry of Higher Education for institutional and academic review. The Act amendment process is in progress to obtain degree awarding status.

Court Cases

- The Management of the Institute has terminated the employment of Mr. K.G Nepala, the Staff Assistant on the disciplinary ground. Legal procedure is being carried out against the decision at labour tribunal at Kaduwela. Case No. 30/1854/2021. The decision is pending

- The Institute calculates the overtime payment as per the guideline issued in the Treasury Circular ref No 2/2016 with effect from 2016 Therefore the overtime rate has been calculated according the establishment code as 1:1 basis as per the Department of Management Services. The employees who are entitled to the overtime, have filed a complaint against the decision of the circular and requested the overtime payment 1: 1 ½ basis, the Labour Department issued an order to the institute to pay overtime arrears payment of Rs 10,467,364/ calculating 1: 1 ½ basis in accordance with the Shop and Office Act and wage board ordinance. The institute informed to the labour department that the institute practice the establishment code where labour matters are concern. However The Department of Labour filed two case against the institute in the Kadudewela Magistrate Court demanding the overtime rate 1: 1 1/2 the decision is pending at the end of reporting period. Case Numbers
65510/23 Rs 4, 071,198.74
65509/23 Rs 6,396,166.16
- Labour case is hearing under case No A/86/2023 in Labour Department on the complained made by Mrs. R P I H Rajapaksha according to labour dispute Act No 43 of 1950 –

13.0 CHANGES IN ACCOUNTING POLICY

With effect from 01.01.2019, all hostel cutleries, ceramic items and linen items are recognized as consumable asset. Any losses, damages or impairment losses are immediately recognized in the Statement of Financial Performance in the reporting period itself.

14.0 FINANCIAL RISK MANAGEMENT

The failure of a customer or other party to meet a contractual obligation is a financial risk, which is recognized as a financial loss to the organization. Financial risk is managed by making a provision of 6% of the closing balance of the debtors.

The calculation of interest on loans and advances is based on the annual effective interest rate, and the effective rate is 12.93% in the year 2023 and 29.27% at the end of 2022.

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT			
STATEMENT OF FINANCIAL POSITION			
19.2			
As at December 31			
	Notes	2023	2022
ASSETS		LKR	LKR
Current Assets			
Cash and Cash Equivalents	15	2,685,463.23	41,413,209.41
Receivables	16	31,327,205.85	16,661,309.83
Inventories	17	9,232,911.01	7,497,425.31
Prepayments	18	7,818,053.91	7,539,154.26
Other Current Assets	19	13,101,305.72	41,096,677.52
		64,164,939.72	114,207,776.33
Non-Current Assets			
Receivables	20	1,784,319.04	1,092,260.90
Property Plant and Equipment	21	991,418,863.78	567,462,689.62
Work in Progress	22	552,634,164.98	444,960,849.63
Intangible Assets	23	2,163,433.71	1,646,716.96
Other Non-Current Assets	24	1,196,975.00	1,196,975.00
Total Non-Current Assets		1,549,197,756.51	1,016,359,492.11
TOTAL ASSETS		1,613,362,696.23	1,130,567,268.44
LIABILITIES			
Current Liabilities			
Payables	25	43,285,063.68	27,967,960.96
Short - term Provisions	26	-	-
Employee Benefits	27	517,080.00	2,711,092.50
		43,802,143.68	30,679,053.46
Non- current Liabilities			
Employee Benefits	28	6,525,976.16	2,288,356.54
Other Long term liabilities	29	35,123,704.91	114,662.54
		41,649,681.07	2,403,019.08
TOTAL LIABILITIES		85,451,824.75	33,082,072.54
NET ASSETS		1,527,910,871.48	1,097,485,195.90
NET ASSETS/EQUITY			
Capital contributed by Government & other Government Entities	30	35,490,371.21	35,490,371.21
Reserves	31	929,205,855.98	499,099,322.88
Accumulated Surpluses/(Deficits)	32	563,214,644.29	562,895,501.81
TOTAL NET ASSETS/EQUITY		1,527,910,871.48	1,097,485,195.90

The Accounting policies and Notes on pages. 83 to 91 and Notes on pages 94 to 123 an integral part of these financial statements.

We certify that the financial statements have been prepared in compliance with the requirement of Public Sector Accounting Standards

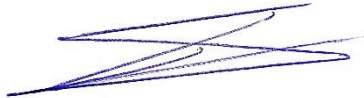


Dr. K. H. G.M. Prasad Dharmasena
Director, CEO / NIPM



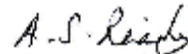
L. D. J. Priyantha
Accountant/NIPM

The Board of Directors are responsible for the preparation and presentation of these Financial Statements. These Financial Statements were approved by the Board of Directors and signed on their behalf.



Pushpika Sanjeewa Samarakoon
Chairman/NIPM

Colombo
28.02.2024



Aruni S. Ranasinghe
Board of Governor of NIPM
Additional Secretary of Ministry of
Plantation Industries

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.3

STATEMENT OF FINANCIAL PERFORMANCE

For the year ended December 31,

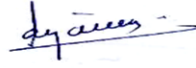
REVENUE	Note	2023 LKR	2022 LKR
Government Recurrent Grants	33	69,394,000.00	64,000,000.00
Government Capital Grant	34	18,600,000.00	16,000,000.00
Generated Training Income	35	67,439,737.16	38,328,586.30
Renting out of Residential Facilities	36	31,534,472.25	22,556,426.37
Interest Income	37	4,920,085.57	14,823,936.38
Other Income	38	2,082,362.77	2,560,742.90
TOTAL REVENUE		193,970,657.75	158,269,691.95
EXPENSES			
Wages, Salaries and Employee Benefits	39	52,410,265.90	46,492,922.52
Supplies and Consumable Used	40	10,734,864.61	9,380,648.30
Repairs and Maintenance	41	10,380,087.63	9,881,536.20
Communication and Utility Services	42	19,818,050.76	13,161,445.93
Training Expenses Including Capacity Building Progs.	43	42,699,705.99	22,239,746.54
Expenses in Relation to Renting out facilities	44	15,946,299.72	11,654,851.40
Expenses for Bogawanthalawa Regional Centre	45	909,762.77	398,901.74
Depreciation and Amortization expenses	46	38,495,518.94	35,273,201.35
Other Expenses	47	2,176,250.86	1,237,831.02
TOTAL EXPENDITURE		193,570,807.18	149,721,085.00
Surplus/(Deficit) for the period Attributable to		399,850.57	8,548,606.95
Owners of controlling entity		399,850.57	8,548,606.95

The Accounting policies and Notes on pages. 84 to 93 and Notes on pages 95 to 123 an integral parts of these financial statements.

We certify that the financial statements have been prepared in compliance with the requirements of Public Sector Accounting Standards

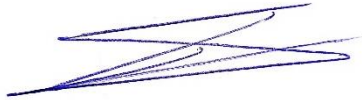


Dr. K. H. G.M. Prasad Dharmasena
Director, CEO / NIPM

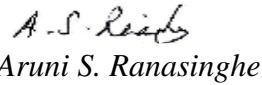


L. D. J. Priyantha
Accountant/ NIPM

The Board of Governors is responsible for the preparation and presentation of these Financial Statements. These Financial Statements were approved by the Board of Governors and signed on their behalf.



Pushpika Sanjeewa Samarakoon.
Chairman/ NIPM



Aruni S. Ranasinghe
Board of Governor of the NIPM
Additional Secretary to the Ministry of Plantation
Industries

Colombo

28.02.2024

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT		
19.4 CASH FLOW STATEMENTS		
for the year ended		
<u>CASH FLOW FROM OPARATING ACTIVITIES</u>	31.12.2023	31.12.2022
	LKR	LKR
Surplus (Deficit) for the year	399,850.57	8,548,606.95
less-Interest income	4,920,085.57	15,770,455.75
<u>Net cash Inflow/(Outflow) from operating Activities</u>	<u>(4,520,235.00)</u>	<u>(7,221,848.80)</u>
<u>NON CASH MOVEMENTS</u>		
Depreciation	37,827,235.69	34,531,465.60
Amortization	668,283.25	741,735.75
(Over)/Under Provision of Retiring Gratuity	2,043,607.12	(2,056,398.69)
(Profit) /Loss on sale/dispose of PPE	153,254.97	(318,828.02)
Prior year Adjustment	(80,708.09)	1,045,194.16
Value of transferring to Retained Earning	12,422,320.08	2,469,616.00
Capital grant from Government	(18,600,000.00)	(16,000,000.00)
(Over)/Under Provision of doubtful debtors	934,548.53	67,067.29
(Increase)/Decrease in Trade and other receivable	(15,638,808.88)	(1,117,788.19)
(Increase)/Decrease in Inventories	(1,735,485.70)	(2,183,354.11)
(Increase)/Decrease in Prepayments	(278,899.65)	698,463.69
(Increase) /Decrease in Other Current Assets	(255,662.37)	(2,318,473.06)
Increase /(Decrease) in Trade and Other Payables	15,317,102.72	(4,813,476.68)
Loss/(profit) on amortization of financial instruments	-	946,519.37
Increase/(Decrease)in security deposits-(payable to employees)	9,042.37	9,298.06
Increase/(Decrease)in short term provision		
NET CASHFLOW FROM OPARATING ACTIVITIES	28,265,595.04	11,701,041.17
<u>INVESTING ACTIVITIES</u>		
Acquisition of Property plant and equipment	(44,290,811.80)	(11,615,035.46)
(Acquisition)/Disposal of Intangible Assets	(1,185,000.00)	85,000.00
Acquisition of Other Non- Current Assets	(107,673,315.35)	(141,851,251.24)
Investment in short term deposits	(2,000,763.81)	(204,486,672.96)
Encashment of Fixed/call deposits	27,400,000.00	295,220,016.03
	38,360.00	376,080.00

Sale Proceeds from disposed items		
Payment of loan and advances	(3,168,000.00)	(3,454,000.00)
Cash recoveries from loan and advances	3,269,427.65	3,538,110.51
Interest received	7,016,762.09	15,060,754.54
Net cash out flow in investing activities	(120,593,341.22)	(47,126,998.58)
FINANCING ACTIVITIES		
Government Grant for Capital Expenditure	18,600,000.00	16,000,000.00
Financial Facility from Sri Lanka Tea Board	35,000,000.00	
Net cash inflow in financing activities	53,600,000.00	16,000,000.00
Net (Decrease)/Increase in cash and cash equivalents	(38,727,746.18)	(26,647,806.21)
Cash and cash equivalent at beginning of the year	41,413,209.41	68,061,015.62
Balance of cash and cash equivalents at the end of the year	2,685,463.23	41,413,209.41
CASH AND CASH EQUIVALANTS	LKR	LKR
Bank of Ceylon Athurugiriya- 3697566	1,764,960.97	9,304,720.45
Bank of Ceylon Athurugiriya- 90856087	811,089.00	-
Bank of Ceylon- Athurugiriya- Membership Account-3715403	109,413.26	908,488.96
Bank of Ceylon- Athurugiriya-Short Term Deposits	-	31,200,000.00
	2,685,463.23	41,413,209.41

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.5 STATEMENT OF CHANGES IN NET ASSETS/EQUITY

for the year ended December 31, 2023

Statement of Changes in Equity

Descriptions	Contributed Capital	Revaluation Reserves	Accumulated Surpluses/ (Deficits)	Total Net Assets/Equity
Balance as at December 31,2021	35,490,371.21	459,360,664.04	550,680,652.79	1,045,531,688.04
Revaluation of Equipment , furniture and infrastructure assets		40,051,894.84		40,051,894.84
Transfer value of disposed equipment and furniture		(313,236.00)	313,236.00	-
Value of Gold deposits			2,309,175.00	2,309,175.00
Transfer value of consumable inventory			883,390.07	883,390.07
Previous year adjustment			160,441.00	160,441.00
Surplus for the year 2022			8,548,606.95	8,548,606.95
Balance as at December 31,2022	35,490,371.21	499,099,322.88	562,895,501.81	1,097,485,195.90
Surplus restated in Dec 2022			(80,708.09)	(80,708.09)
Motor vehicles transfer value		10,700,325.08		10,700,325.08
Revaluation		417,684,213.02		417,684,213.02
Valuation surplus of the gold coins		1,721,995.00		1,721,995.00
Profit/(Loss) during the year			399,850.57	399,850.57
Balance as at December 31,2023	35,490,371.21	929,205,855.98	563,214,644.29	1,527,910,871.48

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.6 Budgeted and Actual Performance

For the year ended December 31, 2023 (Rs 000')

REVENUE		ACTUALS	BUDGETED	Progress
Government Grants	33	69,394	70,320	99%
Income from Government Capital Grant	32	18,600	20,000	93%
Training Income	34	67,440	81,950	82%
Renting out of Residential Facilities	35	31,534	26,000	121%
Interest Income	36	4,920	9,000	55%
Other Income	37	2,082	9,980	21%
TOTAL REVENUE		193,971	217,250	89%
RECURRNT EXPENSES				
Wages, Salaries and Employee Benefits	38	52,410	57,181	92%
Supplies and Consumable Used	39	10,735	12,136	88%
Repairs and Maintenance	40	10,380	10,000	104%
Communication and Utility Services	41	19,818	21,200	93%
Academic and Training Expenses , including Capacity Development	42	42,700	42,775	100%
Expenses in relation to Renting out Facilities	43	15,946	11,500	139%
Expenses for Bogawathalawa Regional Centre	44	910	3,210	28%
Depreciation and Amortization Expenses	45	38,496	35,000	110%
Other Expenses	46	2,176	1,000	218%
TOTAL RECURRENT EXPENDITURE		193,571	194,002	100%
CAPITAL EXPENDITURE				
Property Plant and Equipment		131,380	133,400	98%
TOTAL CAPITAL EXPENDITURE		131,380	133,400	98%
TOTAL EXPENDITURE		324,950	327,402	99%
Government Grants				
Recurrent Expenditure		69,394	70,320	99%
Capital Expenditure		18,600	20,000	93%
TOTAL GRANTS		87,994	90,320	97%

19.7 SCHEDULE OF PROPERTY, PLANT AND EQUIPMENTS

Description	Land	Buildings		Equipment	Furniture	Motor Vehicles	Infrastructure Assets	Library Books	Total
Cost									
As at 01.01.2022	288,387,500.00	223,507,325.85		59,595,476.04	19,291,137.69	48,750,000.00	30,303,282.58	8,261,502.22	678,096,224.38
Additions				5,341,719.20	196,076.00		4,612,728.00	1,464,695.42	11,615,218.62
Transfers	-			(64,409,274.94)	(19,038,142.76)		(34,916,010.58)		(118,363,428.28)
Revaluations				51,414,815.60	17,003,372.75		22,453,131.34		90,871,319.69
Disposals	-	-		(527,920.30)	(449,070.93)				(976,991.23)
As at 31.12.2022	288,387,500.00	223,507,325.85		51,414,815.60	17,003,372.75	48,750,000.00	22,453,131.34	9,726,197.64	661,242,343.18
Additions				7,826,990.00	2,533,033.10	14,400,000.00	19,165,421.98	751,066.72	44,676,511.80
Revaluations	313,967,000.00	21,172,849.15					(765,000.00)		334,374,849.15
Disposals				(139,666.00)	(51,948.97)				(191,614.97)
As at 31.12.2023	602,354,500.00	244,680,175.00		59,102,139.60	19,484,456.88	63,150,000.00	40,853,553.32	10,477,264.36	1,040,102,089.16
Depreciations									

Accumulated as at 01.01.2022	-	67,941,713.02		31,158,305.09	9,336,014.58	1,442,465.72	14,859,048.01	2,812,396.63	127,549,943.05
Depreciation charge	-	11,175,364.19		8,973,067.03	1,929,360.72	9,750,000.00	2,045,959.66	657,714.00	34,531,465.60
Disposal	-			(519,330.50)	(400,408.75)		-	-	(919,739.25)
Revaluation adjustment	-	-		(37,481,163.30)	(10,558,293.87)		(16,905,007.67)	-	(64,944,464.84)
Transfers	-			(2,130,878.32)	(306,672.68)		-		(2,437,551.00)
Accumulated as at 31.12.2022	-	79,117,077.21		-	0.00	11,192,465.72	(0.00)	3,470,110.63	93,779,653.56
Depreciation		11,716,222.02		10,487,864.05	1,708,723.00	10,193,833.72	2,955,842.90	764,750.00	37,827,235.69
Revaluation adjustment		(82,923,663.87)							(82,923,663.87)
Accumulated as at 31.12.2023	-	7,909,635.36		10,487,864.05	1,708,723.00	21,386,299.44	2,955,842.90	4,234,860.63	48,683,225.38

Net Book Value as at 31.12.2022	288,387,500.00	144,390,248.64		51,414,815.60	17,003,372.75	37,557,534.28	22,453,131.34	6,256,087.01	567,462,689.62
Net Book Value as at 31.12.2023	602,354,500.00	236,770,539.64		48,614,275.55	17,775,733.88	41,763,700.56	37,897,710.42	6,242,403.73	991,418,863.78

	Accounting & Payroll Software	Development Cost of Training Modules	Academic Related software	Resource Management Software	Web Design and Development	GISs Software	Theme Song and documentary	ISO	Total
Cost as at 01.01.2022	707,450.00	2,086,989.79	1,514,500.00	800,000.00	270,000.00	339,150.00	340,000.00	380,700.00	6,438,789.79
Adjustment			(85,000.00)						(85,000.00)
As at 31.12.2022	707,450.00	2,086,989.79	1,429,500.00	800,000.00	270,000.00	339,150.00	340,000.00	380,700.00	6,353,789.79
Adjustment	135,000.00						1,050,000.00		1,185,000.00
Impairment									
As at 31/12/2023	842,450.00	2,086,989.79	1,429,500.00	800,000.00	270,000.00	339,150.00	1,390,000.00	380,700.00	7,538,789.79
Amortization as at 01.01.2022	369,116.00	2,086,988.79	327,978.94	759,313.35	151,273.00	186,067.00	-	84,600.00	3,965,337.08
Amortization	124,487.50		297,374.75	40,686.00	67,500.00	84,787.50		126,900.00	741,735.75
As at 31.12.2022	493,603.50	2,086,988.79	625,353.69	799,999.35	218,773.00	270,854.50	-	211,500.00	4,707,072.83
Impairments									
Amortization	124,487.50		297,374.75		51,226.00	68,295.00		126,900.00	668,283.25
As at 31.12.2023	618,091.00	2,086,988.79	922,728.44	799,999.35	269,999.00	339,149.50	-	338,400.00	5,375,356.08
Net Realizable Value 31.12.2022	213,846.50	1.00	804,146.31	0.65	51,227.00	68,295.50	340,000.00	169,200.00	1,646,716.96
Net Realizable Value 31.12.2023	224,359.00	1.00	506,771.56	0.65	1.00	0.50	1,390,000.00	42,300.00	2,163,433.71

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.9 NOTE TO THE ACCOUNTS FOR THE YEAR ENDED DECEMBER 31, 2023

		2023	2022
15	CASH AND CASH EQUIVANTS	LKR	LKR
	Bank of Ceylon Athurugiriya- 3697566	1,764,960.97	9,304,720.45
	Bank of Ceylon Athurugiriya- 90856087	811,089.00	-
	Bank of Ceylon- Athurugiriya- 3715403	109,413.26	908,488.96
	Bank of Ceylon- Athurugiriya-Short Term Deposits	-	31,200,000.00
		2,685,463.23	41,413,209.41

16	RECEIVABLES- (SHORT TERM)		
a	Trade Receivables		
	Agalawatta Plantation Plc	-	2,000.00
	Agarapathana Plantation Plc	65,000.00	65,000.00
	AMS	-	2,000.00
	Bogawanthalawa Tea estate Plc	444,500.00	426,500.00
	Cecilian Associates (Pvt) Ltd		22,000.00
	Coconut Development Authority	2,500.00	378,750.00
	Coconut Research institute	18,000.00	14,500.00
	Course fees from students	10,086,200.19	9,444,553.25
	Elkaduwa plantation Plc	58,000.00	58,000.00
	Elpitiya plantation Plc	598,500.00	320,000.00
	Finlay Tea Estate (Pvt) Ltd	12,000.00	12,000.00
	Hapugasthenna Plantation Plc	18,000.00	
	Horana Plantation Plc	247,500.00	217,500.00
	Janatha Estate Development Board	849,188.56	239,203.70
	Kahawatta Plantation Plc	117,000.00	142,000.00
	Kegalle Plantation Plc	8,000.00	8,000.00
	Kelanivelly Plantation Plc	15,000.00	132,000.00
	Kirimatiya Tea Estate (Pvt) Ltd	-	2,000.00

Knuckles Valley Estate	-	2,000.00
Kotagala Plantation Plc	31,000.00	31,000.00
Kurunegala Plantation Plc.	12,000.00	20,000.00
Lalan Rubber (Pvt) Ltd	13,000.00	13,000.00
Lumbini Tea factory	20,000.00	
Madolsima Plantation Plc	16,000.00	16,000.00
Mahavelly Development Authority	-	10,000.00
Maskeliya Planation Plc	106,000.00	44,000.00
Mathurata Plantation Plc	18,000.00	
Ministry of Agriculture	-	2,000.00
Ministry of Education	13,407,456.91	1,933,612.50
Mr. B B N Marasinghe	45,000.00	45,000.00
Mr. C T Mathugama	45,000.00	45,000.00
Namunukula Plantation Plc	2,000.00	2,000.00
National Secretariat for Non-Government Organization	5,000.00	13,000.00
Palmyra Development board	2,500.00	-
Pussellawa Plantation Plc	160,000.00	-
Ministry of agriculture	34,694.00	-
Irrigation Department	120,681.00	-
National Productivity Secretariat	191,927.00	-
PAFERAL Organization	84,920.00	-
Rubber Development Department	71,007.70	-
Chanaka Weerakoon	36,501.00	-
Central Environment Authority	346,683.13	1,214,272.18
National Youth Council	892,779.00	-
Tea Research Institute	279,455.00	-
Sri Lanka Export Agriculture	1,004,961.10	-
Sri Lanka Tea Board	1,658,929.19	-

	Sri Lanka State Plantation Corporation	672,519.66	706,474.93
	W Chaminda Kumara	16,140.00	-
	Talawakele Plantation Plc	9,000.00	-
	Tea Small Holding Development Authority	-	422,818.00
	University of Sabaragamuwa	-	2,000.00
	Uva Wellassa University	-	4,000.00
	Watawala Plantation Plc	40,000.00	42,000.00
	Wayamba University (B.Sc. Degree)	2,075.00	2,075.00
	Membership Fee receivable	63,000.00	-
	Total Trade receivables	31,947,618.44	16,056,259.56
	less - Unidentified Direct Deposits	(842,450.00)	(589,900.00)
	- Provision for doubtful debtors	(1,862,530.10)	(927,981.57)
	Net Total trade Receivables	29,242,638.34	14,538,377.99

b	Loans and Advances to Employees		
	Distress Loan-	2,057,217.51	2,113,431.84
	Festival Loan	23,750.00	7,500.00
	Special Advance	3,600.00	2,000.00
	Total Loan and advance	2,084,567.51	2,122,931.84
	At the beginning of the year	4,348,097.38	4,432,207.89
	Payment to the employees	3,168,000.00	3,454,000.00
	Recoveries from the employees	(3,269,427.65)	(3,538,110.51)
	Year end balance	4,246,669.73	4,348,097.38
	Short-term - Loan and advances Note 16 (b)	2,084,567.51	2,122,931.84
	Long term loan and advances Note 20	2,162,102.22	2,225,165.54
	TOTAL SHORT TERM RECEVABLES	31,327,205.85	16,661,309.83

17	INVENTORIES	2023	2022
	Stationary and Office Requisites	722,588.30	786,849.90
	Printing Materials	2,007,990.00	1,794,475.00
	Maintenance Materials	242,841.30	238,568.80
	Welfare Items	932,910.00	103,121.00
	Consumables	313,459.08	396,204.10
	Institute' s Publication	800,150.00	800,150.00
	Linen items	2,519,983.46	1,746,011.50
	Cutlery and Ceramic items	1,019,019.43	965,117.95
	Laboratory Equipment	57,200.00	92,902.50
	Miscellaneous computer related items	110,694.80	77,050.00
	Learning center miscellaneous items	71,219.00	71,219.00
	Miscellaneous Equipment	263,655.64	251,555.56
	Furniture related inventories	171,200.00	174,200.00
	TOTAL INVENTORIES	9,232,911.01	7,497,425.31
<p>The value of the furniture and equipment is less than Rs. 5,000/-is recognized as the consumable inventory items with effect from 31.12.2022 as per the circular Ref No1/2018 issued by Treasury.</p>			

18	PREPAYMENTS	2023	2022
	Motor Traffic Department (Revenue License)	76,051.52	49,476.59
	Equipment Service agreements	229,338.69	173,469.29
	2024 Prospectus	524,975.00	-
	Vehicles Insurance	224,812.56	310,647.54
	Medical Insurance	1,249,424.52	2,258,537.50
	Sri Lanka Insurance Co Ltd- Fire Insurance	166,451.88	
	Sri Lanka Insurance Co Ltd- Electronic Equipment	82,768.59	62,897.93
	Receivables Water bills from the employees	29268.59	12,471.35

	Geo Edge Service and zoom	318,191.21	164,882.71
	Lanka Filling Station- Koratota	400,000.00	
	Receivables from IRD(Excess input tax)	4,506,771.35	4,506,771.35
	Post master general	10,000.00	
	Total Prepayments	7,818,053.91	7,539,154.26

19	OTHER CURRENTS ASSETS		
18			
a	Short Term investments - held to maturity		
	Deposit for Development of University project	-	27,400,000.00
	Deposit for Gratuity Provision- Bank of Ceylon	8,341,880.95	6,700,000.00
	Membership Deposit Account-AC No.82338810	1,858,882.86	1,500,000.00
	Interest Receivables- Bank of Ceylon	221,042.00	3,072,839.98
	Total short term investments	10,421,805.81	38,672,839.98
	Amortization cost		
	Total short term investments	10,421,805.81	38,672,839.98
b	Security Deposits		
	Mrs. G.Rajapakshe A/C No 1 - 0053-03-0319-4	4,299.40	4,179.24
	Mr. L D J Priyantha A/C No- 8634723	119,405.51	110,483.30
	Total Security Deposits	123,704.91	114,662.54
c	Gold Deposits- 13.5 pounds	2,555,795.00	2,309,175.00

	TOTAL OTHER CURRENT ASSETS	13,101,305.72	41,096,677.52
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Gold coins are valued at the rate of Rs. 670390.04 per OZ. as per the rate specified in Central Bank of Sri Lanka.

20	RECEVABLE - LONG TERM		
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	Distress loan-(Over One year)	2,162,102.22	2,225,165.54
	Amortization cost	(377,783.18)	(1,132,904.64)
	Total long term receivables	1,784,319.04	1,092,260.90

21	PROPERTY PLANT AND EQUIPMENTS Page No	991,418,863.78	567,462,689.62
	Land and Buildings of the institute have been revalued by the Valuation Department and presented in the financial statement in 2023, the revaluation gain are include in the revaluation reserve. Ministry of Plantation Industries has transferred a motor car (KF0474) which was valued at Rs 4,500,000-. the value of the car was include in the Property Plant and Equipment and transfer value credited to the retained earning account in 2023		
22	Work in progress (New Building under Special Project)		
	Building with lecture hall and R & D unit-under constrictions	552,634,164.98	431,926,779.47
	Hostel Plumbing system and water sewerage system	-	10,667,528.52
	Two double cabs from Tea Board	-	2,366,541.64
		552,634,164.98	444,960,849.63
	* First phase of the construction of Building with lecture hall and R & D unit in parallel to Independent Degree Awarding Project, completed in Nov 2020, the Second phase of this project has been started in May 2021. Covid 19 pandemic issue and economic crises with foreign currency deficit in the country resulted to delay the second phase of the construction therefore time extension has been granted to the contractor to complete the project. It has been almost completed at the end of Dec 2023.		
	The Construction of water sewerage and renovation of hostel plumbing system has been completed and used its operation in July 2023. The final value of construction have been capitalized in 2023.		
	The ownership of the two double cabs have been transferred to the institute at the end of year and revalued amount has been taken in to account		
23	INTANGIBLE ASSETS Page No.	2,163,433.71	1,646,716.96

24	OTHER NON-CURRENT ASSETS	LKR	LKR
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	Deposit for infrastructure facilities		
	Post Master General	14,225.00	14,225.00
	Ceylon Gas Company	12,900.00	12,900.00
	Ceylon Electricity Board	1,161,550.00	1,161,550.00
	Sri Lanka Telecom - (Head Office)	6,300.00	6,300.00

	Sri Lanka Telecom - (RWPS at Bogawantalawa)	2,000.00	2,000.00
	TOTAL	1,196,975.00	1,196,975.00

	TOTAL OTHER NON CURRENT ASSETS	1,196,975.00	1,196,975.00
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25	PAYABLES	LKR	LKR
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a	Creditors	2023	2022
	CESL (Pvt) Ltd	25,592,830.07	15,598,791.87
	C and H Organization (Pvt) Ltd	-	754,571.49
	Kanthi Builders	60,389.70	60,389.70
	Helix Engineering (Pvt) Ltd	1,570,462.00	1,410,462.00
	Malalathunga Construction (Pvt Ltd	1,477,485.00	-
	Metropolitan Office Systems (Pvt) Ltd	327,215.00	-
	Siyatha Sound	315,800.00	-
	Bogawanthalawa Rural Development Society	-	192,805.25
	Koratota Rural Development Society	52,543.31	52,543.31
	Expographic (Pvt) Ltd	276,319.86	
	Sevana Builders and suppliers	-	145,018.92
	Saw Engineering	207,020.00	-
	Funicraft Furniture	968,443.00	-
	Right technology	-	14,000.00
	Total Creditors	30,848,507.94	18,228,582.54

b	Accrued Expenses		
	Telephone	60,582.34	128,592.15
	Electricity bill -	718,469.74	343,252.02
	Fuel bill	394,539.64	3,686.00
	Building Maintenance		89,668.35
	Vehicle Maintenance	123,100.00	92,225.00
	Equipment Maintenance	174,735.00	245,850.00

Stamp Duty - (Internal Revenue Department)	8,100.00	7,150.00
Traveling Subsistence	12,950.00	4,250.00
Overtime - December	241,954.23	237,649.00
Periodicals & Newspapers -		-
Employees' Trust Fund - December	480,561.67	-
Employees' Provident fund	68,683.96	-
CPPS contribution	33,715.20	-
Security Bill (Dec.)	353,779.40	287,685.00
Other Committee Expenses		16,721.60
Holiday pay/ Night allowance	85,000.00	-
Printing Materials		5,160.00
Lecture Fee for out side resources	2,510,514.80	368,675.00
Cleaning service		351,000.00
Meals expenditure - outside programmes	1,602,654.20	265,180.10
Meals expenditure - inside programmes	370,135.10	83,563.80
Welfare items		
Staff welfare	110.00	134,589.00
Outside exam fees	166,425.00	167,100.00
Stationary and office items		26,651.00
NIPM Honorarium payments	37,250.00	31,000.00
Department of IRD - Payee /WHT	78,027.54	3,960.00
Promotion and Advertisement		535,677.50
Daily Paid wages	36,500.00	-
Salaries and wages	39,860.05	-
Other Sundry Training Expenses	82,968.14	-
Vehicle hireling	17,000.00	36,902.00
Garden upkeep		143,675.00
Other Accrued Expenses	133,488.83	-
Learning Centre Expenses	-	97,975.00
Auditors Generals Departments- Audit fee	351,512.00	546,000.00
Total Accrued Expenses	8,182,616.84	4,253,837.52

c	Other payables		
	Total Forward Course fees	3,081,797.75	4,426,899.75
	Pre paid Membership	44,000.00	
	Differed income Donated Tea Development Project Publication	7,806.00	7,806.00
	Payable to Mr. K. G. Nepala, Gratuity commitment	560,835.15	560,835.15
	Total Other payables	3,694,438.90	4,995,540.90
d	Refundable Deposits		
	Refundable Tender Deposits	554,000.00	484,000.00
	Refundable Library Deposits	3,000.00	3,500.00
	Other Refundable Deposits	2,500.00	2,500.00
	Total	559,500.00	490,000.00

	TOTAL SHORT TERM PAYBLES	43,285,063.68	27,967,960.96
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26	SHORT-TERM PROVISIONS	LKR	LKR
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	No contingent liabilities recognized during the year 2023 and 2022, However Mr. K. G. Nepala, former staff assistant filed a case against the institute on the ground of his dismissal under disciplinary misconduct on 09th May 2021. The court proceeding was in progress during the reporting period.		
27	EMPLOYEE BENEFITS	LKR	LKR
	Gratuity Payables- Within one year	517,080.00	2,711,092.50
28	EMPLOYEE BENEFITS		
	Gratuity Provision- long term	6,525,976.16	2,288,356.54
	Retirement Benefit Obligation		
	At the beginning of the year	4,999,449.04	7,055,847.73
	Benefit paid to employees	(2,839,077.50)	(627,030.00)
	(Over/Under Provision made during the year.	4,882,684.62	(1,429,368.69)
	At the end of the year- Total Present Value of Net Obligation	7,043,056.16	4,999,449.04

	Obligation within one year	517,080.00	2,711,092.50
	Present Value of Net Obligation over one year	6,525,976.16	2,288,356.54
	Retirement benefit obligation has been calculated on the basis of Actuarial Valuation Method and disclosed in the financial statements. The calculation method with the assumptions are as follows.		
	Projected Unit Credit Method is used for the calculation of Actuarial Valuation.		
	It was assumed that the discounting rate at the year-end 2023 was 12.93% and 29.27% at the end of 2022 according to the bond rate, published by Central Bank of Sri Lanka.		
	Past and future service period of the employees has been taken into account for calculating the employee benefits		
	Retirement age of the employee is 60 years		
	Future salary growth rate has been calculated according to the category of the employee and their wage incremental rate as per the increment table issued by the Department of Management Services		
	The Institute maintain a bank deposit at Bank of Ceylon Athurugiriya branch in order to secure the payment on time.		

29	OTHER LONG TERM PAYBLES	LKR	LKR
	Refundable security Deposits-for employees	123,704.91	114,662.54
	Sri Lanka Tea Board	35,000,000.00	-
	TOTAL	35,123,704.91	114,662.54

The institute obtained a interest free finance facility of Rs 35.Mn from Sri Lanka Tea Board. This facility has to be repaid with 6 years with one year grace period.

30	CAPITAL CONTRIBUTED BY GOVERNMENT & OTHER GOVERNMENT ENTITIES		
	Capital Grant from Sri Lanka Tea Board	1,900,000.00	1,900,000.00
	Bagowanthalawa Regional Centre (SLSPC)	4,205,519.00	4,205,519.00
	Capital Grant from consolidated fund	29,384,852.21	29,384,852.21
	TOTAL	35,490,371.21	35,490,371.21

31	RESERVES		
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	Revaluation Reserve	929,205,855.98	499,099,322.88
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Revaluations- Motor vehicles are revalued within 3 to 5 years in accordance with the Accounting Policy which is being maintained by the Institute. Therefore all vehicles have been revalued on 08.11.2021 by De Silva Motor Engineering (Pvt) Ltd, the professional vehicles valuation company. The balance of revaluation amount are as follows.

	2023	2,022
Revaluation gain from the vehicles at the beginning of the year	74,227,880.19	74,227,880.19
Vehicle valuation surplus from Tea board vehicles	6,200,325.08	-
Vehicle valuation surplus from Ministry of plantation industries KF 0474	4,500,000.00	-
Revaluation surplus of the vehicles at the end of year	84,928,205.27	74,227,880.19

*Buildings, Furniture and Equipment have been revalued on 01/01/2014 in order to adapt the Public Sector Accounting Standard. This revaluation was conducted by Mr. K. A. D.N. Nanayakkara , regional valuer , Western province in the Department of Valuation. As per the Asset Management Circular Ref No. , The institute revalued the Furniture, Equipment, Infrastructure assets on 31.12.2022 by the valuation committee appointed by the board of governors of the institute

Category of assets	Revaluation 2023	Revaluation 2022
Revaluation of Furniture and Equipment		
Balance as at 01.01	38,933,695.79	3,637,165.38
Equipment revaluation gain/(loss)	-	26,736,543.55
Furniture revaluation gain / (loss)	-	8,873,222.86
Transfer to retained earnings disposal adjustments	-	(313,236.00)
Balance as at 31.12.	38,933,695.79	38,933,695.79
Infrastructure Assets		
Balance BF	4,442,128.43	
Less- Revaluation Gain/ (loss)	(379,300.00)	4,442,128.43
Balance CF	4,062,828.43	4,442,128.43

Opening Balance - Land and buildings	381,495,618.47	381,495,618.47
Land		
Land - Bogawanthalawa	11,865,000.00	-
Land - Athurugiriya	287,022,000.00	-
Land- Agalawatta	15,080,000.00	
Buildings at Athurugitriya and Bogawanthalawa	104,096,513.02	-
Net Revaluation Reserve Value-Land and value	799,559,131.49	381,495,618.47
Valuation surplus of the Gold coins 2022	1,475,375.00	
Valuation surplus of the Gold coins 2023	246,620.00	
Total Surplus of the gold coins	1,721,995.00	-
Total Net Revaluation reserve at the end of year	929,205,855.98	499,099,322.88
Land at Athurugiriya have been revalued at, Rs 287,000,000 /- on 01.01.2019 by professional valuer Mr. L. J. D. K. Silva, regional valuer (WP) of Valuation Department. The revaluation gain was Rs 285,903,961.69 and it was reported in the Statement of Changes of Net Assets. The land at Bogawanthalawa Regional Centre revalued by the valuation Department in Central province at Rs 1,387,500/- in 2015 and reported in the account in 2021, the revaluation gain from the asset capitalization has been recorded in the Statement of Changes of Net assets in 2021.		

32	ACCUMILATED SERPLUS/(DEFICITS)		
	Retained Earnings	563,214,644.29	562,895,501.81
		563,214,644.29	562,895,501.81

	GOVERNMENT GRANT		LKR
33	Recurrent Grant	69,394,000.00	64,000,000.00
34	Capital Grant	18,600,000.00	16,000,000.00
	Changes of Accounting Standard		

Capital and Recurrent grant contributed to the institute is recognized as the income of the institute in accordance with the Public Sector Accounting Standard No 11. Therefore Sri Lanka Public Sector Accounting Standard No 11 is applied with effect from 01.01.2016. The subsequent cost which is arise from the capital expenditure such as depreciation of the property plant and equipment and any impairment cost are accounted in each accounting period separately.			
35	GENERATED TRAINING INCOME	2023	2022
a	ACADEMIC, AND PROFESSIONAL PROGRAMMES		
	B tech Plantation Management and Technology	7,254,000.00	-
	National Diploma in Plantation Management	2,695,864.00	2,964,388.89
	National Diploma in Plantation-Extension Management- NVQ-5	4,266,333.00	4,860,917.00
	National Diploma in Plantation Crop Technology - NVQ-5	2,664,400.00	2,209,975.00
	Higher national Diploma in Planation Crop technology- NVQ-6	1,852,933.00	1,998,667.00
	Certificate course in Book-Keeping and Plantation Accounting	884,000.00	999,000.00
	Advance certificate course in Plantation, Financial and Cost Accounting	648,500.00	425,000.00
	Professional Programme in Tea Manufacture and Factory Practices	1,219,000.00	1,097,612.00
	Advance Certificate course in Tea Testing Technology	2,273,600.00	2,285,400.00
	Language Proficiency Examination	99,000.00	430,000.00
	International Farm Mgt. Programme		1,210,000.00
	Advance Certificate Course in Organic Agriculture & Plantation Management	588,000.00	737,250.00
	Professional Programme in Rubber Manufacture and Factory Practices	400,000.00	357,500.00
	Diploma in Plantation Management and Technology- Induction	2,311,800.00	2,936,428.75
		27,157,430.00	22,512,138.64
b	MANAGEMENT AND TECHNICAL DEVELOPMENT PROGRAMMES		
	Management Development Programmes	29,000.00	314,050.00
	Technical Development Programmes	560,000.00	665,000.00
		589,000.00	979,050.00

c	SKILL DEVELOPMENT PROGRAMMES		
	Skill Development of Tea Factory Officer	420,000.00	440,000.00
	Skill Development of plantation Field Officer	225,000.00	750,000.00
	Skill Development of Planation Field officer	855,000.00	
		1,500,000.00	1,190,000.00

d	13 YEARS EDUCATION PROGRAMME		
	Plantation Factory Assistant and Field Assistant- NVQ-4	23,613,406.50	6,734,700.00
		23,613,406.50	6,734,700.00

e	WOKER DEVELOPMENT AND WORK SHOPS		
	Special workshops	446,658.00	547,000.00
		446,658.00	547,000.00

f	SPECIAL PROGRAMMES		
	ILO Programme	674,000.00	-
	RPL Cerificates	821,600.00	-
	Japan programme	640,800.00	-
	Special programmes	3,309,429.19	1,479,451.54
	Workshops	307,500.00	814,375.00
	Sundry training income	840,231.00	3,000.00
		6,593,560.19	2,296,826.54

g	INCOME FROM EXTERNAL ACTIVITIES		
	External Exams	1,897,947.23	1,335,172.25
	Valuation fees - Timber valuation programme	2,861,735.24	2,134,698.87
		4,759,682.47	3,469,871.12

h	INCOME FROM TRAINING RELATED ACTIVITIES	2,780,000.00	599,000.00
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	TOTAL TRAINING INCOME	67,439,737.16	38,328,586.30
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36	INCOME GENERATED FROM RENTING OUT THE FACILITIES		
	Renting out the residential facilities to outside programmes- Athurugiriya Training Centre	30,860,442.25	22,556,426.37
	Hostel Accommodation Fee	674,030.00	
		31,534,472.25	22,556,426.37

37	INTEREST INCOME		
	Staff Loan interest- Distress Loan	177,846.48	186,713.15
	Interest income from Membership Account	56,624.30	87,190.10
	Interest income from Bank Deposits	3,926,588.45	15,493,469.70
	Interest Income From Special Loan	3,904.88	3,082.80
	Net Gain/(Loss) on amortization cost calculation on the interest	755,121.46	(946,519.37)
		4,920,085.57	14,823,936.38

38	OTHER INCOME		LKR
a	SUNDRY INCOME		
	House Rent income	144,501.87	101,475.04
	Transport income	7,700.00	9,100.00
	Tender fee	121,500.00	79,100.00
	Publications	30,750.00	19,300.00
	Telephone	6,256.80	12,836.94
	Membership subscriptions	217,900.00	173,330.00
	T- shirt, Tea leaves and tie sale income	72,050.00	141,650.00
	Other Sundry Income	212,265.69	275,754.21
		812,924.36	812,546.19

(b)	GAIN ON DISPOSAL OF USED ITEMS	38,360.00	318,828.02
(c)	WRITE OFF TO INCOME STATEMENT		
	Over Provision of Gratuity		1,429,368.69
	Over Provision	331,488.00	-
	Creditors wave off	899,590.41	-
	Total	1,231,078.41	1,429,368.69
	Total Other Income	2,082,362.77	2,560,742.90

39	WAGES, SALARIES AND EMPLOYEE BENEFITS	2023	2022
a	PERSONAL EMMOLUMENTS		
-	Salaries and wages	23,136,572.77	23,111,589.89
	Cost of Living and other Allowances	7,991,913.80	8,628,336.62
	Over Time	2,801,551.33	2,340,311.87
	Holiday Pay	731,699.25	643,535.67
	Lecture Fees for Institute's Staff	645,875.00	430,125.00
	Contribution for E.T.F.	784,917.33	835,849.06
	Contribution for E.P.F.	2,990,570.64	3,197,534.44
	Contribution for CPPS	149,130.60	145,861.80
	Chairman's Remuneration and Allowances for Board of Governors	2,159,217.23	2,564,481.64
	Daily wages for internship	1,037,563.75	125,537.50
		42,429,011.70	42,023,163.49
b	TRAVELING EXPENSES		
	Traveling and Subsistence (Local)	539,969.50	287,213.50
		539,969.50	287,213.50
c	RETIREMENT BENEFITS		
	Increased Provisions for Gratuity	4,882,684.62	-

d	CONTRIBUTIONS, SUBSIDIES AND WELFARE		
	In-service Training and staff training Capacity Building	678,725.00	498,575.00
	Staff Welfare Activities	744,855.85	637,275.24
	Membership and subscriptions	13,875.00	10,500.00
	Contributions for Medical Aid Scheme	3,121,144.23	3,036,195.29
		4,558,600.08	4,182,545.53

	Total Salaries wages and Employee benefits	52,410,265.90	46,492,922.52
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40	SUPPLIES AND CONSUMABLE USED		
	Printing Materials and papers	1,735,502.00	2,045,878.80
	Stationery & Office Requisites	799,519.35	438,189.46
	Consumables	1,918,450.40	1,103,675.85
	Fuel and lubricant	6,118,296.68	4,880,504.19
	Medical and medicine item	21,238.18	
	Periodicals & News Papers	65,858.00	68,425.00
	Uniforms	76,000.00	112,000.00
	Institute's Publications		731,975.00
	Total Supplies and consumable used	10,734,864.61	9,380,648.30

41	REPAIRS & MAINTENANCE OF FIXED ASSETS		
	Buildings	1,660,664.40	2,785,841.05
	Equipment and Plant and Machinery	3,286,972.64	2,375,013.50
	Water telephone and Electricity	267,475.04	432,713.00
	Motor Vehicles	5,164,975.55	4,287,968.65
	Total Repairs and Maintenance	10,380,087.63	9,881,536.20

	-		-
42	COMMUNICATION, UTILITY AND OTHER CONTRACTUAL SERVICES	2023	2022

	Telephone and internet	1,674,938.26	1,590,544.20
	Postage	320,789.99	190,525.00
	Electricity and water	7,605,801.43	3,286,067.81
	Insurance (Buildings equipment Cash etc.)	354,442.57	729,344.75
	Security Service	3,996,089.50	2,859,633.55
	Audit Fees (External)	200,000.00	483,000.00
	Vehicle hire charges	1,046,586.83	705,616.74
	Cleaning and Janitorial works	3,951,150.00	2,842,410.00
	Bank Charges	65,225.35	34,500.00
	Stamp Duty , rate and tax	85,567.33	91,952.33
	Legal fee	170,382.00	98,887.00
		19,470,973.26	12,912,481.38
b	MEDIA, ADVERTISING AND PUBLICITY		
	Advertising Expenses	269,132.50	223,034.00
	Entertainments	77,945.00	25,930.55
		347,077.50	248,964.55
	Total Communication utility services and media Expenditure	19,818,050.76	13,161,445.93
43	TRAINING EXPENSES		
	Lecture Fees for Visiting Staff	8,120,142.06	4,803,878.31
	Fees to the Committees relating to Training Activities	137,447.50	69,500.00
	Meals & Accommodations for Trainees	4,765,458.22	4,146,003.37
	Laundering Linen	65,665.00	69,320.00
	Under provision for Bad debtors	934,548.53	66,067.29
	Bad debtors	483,000.00	222,072.30
	External exam expenditure	1,158,382.14	1,132,367.02

	Award Ceremony & Academic Functions	2,477,992.00	3,569,542.25
	Education materials	985,991.06	603,265.15
	Miscellaneous Training Expenses	2,783,130.54	949,503.45
	Promotion and advertising	6,287,852.12	2,898,149.02
	RPL expenditure	276,215.00	-
	ILO Programme Expenditure	293,117.00	-
	Expenditure for B Tech Degree	2,342,594.42	-
	13 years Education Programme expenses	9,571,434.75	2,923,321.65
	Total	40,682,970.34	21,452,989.81
	Research & Development	299,950.00	-
	Development cost of NCS	317,923.10	238,930.00
	Capacity Building programmes smallholders and NVQ students	1,398,862.55	547,826.73
	Total Training Expenditure	42,699,705.99	22,239,746.54
44	EXPENSES IN REALATION TO RENTING OUT FACILITIES -		
	Meal, rents and wages for accommodation facilities	15,865,137.70	11,402,839.25
	Hostel Consumables	81,162.02	252,012.15
	Total Expenditure for Renting out facilities	15,946,299.72	11,654,851.40
45	BOGAWANTHALAWA OPARATIONAL EXPENSES		
	Electricity	575,828.06	219,134.61
	Telephone and postage	10,836.16	48,582.13
	Maintenance	24,600.00	83,245.00
	Cleaning and janitorial services	13,110.00	-
	Meal and accommodation	-	600.00
	Salaries and Wages	-	15,000.00
	Employee Benefits	7,960.00	10,475.00

	Daily Wages	127,775.00	-
	Consumables	149,653.55	21,865.00
	Total Bogawanthalawa Expenses	909,762.77	398,901.74
46	DEPRECIATION AND AMORTISATION OF ASSETS		
	Depreciation	37,827,235.69	34,531,465.60
	Amortization	668,283.25	741,735.75
		38,495,518.94	35,273,201.35
47	MISCELLANEOUS EXPENDITURE		
	Allowances for Other Committees and professional Charges	675,652.69	570,088.62
	Special welfare programme	361,772.57	
	Garden up keep	426,639.13	463,329.34
	Disposal of equipment and furniture	191,614.97	
	Others Expenses	520,571.50	204,413.06
		2,176,250.86	1,237,831.02
48	Financial Risk Management		
	<p>* Credit risk is the financial loss of the Institute, if the customer or counter party fails to meet contractual obligation of the financial instruments which arises principally from the institute's receivable from customer and investment securities. In order to minimize the credit risk, a provision of 6% provided to the trade debtors on the closing balance</p> <p>*Interest on loan, advances are calculated according to the effective annual interest rate according to the year-end bond rate which was published by Central bank of Sri Lanka . It was 12.93 % per annum at the end of 2023.</p>		
	BF balance of provision of impairment loss on loan and advances	1,132,904.64	186,385.27
	CF balance of provision of impairment loss on loan and advances	377,783.18	1,132,904.64
	Net (loss)/gain on interest received on loan and advances transfer to interest income	755,121.46	(946,519.37)

Interest received on loan and advances to the employees	181,751.36	189,796.55
Interest calculation as pre the effective interest rate @ 29.27% in 2022 and 12.93% in 2023	559,534.54	1,322,701.19
CF Balance of provision of Impairment loss on loan and advances	(377,783.18)	(1,132,904.64)

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.10 Segmental Reporting LKR 000

This report is presented in LKR 000'

The Institute recognizes Three (3) different segments such as Training Related Activities, Renting out Facilities and Other Supportive Service. The surplus of the each segment are shown in the following table for the year 2022 and 2023

Segmental Category	Training Activities		Renting out Facilities		Other Supportive Activities		Total	
	2023	2022	2023	2022	2023	2022	2023	2022
Income								
Generated income	67,440	38,329	31,534	22,556	7,002	17,385	105,977	78,270
Capital Grant	7,294	6,080	1,823.	1,600	9,482.	8,320	18,600	16,000
Recurrent Grant	26,370	21,714	6,939	5,714	36,085	36,571	69,394	64,000
Total	101,104	66,123	40,297	29,871	52,570	62,276	193,971	158,270
Expenditure								
Wages, Salaries and Employee Benefits	20,553	17,667.	5,138.26	4,649.	26,718.	24,176	52,410	46,493
Supplies and Consumable Used	4,079	3,183	1,073	838	5,582	5,360	10,735	9,381
Repairs and Maintenance	3,944	3,353	1,038	882	5,398	5,647	10,380	9,882
Communication and Utility Services	7,531	4,465	1,982	1,175	10,305	7,521	19,818	13,161
Academic and training Expenditure	42,700	22,240	-	-	-	-	42,700	22,240
Expenses in Relation to Renting out Facilities			15,946	11,655		-	15,946	11,655
Expenses for Bogawantalawa Regional Centre			910	399		-	910	399
Depreciation and Amortization	15,096	13,403.	3,774.	3,527.	19,625.	18,342.	38,496	35,273

Other Expenses	853	470.38	213.36	123.78	1,109.46	643.67	2,176	1,238
Total Expenditure	94,757	64,782	30,075	23,249	68,739	61,690	193,571	149,721
Net Surplus/(Deficit)	6,347	1,341	10,222	6,622	(16,169)	586	400	8,549
No of Employees	20	19	5	5	26	26	51	50

Generated income was attributed as per the income generation of each segment

Capital Grant has been recorded in accordance with the acquisition of capital assets of the each segment

The recurrent grant has attributed according to the Number of employees of the each segment

* Direct expenditure of the each segment was attributed for the relevant segments. Other expenditures were segregated accounting to the number of employee attached to each segment

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

19.11 FINANCIAL HIGHLIGHTS Rs 000'

Descriptions	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Revenue										
Treasury Grant- Recurrent	24,792	28,502	38,961	40,000	50,000	54,000	57,811	59,365	64,000	69,394
Government Grant for Capital Expenditure	10,937	15,362	24,243	25,162	81,730	78,115	106,041	31,382	14,000	17,200
Government Grant for Capacity Development of Smallholders	9,900	7,710	8,446	10,012	9,221	3,668	526	2,618	2,000	1,400
Generated Training income	10,037	18,010	12,787	15,853	31,009	69,292	23,748	30,370	38,329	67,440
Generated Renting out income	7,824	5,366	4,835	1,896	17,927	20,369	6,366	2,285	22,556	31,534
Generated Other income	7,457	9,847	12,402	22,472	9,889	19,187	15,850	13,450	17,385	7,002
Total Income	70,947	84,796	101,674	115,395	199,776	244,631	210,342	139,470	158,270	193,971
Expenditure										
Total Personnel emoluments	19,453	30,907	31,834	38,796	45,577	43,418	45,140	45,233	46,492	52,410
Training Expenditure	4,439	8,208	5,880	10,123	16,613	28,725	10,823	13,702	21,691	41,301
Capacity Development Programme for Small holder	9,936	7,711	8,446	10,012	9,221	3,668	526	2,618	548	1,399
Other Expenditure	20,255	19,598	21,959	27,655	37,461	37,873	30377	28,494	45,715	59,965
Total Operating Expenditure	54,083	66,424	68,119	86,586	108,872	113,684	86,866	90,046	114,448	155,075
Government Recurrent Grant as a percentage of the Total Operating Expenditure	46%	43%	57%	46%	46%	48%	67%	66%	56%	45%
Surplus/(Deficit) before Depreciation	16,864	18,372	33,555	28,809	90,904	130,947	123,476	49,424	43,822	38,896
Depreciation /Amortization	15,833	17,740	18,951	20,533	24,407	25,137	26,659	35,273	35,273	38,496
Net Surplus/ (Deficit) after Depreciation	(1,833)	632	14,604	8,276	66,497	105,810	96,817	14,151	8,549	400
No of Income Generated Training Programmes	32	30	22	32	57	41	17	56	55	47
No of Participants for income generating programmes	993	1,101	586	958	1779	1,015	449	3428	1,587	1599
No of Capacity Development Training Programmes for Smallholders and School leavers	355	196	160	230	232	125	14	114	22	54
Total Expenditure for Capacity Development Programmes for Smallholder and School leavers	9,936	7,711	8446	10012	3,668	3,668	526	2,618	550	1400
No of Trained Smallholders	25,100	12,825	10,840	12,661	12940	5,414	693	3751	571	1381
Total Number of Trained	26093	13,926	11426	13619	14719	6,429	1142	7179	2,158	2980
Total Training Programmes	387	226	182	262	289	166	31	170	77	101
No of Employees	52	46	46	58	58	59	56	55	50	50

Generated Income per Employee Rs. 000'	487	722	653	693	1,014	1,845	821	823	1,398	2,120
Training cost per smallholder Rs. 000'	0.40	0.60	0.78	0.79	0.28	0.68	0.76	0.70	0.96	1.01
Net Assets of the Institute Rs 000	122,325	126,563	203,880	232,812	453,359	843,911	940,685	1,045,531	1,097,485	1,527,911



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தேசிய கணக்காய்வு அலுவலகம்
NATIONAL AUDIT OFFICE



My No PAL/F/NIPM/01/2023/08

Your No.

Date 30 August 2024

The Chairman
National Institute of Plantation Management
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Report of the Auditor General on the Financial Statements and Other Legal and Regulatory Requirements of the National Institute of Plantation Management for the year ended 31 December 2023 in terms of Section 12 of the National Audit Act, No. 19 of 2018

The aforesaid report has been sent herewith.

W. P. C. Wickramaratne

Auditor General

- Copies:- 1. Secretary – Ministry of Finance, Economic Stabilization and National Policy
2. Secretary – Ministry of Agriculture and Plantation Industries

The Chairman
National Institute of Plantation Management

Report of the Auditor General on the Financial Statements and Other Legal and Regulatory Requirements of the National Institute of Plantation Management for the year ended 31 December 2023 in terms of Section 12 of the National Audit Act, No. 19 of 2018

1. Financial Statements

1.1 Qualified Opinion

The audit of the financial statements of the National Institute of Plantation Management for the year ended 31 December 2023 comprising the statement of financial position as at 31 December 2023 and statement of financial performance, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, was carried out under my direction in pursuance of provisions in Article 154(1) of the Constitution of the Democratic Socialist Republic of Sri Lanka read in conjunction with provisions of the Coconut Development Act, No. 46 of 1971, National Audit Act, No. 19 of 2018 and the Finance Act, No.38 of 1971.

In my opinion, except for the effects of the matters described in the Basis for Qualified Opinion section of my report, the financial statements give a true and fair view of the financial position of the Institute as at 31 December 2023, and its financial performance and cash flows for the year then ended in accordance with Sri Lanka Public Sector Accounting Standards.

1.2 Basis for Qualified Opinion

- (a) Even though 16 items of wooden furniture revalued in the year 2013, had been removed from use in the year under review, the revaluation profit of Rs.191,616 relating to the said items of wooden furniture had not been removed from the Revaluation Reserve Account and transferred to the Accumulated Fund Account, thus observing an over computation in the Revaluation Reserve by Rs.191,616 and under computation in the Accumulated Fund by the same amount.
- (b) The revaluation loss amounting to Rs.362,405, to be recognized on the revaluation of the fence of the Bogawathalawa Training Centre for Rs.282,500 with a carrying amount of Rs.644,905 as at 27 July 2023, had been recognized as Rs.482,500 in the Revaluation Reserve Account, thus observing an over computation in the revaluation loss by Rs.120,095 and the depreciation value of Rs.43,595

relating to the said fence for the period from 01 January 2023 to 27 July 2023, had not been brought to account.

- (c) According to the statement of financial performance of the year 2023, the membership fee income had been recognized as Rs. 217, 900 from 105 members who obtained the membership of the National Institute of Plantation Management in terms of the Gazette of the Democratic Socialist Republic of Sri Lanka No. 2341/19 dated 18 July 2023. However, a specific accounting policy to identify the said income had not been disclosed in the financial statements.
- (d) Unidentified credit balances totalling Rs.842,450 remained as at 31 December 2023, had been shown deducting from current assets without accounting as current liabilities or unidentified income, thus observing an under computation in the current assets by the same amount.
- (e) Even though a sum of Rs.624,131 out of the balance of Rs.1,477,185 payable as at 31 December 2022 relating to the rehabilitation of water pipelines and sewerage system of the hostel, had been paid to a private company on 10 January 2023, the balance payable as at 31 December 2023 had been indicated as Rs. 1,477,185 in the financial statement, thus observing an over computation in liabilities by Rs.624,131.

I conducted my audit in accordance with Sri Lanka Auditing Standards (SLAuSs). My responsibilities, under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my report. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my qualified opinion.

1.3 Other Information included in the Annual Report-2023 of the Institute

Other information means the information included in the Annual Report -2023 of the Institute which is obtained by me prior to the date of this audit report, but not included in the financial statements and my audit report thereon. The Management should be responsible for other information.

Other information is not enclosed by my opinion on financial statements and I do not make any certification or express an opinion in that connection.

My responsibility relating to my audit on financial statements is to read other information identified as above when it is available and to consider whether other information is not materially compatible with financial statements or with my knowledge gained in audit or any other manner.

If I conclude that material misstatements exist, based on other information obtained by me before the date of this audit report and on functions performed by me, those matters should be communicated by me. No matter whatsoever is available in this connection, to be reported by me.

1.4 Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with Sri Lanka Public Sector Accounting Standards and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Institute or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Institute's financial reporting process.

As per Sub-section 16(1) of the National Audit Act, No. 19 of 2018, the Institute is required to maintain proper books and records of all its income, expenditure, assets and liabilities, to enable annual and periodic financial statements to be prepared of the Institute

1.5 Auditor's Responsibility for the Audit of the Financial Statements

My objective is to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Sri Lanka Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with Sri Lanka Auditing Standards, I exercise professional judgment and maintain professional scepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the management.
- Conclude on the appropriateness of the management's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my audit report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify my opinion. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

I communicate with those charged with governance regarding, among other matters, significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

2. Report on Other Legal and Regulatory Requirements

2.1 National Audit Act, No. 19 of 2018 includes specific provisions for following requirements.

2.1.1 Except for the effects of the matters described in the Basis for Qualified Opinion section of my report, I have obtained all the information and explanations that is required for the audit and as far as appears from my examination, proper financial records have been kept by the Institute as per the requirement of Section 12(a) of the National Audit Act, No.19 of 2018.

- 2.1.2 The financial statements presented is consistent with the preceding year as per the requirement of Section 6 (1) (d) (iii) of the National Audit Act, No. 19 of 2018.
- 2.1.3 Except for the observations indicated in paragraph 1.2 (a), (e), (f), (g) of the Basis for Qualified Opinion section of my report, the financial statements presented includes all the recommendations made by me in the previous year as per the requirement of Section 6 (1) (d) (iv) of the National Audit Act, No. 19 of 2018.
- 2.2 **Based on the procedures performed and evidence obtained were limited to matters that are material, nothing has come to my attention.**
- 2.2.1 To state that any member of the Governing body of the Institute has any direct or indirect interest in any contract entered into by the Institute which are out of the normal cause of business as per the requirement of Section 12 (d) of the National Audit Act, No. 19 of 2018.
- 2.2.2 Except for the following observations, to state that the Institute has not complied with any applicable written law, general and special directions issued by the Governing body of the Institute as per the requirement of Section 12 (f) of the National Audit Act, No. 19 of 2018.
- 2.2.3 To state that the Institute has not performed according to its powers, functions and duties as per the requirement of Section 12 (g) of the National Audit Act, No. 19 of 2018.
- 2.2.4 To state that the resources of the Institute had not been procured and utilized economically, efficiently and effectively within the time frames and in compliance with the applicable laws as per the requirement of Section 12 (h) of the National Audit Act, No. 19 of 2018.

2.3 Other Matters

- (a) Even though a software package (KOHA) had been installed in the year 2020 by spending Rs.248,000/- for automation of the library management of the Institute, the said software package had remained idle by 27 May 2024, the date of audit from 19 June 2020 due to matters such as lack of hardware necessary for running the said software and failure to run it after the power outage etc.
- (b) At the spot test carried out in the library of the Institute, it was observed that out of 5,875 manuals valued at Rs.828,550 printed in the years 2002 and 2003, only 64 manuals had been sold in the year 2023 and a number of 5,811 manuals valued at Rs.810,325 older than 20 years had been stored in the library by 31 December 2023.
- (c) The Director had agreed through antedated letters to increase the monthly rental from time to time and paid a sum of Rs.2,116,000 in the year 2023 for 2 houses obtained on rental basis without an agreement for conducting training programmes by the Institute. Moreover, lease rental of Rs.640,

000 had been paid by the Institute in the year under review for 4 houses through unsigned lease agreements.

- (d) Ten gold coins of 22 carat 13.5 gram had been purchased at a cost of Rs.851,800 from a private institution on 30 May 2019 and written off as expenditure in the same year, for awarding to staff members at their retirement upon the Board decision of the Institute. These gold coins had been retained in the Safe of the Institute without distributing for a period of 3 years due to institutional and financial reasons and those had been brought to account as assets in the year 2022. Even though there were 10 gold coins at the end of the year under review, action had not been taken to verify whether those gold colour coins are of 22 carats and to assess their value and include in the financial statements.
- (e) Action had not been so far taken by the Institute to recover the balance of Rs.202,575 older than 4 years included in the Trade Receivable balance of Rs.31,947,618 shown under current assets in the statement of financial position of the year 2023.

W. P. C. Wickramaratne

Auditor General