

Annual Report 2021

Centre for Excellence



National Institute of Plantation Management,
M.D.H. Jayewardene Mawatha,
Athurugiriya.

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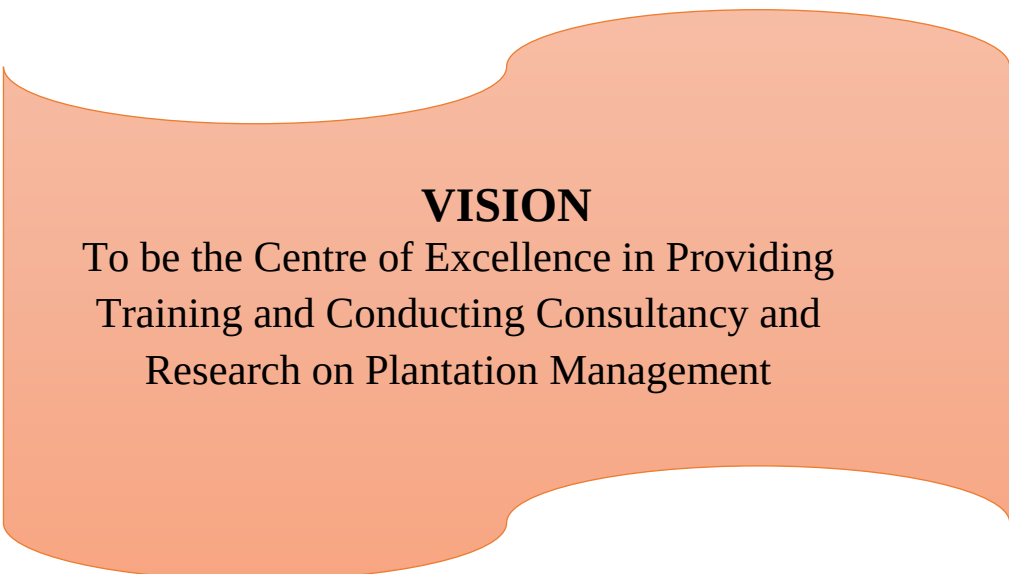
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VISION

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

Chairman's Message



It is with great pleasure that I send this message for the Annual Report of the year 2021 as the Chairman of the National Institute of Plantation Management.

Diversification of the resources is very important to achieve the objectives of any organization. Human Resource is the only living resource among these diverse resources. Human Resource 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 inculcating positive attitudes.

Looking back at the year 2021, the Plantation Industry came into being faced with several challenges. The entire plantation system was compounded by factors including the effects of global warming, lack of workforce attraction and Covid – 19 pandemic situation. 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, Minister of Plantation, Hon. Mr. Kanaka Herath, State Minister of Company Estate Reforms, Tea and Rubber Estates Related Crops Cultivation and Factories Modernization and Tea and Rubber Estate Promotion, Mr. Raveendra Hewavitharana the Secretary to the Ministry of Plantation, Mr. J.M. Thilakarathna Banda, the Secretary to the State Ministry of Company Estate Reforms, Tea and Rubber Estates Related Crops Cultivation and Factories Modernization and Tea and Rubber Estate Promotion and other officials of the Ministry of Plantation and State Ministry of Plantation as well as others who guided our team to enhance the institutional performances.

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

A. L. A. Asoka Siriwardana
Chairman
National Institute of Plantation
Management
5th May 2022

Director's Review



I would like to take this opportunity to present some of the notable achievements of the institute, made during the last academic year, with the dedicated spirit of achieving excellence, in academic and professional exertion. Accordingly, our Annual Report for the academic year 2021 is shared you with the highlights of our major activities, achievements, initiatives despite with the COVID 19 pandemic and future plans of the Institute with new normalcy.

Move ahead with the pandemic

Amid this COVID 19 situation, we have ensured academic excellence at NIPM, and developed and announced a number of new industry-oriented programmes with the industry experts, effective from the academic year 2021 inclusive of advance certificate on Organic agriculture and plantation management and Advance tea tasting programmes.

During the academic year 2021, two diplomas in Plantation Crop Technology and Plantation Extension Management have been started with accreditation through the National Vocational Qualification (NVQ) level 5-6 based education mode. It was initiated to certify the Institute on ISO 9001: 2015 standard.

The collective vision of NIPM is to be a leading academic/professional institution in

the country by advancing knowledge through high impact education tools and imparting quality education to produce technologically adept and socially conscious professionals, and by catalyzing innovation-driven, entrepreneurship, thereby addressing the strategic goals of the industry and needs of the island.

The Institute commissioned a full-fledge model Tea Processing Centre with a novel tea tasting laboratory with a view to enhancing the capacity development of NVQ based education system. Thus, the institute position all possible professional development programme i.e., Tea tasting, grading, tea manufacturing programmes here in curtailing study visits costs.

The professional membership is one of the strong armrests the Institute bestowed with, which is to be further developed in recognizing the professionalism of industrialists of the plantation sector. The Act of the Institute is to be amended in introducing contemporary membership categories. We awarded 9 honorary memberships, 11 fellow memberships and 5 associate memberships during the academic year 2021.

The Institute has initiated steps to develop the Institute as an Independent Degree Awarding Institute. It is pleasing to note that we have completed the development of three-degree programmes and institutional review, to submit for the approval of the Ministry of Higher Education in Sri Lanka in which we are hopefully awaiting to implement with the approval. We too taken steps to start competency-based degree programme with the help of University of Vocational Technology, Ratmalana Accordingly, we are proud to notice that the

Institute made efforts to complete the proposed administrative and academic complex at the main campus at Athurugiriya at our earliest which is to be commissioned with the declaration of the Institute as a Degree Awarding Institute.

Performance highlights

We are mandated to work with RPCs, Smallholders, Research Institutes, Public and Private Firms, and other stakeholders around the country. We too planned to expand our programme across the international community to build a strong pipeline of potential planting professionals and entrepreneurs who will carry the torch into the future. Consequently, we carried out 56 income generated programmes trained 3428 students together with 13 years guaranteed education project, and total smallholders trained for the academic year 2021 was 3751.

A highlight of NIPM activities in the year 2021 was, registered percentage of students for total programmes unusually went up to 476% despite of COVID 19 pandemic situation due to more No of Webinars organized adopting the pandemic situation. The Institute earned Rs. 26.32 Mn from training and progress of the student's registration for academic programmes reported as 77% of the estimated number of students. It is significant to notice that the Institute has estimated for conducting 13 workshops and webinars for the industry with an estimation of Rs. 0.44Mn income but we were able to conduct 35 programmes earning Rs. 3.434Mn during the academic year 2021, the Institute shows acquitted achievement in conducting 08 management development programmes to 377 participants with the estimation of 35 participants. The NIPM has reported a total

generated academic income of Rs. 28.96 Mn which is as a percentage of academic finance progress is 56%. The total government grant received is Rs 93.37 Mn and Net Assets value has been increased to Rs. 1045.53Mn at the end of the 2021 financial year. While the Institute acquired the tangible assets Rs.35.15 Mn and intangible assets RS. 1.61 Mn during the financial year 2021.

The Institute reported a renting out income as amounted Rs. 2.28Mn and it was reported Rs.120.62Mn as the recurrent expenditure which is an increase of 6% in comparison to the year 2020. This amount has been slightly increased due to number of office-based working days increased with compared to the financial year 2020. Since the core mandate of the Institute is training activities, which we have shown a ride slow due to the global pandemic situation and other external circumstances.

Pandemic made the year stressful

Disruptive and stressful as the Covid-19 crisis has been for us both as individuals and as a community, there was never a doubt in my mind that at NIPM we are resilient enough to rise to its challenges. To support these challenges, the Institute need to build our capacity to provide blended models of education in the future. Academic staff should be better prepared to switch fairly between physical and virtual teaching as needed. This will protect the education of students not only during future pandemics, but also during other shocks that might cause education system closures, such as natural disasters or adverse weather events what we frequently face. It will also create opportunities for more individualized approaches to teaching and learning. With this in mind, it will be necessary to develop

flexible curricula that can be taught in person or online. Additionally, our lecturers need to be better equipped to manage a wide range of IT devices in the event of future closures and mandatory to conduct some lectures on virtual mode since most of our participants are scattered all around the island.

Networking on right direction

The NIPM has a strong and effective network of extension services with all research institutions, private and public institutes in disseminating the latest technology, knowledge, and relevant skills to the planters, farmers, and extension functionaries. These units performed important tasks of assessment and refinement of technologies, organizing training programmes for farmers, and RPCs undertaking diagnostic field visits, awareness programmes, demonstrations, group discussions, and organizing field days. Those were crucial factors of NIPM to enlighten the planting community on industrial developments. Thus, we have signed some important MOUs with the esteem organizations to advance the professional competency of students and participants.

Overcome the obstacles

At the start of this calendar year, we found ourselves amidst a global pandemic, which is now turning out to be perhaps the most challenging time that humanity has experienced in ever in our life time. Early into the crisis, we restructured the academic calendar, updated the evaluation schemes, and moved to fully virtual offerings of our regular courses. We also constituted an academic board to standardize tasks in line with pandemic, which is coordinating the Institutional response on the different

programmes. These collective efforts allowed us to adopt a flexible approach to students residing on programmes to successfully continue their studies with us.

Accordingly, we actively interacted with various industrial, technical, management, and research organizations in the country. The dual aim of establishing this rapport is to ensure that students are given adequate technical exposure/industrial training and subsequently get employment opportunities in organizations which match their aspirations and objectives. Most of our students are in the industry in different categories of employment levels on right time since we place them on industrial training on time despite of the pandemic.

Progressive strategic approach

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 recourses attached to the sector by 2022. 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; they are as follows

- To introduce contemporarily valued courses in order to fulfill academic/professional gap between industry and employee.
- To strengthen academic faculty and development of human resources of

the Institute in order to serve quality services to the sector

- To widen a reputation for outstanding with high-impact education solutions in our core areas of expertise while to fortify marketing and promotions
- To develop infrastructure facilities and a lush environment with Quality Management System (QMS), ISO Standards other quality management systems.

Obviously, there is a lot happening in the Institute that its faculty, 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 centers 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 centre 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 strengthen the institute as a top ranked educational body in Sri Lanka.

In concluding with thanks

In concluding, the Institute has been able to make strides mainly because of patronage and guidance received from the Hon. Minister of Plantation, Hon. State Minister of Company Estate Reforms, Tea and Rubber Estates Related Crops Cultivation and Factories Modernization and Tea and Rubber Estate Promotion, Secretary to the Ministry of Plantation and Secretary to the State Ministry of Tea and Rubber Company Estate Reforms, Tea and Rubber Estates Related Crops Cultivation and Factories Modernization and Tea and Rubber Estate Promotion and other officials, Special thanks to the Chairman of the Institute and to the NIPM family members for their great support to make the year a success.



Dr. Prasad Dharmasena
Director/CEO

National Institute of Plantation Management
05.05.2022

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, 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 centres 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.

Report of the Board of Governors'

During the year 2021, nine (09) Board meetings were held at 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 2021.

Composition of Board of Governors'

Name of the Board Member	Position	Name of the Board Member	Position
Mr. A.L.A. Asoka Siriwardana Chairman/NIPM	Chairman	Mr. Mahinda Widanapathirana Chairman/TSHDA	Member
Dr. Prasad Dharmasena Director/CEO – NIPM	Member	Dr. Kanchana Silva Director/CEO Thurusaviya Fund	Member
Mrs. Aruni S. Ranasinghe Additional Secretary/MP	Member	Mr. S.K.L. Obeyesekere Secretary General/The Planters' Association of Ceylon	Member
Dr. L.S.K. Hettiarachchi Director/TRI	Member	Mr. P.A.M. Deraniyagala Representative/CGASL	Member
Dr. (Mrs) C.S. Ranasinghe Director/CRI	Member	Mr. Chandima Wickramasinghe Chairman/SLTFOA	Member
Mrs. S.N. Meethalawa (Director/Department of Management Services)	Member		

Table No 01.

- Mrs. Aruni S. Ranasinghe (Additional Secretary/Ministry of Plantation) left from the board w.e.f. March 2021.
- Ms. K.A.H. Lakdharani (Deputy Director – Planning/State Ministry of Plantation) has been appointed w.e.f. March 2021.

- Mr. P.A.M. Deraniyagala left from the board due to the passed away w.e.f. March 2021.
- Prof. Deepal Mathew (Representative/Coconut Growers Association of Sri Lanka) has been appointed w.e.f. May 2021.
- Mr. Mahinda Widanapathirana (Chairman/Tea Small Holdings Development Authority) left from the board due to end of tenure w.e.f. July 2021.
- Dr. M.S.T. Priyadarshana (Chairman/Tea Small Holdings Development Authority) has been appointed w.e.f. September 2021.
- Mr. Chandima Wickramasinghe (Chairman/Tea Factory Owners Association) has been appointed w.e.f. April 2021 and left from the board due to end of tenure w.e.f. December 2021.
- Mr. Anura Athukorala (Representative/Tea Factory Owners Association) has been appointed w.e.f. December 2021.

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 following;

- 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 for the year 2021 on 26th March, 10th August, 29th September and December 30th.

Membership of the Audit and Management Committee

Name of the Member	Position	Name of the Member	Position
Mrs. S.N. Meetalawa (Director/Department of Management Services)	Chairman	Mr. Mahinda Widanapathirana Chairman/TSHDA	Alternative Member
Mrs. Aruni S. Ranasinghe Additional Secretary/MP	Member	Dr. Prasad Dharmasena Director/NIPM	Staff Member
Dr. Kanchana Silva Director/CEO Thurusaviya Fund	Member	Mr. L.D.J. Priyantha Accountant/NIPM	Staff Member
Mrs. R. M.M.S. Perera Assistant Auditor General/NAO	Observe Member	Mr. K.H.U.P. Wijeweera Internal Auditor/NIPM	Secretary/A MC

Table No. 02

- Mrs. Aruni S. Ranasinghe (Additional Secretary/Ministry of Plantation) left from the board w.e.f. March 2021.
- Ms. K.A.H. Lakdharani (Deputy Director – Planning/State Ministry of Plantation) has been appointed w.e.f. March 2021.
- Mr. Mahinda Widanapathirana (Chairman/Tea Small Holdings Development Authority) left from the board due to end of tenure w.e.f. July 2021.
- Dr. M.S.T. Priyadharshana (Chairman/Tea Small Holdings Development Authority) has been appointed w.e.f. September 2021.

The AMC was chaired by Mrs. S.N. Meetalawa, the representative of Ministry of Finance. The above Non-Executive and Executive Directors, served as the Audit and Management Committee in the year 2021.

Staff of the Institute

The Director is the Chief Executive Officer (CEO) of the Institute. Under his vertex, total workforce was at 55 as permanent staff as at end of the year financial 2021. The Institute operates under five main divisions as Academic, Finance, Administration, Exam and Audit.

Chairman and Chief Executive Officer



Mr. Asoka Siriwardana
Chairman



Dr. Prasad Dharmasena
Director/CEO

Academic Division

The names of the staff members & positions at the Training division are given below.



Mrs. S.N. Illanganthilake
Training Specialist (Agri. Econ)
Head - Training



Mr. P. H. Jayathilake
Training Specialist
(Accounting & Financial Management)



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



Mr. H.M.V.S. Bandara
Training Officer (Acc. & Fin. Mgt)



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



Mr. N.S. Hettiarachchi
Librarian

Administration Division

The names of the staff members & positions at the Administration division are given below.



Mr. Janaka Edirimanna
Asst. Director (Admin)



Mr. M.L.R. Jayantha
Administration Officer



Mr. M.B.M.A.L. Bandaranayke
Hostel Manager - Athurugiriya



Mr. Manjula Bandara
Hostel Manager -
Bogawanthalawa



Miss. Yasoda Wijesekera
Procurement Assistant

Accounts Division

The names of the staff members & positions at the Accounts division are given below.



Mr. L.D.J. Priyantha
Accountant



Mrs. N.L. Senadheera
Accounts Assistant

Exam Division

The names of the staff members & positions at the Exam division are given below.



Mr. D.L.P. Kulasekara
Training Officer (Agri. Econ.)



Mrs. J.A.D.G.M. Indrani
Programme Officer (Exam &
Coordinating)

Internal Audit Division



Mr. K.H.U.P. Wijeweera
Internal Auditor

Approved and Actual Cadre as at 31.12.2021

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 Auditor	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	16	01
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	55	15

Review of the Administration Division

The head of Administration 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 the outside organizations whenever required such facilities both in Athurugiriya and Bogawanthalawa 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 2021, the institute could fulfil the vacant staff positions as per the approved Scheme of Recruitment.

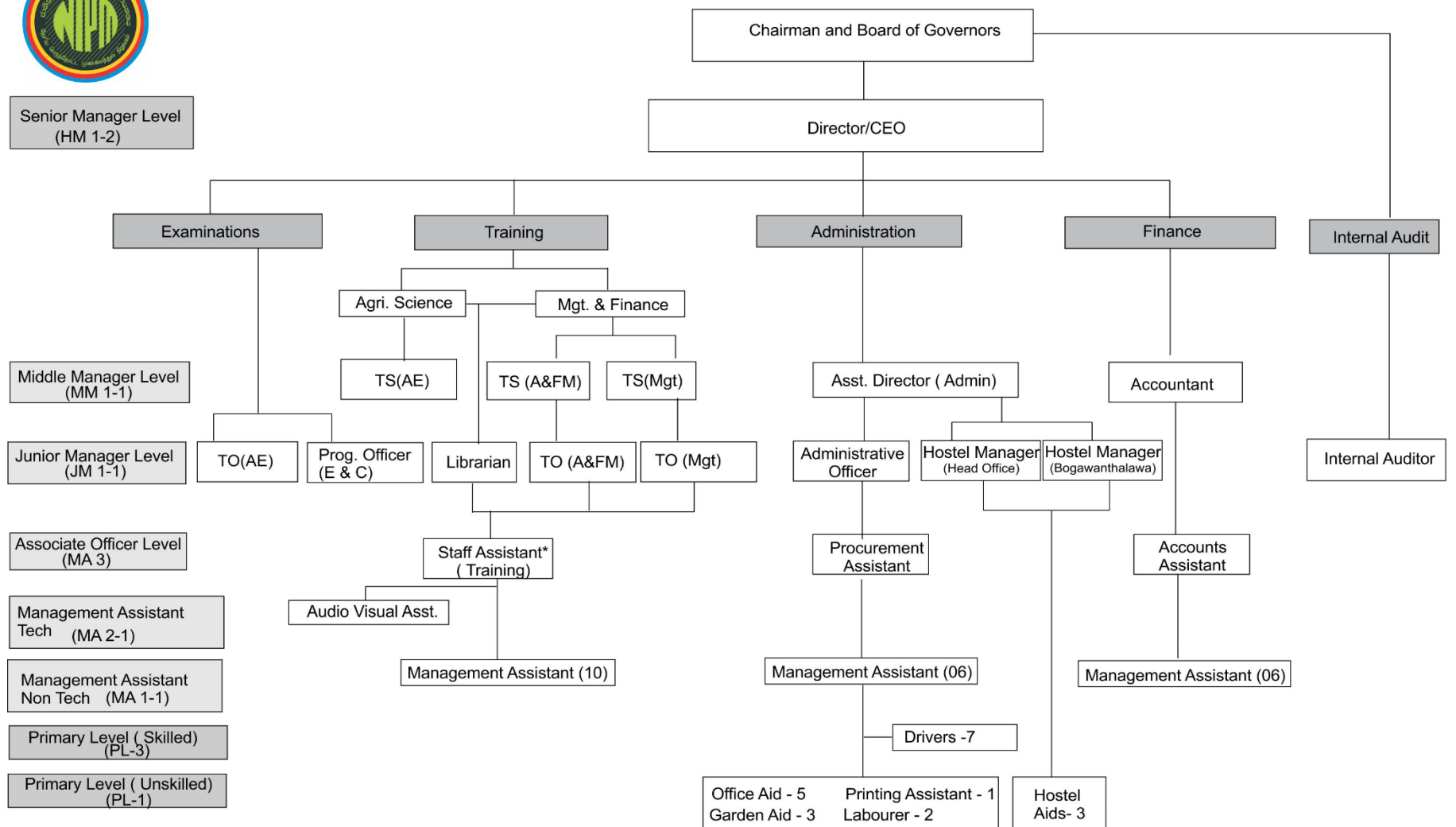
Employee benefits

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 2020 continued in the year 2021 as same.

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 2020, sustainably reduce the proportion of youth not in employment , education or training



TS - Training Specialist

.TO - Training Officer

AE - Agric. Econ

A&FM - Accounting & Fin. Mgt.

Mgt. - Management

E & C. - Exam & Coordinating

* Suppressed

Key Training Activities of the Institute

The National Institute of Plantation Management (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. It 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 Palmyra etc.



The key activities of the Institute which are aimed in achieving the objectives of the Institute are categorized mainly into 07 areas as listed below.

(a) Academic Programmes

Academic Courses are designed to upgrade the educational qualifications of the participants and enhance their competencies. To award the certificates of these courses the participants are required to maintain a satisfactory academic record and meet the obligations of the courses in which they are enrolled

The following courses are included in the category of Academic Programmes.

- B.Sc. Degree in Plantation Management (jointly with the University of Wayamba)
- National Diploma in Plantation Management
- Higher National Diploma in Plantation Crop Technology (NVQ Level 6)
- National Diploma in Plantation Extension Management
- National Diploma in Plantation Crop Technology (NVQ Level 5)
- Diploma in Plantation Management & Technology (Planter Trainee)
- Advance Certificate Course in Coconut Cultivation & Processing
- Advance Certificate Course in Plantation Accounting, Financial & Cost Management (In collaboration with CMA)
- Certificate Course in Book- Keeping and Plantation Accounting
- Certificate Course in Micro Finance
- NVQ level 4 Programmes



(b) Professional Programmes

Main objective of conducting the professional courses are to impart 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



(c) 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 with related to job tasks. Under this category, in 2020 the Institute has introduced Staff Development Programmes in order to enhance the knowledge and the skills in job profiles of the officers attached to the public and private sector.

The Institute conducts following Competency Development Programmes. Workshops, Seminars and Symposiums

- Technical Development Programmes
- Skill Development Programmes
- Worker Development Programmes
- Management Development Programmes
- Staff Development Programmes
- Training Programmes for Smallholders.



- (d) Issuing publications related to Plantation Management (Journal in Plantation Management, Newsletter, Student Manuals of training programmes, text books and other periodicals)
- (e) Providing research and consultancy services in Plantation Management to the sector and conduct 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 Institute's facilities (Food, accommodation and lecture hall etc.) to outside organizations to conduct their training programmes and related activities.

Programmes to address the contemporary needs

NIPM annually conducts industrial survey and identifies current needs of the industry. Based on the current requirements, the institute developed and conducted the following training programmes during the academic year 2021.

(a) Advance Certificate course in Tea Tasting

There is a huge demand for professional Tea Tasters in Sri Lanka and in other tea growing and importing countries. Therefore, this programme was designed specially for the personnel attached to Tea Manufacture and Marketing as well as school leavers who are interested in tea tasting field, with an objective to provide a wide spectrum of knowledge and skills in tea tasting. There was a good demand for this programme from the industry as well as the school leavers by developing professional Tea tasters from this programme the vacuum in the industry for Tea Tasters can be fulfilled.

(b) Advanced Certificate Course in Organic Agriculture and Plantation Management

Recently, there has been an increasing demand for organically grown agricultural commodities in the developed world. Recognizing the need of educating the personnel attached to the plantation and agricultural sector as well entrepreneurs, on organic agriculture, the above programme has been developed and commenced. The main objective of this course is to provide the theory and practical oriented understanding of the technologies for improving organic agricultural practices production and quality of organic produce.

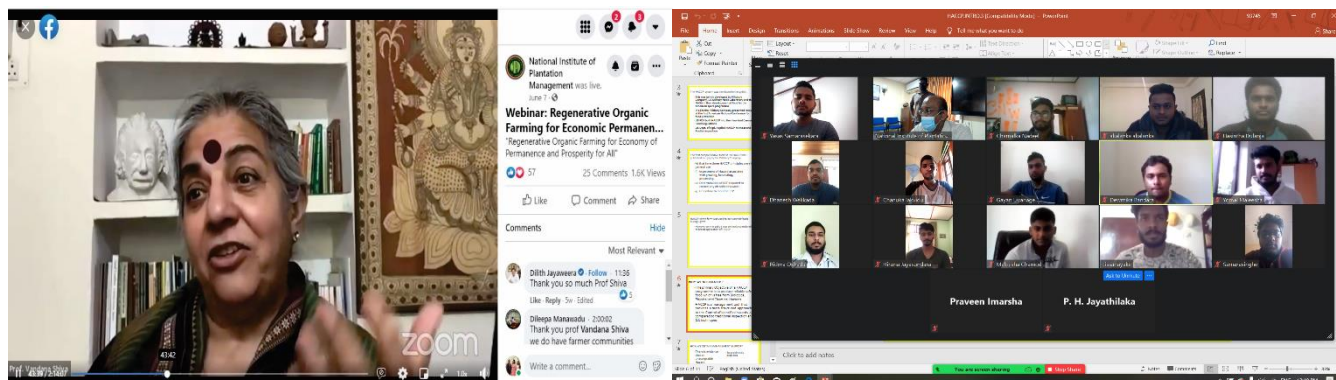
Programmes to address the implementation of Government policies.

According to the manifesto of “Saubagya dekma” there is a requirement of converting the agriculture in the country to organic agriculture in order to build up a community of citizens who are healthy and productive by consuming food with no contamination with harmful chemicals.

Organic Agriculture is a production system that sustains the health of soil, ecosystem and people.

Therefore in line with this government policy, the institute has conducted the following seminars/webinars in 2021.

- Webinar: An Organic Sri Lanka : Challenges and Opportunities in the Plantation Sector
- Webinar: Regenerative Organic Farming for Economic Permanence and Prosperity for All
- Webinar: Organic Farming and Planter
- Webinar: Roles of Government Officers towards Sustainable Plantation Culture
- Webinar: Plantation Sector Contribution to Enhance the Economic Viability of Sri Lanka : Opportunities & Challenges



These programmes were facilitated by prominent National & International industry personnel, academicians, and entrepreneurs who have vast experience & knowledge.

Progress Review of the Training Programmes

The Institute conducts training programmes basically for two segments i.e. **Income Earning Programmes** for the plantation corporate sector and **Capacity Development Programmes** especially for smallholding sector under free of charge using Government funds.

To face challenging environment situation in country NIPM shifted to online education system. Introduced new online workshops related to plantation sector and able to completed ongoing programmes through aforesaid technology.

Income Earning Programmes

During the year 2021, the Institute initiated the following academic and professional programmes in order to generate income for the Institute.

Details of Income Earning Programmes Started in 2021

No	Programme Category	Duration	No of Programmes	No, of Participants
ACADEMIC PROGRAMMES				
01	National Diploma in Plantation Management	18 months	1	21
02	Higher National Diploma in Plantation Crop Technology(NVQ - 06)	12 months	1	21
03	National Diploma in Plantation Extension Mgt.(NVQ 05)	24 months	1	40
04	National Diploma in Plantation Crop Technology (NVQ 05)	12 months	1	21
05	Diploma in Plantation Management & Technology	18 months	1	15
06	Advance Certificate Course in Tea Tasting	06 months	1	21
07	Advanced Certificate Course in Organic Agriculture and Plantation Management	24 days	1	24
08	Certificate Course in Book Keeping & Plantation Accounting	12 months	1	26
PROFESSIONAL PROGRAMMES				
09	Professional Programme in Tea Manufacture & Factory Practices	09 days	1	26
10	Language Proficiency Examination	04 days	1	12
TECHNICAL DEVELOPMENT PROGRAMMES				
11	Tea Tasting & Grading	03 days	1	8
MANAGEMENT DEVELOPMENT PROGRAMMES (DEMAND DRIVEN PROGRAMME)				
12	Attitude & Leadership programme for Thurusaviya Funds Staff	01 day	1	7
13	Attitude and Office Procedures for the Staff attached to State Ministry of Plantation	01 day	1	61

14	Letter Writing Programme for the Staff attached to State Ministry of Plantation	01 day	1	53
15	How to prevent weaknesses and delays of Technical Evaluation Committees and Procurement Committees	01 day	1	78
16	Managing Development Workshop on Establishment code	01 day	1	63
17	Financial Regulation	01 day	1	50
18	MS Word for Government Officers	01 day	1	36
19	MS Excel for Government Officers	01 day	1	29
SKILL DEVELOPMENT PROGRAMMES				
20	Skill Development of use of advance Excel Techniques in Plantation Management	01 Day	1	120
13 YEARS EDUCATION PROGRAMME – NVQ 04				
21	Tea Factory Assistant (13 years Education)- NVQ 04	06 months	1	23
22	Tea Field Assistant (13 years Education) - NVQ 04	06 months	1	53
WEBINAR				
23	Webinar for Application of AI in Energy Conservation & Management in Plantation Industry	01 Day	1	58
24	Webinar: An Organic Sri Lanka : Challenges and Opportunities in the Plantation Sector	01 Day	1	907
25	Webinar: Regenerative Organic Farming for Economic Permanence and Prosperity for All	01 Day	1	411
26	Webinar: Organic Farming and Planter	01 Day	1	218
27	Webinar: Roles of Government Officers towards Sustainable Plantation Culture	01 Day	1	151
28	Webinar COVID 19 Preparedness and Response in the Plantation Sector	01 Day	1	151
29	Webinar: Plantation Sector Contribution to Enhance the Economic Viability of Sri Lanka : Opportunities & Challenges	01 Day	1	117
STAFF DEVELOPMENT PROGRAMMES				
30	Public Procurement Procedures (Online)	01 Day	1	19
31	Procurement-Selection of Consultant	01 Day	1	20
32	Office Procedures efficiency enhancement	01 Day	1	9
33	Application of Office Procedures	01 Day	1	12
34	Office File Management	01 Day	1	15
35	Instructions to be followed in preparing official letters	01 Day	1	15
36	Basic Requirements and Ethics to be followed when using email for official purposes	01 Day	1	14
37	Basic rules to be followed in the management of registered mail for official purposes	01 Day	1	14
38	Effective time management	01 Day	1	10
39	Conflict management techniques	01 Day	1	10
40	Meeting Management Techniques	01 Day	1	14
41	Leadership qualities that need to be developed for career success	01 Day	1	14
42	Audit Queries	01 Day	1	20
43	Workshop on Disciplinary Procedure	01 Day	1	7
WORKSHOP				

44	Optimizing the Profitability through Plantation Crop Diversification	01 Day	1	15
45	Applied Soil Conservation Methods in Plantation Industry	01 Day	1	12
46	Commercial Forestry and Wood Mgt. in Plantation Industry (Online)	01 Day	1	24
47	Circular Economy and its Application in Plantation Industry	01 Day	1	12
48	Managing creative workplace(Online)	01 Day	1	12
49	Application for GIS in Plantation sector	01 Day	1	24
50	Online Awareness Programme on Energy Management & Conservation for Plantation Sector	01 Day	1	17
SPECIAL PROGRAMMES				
51	Mahaweli Development Authority Programme	01 Day	1	32
52	Land law & handling of encroachment matters (On line)	01 Day	1	30
53	Tamil Language programme for CDA Staff		1	127
54	Basic Excel Course for Maturata Plantations	01 Day	1	34
55	Introduce new technology and Impact of climate change in tea		1	25
56	Basic Requirements and Ethics to be followed when using email for official purposes	01 Day	1	50
	Total		56	3428

table No.03

Apart from the above, the Institute continued the following academic programmes commenced in previous year to complete the academic course and examinations.

Academic Programmes Continued from the year 2020

No	Programme Name	Duration of each Programmes	No of Programmes conducted	No, of Participants
01	National Diploma in Plantation Management	18 months	2	25
02	Higher National Diploma in Plantation Crop Technology (NVQ - 06)	12 months	1	16
03	Diploma in Plantation Crop Technology (NVQ 05)	12 months	1	23
04	Advance Certificate Course in Plantation Accounting, Financial & Cost Management	15 months	1	10
05	Certificate Course in Book Keeping & Plantation Acctg.	12 months	1	27
06	National Diploma in Plantation Extension Mgt. (NVQ 05)	18 months	1	25
	Total		07	126

Table No. 04

Progress of the Income Generating Training Programmes – 2021

The Institute has conducted 56 income generated programmes from the estimated Number of 41 programmes in the Action Plan. Therefore, the progress of the programmes conducted was 137% in the year 2021. The Institute achieved financial progress of 53% against the expected training income of Rs 49.549 Mn. The number of trainees were increased to 3428 participants from the plantation estate employees, out of the target of 719 participants, which was 476% increase from the expected number. Training income did not reach up to the expected target since most number of programmes have been conducted on virtual works shops mode. The institute conducted seven webinars on the free of charge addressing the current trends and contemporary issues in the agricultural and plantation sector on the organic farming, climate change and covid issue etc. on the virtual mode. The negative impact was effected for the conducting programme in year 2021 too as experience in 2020 on the covid -19 pandemic situation.

Physical and Financial Progress of Training Programme for the Year 2021

Name of Programmes	Budgeted			Actual			Progress		
	No of Programmes	No. of Students	Income Rs. Mn	No of Programmes	No. of Students	Income Rs Mn	Programmes	Students	Income
Academic Programme	15	294	29.43	10	227	12.99	67%	77%	44%
Skill Development Programmes	5	75	1.47	1	120	0.21	20%	160%	14%
Technical Development	1	20	0.49	1	8	0.26	100%	40%	53%
Special workshop and Training Programmes	13	165	0.94	35	2620	3.43	262%	1588%	365%
Management Development Programmes	3	35	0.44	8	377	0.30	267%	1077%	68%
13 Year education Programme	2	100	16.75	2	76	9.12	100%	76%	54%
Worker Development	1	20	0.03	Not conducted due to Covid -19					
Foreign Training Programme	1	10	-	Not conducted due to Covid -19					
Total	41	719	49.55	56	3428	26.32	137%	476%	53%
Outside Exams	25		2.50	29	-	2.64	116%	-	106%
Total Academic Income	66	719	52.05	85	3428	28.96	129%	476%	56%

Table No. 05

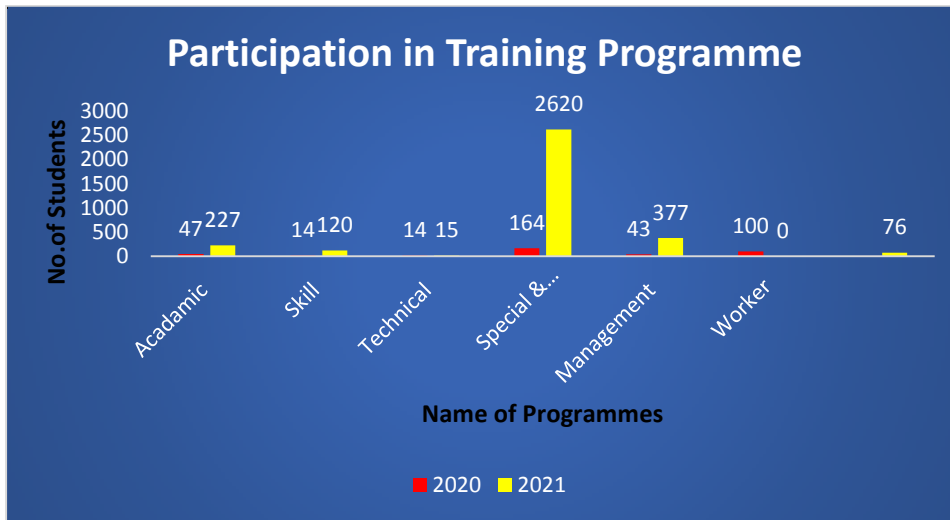


Chart 01

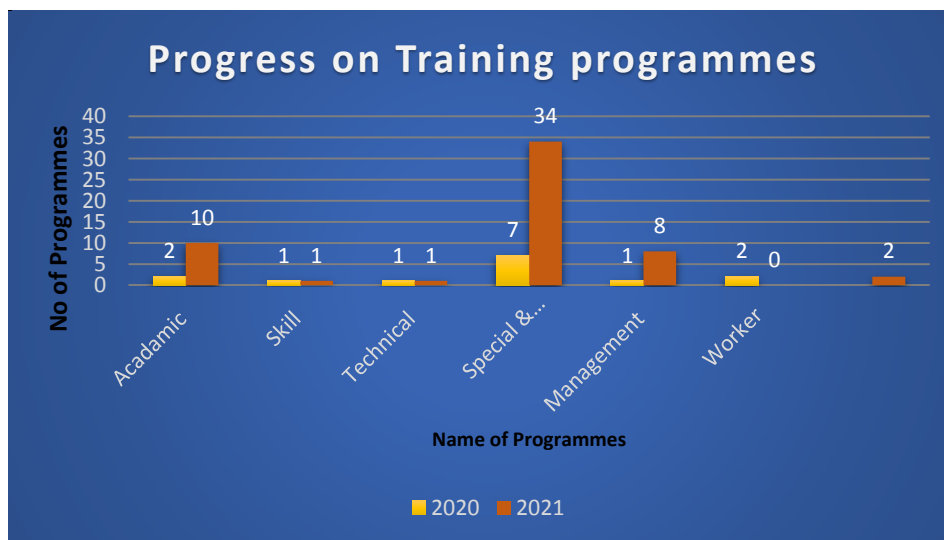


Chart 02

Profit and Loss Analysis of the Income Generating Programmes

The Institute conducts different types of Academic, Professional and Skill Development Programmes by charging a nominal course fee in order to generate an income. During the year 2021, the Institute has reported a net income of Rs16.93 Mn from the training related activities an average profit margin of 58% on the total training income of Rs. 28.96 Mn. The profitability of the programmes has been increased even in the economic and health crises since most of the programme have been conducted on virtual mode.

The analysis of the profit and loss for each category of programmes are given bellow in table No. 06.

Name of Programme	Income (Rs.Mn)	Cost (Rs.Mn)	Profit/(Loss) (Rs. Mn)	Profit Percentage
Academic and Professional Programmes Including Last Year Batches	12.99	6.01	6.98	54%
Management Development	0.30	0.21	0.09	30%
Technical Development	0.26	0.14	0.12	46%
Skill Development	0.21	0.05	0.16	76%
Workshops and Special Programmes	3.43	0.53	2.90	85%
13 Year Education Programmes	9.12	4.29	4.83	53%
Total Programme income, cost and profit	26.32	11.23	15.09	57%
Income from External Examinations	2.64	0.80	1.84	70%
Total Academic income, cost and profit	28.96	12.03	16.93	58%

Table No. 06

Capacity Development Programmes for Smallholders – 2021

The Institute has identified the importance of smallholding sector, their contribution to the Plantation Industry and the importance of developing the human resources of the sector. Conveying this message to the treasury it was possible to allocate a significant amount of funds from Institute's budget under the Capacity Development Programmes for the smallholders. With a view to improving their knowledge and increasing the income of the smallholders, the Institute had scheduled 200 training programmes with the financial allocation of Rs 7.00 Mn. in 2021. However, it has to reschedule up 100 programmes with financial allocation of 4.00 Mn. due to Covid -19 pandemic issue.

Anyhow, due to various constrain faced by the Institute, the Institute conducted 114 programmes for smallholders incurring Rs 2.66 Mn.in 2021. The following Programmes have been conducted for smallholders.

- Alcohol Prevention
- Attitude Development
- Management Development
- Entrepreneur Development
- Technical Skills Development



The details of conducted Capacity Building Programmes for smallholders are given below in table No. 05

The Details of Conducted Capacity Building Programmes 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	25	1250	1.25	25	1126	0.51
Rubber Small Holders	25	1250	1.25	27	689	0.54
Coconut Smallholders	30	1500	1.50	50	1433	1.10
Other Crops	20	1000	1.0	12	503	0.52
Total	100	2500	4.00	114	3751	2.66
Progress	-	-	-	114%	75%	71%

Table No 07

In 2021, the Institute planned 100 programmes and has conducted only 114 programmes with the 114% of physical progress and 71% of Financial Progress.

Progress of Training Programmes against the Previous Year

When compared with 2020, it was observed an increase of the progress in relation to number of programmes, participants and income. The main reason for this increase was conducting programme under virtual mode workshops.. It was badly affected to the practical based training and field training of the Institute due to Covid-19 pandemic situation in the country.

It was reported 229% increase in No. of programmes and 665% increase of the participants with workshop . The income from the training programmes has been increase by 22%. In the year 2021, the main income source of the institute is conducting the academic and professional programmes However the expected income of the programmes were not generated due to the Covid -19 pandemic situation in the year 2021.



The number of programmes and number of participants of the smallholding sector training programmes has been increased by 714% and 441% respectively. Utilization of funds for the small holders' programmes also increased by 412% compared to the previous year. All outcomes in relation to training programmes of the year 2021 was rapidly increased in 2021 due to low results came out in the year 2020.

Summary of the Training Progress of the year 2021 against 2020

	2020	2021	Percentage Increase/ (Decrease)
No. of Programmes (income generated programmes)	17	56	229%
No. of Participants (income generated programmes)	449	3428	663%
Total Training Income (Rs. Mn.)	23.73	28.95	22%
No. of Programmes for Small Holders	14	114	714%
No. of Smallholders Trained	693	3751	441%
Cost Incurred on Training of Small Holders (Rs. Mn.)	0.52	2.66	412%

Table No. 08

Competency Development Programmes for School Leavers under National Vocational Qualification (NVQ) Level-4

The Institute successfully conducted NVQ Level - 4 courses together with the students attached to the 13 Year Guaranteed Education Programme which is organized by the Ministry of Education and in this programme aim to fulfil the following objectives,

- Provide opportunities to all children to vocational stream after the GCE O/L including those children who will not achieve higher academic performance at GCE O/L.
- Provide flexible learning opportunities to meet the needs of all children after the GCE O/L.
- And enable the participation in the higher education for further learning process or joining the world of work.
- Introduce vocational subjects with highly demand job opportunities at the national and international level.



Following the basis of the NVQ framework, the NIPM conducted two NVQ level 4 courses to fulfil the needs of the plantation sector as listed below,

Assistant Factory Officer- NVQ level 4

- To provide training opportunities on the technical and management aspects of Tea Manufacture
- To enhance the knowledge and understanding of factory and office activities without much technical rigour to improve efficiency and effectiveness with which information is used for decision making and performance monitoring at the factory level.
- Assist the plantation companies & private tea factories in the identification and selection of the most appropriate candidates as trainee tea factory officers

Assistant Field Officer- NVQ level 4

- To introduce agricultural practices, estate management and provide training in the theoretical, technical and managerial aspects on plantation agriculture towards producing competent field officers with NVQ level 4
- To assist plantation companies and estates in identifying and selecting the most appropriate young candidates as field officers.

The students who have successfully completed Tea Field Officer and Tea Factory Officer Courses, were able to find the job opportunities.

Despite the Covid-19 epidemic during the year, we have conducted online lectures for all the students in accordance with the syllabus and placed them in the estates for On-The-Job training.

Conducting Examinations for Other Organizations

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 specialised 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 29 examinations and earned 2.64 Mn.in the year 2021. The following table No. 09 shows the details of such examinations.

Examinations Conduct in 2021

Organization	No. of Examinations	No. of Candidates	Income Generated Rs. Mn
Efficiency Bar Exam MM1-1 Accountant Examination for Thurusaviya Fund	1	1	0.07
Efficiency Bar Exam JM 1-1 Promotion Officer Examination for Thurusaviya Fund	1	1	
Efficiency Bar Exam MA 1-2 Management Assistant Examination for Thurusaviya Fund	1	2	
Efficiency Bar Exam MA 1-1 Management Assistant 01st Ebar for Sri Lanka Cashew Cooperation	1	20	0.18
Efficiency Bar Exam MA 1-1 Management Assistant 02nd E bar for Sri Lanka Cashew Cooperation	1	12	
Efficiency Bar Exam MA 1-1 Management Assistant 03rd E bar for Sri Lanka Cashew Cooperation	1	4	
Recruitment Examination for TO for Sri Lanka Tea Research Institute	1	122	0.34
Efficiency Bar Exam JM 1-1 2nd Ebar for Industrial Development Authority	1	1	0.10
Efficiency Bar Exam MA 1-1 3rd Ebar for Industrial Development Authority	1	4	
Efficiency Bar Exam MA3 01st Ebar for Industrial Development Authority	1	2	
Efficiency Bar Exam MA1-1 01st Ebar for Industrial Development Authority	1	6	
Recruitment Examination for MA for Sri Lanka Tea Board	1	8	0.03
Recruitment Examination Book-Keeper for Coconut Development Authority	1	80	0.14
Recruitment Examination Inspector for Coconut Development Authority	1	30	0.10
Recruitment Examination - Internal Au for Coconut Development Authority	1	45	0.13
Recruitment Examination -Transport for Coconut Development Authority	1	10	0.03
Recruitment Examination -TA-M for Coconut Development Authority	1	4	0.06
Recruitment Examination RO for Coconut Research Institute	1	133	0.12
Recruitment Examination TO (MA 2-2) for Rubber Research Institute	1	9	0.07
Efficiency Bar Examination MM-1-1 for Passenger Transport Authority (WP)	1	3	0.23
Efficiency Bar Examination JM-1-1 for Passenger Transport Authority (WP)	1	2	
Efficiency Bar Examination MA 1-1(Tech) for Passenger Transport Authority (WP)	1	2	
Efficiency Bar Examination MA 1-1(N.Tech) for Passenger Transport Authority (WP)	1	19	

Efficiency Bar Examination MA 1-1 2nd Ebar for Passenger Transport Authority (WP)	1	13	
Efficiency Bar Examination MA 1-1 3rd Ebar for Passenger Transport Authority (WP)	1	1	
Recruitment Examination for MA 1-1 for Sri Lanka Tea Board	1	93	0.29
Recruitment Examination for Tea Inspector for Sri Lanka Tea Board	1	80	0.20
Recruitment Examination for R&D for Rubber Research Institute	1	33	0.13
Recruitment Examination for RDO for Rubber Development Department	1	203	0.27
Total	29	943	2.49

Table No. 09

B.Sc. Degree in Plantation Management

BSc Plantation Management Degree Programme is jointly offered by the National Institute of Plantation Management and the Faculty of Agriculture and Plantation Management of the Wayamba University Sri Lanka.

This is a 3 year degree programme that conducted through Distance Learning Method. According to the enrolment criteria, all enrolments to the degree programme should have at least 3 years of working experience in their field of specialization and should be currently employed.



of

The degree programme is basically targeted for the officers from the Plantation Management Companies, Tea Small Holdings Development Authority, Rubber Development Department, Tea Board, Coconut Cultivation Board, Crop Research Institute (TRI, RRI, CRI, SRI) Department of Export Agriculture, Department of Agriculture, Department of Agrarian Services, Department of Animal Production and Health, National Livestock Development Board, Janatha Estate Development Board, Sri Lanka State Plantation Cooperation, Mahaweli Authority, Banks and other relevant institutions in the country.

Professional Membership of the Institute

The Institute continued in conferring professional membership of the Institute to eligible Plantation Executives based on the criteria and conditions constituted the Act No. 5 of 1987. During the year under review, Institute awarded Ten (10) Honorary membership, nine (09) Fellow membership and associate membership for five (05) executives.

At the end of the year, the total numbers of membership holders under each category are listed below.



in

Honorary Membership	31
Fellow Membership	236
Associate Membership	34
Student Membership	<u>01</u>
Total	<u>302</u>

Table No 10

During the year 2021 the Institute planned to organize and conduct an awareness workshop on Integrated Approaches to Sustainable Plantation Management in Sri Lanka: Re-engineering the way forward and aims to share the information among the members held at the Hotel Queensbury in February 2021 with the participation of the professional members.

Facilities Available

- **Library Facilities**

More than 4200 sources of information are available in the library of the National Institute of Plantation Management & they are categorized as books, Magazines and periodicals, Posters, Leaflets, articles and CDs, DVDs. Further, those sources are being developed into two categories; lending collection and reference collection. Moreover, all the above information sources are categorized according to DDC.

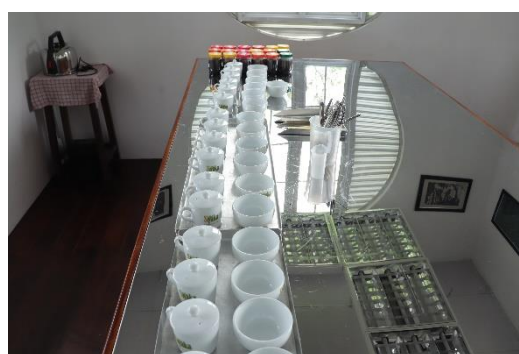
The library of the National Institute of Plantation Management already owns a valuable collection of books related to the Plantation Industries such as Tea, Rubber, Coconut, Cashew and Agriculture. Further, it has a collection of books related to Accounting, Management, Human Resource Management



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. Finally, the library of the NIPM has kept its first step of the evaluation of the library into a research library by converting it into an automated library. It is expected to complete its work by 2021.

- **Learning Centre**

The Institute has a learning centre in fulfilling the practical needs of existing diploma programme and prospective planters in the country in order to familiarize with all Tea Manufacturing Operations. This centre is equipped with modern tea manufacturing machineries and an excellent tea tasting room, where can be accommodated 20 students at a time.



Accommodation Facilities

The Institute has adequate infrastructure facilities that are required for an educational and training Institute. The National Budget allocates funds every year for upgrading and modernization in keeping with the trend in the market with respect to local and international demands. The facilities at Aturugiriya centre consists of three lecture halls and an auditorium with air-conditioning facilities. The auditorium can accommodate 200 persons at a time. Hostel facilities can be provided for 60 persons.

Hostel Aturugiriya



Regional Centre – Bogawanthalawa

A regional centre of the NIPM, located in Theresia Estate, Bogawanthalawa is also conducting training programmes. It should be certainly improved up to a training centre with modern facilities. The Auditorium with a capacity for nearly 100 persons and two medium size lecture halls with a capacity of 50 per each.



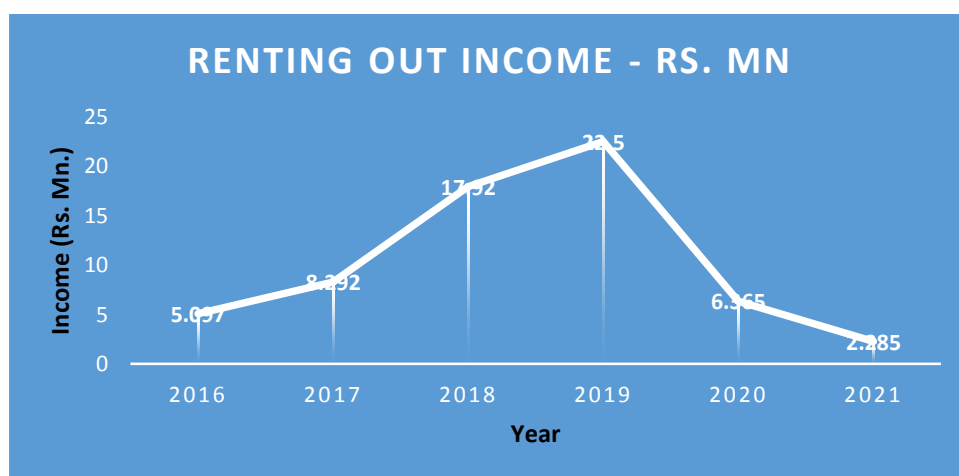
The hostel at Bogawanthalawa provides accommodation facilities for nearly 70 people at a time. It has a fairly big dining hall, 3 office rooms and a mini library having more than 600 books. There is a bungalow for the Hostel Manager. Apart from the Hostel Manager and a peon, there are no other permanent workers at this centre and therefore, necessary workers are employed on a contractual basis during training sessions with the prior approval from the Director. There are three workers and one watcher on a casual basis at present.

Regional Centre - Deniyaya

Established in 2018 at Diyadawa to provide training programmes/ facilities for Southern Province, which can be accommodated 40 students at a time.

Renting out Facilities

The earnings from renting out facilities such as Hostel, Lecture halls, Meals etc., are shown in the following graph. It has been observed a drastic decrease of the income from the renting out facilities to outside organizations in 2021, as many organizations did not conduct Programmes due to Covid 19 pandemic situation.



Financial Review

Performance

The following table No. 11, shows the summary of the Financial Performance in the year 2021 compare with the year 2020.

	2021 (Rs. Mn.)	2020 (Rs. Mn.)	Difference (Rs Mn)	Progress (%)
Total Income	139.83	210.34	(70.51)	-34%
Recurrent Grant	59.37	57.81	1.56	3%
Capital Grant	34.00	25.75	8.25	32%
Grants on Special Development Projects	-	80.82	(80.82)	-
Total Income from Training activities	30.73	23.75	6.99	29%
Other Income	15.74	22.21	(6.47)	-29%
Total Expenditure	120.63	113.52	7.11	6%
Salaries, Wages and Employee Benefit	45.23	45.14	0.09	0.2%
Academic and training related Expenditure with Capacity Development of Smallholders	16.32	11.35	4.97	44%
Other Expenditure	59.08	57.03	2.05	4%
Net Surplus	19.20	96.82	(77.61)	-80%

Table No. 11

The Institute has reported a considerable progress over capital and recurrent grants from the treasury with compared to the year 2020. Total treasury grants for the Special Development Project has been finished off in the year 2020, therefore no financing income for the above project reported in the year 2021. It was resulted to a massive income decline in 2021 reporting a negative progress of 34%.

The sum of Rs 30.73 Mn earned from the conducting training related activities reporting a 29% progress over the last year. The increase of training related activities income was Rs 6.99 Mn compared to 2020. Other income comprises an interest income of Rs 10.75Mn which was reduced by Rs 3.98 Mn over the last year due to low interest rates. Renting out income also reduced due to covid -

19 pandemic issue. Therefore total other income dropped by Rs 6.47 Mn in the year 2021 over the last year

As per the Statements Financial Performance of the year 2021, Total Expenditure has marginally increased by Rs. 7.13 Mn, recording 6% increase over the last year.

Salaries, wages and employee benefits have been increased by negligible amount in the year 2021 which was 0.2% compared to the previous year. However, the training expenditure has increased by Rs 4.98Mn. reporting positive progress of 44% over the last year in parele to increase of training income and the increase of Capacity Development Programmes for the smallholder in the year 2021 when compare with the year 2020. Other expenditures including depreciation of assets has increased by Rs 2.05 Mn. compared to the year 2020.

The net surplus of Rs 19.20 Mn has been recorded in the year 2021, with a decrease of 80% when compared to previous year 2020. The funding for Special Development project has been completed in year 2020 caused to such high rate of decline in 2021. The second stage of this project was executed during the year using institute's own funds and expected to complete the project in 2022

Even though, the entire economy of the country has collapsed due to Covid 19, and current Economic crises, the management of the Institute has been able to maintain a significant level of progress in the year 2021

Progress of the Financial Position in 2021 Compared to 2020

The table No 12 shows the changes in the Financial Position of 2021 compared to 2020.

	2021	2020	Difference	Progress
Total Asset	1,085.47	978.14	107.33	10.97%
Current Asset	230.77	272.01	(41.24)	-15.16%
Current Liabilities	32.78	28.11	4.67	16.62%
Non-Current Assets	854.70	706.12	148.58	21.04%
Net Asset	1,045.53	940.68	104.85	11.15%
Current Ratio	7.04	9.67	-1.89	-19.54%

Table No. 12

The value of total Assets has been increased up to Rs. 1085.47 Mn in 2021 reporting a positive progress of 10.97% and the Current Asset was declined up to Rs. 230.77 Mn from Rs 272.01Mn. reporting a decline percentage of 15.16%. The encasing the short term deposits in the bank in order to utilize for the ongoing development project was resulted to decrease of Current Asset. However the value of Non-currents Assets has been increased up to Rs 854.70 Mn from Rs 706.12Mn due to invesing on Ongoing Development Project. The Current Liability also increased by 16.62% due to an increase in payable arising on the above said development projects. Therefore it reflects a decrease of the Current Ratio by 19.54% compared with the year 2020. However, it was represented an healthy and excellent financial status on positioning the Current Ratio 7.04 times.

Net Assets

The Net Assets has increased up to 1045.53Mn. in the year 2021 reporting a progress of 11.15%. The investment of Ongoing Development Project and improvement of Capital Assets were the positively influenced for the improvement in 2021. The institute was able to generate a surplus of Rs. 19.20Mn during the year 2021. The following chart indicates the improvement pattern of the Net Asset from 2014 to 2021

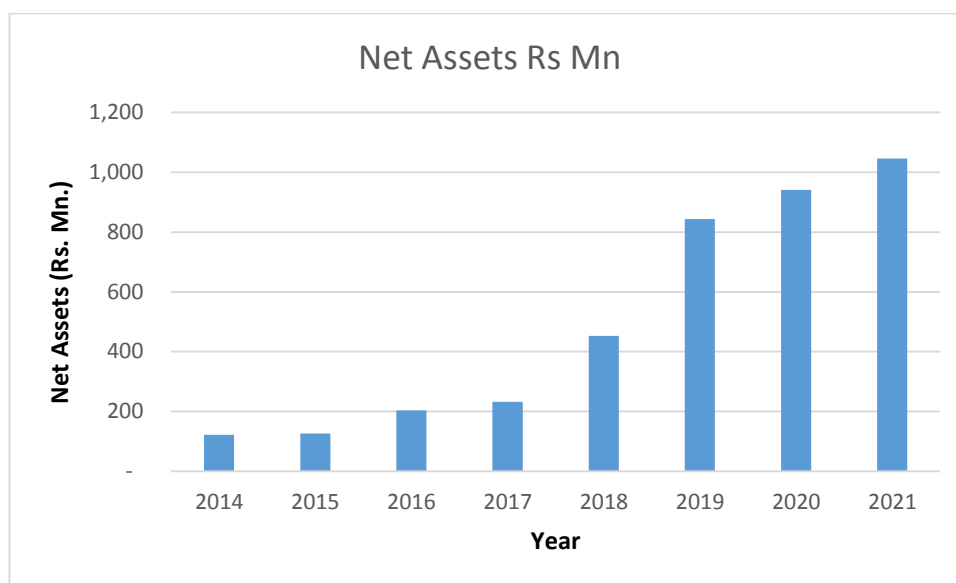


Chart No 3

Liquidity Status

The Current Ratio of the Institute was 7.04 times for each current liability as of the end of 2021, which indicated a healthy financial position at the end of year 2021.

Investment in Property Plant and Equipment

In the year 2021, The Institute acquired the tangible asset valued at Rs 35.15 Mn and intangible assets valued at Rs 1.6 Mns during the year 2021. Therefore the Net value of tangible Property Plant and Equipment was reported as Rs 550.54 Mn at the end of the year 2021.

In addition to the above, the Institute has developed its training and infrastructure facilities to improve the Institute towards the Degree Awarding Status in the near future. The first phase of the project has been completed in 2020 with the total Government financial assistance of Rs. 216.9 Mn during the period of 2017 to 2020. The value of the working progress over the above project was Rs 299 Mn at the end of 2021. The second phase of the project has been commenced in 2021 using the generated funds of the Institute.

Summary of Capital Expenditure against Treasury Allocation

A sum of Rs 40.00 Mn allocated for the year 2021. However the actual grant was limited to Rs 34.00 Mn. from the treasury due to various constrain faced by the Government in the year 2021. Total capital expenditure incurred from the treasury grant was Rs 34.00 Mn. therefore the progress over the treasury capital grant was 100% in the year 2021, the Institute had to utilize the sum of Rs 8.85 Mn. from the generated income to finance the capital expenditure. The following Table No. 13 shows the details of the capital expenditure incurred during the year 2021.

Serial No	Project	(Rs Mn) Expenditure 2021
	Institute Projects	
1.0	Renovation and rehabilitation of capital Assets	
1.1	Improvement of Hostel Building and water sewerage systems, and drainage system of the institute	5.385
1.2	Vehicle Engine and major improvement	2.000
1.3	Improvement of Learning Centre	1.085
	Total	8.470
2.0	Acquisition Of Equipment/ Machineries and books	
2.1	Improvement library facilities	2.050
2.2	Audio visual equipment for lecture halls and improvement of auditorium and training facilities	2.484
2.4	Lap top computers for Training activities	1.006
2.5	Cutlery items for hostel	0.500
2.6	Library books	2.661
2.7	Installation of CEB transformer, and site preparation of caballing and transformer room	14.212
	Total	22.913
3.0	Capacity Development	
3.1	Capacity Development Programme for smallholders	2.618
	Total- Treasury Funds	34.000

Table No. 13

Challenges Faced by the Institute during the Year 2021

The functions of the Institute had to shut down for a considerable period in the year 2021 due to Covid 19 pandemic situation not only for the Institute but also for the entire country. All functions of the Institute had to be temporally suspended. Most of the training activities of the plantation sector are based on practical educational activities therefore students were unable to participate to cover up the important aspects. Specially, we had to stop some important programmes such as Capacity Development for smallholder and had to find alternative solutions to continue the programmes.

In 2021, the Institute faced an extremely challenging situation due to shortages of employees with compulsory leave due to quarantine and pandemic curfew. Corporate sector plantation companies and other private sector organizations also faced with the labour shortages and low staff on the inability to stay in the office and the workstations. This issue has negatively affected to the progress of the academic activities of the institute

Further to the above, the institute had to face negative consequences of the global economic crash due to Covid 19 pandemic during the year 2020 onwards. The prices of the building materials and the imported materials have been rapidly increased with hyper-inflation on the issues of deficit of foreign currency. This was resulted to increase of construction cost and the delaying to achieve the targets set in the Action plan and budgets. The construction phase of the new building with lecture halls and a R & D unit got delayed on the above circumstances and it has been forecasted that the completion date of the new building has to be extended with the project deliverables such as obtaining the Degree Awarding Status will be deferred towards 2022 beyond the expected time period.

The capacity of the learning centre is up to 300 kg of green leaves at a time. The Institute is planning to establish similar type of learning centre for other major agricultural products like coconut and rubber.

Medium Term Strategies to Improve the Performance

No	Strategies
i	Developing the Institute's training facilities towards the Plantation Industry development by the establishment of Degree Awarding Institute.
ii	Developing selected course curriculum up to degree level under SLQF and NVQ standards.
iii	Introducing and streamlining the courses with National Vocational Qualification (NVQ) Framework.
iv	Developing Human Capital of the Plantation Industry by providing national and international training.
v	Promoting cleaner production and green technologies in manufacturing and processing by providing required competencies
vi	Enhancing the competencies of the smallholders through conducting Capacity Development Training Programmes.
vii	Encouraging new entrepreneurship in the Plantation Industry through the modern managerial techniques and knowledge.
viii	Conducting R & D related to the Plantation Management and disseminate findings.
ix	Collaborating with reputed foreign and local academic bodies to conduct Programmes.
x	Introducing chartered membership for plantation personnel to be a professional planters.
xi	Developing the skills of youth in order to fulfill the requirement of the job opportunities in the Plantation Industry.
xii	Conducting awareness programmes to preserve the soil as well as the need to preserve

	insects (such as bees) usefulness for both plantation and the country as a whole
xiii	Develop the infrastructures facilities of the institute Ex. NIPM learning center tea proceeding unit
xiv	Introducing new course to the plantation industry such as tea testing etc.

Conclusion

The Institute was able to maintain its financial stability even though the Institute had to shut down its functions temporarily due to Covid 19 pandemic. However, it was happy to inform here that the government has granted the sum of Rs. 93.36 Mn. in the year 2021 as Recurrent and Capital grants despite the issues faced by the Government. Total Net Asset value has increased up to Rs. 1045.53 Mn at the end of 2021.

Whereas the training income has been declined due to pandemic issues faced by the entire world, The Institute had to conduct the theoretical parts of the recognized training programme on virtual mode and also revised the course modules appropriately. This was resulted to reduce the course fee up to some extent with the new revision of the some selected courses. The institute was able to conduct 56 programme including 35 online workshops.

The Institute could be able to develop the courses from NVQ level 4 to NVQ level 6 during the reporting period, especially the concept for NVQ level 4 has been developed by the Ministry of Education under 13 Years Guaranteed Education Programme for the student who have not completed the G C E O/L examination successfully. All facilities such as academic and training infrastructures facilities of the Institute have to be developed by the institute towards the prompt target as the Degree Awarding Institute to obtain NVQ Level 7 by 2021/22.

As a government organization, the NIPM plays a vital role to meet the goal No 04 Quality Education and goal No 08, Economic Growth in the Sustainable Development Goals which has to be achieved by 2030.

As the chairman of the Board of Governance and the Institute, I take this opportunity to thank for all who support reaching the goals and targets during the year 2021.



A. L. A. Asoka Siriwardana
The Chairman/ NIPM
20.04.2022

2021

FINANCIAL STATEMENTS

**NATIONAL INSTITUTE OF PLANTATION
MANAGEMENT**

**M. D. H. Jayawardana Mawatha,
Athurugiriya**

28th February 2022

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NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

ACCOUNTING POLICIES AND THE NOTE TO THE FINANCIAL

STATEMENTS FOR THE YEAR 2021

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 of those who work in the Plantation Industry including the smallholders who are engaged in 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 the local and foreign universities. It has also 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 comprise 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 Statement 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 historical cost basis except for following material items in the statement of financial position.

- Vehicles are presented in revaluation basis.
- Property Plant and Equipment were revalued and presented in the financial statements in 2014 in order to adapt Public Sector Accounting Standard. Cost model is applicable for annual reporting period and the subsequent years. The properties of Bogawantalawa Regional Center were revalued and reported in the financial statement with effect from 2015.
- Retirement benefit Obligation recognized based on Actuarial Valuation Method discounting at the year-end bond rate.

- Land at Athurugiriya main premises has been revalued in 2019 and reported in the financial statements. Land at Bogawanthalawa Regional Centre has been revalued in 2015, and presented in the year 2021.

2.3 **Functional and Presentation Currency**

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

3.0 **SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

Financial statement are prepared on a **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, undertaking of consultancy assignments, subscriptions on professional membership and sales of publications etc. Such accumulated funds are utilized to meet institutional liabilities as and when necessary.

The principal accounting policies applied in the preparation of financial statements are set out below. These policies have been consistently applied in all years presented 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 lives and amortization method are reviewed at the end of each annual reporting period and the effect of any changes for estimate are accounted for on a prospected basis.

Computer software

Computer software which has been developed for Accounting, Payroll, Training Statistics, GIS and Resource Management Software system are recognized as intangible Assets to the Institute, since it is not a part of the operational system of the computer. These assets are written off from the Account over 4 years.

The Development cost of course curriculum

The Development cost of the course curriculums have been recognized as intangible assets and the useful life of the prepared modules (written) is four years.

NIPM theme song

The institute has composed a theme song and music directed 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 for the cost of theme song

The estimated useful lives of intangible assets are as follows.

Description	Computer software	Development Cost of Course Curriculum	NIPM theme song
Useful lives	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 and to enhance 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 agricultural practices with a view to producing high quality end product to the consumer.

The management skills, knowledge and productivity of the smallholders will be improved through these programmes, whilst enabling the enhancement of the goodwill of the Institute.

It is assumed that the impact of such programmes would be realized within one year. Therefore the value of such investment would be written off in the year itself.

The Institute incurred Rs 2.617 Mn. to enhance the knowledge of the plantation smallholders and ground level workers conducting 114 programmes in 2021.

In addition to the above, the Institute conducts the programmes for school leavers under National Vocational Qualification (NVQ) framework to enhance the competencies of youth who are willing to enter into the plantation sector.

3.3 Property Plant and Equipment

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. Property, plant and equipment has different useful lives, which are accounted for as separate items (Major component) of property plant and equipment

3.3.1 Useful lives

Depreciation is calculated using straight line method based on rates estimated to write off the assets over the term of its useful life living 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 below paragraphs as exceptions)

Free holding buildings	20 years	5%
Office furniture	10 years	10%
Motor Vehicles	5 years	20%
Infrastructure assets	10 years	10%
Library Books	10 years	10%

Exceptions

- The cost of plant and machineries, office equipment are included in the value of equipment. Different useful lives are recognized on these assets as listed below

Plant and machinery	5years
Office equipment	5years
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.
- Linen, cutleries, small lab equipment and ceramic items are recognized as consumable assets with effect from 2019.

The following assets are categorized in the Infrastructure assets in accordance with 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 each financial year end and adjusted if appropriate.

3.3.2 Basis of measurement

All Property Plant and Equipment are depreciated according to the cost model and 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 of Property Plant and Equipment are de-recognized when there is no future economic benefit. The gains or losses on disposal are determined by comparing proceeds with carrying amount with disposed value. The disposal gain or losses include 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 recommended to dispose the item which are uneconomical to use.

3.3.5 Present status of the land acquired by Sri Lanka Army

The land extents of 1.9499 hectares and three staff quarters had been transferred to seventh regiment of Sri Lanka Army as per the Land Acquisition Act. The compensation of Rs 155.2 Mn. received in October 2018 and the interest component of Rs. 42.59 Mn. for the delay payment received to the institute in 2021. The Institute keep the bank deposit to allocate the funds for the second phase of the ongoing development project which is in progress from 2017 to 2022 in order to develop the institute as an independent Degree Awarding Institute.

4.0 **DEPOSITS FOR INFRASTRUCTURE FACILITIES**

This includes 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 the cost on the basis of First in First out principle. The publication stock comprises the donated publication books from Tea Development project.

Cost formula used: "Purchasing cost + cost of conversion + other cost"

Caring amount of the inventories is listed bellow

Item	Caring value at fair value (LKR)	Cost to sell	Caring value at fair value (LKR)
Stationary	647,240.20	-	647,240.20
Printing materials	1,385,651.80	-	1,385,651.80
Welfare items	55,794.00	-	55,794.00
Consumable items	165,705.20	-	165,705.20
Maintenances material	139,367.50	-	139,367.50
Publications	813,450.00	-	813,450.00

Cutlery, linen items and lab equipment

Linen item	1,294,402.50	-	1,294,402.50
Cutlery and ceramic	719,557.50	-	719,557.50
Lab equipment	92,902.50	-	92,902.50
total	5,314,071.20	-	5,314,071.20

Donated Publication stocks

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

6.0 CASH AND CASH EQUIVALENTS

Cash and cash equivalents include cash in hand, current accounts balance and short term time deposits less than 3 months periods in the Bank of Ceylon Athurugiriya Branch.

7.0 FINANCIAL INSTRUMENTS

The Institute initially recognizes staff loan, 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 intend 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 more than insignificant amount of held-to-maturity investment does not close to their maturity would result in the reclassification of all held to maturity investment as available -for-sale.

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

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 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 in the 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 fixed contribution rate for the all employees. The Basic salary and cost of living allowance are considered for 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) introduced for the accounting of capital grant under SLPSAS 11 and applied to the financial statement in 2016 onward. As per the standard, capital grants are considered as the income of the institute in the Statement of Financial Performance. Recurrent grant is the income of the institute according the standard and presented in the Statement of financial performance.

10. PROVISIONS AND CONTINGENT LIABILITIES

10.1 Contingent Liability

There is no any contingent liability shown in the Statement of Financial Position in the year 2021.

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 47 shows additional information for the financial risk of the loan and advances and other time deposit account.

11.0 REVENUE RECOGNITION

Training income

11.1 Short term programmes

It would be recognized as short term course when course duration period is less than six months. The total programme income of the short term courses are shown in the Statement of Financial Performance. The total cost of the programme is recognized to the income statement by providing necessary adjustment under short term provision.

11.2 Long term training programmes/ongoing training Programmes

Long term training programme are recognized when course duration is more than six months. The revenue of these training courses are calculated using pro-rata basis considering number of module completed during the year or number of effective months of the training programme whichever is applicable.

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 organization

The Institute rent out its facilities to the outside organization 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.

11.5 Government Grants

The Department of National Budget allocates significant amount from annual National budget to the institute. Both recurrent and capital grant are recognized as the income of the institute in accordance with the SLPSAS 11.

12.0 **EVENT OCCURRING AFTER REPORTING DATE**

Event after the reporting period are those events favorable and unfavorable 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 exceed the applicable limit

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 building construction started in 2021 in parallel to above, course curriculum of the three degree programmes have been done and submitted a proposal to the Higher Education Ministry for the evaluation process.

Court Cases

The Management of the Institute decided to terminate the employment of Mr. K.G Nepala, the former Staff Assistant due to disciplinary ground. Legal procedure is being carried out against the decision at labour tribunal at Kaduwela. Case No.

Bogawanthalawa Regional Centre

Bogawanthawa regional centre used as a Covid quarantine centre in the year 2020 and in mid-2021 it has been handed over to institute again.

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.

14.00 FINANCIAL RISK MANAGEMENT

Credit risk is the risk of financial loss of the Institute, if the customer or counter party to a financial instrument fails to meet its contractual obligation, and arises principally from the institute's receivable from customer and investment securities. A provision of 6% provided to the debtors account on the closing balance of the year end.

The 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 8.24 % per annum at the end of 2021. It was 5.05% at the end of 2020.

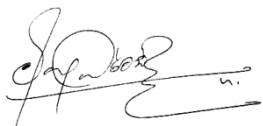
NATIONAL INSTITUTE OF PLANTATION MANAGEMENT
STATEMENT OF FINANCIAL POSITION

As at December 31

	Notes	2021	2020
ASSETS		LKR	LKR
Current Assets			
Cash and cash equivalents	14	68,061,015.62	18,557,323.03
Receivables	15	15,653,022.25	19,678,719.31
Inventories	16	5,314,071.20	4,588,910.10
Prepayments	17	8,237,617.95	21,257,750.53
Other Current Assets	18	133,508,190.28	207,936,454.12
		230,773,917.30	272,019,157.09
Non-Current Assets			
Receivables	19	2,080,457.46	2,034,328.11
Property Plant and Equipment	20	550,546,281.33	502,498,844.17
Intangible Assets	21	2,473,452.71	1,326,816.21
Other Non-Current Assets	22	299,600,229.09	200,267,626.69
		854,700,420.59	706,127,615.18
TOTAL ASSETS		1,085,474,337.89	978,146,772.27
LIABILITIES			
Current Liabilities			
Payables	23	32,781,437.64	27,186,456.42
Short - term Provisions	24	-	357,110.00
Employee Benefits	25	-	571,010.00
		32,781,437.64	28,114,576.42
Non- current Liabilities			
Employee Benefits	26	7,055,847.73	9,250,014.91
Other long term liabilities	27	105,364.48	96,332.93
		7,161,212.21	9,346,347.84
TOTAL LIABILITIES		39,942,649.85	37,460,924.26
NET ASSETS		1,045,531,688.04	940,685,848.01
NET ASSETS/EQUITY			
Capital contributed by Government & other Government Entities	28	35,490,371.21	35,490,371.21
Reserves	29	459,360,664.04	416,311,660.77
Accumulated Surpluses/(Deficits)	30	550,680,652.79	488,883,816.03
TOTAL NET ASSETS/EQUITY		1,045,531,688.04	940,685,848.01

The Accounting Policies and Notes on pages. 44 to 52 and Notes on pages to 83 from 55 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.



*A. L. A. Asoka Siriwardhana.
Chairman/NIPM*



*Hashini Lakdharani
Board of Governor of NIPM*

*Colombo
28.02.2022*

*State Ministry of Company Estate Reforms,
Tea and Rubber Estate Related Crops
Cultivation and Factories Modernization and
Tea and Rubber Export promotion*

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

STATEMENT OF FINANCIAL PERFORMANCE

For the year ended December 31,

REVENUE	Note	2021 LKR	2020 LKR
Government Recurrent Grants	31	59,365,000.00	57,811,000.00
Government Capital Grant	32	34,000,000.00	25,750,000.00
Government Grant for Special Development Project	33	-	80,817,396.60
Generated Training Income	34	30,730,118.88	23,747,526.82
Renting out of Residential Facilities	35	2,285,173.00	6,365,758.03
Interest Income	36	10,759,681.90	14,744,742.56
Other Income	37	2,690,434.17	1,105,182.27
TOTAL REVENUE		139,830,407.95	210,341,606.28
EXPENSES			
Wages, Salaries and Employee Benefits	38	45,232,775.83	45,139,623.93
Supplies and Consumable Used	39	4,078,588.14	4,114,293.09
Repairs and Maintenance	40	9,110,072.99	8,894,540.43
Communication and Utility Services	41	12,156,814.64	12,405,928.82
Training Expenses Including Capacity Building Progs.	42	16,319,486.53	11,349,815.35
Expenses in Relation to Renting out facilities	43	1,602,140.58	2,149,739.51
Expenses for Bogawanthalawa Regional Centre	44	486,959.95	1,864,514.71
Depreciation and Amortization expenses	45	30,581,718.13	26,658,934.23
Other Expenses	46	1,059,545.03	948,348.50
TOTAL EXPENSES		120,628,101.82	113,525,738.57
Surplus/(Deficit) for the period Attributable to		19,202,306.13	96,815,867.71
Owners of Controlling Entity		19,202,306.13	96,815,867.71

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT			
CASH FLOW STATEMENTS			
for the year ended			
CASH FLOW FROM OPARATING ACTIVITIES		31.12.2021	31.12.2020
		LKR	LKR
Surplus (Deficit) for the year		19,202,306.13	96,815,867.71
less-Interest income		10,867,785.51	14,662,364.15
<u>Net cash inflow/(outflow) from operating Activities</u>		8,334,520.62	82,153,503.56
NON CASH MOVEMENTS			
Depreciation		30,123,204.63	26,135,846.00
Amortization		458,513.50	523,088.23
(Over)/Under Provision of Retiring Gratuity		(2,765,177.18)	865,923.14
(Profit) /Loss on sale/dispose of PPE		(25,481.24)	20,098.82
Value of transfer from the PPE			27,278,139.87
Capital grant from Government		(34,000,000.00)	(106,567,396.60)
(over)/under Provision of doubtful debtors			(215,740.00)
(Increase)/Decrease in Trade and other receivable		4,045,657.50	3,595,667.76
(Increase)/Decrease in Inventories		(725,161.10)	(2,212,791.92)
(Increase)/Decrease in Prepayments		13,020,132.58	(9,733,724.54)
(Increase) /Decrease in Other Current Assets		11,744,475.11	24,122.25
Increase /(Decrease) in Trade and Other Payables		5,594,981.22	(2,051,537.80)
Loss/(profit) on amortization of financial instruments		108,103.61	(250,354.60)
Increase/(Decrease)in security deposits-(payable to employees)		9,031.55	(24,122.25)
Increase/(Decrease)in short term provision		(357,110.00)	547,110.00
NET CASHFLOW FROM OPARATING ACTIVITIES		27,231,170.18	(62,065,671.64)
INVESTING ACTIVITIES			
Acquisition of Property plant and equipment		(35,150,127.28)	(31,979,265.04)
Acquisition of Intangible Assets		(1,605,150.00)	(1,249,150.00)
Acquisition of Other Non- Current Assets		(897,500.00)	
Investment in short term deposits		(155,703,078.84)	

			(17,691,536.65)
Encashment of Fixed/call deposits		155,828,424.70	
Sale Proceeds from disposed items		53,970.00	-
Payment of loan and advances		(3,458,000.00)	(3,544,140.00)
Cash recoveries from loan and advances		3,283,806.60	3,422,054.49
Received compensation		42,594,530.63	
Transfer of short term investment to cash and cash equivalents		62,640,030.35	
Interest received		10,786,198.03	18,191,197.57
Investment on new building under construction and learning centre		(98,435,102.40)	(59,974,127.48)
Net cash out flow in investing activities		(20,061,998.21)	(92,824,967.11)
FINANCING ACTIVITIES			
Government Grant for Capital Expenditure		34,000,000.00	21,000,000.00
Grant from Ministry of Plantation		-	60,782,603.40
			-
Net cash inflow in financing activities		34,000,000.00	81,782,603.40
Net (Decrease)/Increase in cash and cash equivalents		49,503,692.59	13,765,031.70
Cash and cash equivalent at beginning of the year		18,557,323.03	4,792,291.33
Balance of cash and cash equivalents at the end of the year Note 14		68,061,015.62	18,557,323.03

In the year 2021 institute recognized the short term deposit within 3 months as the cash and cash equivalents

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT STATEMENT OF CHANGES IN NET ASSETS/EQUITY for the year ended December 31, 2021				
Statement of changes in Equity				
Descriptions	Contributed Capital	Revaluation Reserves	Accumulated Surpluses/ (deficits)	Total Net Assets/Equity
Balance as at December 31,2018	35,490,371.21	130,407,699.08	286,299,070.72	452,197,141.01
<i>Revaluation of land</i>	-	285,903,961.69		285,903,961.69
<i>Surplus for the year 2019</i>	-	-	105,809,643.40	105,809,643.40
Balance as at December 31,2019	35,490,371.21	416,311,660.77	392,108,714.12	843,910,746.10
<i>Adjustment - See bellow note</i>	-	-	(40,765.80)	(40,765.80)
<i>Surplus for the year 2020</i>	-	-	96,815,867.71	96,815,867.71
Balance as at December 31,2020	35,490,371.21	416,311,660.77	488,883,816.03	940,685,848.01
Compensation interest received for land acquisition			42,594,530.63	42,594,530.63
Revaluation of vehicles		41,661,503.27		41,661,503.27
Revaluation of land at Bogawanthalawa		1,387,500.00		1,387,500.00
Surplus for the year 2021			19,202,306.13	19,202,306.13
Balance as at December 31,2021	35,490,371.21	459,360,664.04	550,680,652.79	1,045,531,688.04

The adjustment has been made to Accumulated surplus account due to net effect on the realization of interest received from Land acquisition for Sri Lanka Army

<i>Description</i>	<i>Dr.</i>	<i>Cr</i>
<i>Interest Receivable from Land Acquisition</i>	<i>42,594,530.63</i>	<i>-</i>
<i>Increased Retained earnings as at 31.12.2020</i>	<i>-</i>	<i>42,594,530.63</i>
<i>Retained Earnings Account- 31.12.2020</i>	<i>-</i>	<i>531,478,346.66</i>
<i>Retained Earnings Account- 31.12.2021</i>	<i>-</i>	<i>550,680,652.79</i>

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

Budgeted and Actual Performance

For the year ended December 31, 2021 (Rs 000')

REVENUE		ACTUALS	BUDGETED	Progress
Government Grants	31	59,365	65,000	91%
Income from Government Capital Grant	32	34,000	40,000	85%
Training Income	34	30,730	65,700	47%
Renting out of Residential Facilities	35	2,285	15,000	15%
Interest Income	36	10,760	11,110	97%
Other Income	37	2,690	2,301	117%
TOTAL REVENUE		139,830	199,111	70%
RECURRNT EXPENSES				
Wages, Salaries and Employee Benefits	38	45,233	49,402	92%
Supplies and Consumable Used	39	4,079	5,511	74%
Repairs and Maintenance	40	9,110	9,817	93%
Communication and Utility Services	41	12,157	15,843	77%
Academic and Training Expenses , including Capacity Development	42	16,319	35,005	47%
Expenses in relation to Renting out Facilities	43	1,602	7,000	23%
Expenses for Bogawathalawa Regional Centre	44	487	6,158	8%
Depreciation and Amortization Expenses	45	30,582	30,000	102%
Other Expenses	46	1,060	1,250	85%
TOTAL RECURRENT EXPENDITURE		120,628	159,986	75%
CAPITAL EXPENDITURE				
Property Plant and Equipment		36,755	40,000	92%
TOTAL CAPITAL EXPENDITURE		36,755	40,000	92%
TOTAL EXPENDITURE		157,383	199,986	79%
Government Grants				
Recurrent expenditure		59,365	60,000	99%
Capital Expenditure		34,000	40,000	85%
TOTAL GRANT		93,365	100,000	93%

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT
NOTE TO THE ACCOUNTS FOR THE YEAR ENDED DECEMBER 31, 2021

		2,021	2,020
14	CASH AND CASH EQUIVALENTS	LKR	LKR
	Bank of Ceylon Athurugiriya- 3697566	5,420,985.27	3,557,323.03
	Call Deposit Bank of Ceylon and Short term Deposit less than 3 Months	62,640,030.35	15,000,000.00
		68,061,015.62	18,557,323.03

15	RECEIVABLES- (SHORT TERM)		
a	Trade Receivables		
	Bogawanthalawa Tea Estate Plc	110,500.00	98,500.00
	Central Environment Authority	3,315.18	18,976.00
	Agalawatta Plantation Plc	2,000.00	-
	Coconut Cultivation Board		18,000.00
	Coconut Development Authority	378,750.00	164,502.50
	Coconut Research Institute		16,000.00
	Rubber Development Department	270,887.70	
	Course fees from Students	2,908,524.59	2,343,999.50
	Department of Wildlife Conservation		634,172.00
	AMS Co Ltd	2,000.00	-
	Elkaduwa Plantation Plc	58,000.00	58,000.00
	Elpitiya Plantation Plc	430,000.00	655,000.00
	Hapugastenna Plantation Plc.		20,000.00
	Hatton Plantation Plc		2,000.00
	Central Engineering Consultancy Services (Pvt) Ltd		201,961.29
	Ceylon Fisheries and Harbor Corporation	12,000.00	
	Janatha Estate Development Board	56,000.00	56,000.00
	Kalubovityana Tea Factory Ltd		

	35,200.00	65,000.00
Kurunegala Plantation Plc.		2,000.00
Lalan Rubber (Pvt) Ltd		22,000.00
Kirimatiya Tea Estate (Pvt) Ltd	2,000.00	
Maskeliya Planation Plc	12,000.00	12,000.00
Mathurta Plantation Plc		270,000.00
Ministry of Education	8,257,125.00	13,488,810.32
Ministry of Plantation Industries- PMMD		8,000.00
Knuckles Valley Estate	2,000.00	
Mr. A L S Sampath		12,000.00
State Plantation Corporation	6,000.00	
State Ministry of National Security and Disaster Management	18,000.00	
State Ministry Of Tea and Rubber	150,000.00	
Uva -Wellassa University	4,000.00	
Watawala Plantation Plc	2,000.00	
Mr. B B N Marasinghe	45,000.00	45,000.00
Mr. C T Mathugama	45,000.00	45,000.00
Mr. M P Amarasinghe	4,072.30	4,072.30
Namunukula Plantation Plc		2,000.00
National Development Enterprise Authority		6,000.00
Madolsima Plantation Plc	2,000.00	
National Livestock Development Boards		52,115.00
National Enterprises Development Authority	12,000.00	-
Postal Department	10,000.00	-
Finlay Tea Estate (Pvt) Ltd	12,000.00	-
Kahawatta Plantation Plc	20,000.00	-
State Ministry of Bathik Handloom Textile		41,992.50
National Youth Council		-

		675,170.00	
	Sri Lanka Tea Board	492,346.40	-
	Sugarcane Research Institute		2,000.00
	Rubber Research Institute	10,000.00	
	University of Sabaragamuwa	2,000.00	
	Road Passenger Transport	183,855.20	
	Register General Department	90,750.00	
	Tea Small holder Development Authority		272,200.00
	Thalawakele Tea Estate Plc		2,000.00
	Ministry of Agriculture	10,000.00	
	Mr. LDJ Priyantha		1,584.71
	Sadharitha Plantation Ltd	12,000.00	
	Mrs. Ruvini Lokuhetti		3,332.67
	Mr. Keerthi Salath Kumara		549.86
	Mrs. U G M N Lakmali		5,604.00
	Mrs. B B Seuwandi		14.68
	Wayamba University (B.Sc. Degree)	2,075.00	2,075.00
	Total Trade receivables	14,348,571.37	18,652,462.33
	Less - Provision for Bad Debtors	(860,914.28)	(1,119,147.74)
	Net Total trade Receivables	13,487,657.09	17,533,314.59
b	Loans and Advances to Employees	LKR	LKR
	Distress Loan-	2,155,865.16	2,135,904.72
	Festival Loan	7,500.00	7,500.00
	Special Advance	2,000.00	2,000.00
	Total Loan and advance	2,165,365.16	2,145,404.72
	At the beginning of the year	4,258,014.49	4,605,833.85
	Payment to the employees	3,458,000.00	2,608,000.00

	Recoveries from the employees	(3,283,806.60)	(2,955,819.36)
	Year-end balance	4,432,207.89	4,258,014.49
	Short term - Loan and Advances Note 15 (b)	2,165,365.16	2,145,404.72
	Long term Loan and Advances Note 19	2,266,842.73	2,112,609.77
	TOTAL SHORT TERM RECEVABLES	15,653,022.25	19,678,719.31
16	INVENTORIES	LKR	LKR
	Stationary and Office Requisites	647,240.20	527,295.30
	Printing Materials	1,385,651.80	1,291,720.00
	Maintenance Materials	139,367.50	232,340.00
	Welfare Items	55,794.00	35,839.00
	Consumables	165,705.20	128,081.80
	Institute' s Publication	813,450.00	819,850.00
	Linen items	1,294,402.50	1,265,947.50
	Cutlery and Ceramic items	719,557.50	219,444.00
	Laboratory Equipment	92,902.50	68,392.50
	TOTAL INVENTORIES	5,314,071.20	4,588,910.10

17	PREPAYMENTS	LKR	LKR
	Motor Traffic Department (Revenue License)	55,036.21	48,192.68
	Metropolitan office (Pvt) ltd - Service Agreement	22,862.79	21,292.00
	IDAC (PVT) Ltd- Service Agreement		15,150.00
	Gestetner Ceylon Plc- Service Agreement	14,757.54	9,960.00
	CBA (Pvt) Ltd - Service Agreement	6,159.00	6,022.66
	John keells Office Automation - Service Agreement	33,076.77	31,396.98
	Business Machine Co Ltd - Service Agreement	29,083.04	14,864.00
	Sri Lanka Insurance Co Ltd. Accident Insurance	2,414.00	7,740.88
	Vehicles Insurance	238,595.01	302,637.92

Sri Lanka Insurance Co Ltd_ Medical Insurance	2,804,974.21	
Sri Lanka Insurance Co Ltd- Fire Insurance	102,788.73	
Sri Lanka Insurance Co Ltd- Electronic Equipment	53,520.91	
Alliance Insurance Lanka (Pvt) Ltd_ Medical Insurance		707,413.00
Office New work - Service Agreement	4,705.00	
Alliance Insurance Lanka (Pvt) Ltd_ Vehicle Insurance	39,662.08	
Fair first Insurance Ltd- Vehicle insurance	50,256.98	
Assessment tax - Town council	65,642.33	65,622.06
Science Land Information Technology	57,312.00	57,337.00
Receivables from IRD(Excess input tax)	4,506,771.35	19,820,121.35
R S Pindeniya- fuel	150,000.00	150,000.00
Total Prepayments	8,237,617.95	21,257,750.53

18	OTHER CURRENTS ASSETS	LKR	LKR
a	Short Term investments - held to maturity		
	Deposit for Development of University Project	112,591,434.01	176,472,003.53
	Deposit for Gratuity Provision- Bank of Ceylon	11,559,600.66	10,736,251.45
	Membership Deposit Account-AC No.82338810	1,514,339.49	1,441,034.23
	Membership Deposit Account - Saving Accounts	667,968.86	449,430.03
	Interest Receivables- Bank of Ceylon	2,363,138.48	2,281,550.99
	Total short term investments	128,696,481.50	191,380,270.23
	Amortization cost		-
	Total short term investments	128,696,481.50	191,380,270.23
b	Security Deposits	LKR	LKR
	Mrs. G. Rajapakshe A/C No 1 - 0053-03-0319-4	4,047.82	3,909.03
	Mr. L D J Priyantha A/C No- 8634723	101,316.66	92,423.90
	Total Security Deposits	105,364.48	96,332.93

c	Work in Progress	4,706,344.30	16,459,850.96
	TOTAL OTHER CURRENT ASSETS	133,508,190.28	207,936,454.12
The Construction of the Water sewerage system and renovation of hostel plumbing system have been commenced in Oct 2021, for the binding contract price of Rs 8,937,618/-. The works have been in progress at the end of year 2021. The cost of Hostel room renovation valued at Rs 12,360,741.66 has been capitalized in the year 2021.			
19	RECEVABLE - LONG TERM	LKR	LKR

	Distress loan-(Over One year)	2,266,842.73	2,112,609.77
	Amortization cost	(186,385.27)	(78,281.66)
	Total long term receivables	2,080,457.46	2,034,328.11

20	PROPERTY PLANT AND EQUIPMENTS Page No	550,546,281.33	502,498,844.17
	* Land at Bogawathala Regional centre has been revalued at Rs 1,387,500/- in the year 2015 and recorded in the books of account in 2021, therefore the total land value of the Institute at the end of year 2021 was Rs 288,387,500/- The Valuation had been conducted by the Valuation Department		
21	INTANGIBLE ASSETS Page No.	2,473,452.71	1,326,816.21
	The institute acquired Rs 1,605,150/- worth of Intangible Assets in 2021		

SCHEDULE OF PROPERTY, PLANT AND EQUIPMENTS									
Description	Land	Buildings		Equipment	Furniture	Motor Vehicles	Infrastures Assets	Library Books	Total
Cost									
As at 01/01/2020	287,000,000.00	224,086,297.15		30,924,506.36	15,134,173.66	35,365,840.00	19,987,879.24	3,572,540.49	616,071,236.90
Additions		12,460,188.41		22,090,476.38	3,999,066.50		1,419,387.40	2,028,185.35	41,997,304.04
Transfers	-	(27,551,839.67)		(277,169.00)	277,169.00	-		-	(27,551,839.67)
Revaluations									-
Disposals	-	-		(65,125.70)	(64,699.50)			-	(129,825.20)
As at 31/12/2020	287,000,000.00	208,994,645.89		52,672,688.04	19,345,709.66	35,365,840.00	21,407,266.64	5,600,725.84	630,386,876.07
Additions		14,512,679.96		7,262,648.00	18,007.00	1,800,000.00	8,896,015.94	2,660,776.38	35,150,127.28
Transfers									-
Revaluations	1,387,500.00					11,584,160.00			12,971,660.00
Disposals				(339,860.00)	(72,578.97)				(412,438.97)
As at 31/12/2021	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

Depreciations	Land	Buildings		Equipment	Furniture	Motor Vehicles	Infrastures Assets	Library Books	Total
Accumulated as at 01/01/2020	-	47,665,302.33		18,299,024.98	5,737,253.71	16,930,458.45	11,084,049.51	2,378,757.30	102,094,846.28
Depreciation charge	-	9,995,703.50		5,503,381.61	1,556,797.32	7,073,165.40	1,881,313.17	125,485.00	26,135,846.00
Disposal				(65,054.00)	(44,672.38)				(109,726.38)
Revaluation Adjustment	-	-							-
Transfers	-	(169,023.00)		(277,169.00)	213,258.00				(232,934.00)
Accumulated as at 31/12/2020	-	57,491,982.83		23,460,183.59	7,462,636.65	24,003,623.85	12,965,362.68	2,504,242.30	127,888,031.90
Depreciation	-	10,449,730.19		8,031,809.48	1,923,640.16	7,516,185.14	1,893,685.33	308,154.33	30,123,204.63
Disposal-	-			(333,687.98)	(50,262.23)		-	-	(383,950.21)
Revaluation Adjustment	-	-				(30,077,343.27)		-	(30,077,343.27)
Transfers	-						-		-
Accumulated as at 31/12/2021	-	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
Net Book Value as at 31/12/2020	287,000,000.00	151,502,663.06		29,212,504.45	11,883,073.01	11,362,216.15	8,441,903.96	3,096,483.54	502,498,844.17
Net Book Value as at 31/12/2021	288,387,500.00	155,565,612.83		28,437,170.95	9,955,123.11	47,307,534.28	15,444,234.57	5,449,105.59	550,546,281.33

INTANGIBLE ASSETS

	Accounting & Payroll Soft wear	Development cost of Training modules	Training Related soft wear	Resource Management Soft wear	Web Design and Development	GIS Software	Theme Song	ISO	Total
Cost as at 01/01/2020	509,500.00	2,086,989.79	240,000.00	800,000.00	270,000.00	339,150.00	340,000.00	-	4,585,639.79
New Acquisitions	-	-	248,000.00	-					248,000.00
As at 31/12/2020	509,500.00	2,086,989.79	488,000.00	800,000.00	270,000.00	339,150.00	340,000.00	-	4,833,639.79
Adjustment									
New Acquisitions	197,950.00		1,026,500.00		-	-		380,700.00	1,605,150.00
As at 31/12/2021	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
Amortization as at 1/1/2020	209,490.00	1,892,177.00	239,990.00	609,313.35	16,273.00	16,492.00	-	-	2,983,735.35
Impairments									-
Amortization	75,000.00	194,811.79	25,988.94	75,000.00	67,500.00	84,787.50	-	-	523,088.23
As at 31/12/2020	284,490.00	2,086,988.79	265,978.94	684,313.35	83,773.00	101,279.50	-	-	3,506,823.58
Amortization	84,626.00		62,000.00	75,000.00	67,500.00	84,787.50	-	84,600.00	458,513.50
Impairments									
As at 31/12/2021	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
Net Realizable Value 31/12/2020	225,010.00	1.00	222,021.06	115,686.65	186,227.00	237,870.50	340,000.00	-	1,326,816.21
Net Realizable Value 31/12/2021	338,334.00	1.00	1,186,521.06	40,686.65	118,727.00	153,083.00	340,000.00	296,100.00	2,473,452.71

		2021	2020
22	OTHER NON-CURRENT ASSETS	LKR	LKR

a	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	264,050.00
	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	299,475.00

b	Work in progress (New Building under Special Project)		
	Building with lecture hall and R n D unit-under constructions	298,403,254.09	199,968,151.69
		298,403,254.09	199,968,151.69

* First phase of the construction of Building with lecture hall and R & D unit in parallel to Independent Degree Awarding Project, has been completed in Nov 2020, the Second phase of this project has been started in May 2021. Covid 19 pandemic issue and foreign currency deficit hit the contraction period and therefore time extension granted to the contractor to complete the project. however it is expected to complete in June 2022

** Installation of tea manufacturing machines to the NIPM Learning Center has been completed in July 2020. The tea manufacturing process started operation in September 2020. the cost incurred for the construction has been capitalized in 2020

	TOTAL OTHER NON CURRENT ASSETS	299,600,229.09	200,267,626.69
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23	PAYABLES	LKR	LKR
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a	Creditors		
	CESL (Pvt) Ltd	18,671,891.59	16,994,327.89
	C and H Organization (PVt) Ltd	754,571.49	754,571.49
	Kanthi Builders	60,389.70	625,048.46
	Helix Engineering (Pvt) Ltd	1,410,462.00	1,410,462.00
	Liyakta Office Network (PVT) Ltd	-	46,396.50
	Malalathunga Construction (Pvt Ltd	607,235.00	-

Quolikem International (Pvt) Ltd	684,975.00	-
Frostair Industries (Pvt) Ltd	-	36,053.75
R Ramachandran	26,258.00	107,120.00
Bogawanthalawa Rural Development Society	398,275.00	-
Koratota Rural Development Society	52,543.31	-
Teshora industries	25.00	99,000.00
Sevana Builders and suppliers	145,018.92	145,018.92
Kumara Construction	-	319,013.51
Firerex International (Pvt) Ltd	-	119,331.00
Total Creditors	22,811,645.01	20,656,343.52

b	Accrued Expenses		
	Telephone	115,979.64	223,073.70
	Electricity bill -	248,693.05	145,071.23
	Fuel bill	438,348.34	128,490.47
	Building Maintenance	623,135.77	97,795.00
	Vehicle Maintenance	-	66,595.00
	Salaries Casual & contract employees (December)	-	64,015.71
	Stamp Duty - (Internal Revenue Department)	2,925.00	-
	Traveling Subsistence	27,808.00	13,800.00
	Overtime - December	225,806.00	92,582.00
	Periodicals & Newspapers -	3,400.00	5,420.00
	Employees' Trust Fund - December	74,443.43	75,087.70
	Employees' Provident fund	523,735.47	528,959.39
	CPPS contribution	32,262.40	-
	Security Bill (Dec.)	226,393.89	322,470.00
	Allowances	-	31,000.00
	Salaries - Madulsima Plantations Ltd.	-	99,180.00

	Holiday pay	2,205.25	2,167.00
	Printing Materials	21,791.60	74,950.00
	Lecture Fee for outside resources	1,361,275.00	263,625.00
	Stationary items	-	51,979.62
	Cleaning service	356,975.00	261,100.00
	Meals expenditure -	274,600.30	288,600.55
	Meals expenditure - inside programme	95,571.90	56,653.50
	Welfare items	32,075.00	89,757.00
	Morawakkorale Rent		99,247.62
	Outside exam fees	124,600.00	200,989.60
	Water bills -		17,543.53
	NIPM Honeraium payments	31,000.00	
	Consumable item		43,389.00
	Department of IRD - Payee		
	Geeth Kumara	21,365.00	
	Promotion and Advertisement	461,950.00	555,976.00
	NIPM welfare Society	44,305.00	110.00
	Daily Paid wages		3,700.00
	Insurance	19,125.43	
	Lecture Fee Cancelled cheques	15,450.88	15,425.88
	Other Sundry Training Expenses	192,515.97	8,000.00
	Vehicle hireling	11,600.00	2,200.00
	Equipment Maintenance	78,325.00	68,200.00
	Other Accrued Expenses	8,266.52	262,868.65
	Auditors Generals Departments- Audit fee	660,350.00	1,072,550.00
	Total Accrued Expenses	6,356,278.84	5,332,573.15
c	Other payables		

	Total Forward course fees	2,549,872.64	704,733.75
	Differed income Donated Tea Development Project Publication	7,806.00	7,806.00
	Payable to Mr. K. G. Nepala, Gratuity commitment	560,835.15	-
	Total Other payables	3,118,513.79	712,539.75
d	Refundable Deposits		
	Refundable Tender Deposits	484,000.00	479,000.00
	Refundable Library Deposits	6,000.00	6,000.00
	Other Refundable Deposits	5,000.00	-
	TOTAL	495,000.00	485,000.00
	TOTAL SHORT TERM PAYBLES	32,781,437.64	27,186,456.42
24	SHORT-TERM PROVISIONS	LKR	LKR
	No contingent liabilities recognized in the year 2021 and 2020, However Mr. K. G. Nepala, former Staff Assistant file a labour case against his dismissal on the disciplinary misconduct on 09th May 2021.		
	Provision for Course Expenses	-	357,110.00
		-	357,110.00
25	EMPLOYEE BENEFITS	LKR	LKR
	Gratuity Payables- Within one year	-	571,010.00
26	EMPLOYEE BENEFITS	LKR	LKR
	Gratuity Provision- long term	7,055,847.73	9,250,014.91
	Retirement Benefit Obligation		
	At the beginning of the year	9,821,024.91	8,955,101.77
	Benefit paid to employees	(1,403,637.50)	(1,077,737.50)
	Provision /(Reversed) made during the year.	(1,361,539.68)	1,943,660.64
	At the end of the year- Total Present Value of net obligation	7,055,847.73	9,821,024.91
	Obligation within one year	-	571,010.00
	Present Value of net obligation over one year	7,055,847.73	9,250,014.91

	Retirement benefit obligation has been calculated on the basis of Actuarial Valuation Method and disclosed in the financial statements w. e. f. 2017. 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 end of year 2021 was 8.24% and 5.05% at the end of the year 2020 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 circular 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.

27	OTHER LONG TERM PAYABLES		
	Refundable security Deposits-for employees	105,364.48	96,332.93

28	CAPITAL CONTRIBUTED BY GOVERNMENT & OTHER GOVERNMENT ENTITIES	LKR	LKR
	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

29	RESERVES		
	Revaluation Reserve	459,360,664.04	416,311,660.77

Revaluations- The motor vehicles are revalued within 3 to 5 years in accordance with the Accounting Policy which is maintained by the Institute. Therefore all vehicles have been revalued on 08.11.2021 by De Silva Motor Engineering (Pvt) Ltd, the professional vehicles revaluation company. The revaluation amount are as follows. The next revaluation will be conducted in 2024			
		Revalued amount	Gain/(loss)
	Bus - NB 1632	7,400,000.00	6,441,913.10
	Cab - 250-3161	3,600,000.00	3,246,245.72
	Cab - 250-2603	3,600,000.00	3,046,698.71
	Cab- 58-3717	3,250,000.00	2,910,985.45

Jeep 32-4086	4,000,000.00	2,804,265.69
Van- 250-2604	3,850,000.00	3,407,807.36
Cab- PD 4024	8,000,000.00	7,174,574.49
Bus NC 8980	8,800,000.00	8,151,396.33
Jeep 64-5394	6,250,000.00	4,477,616.42
Total value of Motor vehicle	48,750,000.00	41,661,503.27
Revaluation gain from the vehicles at the beginning of the year	32,566,376.92	32,566,376.92
Revaluation gain /(loss)	41,661,503.27	-
Disposal Adjustments	-	-
Revaluation surplus of the vehicles at the end of year	74,227,880.19	32,566,376.92
Buildings, Furniture and Equipment have been revalued on 01/01/2014 in order to adapt to 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		
Category of assets	Revaluation surplus	
Equipment	32,532.17	32,532.17
Furniture	3,604,633.21	3,604,633.21
Building - Bogawanthalawa	3,604,422.05	3,604,422.05
Buildings- Athurugiriya	90,599,734.73	90,599,734.73
Total revaluation surplus of Buildings, Furniture and equipment	97,841,322.16	97,841,322.16
Land at Athurugiriya Head office premises have been revalued at Rs 287,000,000 /- on 01.01.2019 and report was released on 18.09.2019 by professional valuer Mr. L. J. D. K. Silva, regional valuer (WP) of Valuation Department. The revaluation gain of Rs 285,903,961.69 reported and the amount include 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. However the revalued amount and gain has not been reported and capitalized the land in the books of account within 2015 to 2020. Therefore the revolution gain and the asset capitalization has been recorded in the Statement of Changes of Net Assets in 2021.		
Land revaluation surplus	285,903,961.69	285,903,961.69

	Land at Bogawathlawa Regional Centre	1,387,500.00	-
	Net Revaluation Reserve at the end of year	459,360,664.04	416,311,660.77
	Value of the Books, and Infrastructure assets has not been revalued and therefore these assets were recorded at purchasing cost.		

30	ACCUMILATED SERPLUS/(DEFICITS)		
	Retained Earnings	550,680,652.79	488,883,816.03
		550,680,652.79	488,883,816.03

	GOVERNMENT GRANT	LKR	LKR
31	Recurrent Grant	59,365,000.00	57,811,000.00
32	Capital Grant	34,000,000.00	25,750,000.00
33	Special Development Project - Development of NIPM Infrastructures Facilities in Accordance with Plantation Sector Development toward Degree Awarding Institute	-	80,817,396.60
	Changes of Accounting Standard		
	Capital and recurrent grant contributed by General treasury 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 raised from the Capital Expenditure such as Depreciation of the Property Plant and Equipment and any impairment cost are accounted in each accounting period separately.		

34	GENERATED TRAINING INCOME	LKR	LKR
a	ACADEMIC, AND PROFESSIONAL PROGRAMMES		
	National Diploma in Plantation Management	2,042,611.11	1,415,500.00
	National Diploma in Plantation-Extension Management- NVQ-5	2,935,750.00	1,351,000.00
	National Diploma in Plantation Crop Technology - NVQ-5	1,675,000.00	1,150,000.00
	Higher national Diploma in Planation Crop technology- NVQ-6	900,000.00	1,100,250.00
	Certificate course in Accounting and Financial Management	-	21,500.00
	Certificate course in Book-Keeping and Plantation Accounting	310,000.00	769,635.00

	Advance certificate course in Plantation, financial and cost Accounting	375,000.00	45,000.00
	Professional Programme in Tea Manufacture and Factory Practices	1,170,000.00	-
	Certificate Course in Advance Tea Testing	650,000.00	-
	Certificate course in Micro Finance	-	50,500.00
	Certificate course in Agriculture technology	-	30,000.00
	Advance certificate course in Organic Agriculture & Plantation Management	300,000.00	-
	Diploma in Plantation Management and Technology-Induction	2,634,000.00	1,629,000.00
		12,992,361.11	7,562,385.00

b	MANAGEMENT AND TECHNICAL DEVELOPMENT PROGRAMMES		
	Management Development Programmes	300,215.00	290,000.00
	Technical Development Programmes	260,000.00	455,000.00
		560,215.00	745,000.00

c	SKILL DEVELOPMENT PROGRAMMES		
	Skill Development of Tea Factory Officer	206,000.00	280,000.00
		206,000.00	280,000.00

d	13 YEARS EDUCATION PROGRAMME		
	Plantation Factory Assistant and Field Assistant- NVQ-4	9,123,966.02	13,488,810.32
		9,123,966.02	13,488,810.32

e	WOKER DEVELOPMENT AND WORK SHOPS		
	Worker Development Programme	-	60,000.00
	Special workshops	195,000.00	277,500.00
		195,000.00	337,500.00

f	SPECIAL PROGRAMMES		
	Special Programmes	2,392,750.00	257,740.00
	Workshops	846,495.75	-
	Valuation fees - Timber Valuation Programme	843,981.31	-
	Sundry Training Income	280,559.49	35,000.00
		4,363,786.55	292,740.00

g	INCOME FROM EXTERNAL EXAM ACTIVITIES	2,638,790.20	941,091.50
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h	INCOME FROM TRAINING RELATED ACTIVITIES	650,000.00	100,000.00
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	TOTAL TRAINING INCOME	30,730,118.88	23,747,526.82
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35	INCOME GENERATED FROM RENTING OUT THE FACILITIES	LKR	LKR
	Renting out the residential facilities to outside programmes- Athurugiriya Training Centre	2,285,173.00	6,365,758.03
		2,285,173.00	6,365,758.03

36	INTEREST INCOME	LKR	LKR
	Staff Loan interest- Distress Loan	190,537.95	248,946.38
	Interest income from Membership Account	167,553.83	15,210.02
	Interest income from Bank Deposits	10,506,464.81	14,394,244.15
	Interest Income From Special Loan	3,228.92	3,963.60
	Gain/(Loss) on amortization cost calculation on the interest	(108,103.61)	82,378.41
		10,759,681.90	14,744,742.56

37	OTHER INCOME	LKR	LKR
a	SUNDRY INCOME	2021	2020
	Income - Pass papers and applications		2,250.00
	House Rent income	124,839.29	236,977.84
	Transport income	10,800.00	12,300.00
	Tender fee	90,000.00	300,500.00
	Publications	16,600.00	13,450.00
	Telephone	19,909.19	34,687.53
	Membership subscriptions	47,485.00	32,375.00
	T- shirt and tie sale income	136,940.00	27,750.00
	Other Sundry Income	197,142.55	223,301.84
		643,716.03	883,592.21

(b)	GAIN ON DISPOSAL OF USED ITEMS	25,481.24	5,850.00
			-
(c.)	WRITE OFF TO INCOME STATEMENT		
	Over Provision of Gratuity	1,361,539.68	
	Over Provision of bad debtors	258,233.46	215,740.06
	Write off creditors	401,463.76	
	Total	2,021,236.90	215,740.06
	Total Other Income	2,690,434.17	1,105,182.27

38	WAGES, SALARIES AND EMPLOYEE BENEFITS	LKR	LKR
a	PERSONAL EMMOLUMENTS	2021	2020
-	Salaries and wages	25,559,196.18	24,181,402.91
	Cost of Living and other Allowances	5,906,100.00	7,069,952.93
	Over Time	1,575,519.42	1,557,834.22
	Holiday Pay	468,883.50	453,495.00
	Lecture Fees for Institute's Staff	316,250.00	180,000.00
	Contribution for E.T.F.	927,732.72	879,300.53
	Contribution for E.P.F.	3,568,337.96	3,377,878.02
	Contribution for CPPS	142,593.00	139,324.20
	Chairman's Remuneration and Allowances for Board of Governors	2,309,652.97	1,083,744.38
	Daily wages for internship	110,500.00	164,700.00
		40,884,765.75	39,087,632.19

b	TRAVELING EXPENSES		
	Traveling and Subsistence (Local)	169,932.00	389,458.00
		169,932.00	389,458.00

c	RETIREMENT BENEFITS		
	Increased Provisions for Gratuity	-	1,943,660.64
		-	1,943,660.64

d	CONTRIBUTIONS, SUBSIDIES AND WELFARE		
	In-service Training and staff training Capacity Building		

		269,975.00	66,000.00
	Staff Welfare Activities	675,858.24	383,337.05
	Membership and subscriptions	24,057.00	241,514.80
	Contributions for Medical Aid Scheme	3,208,187.84	3,028,021.25
		4,178,078.08	3,718,873.10
	Total Salaries wages and Employee benefits	45,232,775.83	45,139,623.93
39	SUPPLIES AND CONSUMABLE USED		LKR
	Printing Materials and papers	1,055,237.32	1,071,600.60
	Stationery & Office Requisites	470,656.06	506,329.62
	Consumables	413,271.10	329,349.40
	Fuel and lubricant	1,558,095.66	1,557,923.47
	Periodicals & News Papers	17,950.00	54,090.00
	Uniforms	80,000.00	96,000.00
	Institute's Publications	483,378.00	499,000.00
	Total Supplies and consumable used	4,078,588.14	4,114,293.09
40	REPAIRS & MAINTENANCE OF FIXED ASSETS		
	Buildings	3,153,414.02	3,789,889.22
	Equipment and Plant and Machinery	1,622,662.08	1,379,346.17
	Water telephone and Electricity	293,608.43	472,257.00
	Motor Vehicles	4,040,388.46	3,253,048.04
	Total Repairs and Maintenance	9,110,072.99	8,894,540.43
41	COMMUNICATION, UTILITY AND OTHER CONTRACTUAL SERVICES	LKR	LKR
	Telephone and internet	1,474,444.08	1,875,303.72
	Postage	261,337.00	212,345.00
	Electricity and water	2,619,539.13	2,567,682.15
	Insurance (Buildings equipment Cash etc.)	284,013.59	278,788.92
	Security Service	3,155,439.28	3,852,290.00
	Audit Fees (External)		

		450,000.00	600,000.00
	Vehicle hire charges	178,812.00	161,182.00
	Cleaning and Janitorial works	2,809,125.00	2,038,644.00
	Bank Charges	24,000.00	22,650.00
	Stamp Duty , rate and tax	73,197.06	71,542.33
	Legal fee	314,560.00	438,532.00
			-
		11,644,467.14	12,118,960.12
b	MEDIA, ADVERTISING AND PUBLICITY		
	Advertising Expenses	444,613.00	258,406.20
	Entertainments	67,734.50	28,562.50
		512,347.50	286,968.70
	Total Communication utility services and media expenses	12,156,814.64	12,405,928.82
42	TRAINING EXPENSES	LKR	LKR
	Lecture Fees for Visiting Staff	3,409,077.50	2,420,123.50
	Fees to the Committees relating to Training Activities	165,345.00	12,000.00
	Meals & Accommodations for Trainees	1,131,231.46	1,124,825.81
	Laundering Linen		2,400.00
	Under provision for Bad debtors		
	External Exam expenditure	723,277.90	540,164.60
	Award Ceremony & Academic Functions	1,173,260.40	196,903.90
	Education materials	591,779.28	295,901.20
	Miscellaneous Training Expenses	490,819.43	531,746.50
	Promotion and advertising	1,774,443.00	735,857.00
	13 years education programme expenses	3,739,620.06	4,611,446.84
	Total	13,198,854.03	10,471,369.35

	Development cost of NVQ training facilities and degree awarding institute	502,813.25	352,000.00
	Capacity Building programmes smallholders and NVQ students	2,617,819.25	526,446.00
	Total Training Expenditure	16,319,486.53	11,349,815.35

43	EXPENSES IN REALATION TO RENTING OUT FACILITIES -	LKR	LKR
	Meal Expenses Accommodation Facilities	1,372,528.58	2,050,662.97
	Hostel Consumables	229,612.00	96,661.54
	Salaries, Daily wages and cost of Living Allowance	-	2,100.00
	E P F	-	252.00
	E T F	-	63.00
	Total Expenditure for Renting out facilities	1,602,140.58	2,149,739.51

44	BOGAWANTHALAWA OPARATIONAL EXPENSES		
	Electricity	23,249.95	213,241.65
	Telephone and postage	-	27,478.27
	Maintenance	32,590.00	-
	Cleaning and janitorial services	-	3,745.00
	Meal and accommodation	-	-
	Salaries and Wages	372,400.00	1,030,789.28
	Allowances	-	48,300.00
	Employee Benefits	2,860.00	8,285.00
	Daily Wages	-	419,650.01
	E T F	11,172.00	18,889.50
	E P F	44,688.00	75,558.00
	Consumables		18,578.00
	Total Bogawanthalawa Expenses	486,959.95	1,864,514.71

45	DEPRECIATION AND AMORTISATION OF ASSETS		
	Depreciation	30,123,204.63	30,123,204.63
	Amortization	458,513.50	458,513.50

		30,581,718.13	30,581,718.13
46	MISCELLANEOUS EXPENDITURE	LKR	LKR
	Allowances for Other Committees and professional Charges	516,851.78	270,031.04
	Special welfare programme	-	14,266.55
	Loss on Disposal old equipment and damage stock	-	20,098.82
	Garden up keep	436,796.00	212,695.00
	Others Expenses	105,897.25	431,257.09
		1,059,545.03	948,348.50
47	Financial Risk Management		
	* Credit risk is the risk of financial loss of the Institute, if the customer or counter party to a financial instrument fails to meet its contractual obligation, and arises principally from the institute's receivable from customer and investment securities. A provision of 6% provided to the debtors account on the closing balance of the year end. *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 8.24 % per annum at the end of 2021.		
	BF balance of provision of impairment loss on loan and advances	(78,281.66)	160,660.07
	CF balance of provision of impairment loss on loan and advances	(186,385.27)	78,281.66
	Net (loss)/gain on interest received on loan and advances transfer to interest income	(108,103.61)	82,378.41
	Interest received on loan and advances to the employees	193,766.87	252,909.98
	Interest calculation as pre the effective interest rate @ 8.24% in 2021	380,152.14	331,191.64
	CF Balance of provision of Impairment loss on loan and advances	(186,385.27)	(78,281.66)

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT

Segmental Reporting

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 2021 and 2020.

Segmental Category	Training activities		Renting out Facilities		Other Supportive Activities		Total	
	2021	2020	2021	2020	2021	2020	2021	2020
Income								
Generated income	30,730	23,748	2,285	6,366	13,450	15,850	46,465	45,963
Grants-Special Projects		3,000		-	-	77,817	-	80,817
Capital Grant	11,823	25,750	4,866		17,311	-	34,000	25,750
Recurrent Grant	20,142	19,934	5,300	4,984	33,923	32,893	59,365	57,811
Total	62,695	72,432	12,452	11,350	64,684	126,560	139,830	210,342
Expenditure								
Wages, Salaries and Employee Benefits	15,347	17,235	4,039	3,282	25,847	27,905	45,233	45,140
Supplies and Consumable Used	1,384	1,571	364	299	2,331	2,543	4,079	4,114
Repairs and Maintenance	3,091	3,396	813	646	5,206	5,499	9,110	8,895
Communication and Utility Services	4,125	4,737	1,085	902	6,947	7,669	12,157	12,406
Training Expenditure Including Capacity Building of Smallholders.	16,319	11,350		-			16,319	11,350

Expenses in Relation to Renting out Facilities		-	1,602	2,150	-	2,150	1,602	2,150
Expenses for Bogawanthalawa Regional Centre		-	487	1,865	-	1,865	487	1,865
Depreciation and Amortization	10,376	10,179	2,731	1,938	17,475	16,480	30,582	26,659
Other Expenses	359	321	95	69	578	627	1,060	948
Total Expenditure	51,001	48,789	11,216	11,151	58,384	64,737	120,628	113,526
Net Surplus/(Deficit)	11,694	23,643	1,236	199	6,300	61,823	19,202	96,816
No of Employees	19	21	5	4	32	30	56	55

* Expenses which are directly attributable to the segment are charged to relevant segments. Others are segregated accounting to the number of employee attached for the segment

Generated income is reported on the basis of the income generation of each segment

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

NATIONAL INSTITUTE OF PLANTATION MANAGEMENT									
FINANCIAL HIGHLIGHTS Rs 000'									
Descriptions	2013	2014	2015	2016	2017	2018	2019	2020	2021
Income									
Treasury Grant- Recurrent	18,744	24,792	28,502	38,961	40,000	50,000	54,000	57,811	59,365
Government Grant for Capital Expenditure	9,253	10,937	15,362	24,243	25,162	81,730	78,115	106,041	31,382
Government Grant for Capacity Building Programmes (Smallholders and school leavers)	7,498	9,900	7,710	8,446	10,012	9,221	3,668	526	2,618
Generated Training income	11,573	10,037	18,010	12,787	15,853	31,009	69,292	23,748	30,730
Generated Renting out income	8,247	7,824	5,366	4,835	1,896	17,927	20,369	6,366	2,285
Generated Other income	7,407	7,457	9,847	12,402	22,472	9,889	19,187	15,850	13,450
Total income	62,722	70,947	84,796	101,674	115,395	199,776	244,631	210,342	139,830
Expenditure									
Total Personnel emoluments	18,794	19,453	30,907	31,834	38,796	45,577	43,418	45,140	45,233
Training Expenditure	4,256	4,439	8,208	5,880	10,123	16,613	28,725	10,823	13,702
Capacity Development Programme for Small holder	7,498	9,936	7,711	8,446	10,012	9,221	3,668	526	2,618
Other expenditure	17,198	20,255	19,598	21,959	27,655	37,461	37,873	30,377	28,494
Total operating Expenses	47,746	54,083	66,424	68,119	86,586	108,872	113,684	86,867	90,046
Government Recurrent Grant as a percentage of the Total Operating Expenditure	39%	46%	43%	57%	46%	46%	48%	67%	66%
Surplus/(Deficit) before Depreciation	14,976	16,864	18,372	33,555	28,809	90,904	130,947	123,475	49,784
Depreciation /Amortization	10,495	15,833	17,740	18,951	20,533	24,407	25,137	26,659	30,582
Net (Deficit)/Surplus after Depreciation	4,481	(1,833)	632	14,604	8,276	66,497	105,810	96,816	19,202
No of Income Generated Training Programme	22	32	30	22	32	57	41	17	56
No of Participants	772	993	1,101	586	958	1779	1,015	449	3435
No of Capacity Development Training Programmes for Smallholders and School leavers	236	355	196	160	230	232	125	14	114
Total Expenditure for Capacity Development Programmes for Smallholder and School leavers	7,498	9,936	7,711	8446	10012	3,668	3,668	526	2,618
No of Trained Smallholders	12,149	25,100	12,825	10,840	12,661	12940	5,414	693	3751
Total Number of Trained	12921	26093	13,926	11426	13619	14719	6,429	1142	7186
Total Training programmes	258	387	226	182	262	289	166	31	170
No of Employees	41	52	46	46	58	58	59	56	55

Generated Income per Employee Rs. 000'	664	487	722	653	693	1,014	1,845	821	830
Training cost per smallholder Rs. 000'	0.62	0.40	0.60	0.78	0.79	0.28	0.68	0.76	0.70
Net Assets of the Institute	24,619	122,325	126,563	203,880	232,812	453,359	843,911	940,685	1,045,531



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தேசிய கணக்காய்வு அலுவலகம்
NATIONAL AUDIT OFFICE



My No } PAL/F/NIPM/01/21/47

Your No. }

Date } 13 October 2022

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 2021 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 Plantation Industries
2. Secretary – Ministry of Finance, Economic Stabilization and National Policy



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தேசிய கணக்காய்வு அலுவலகம்

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Date } 13 October 2022

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 2021 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 2021 comprising the statement of financial position as at 31 December 2021 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 National Audit Act, No. 19 of 2018 and the Finance Act, No.38 of 1971. My report to Parliament in pursuance of provisions in Article 154 (6) of the Constitution, will be tabled in due course.

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 2021, 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) In terms of paragraph 09 of Sri Lanka Public Sector Accounting Standard 2, an investment should be indicated as cash and cash equivalents, when it has a short maturity of, say, three months or less from the date of acquisition. However, deposits amounting to Rs.51,146,913 and Rs.41,011,616 to be matured within 03 months and 06 months had been indicated under investing activities and cash and cash equivalents respectively. As such, cash and cash equivalents of the Institute which should be Rs.78,196,312, had been indicated as Rs.68,061,016 understating by Rs.10,135,296 and investment activities had been overstated by Rs.41,011,616.
- (b) Even though fully depreciated 753 items of assets belonging to 03 types, costing Rs.18,270,361 were being used, action had not been taken in terms of Sri Lanka Public Sector Accounting Standard 3 to revise the estimated error on useful life of those assets and to adjust them in the financial statements.
- (c) In terms of paragraph 47 of Sri Lanka Public Sector Accounting Standard 7, action should be taken to revalue the property, plant and equipment indicated in the financial statements on the revaluation amount, in every 3 or 5 years, the following property, plant and equipment costing Rs.590,807,810 as at 31 December 2021 had not been revalued after the year 2014.
- (d) The value of Rs.4,706,344 incurred for the construction of waste water disposal system and rehabilitation of hostel pipelines which were not current assets, had been indicated as work-in-progress under current assets of the statement of financial position.
- (e) Even though the registration of Value Added Tax of the National Institute of Plantation Management had been inactive from 01 January 2020 by the Inland Revenue Department due to inadequacy of turnover, a compensation tax amounting to Rs.4,506,771 was brought forward as a current asset in the financial statements for a period of 02 years and it was observed in audit that it was an irrecoverable balance.
- (f) Deposits valued at Rs.280,539 credited to the bank in 37 instances during 09 months of the year 2022, had been credited to the Sundry Training Income Account instead of

identifying and crediting to the prescribed account and the accuracy thereof could not be satisfied in audit.

- (d) Confirmation of balances for Rs.5,895,445 recoverable from 31 debtors and Rs.20,857,889 payable for 07 creditors included in the financial statements, had not been made available and as such, the accuracy thereof could not be examined.

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-2021 of the National Institute of Plantation Management

Other information means the information included in the Annual Report -2021 of the National Institute of Plantation Management which is expected to be submitted to me after the date of this 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 National Institute of Plantation Management'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 National Institute of Plantation Management 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

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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 skepticism 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 effect of the observations mentioned in paragraph 1.2 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 (f) of this 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.

**Reference to Laws,
Rules, Regulations and
Management Decisions**

Non-compliance

(a) Section 11 (b) of the Even though the concurrence of the Minister of Finance

Finance Act, No.38 of 1971, Public Finance Circular No.25 of 29 June 2004 and Public Finance Circular No. PE/PE/9 of 27 June 2006 and the approval of the appropriate Minister should be obtained for the investment of money of public enterprises in fixed deposits, approval had not been obtained accordingly for investments in fixed deposits made by the Institute, amounting to Rs.175,231,464 as at 31 December 2021.

- (b) Financial Regulations of the Democratic Socialist Republic of Sri Lanka F.R. 371 Even though the sub-imprest should be settled immediately after the purpose, a period between 34 and 268 days had been taken to settle sub-imprest of Rs.532,760 granted to officers in 21 instances.

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) Proper arrangements had not been made to take over the two cabs owned by the Sri Lanka Tea Board, provided to the National Institute of Plantation Management in the year 2017 on the notification of the Secretary to the Ministry of Plantation Industries and a sum of Rs.2,320,042 had been spent by the end of the year under review for repairs and maintenance of those vehicles.
- (b) A fixed deposit of Rs.159,907,714 had been encased in the year under review for the settlement of expenditure incurred for the constructions of the new building, in which lecture halls and the research and training unit is located and it was not observed that approval of the Board of Directors had been obtained therefor.

- (c) Even though the estimated income of the Institute of the year under review amounted to Rs.199,111,000, the actual income had been Rs.139,830,000, thus it could not be reached the estimated income by 30 per cent and the decrease in the income from renting out hostel facilities and from trainings by 85 per cent and 53 per cent respectively, had mainly attributed to the said situation. Further, even though the estimated expenditure of 03 Expenditure Heads amounted to Rs.48,163,000, the actual expenditure had been Rs.18,408,000 representing 38 per cent, thus observing an variation of Rs.29,755,000 representing 62 per cent and the said variance between Expenditure Heads were 53 per cent , 77 per cent and 92 per cent. As such, it was observed that the budget has not been made use of as an effective management control system.
- (d) The approved cadre of the Institute as at 31 December 2021 stood at 70 and of that, the actual cadre was 55 and there were 15 vacancies comprising 02 in the senior level, 02 in the tertiary level, 01 in the secondary level and 10 in the primary level as at 31 December 2021. However, action had not been taken to fill them as per the service exigency or to revise the cadre.
- (e) Even though it had been expected to earn an income of Rs.48,530,000 conducting 26 programmes on skills development, academic courses, technology development and management development with the participation of 510 students, the income earned, was Rs.22,880,000 representing 47 per cent of the expected income. Failure in conducting 09 programmes as planned, non-participation of students in 03 programmes as expected, despite having increased the number of students participated in 02 programmes, recovery of fees which was expected to be charged per student, less by 32 per cent and 28 per cent respectively, had attributed to the above situation.
- (f) The following 06 courses planned to be conducted with the participation of 130 students, could not be conducted and as such, the expected income of Rs.41.58 million could not be earned and the knowledge expected to be gained therefrom could not be socialized. Furthermore, it was not observed that remedial action had been taken thereon by inquiring into on matters affected therefor.

(g) Even though it had been planned to conduct 02 foreign programmes namely, Diploma on Plantation Management and Vocational Programme on Tea Testing practically with the participation of 10 students, candidates were unable to apply therefor and as such, those could not be conducted. Moreover, foreign programmes planned to be conducted even during 02 preceding years, had not been conducted. Moreover, it was not observed that remedial action had been taken thereon by inquiring into on matters affected therefor and the income as well expected to be earned, had not been planned.

W. P. C. Wickramaratne
Auditor General