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வருடாந்த ஸெயலாற்றுகை அறிக்கை
ANNUAL PERFORMANCE REPORT

2022



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Department of Manpower and Employment





DEPARTMENT OF MANPOWER & EMPLOYMENT

ANNUAL PERFORMANCE REPORT 2022

Vote No. - 328

Annual Performance Report 2022

Department of Manpower & Employment

Vote No. - 328

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01

CHAPTER

Organizational Profile/
Implementation Abstract

1. Introduction

Department of Manpower and Employment

Optimal utilization of the limited resources of a country is an integral aspect for the progress of the country. The absence of a vibrant and high-quality human resource towards the optimum utilization of the existing resources is a hindrance for the progress of a country. For this reason, the development and management of human resources, which is the most important resource of a country has become mandatory and essential element for the development process of a country.

The Department of Manpower and Employment was established on 01.01.2010 with a view to achieving the objectives of eliminating the unemployment prevalent among the youth by developing the human resources in Sri Lanka, enhancing the quality of the workforce and obtaining the contribution of the youth to the national economy through career guidance and employment generation.

1.1 Key Functions

1. Providing career guidance services
2. Collecting, analyzing and disseminating labour market information
3. Providing public employment services
4. Improving international relations
5. Performing the functions related to human resource development

1.2 Vision, Mission and Objectives

Vision

To provide the leadership to create and exchange the novel workforce solutions and services as necessary for our clients to be successful in the changing work-oriented world.

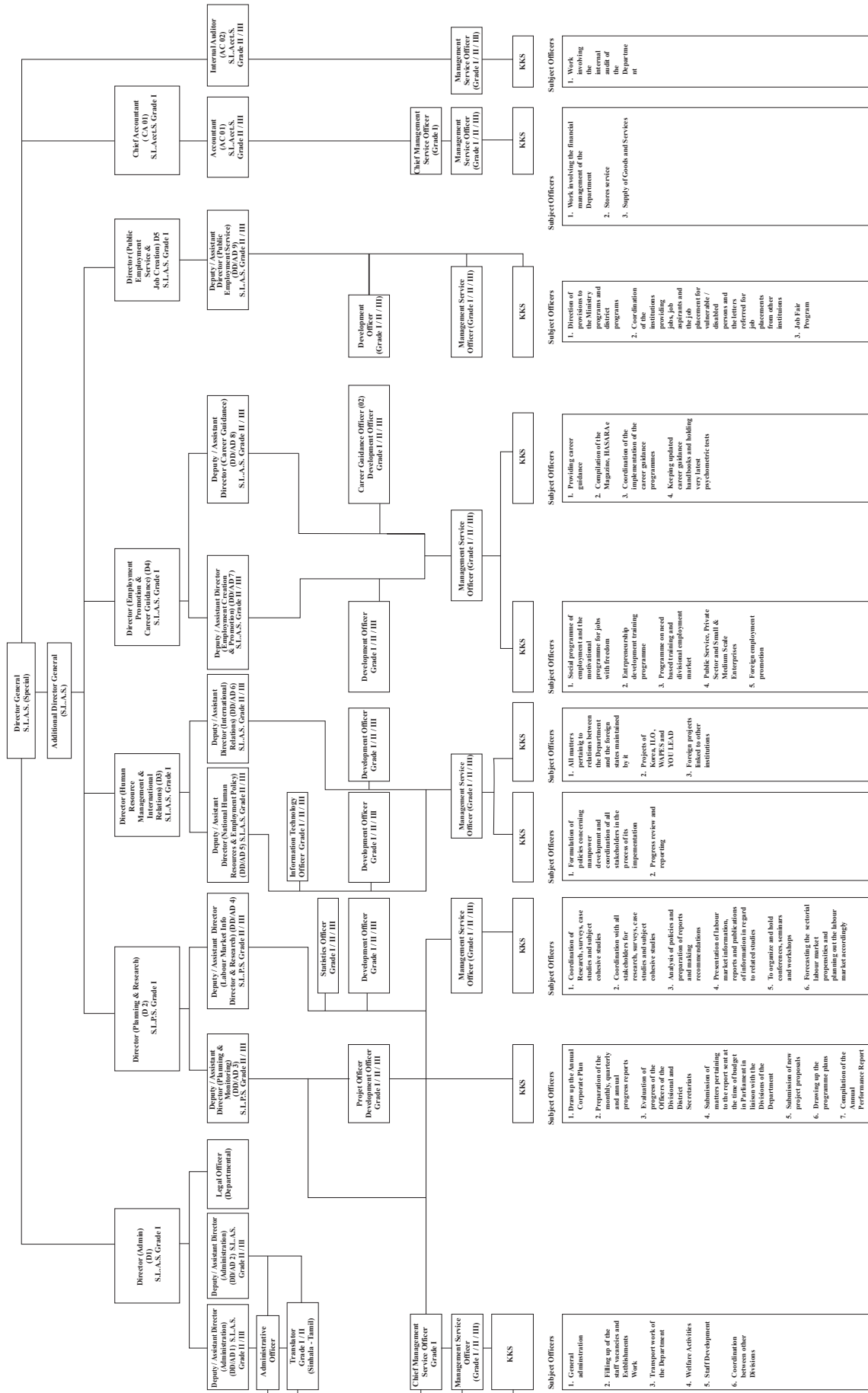
Mission

To build up a productive human capital focusing on employer satisfaction, ensuring a qualitative culture of work ethics and to develop the human resources capital for the competitive advantage conforming to qualitative culture of service ensuring the employer satisfaction and the value of the creativity and also, to give it systemic leadership.

Objectives

- To establish a Labour Market Information System by 2023
- To increase the male labour force participation ratio from 70% to 73% and female labour force participation ratio from 32% to 34.5% by 2025, and to increase the male labour force participation ratio to 75% and female labour force participation ratio to 45% by 2030.
- To double (36.5% to 73%) the skilled/ professional workforce migration by 2030 and reduce the non – skilled workforce migration percentage
- To create a policy dialog to raise the Sri Lanka's position of EDBI from 99 to 89 by 2025
- To formalize the subject area of professional career guidance by 2023
- To provide policy guideline for generating an efficient and ethical work force in order to fulfill local and global demand by 2030.

1.3 Organizational Structure



1.4 Cadre Information

Staff Officers absorbed into the department upon transfer

Serial No.	Name	Position	Date of assuming duties
01	Mr. A.B.M. Ashroff	Additional Director General	28.03.2022

Staff Officers transferred from the department

Serial No.	Name	Position	Date of transfer
01	Mrs. M.K.S. Jayasena	Director (Employment Promotion and Career Guidance)	03.10.2022

Approved and existing Cadre Information 31.12.2022

Serial No.	Name	Service Applicable	Approved	Existing	Vacancies
1	Director General	SLAS (Special)	1	1	0
2	Additional Director General	SLAS (Special)	1	1	0
3	Director (Administration)	SLAS I	1	1	0
4	Director (Employment Creation, Promotion and Career Guidance)	SLAS I	1	0	1
5	Director (Planning and Research)	SLPS I	1	1	0
6	Director (Human Resource Management and International Relations)	SLAS I	1	1	0
7	Director (Public Employment)	SLAS I	1	1	0
8	Chief Accountant	SLAcs I	1	1	0
9	Accountant	SLAcs II/III	1	1	0
10	Internal Auditor	SLAcs II/III	1	0	1
11	Assistant Director (Administration)	SLAS II/III	2	1	1
12	Deputy Director (Planning and Progress Monitoring)	SLPS II/III	1	1	0
13	Deputy Director (Career Market Information and Research)	SLPS II/III	1	1	0
14	Assistant Director (Job Creation, Promotion) Assistant Director (Career Guidance)	SLAS II/III	2	1	1
15	Deputy Director (National Human Resource and Employment Policies)	SLAS II/III	2	1	1
16	Assistant Director (Public Employment)	SLAS II/III	1	1	0

17	Legal Officer	Departmental	1	0	1
18	Administrative Officer	PMS (Super)	1	0	1
19	Translator (Sinhala - Tamil)	Combined Service II/I	1	0	1
20	Translator (Sinhala - Tamil)	Combined Service I	1	0	1
21	Information and Communication Technology Officer	SLICT I	1	0	1
22	Statistics Officer	Field/ Office based II/I	1	0	1
23	Career Guidance Officer *	Departmental III/II/ I	29	29	0
24	Project Officer	Allied service III/ II/ I	3	3	0
25	Human Resource Development Assistant	Allied service III/ II/ I	6	6	0
26	Development Officer	Combined Service III/ II/ I	554	548	6
27	Public Management Service Officer	PMS III/ II/ I	35	18	17
28	Driver	Drivers Service III/ II/ I	8	4	4
29	Office Employees Service	OES III/ II/ I	7	6	1
	Total		667	628	39

* The said posts of career guidance officer are personal to the holder. Therefore, the post will be abolished upon the retirement of the currently serving officers. Accordingly, consideration notes have been made considering that the vacancies are not available.

1.5 Divisions of the Department

Serial No.	Division	Description
01	Administration Division	The administrative division conducts organizational and general administrative functions in order to facilitate the senior management of the department to achieve excellent performance by contributing to the internal administrative process to achieve the mission of the department.
02	Accounts Division	The Accounts division performs the financial administrative work of the department. Payment of wages and salaries, management of cash flow and stores, and provision of information to the auditors are also performed by this division.

03	Planning and Progress Monitoring Unit	The division assists the management by preparing various plans for the Department, maintaining the relationship between the District Secretary and the Human Resource Development Officers serving at the divisional level, the Development Officers and the Head Office, obtaining the physical and financial progress from such officers, analyzing, preparing progress reports and referring them to the relevant parties.
04	Labour Market, Information & Research Unit	The division provides information on labour market to all stakeholders in an easy-to-use mode, in order to make the efficient and effective decisions on the National Labour Market for the purpose of policy making, for compilers of educational programmes, training and skill development programmes in the field of education
05	Employment Creation, Promotion and Career Guidance Division	Contribute towards building a skillful workforce which attuned to the global labour market while providing the right career guidance services for the career selection and career development of the clients.
06	Human Resource Management and International Relations Division	Three divisions are in operation under this.
	1. Human Resource Management Division	Implement the Sri Lanka National Human Resources and Employment Policy approved by the Cabinet of Ministers and provide necessary intervention and support to relevant institutions to make the necessary amendments.
	2. International Relations Division	The division coordinates the projects related to the scope of the department implemented in the country by international organizations.
	3. Information Technology Division	This provides necessary facilities and knowledge to the officers of the Department and conducts advertising campaigns of the Department
07	Public Employment Service Division	Establish and manage 25 District Public Employment Service Centers with the aim of efficiently providing lucrative employment opportunities for the Sri Lankan workforce in the private sector.

1.6 Functions of the Departmental Divisions

Serial No.	Division		Functions
01	Administration Division	1	Maintaining the personal files of the officers
		2	Identifying the training needs and directing officers for the training programmes
		3	Implementing the transfer policy
		4	Routine mail operations
		5	Recruitment, disciplinary control, operations and administration work of the Department
		6	Fulfilling duties pertaining to transportation
02	Accounts Division	1	Paying of salaries and wages
		2	Managing overall cash flow
		3	Store Management
		4	Providing information to Audit Officers
03	Planning and Development Operations Unit	1	Preparing of strategic plan with the participation of all the divisions of the department.
		2	Preparing the annual action plan with the participation of all the divisions in accordance with the Strategic Plan of the department and providing annual targets accordingly for the officers assigned to districts and divisional secretariats.
		3	Preparing project proposals and referral to the National Planning Department for approval
		4	Preparing monthly, quarterly and annual progress reports of the department
		5	Preparing Annual Performance Report and referral for tabling in Parliament
		6	Appraisal of officers of the Department posted at the district and regional level annually
		7	Conducting the following meetings, participating in the meetings, preparing reports, and distributing the information • Fortnight meeting - attended by staff officers • Meetings of District Coordinating Officers • Semi-annual and annual progress review meetings • District monthly progress review meeting • Monthly progress review meeting chaired by the Secretary of the Ministry • The progress review meeting chaired by the Honorable Minister of the Ministry • Management Audit Committee Meeting • Management Audit Committee Meeting of the ministry
		8	Maintaining the data system on the physical and financial progress of all officers of the department assigned to the District Secretariats and Divisional Secretariats.

04	Labour Market, Information & Research Unit	1	Preparing educational reports
		2	Implementing various interactive programmes with stakeholder institutions
		3	Preparing educational reports on labour markets
		4	Preparing monthly magazines and tabloids
		5	Publishing labour market information
		6	Compiling the Socioeconomic Data Manual
05	Employment Creation, Promotion and Career Guidance Division	1	Conducting entrepreneurship development programme
		2	Conducting district career fair and district vocational fair
		3	Job posting in the Private Sector
		4	Providing career guidance services to school students
		5	Updating of career guidance manuals
		6	Compiling of "Hasara" Magazine
		7	Providing career guidance services
06	Human Resource Management Division	1	Submitting recommendations and proposals to relevant institutions related to the promotion of each field under the National Human Resources and Employment Policy
		2	Making recommendations and suggestions on the management and effective use of human resources in Sri Lanka
07	Information Technology Division	1	Facilitating online meetings
		2	Monitoring the development of Departmental Internal Management Information Systems
		3	Implementing pilot projects related to the digitalization of departmental activities
		4	Management of the Department's website and the Job Portal where job seekers and job providers are registered
		5	Managing live Dashboard that contains job pending information.
		6	Maintaining the department's social media networks; FB, YouTube, Twitter, LinkedIn, TikTok.
		7	Continuously furnishing answers to the issues referred online to the Department
08	International Relations Division	1	Educating the officers of the Department on the global job market and future job opportunities.
		2	Liaise with the Foreign Employment Bureau to refer young people to foreign employment opportunities.
		3	Coordinate the implementation of programmes/ projects conducted by international organizations related to the scope of the Department
09	Public Employment Service	1	Registering the job seekers
		2	Registering the private sector institutions
		3	Making job matches according to the qualifications of the desired jobs and referring them for interviews
		4	Job placement and following up
		5	Providing career guidance services
		6	Informing job seekers about job vacancies
		7	Providing access to training
		8	Collection and publication of statistics on status of employment
		9	Guidance for overseas employment opportunities
		10	Organizing and conducting the Programme of District Employment Fair

02

CHAPTER

Progress and Vision Forward

2. Progress and Vision

	Programme/ Activity	From 01.01.2022 to 31.12.2022		Beneficiaries
		Physical	Financial (Rs. Mn.)	
Create a human resource with talents appropriate for jobs in the labour market				
1	Conduct the district job fair	80	2.500	22,723
	Conduct the district career fair	43		4,845
	Conduct entrepreneurship development programmes	33		1156
	Make marketing video clips	4	0.217	
Labour Market information survey				
2	Conduct a case study	20	0.197	
	Conduct a brain storming session on labour market information	10	0.092	
	Make video clips based on the case studies	100%	0.307	
	Prepare human resource profile at district level	100%	Rs.0.870 M has been transferred for districts	
Conduct Career Guidance Programmes				
3	Conduct career guidance programmes for the students in Grade 9	1869	2.077	55,100
	Conduct career guidance programmes for G.C.E. (Ordinary Level) students	2406		60,506
	Conduct career guidance programmes for G.C.E. (Advanced Level) students	1151		31,365
	Print handbooks and automate the psychometric tests	100%	0.822	
	Conduct a job creation programme	1	0.995	
	'Life Talk' Programme	70		23,688
Public Employment Service				
	Register the job seekers			59,758
	Register the vacancies			33,885
	Direct the job seekers to the jobs			37,151
	Placement of job seekers			9,606
	Establish an internal management information system for an active labour market	80%	0.641	
Job placement in Northern province and support to promote the inclusion of disabled person to the economic sector by giving guidance for career development (International Labour Office)				

6	Print handbooks	100%	0.257	300
7	Strengthen the public employment service to assist in socializing the migrant workers in Sri Lanka (International Labour Office)	100%	6.066	9763

Transferring Financial Values calculated for the Programmes implemented without financial provisions in 2022

Serial No.	Programme	Cost per beneficiary if the programme was implemented under the financial provisions (A)	Number of beneficiaries (B)	Financial value calculated (A)*(B)
01	Awareness programmes for parents	200.00	15,346	3,069,200.00
02	Self-employment motivation programmes	200.00	3346	669,200.00
03	Training programmes on the requirement	200.00	286	57,200.00
04	Provincial job fair	200.00	3912	782,400.00
05	Awareness programme for teachers	200.00	933	186,600.00
06	Awareness programmes for job seekers	200.00	6,724	1,344,800.00
07	One day programmes for entrepreneurship development	200.00	1,840	368,000.00
08	Life Talk programme	200.00	23,688	4,737,600.00
Total			56,075	11,215,000.00

2.1 Progress of the Divisions

2.1.1. Labour Market Information Division-Progress of Year 2022

Serial No.	Tasks	Physical progress	Financial progress	Financial Summary (Rs.)	
				Amount Allocated	Amount spent
1	20 case study reports under the below mentioned topics have been prepared and published on the website. 1. Tissue culture and floriculture industry as a business 2. Smooth luffa based products 3. Durian products 4. Butterfly pea products 5. New floral-based business 6. Learning and teaching of yoga as a business 7. Inginee seeds products based business 8. Breeding fighter fishes as a business 9. Online clothing business 10. Manufacturing of Fashionable footwear 11. Coconut husk chips exporting business 12. Organic tea production 13. Organic spicy production 14. Organic fertilizer manufacturing process for waste management 15. Kithul based products 16. Betel cultivation as a commercial crop 17. Areca Nut production as a business 18. Cinnamon based products 19. Making of handmade paper using weeds and agricultural residues 20. Study on Hingurakgoda floriculture village	100%	98.5%	200,000	197,019
2	Conduct 10 brain storming sessions under the below mentioned topics with the participation of various professionals to identify the job opportunities in different sectors, and the said reports have been published on the website informing the relevant institutions. 1. Small and medium enterprises 2. Job training opportunities 3. International career fair 4. Self-employment market	100%	85.47%	108,000	92,310

	5. Sri Lanka tourism industry 6. Youth attitude towards the jobs and job placement 7. Higher education 8. Environmentally friendly green jobs 9. Biodynamic agriculture in Sri Lanka 10. Approaches of income generation to the aging population				
3	Make 10 video clips on the case study reports and brain storming sessions 1. Tissue culture and floriculture industry 2. Smooth luffa based products 3. Butterfly pea products 4. New floral-based business 5. Innovation 6. Make of handmade paper using weeds and agricultural residues and identify business opportunities 7. Paper crafts 8. Biodynamic agriculture in Sri Lanka 9. Engineered seeds products based business 10. "SREYA" Art Gallery for art entrepreneurs	100%	61.51%	500,000	307,528

2.1.2. Division of Human Resource Management and International Relations-2022 Progress

Division	Programmes implemented
National Human Resources and Employment Policy Division	1. Working with relevant divisions to implement the National Human Resource and Employment Policy (NHREP). 2. Entering into discussions with the Ministry of Women and Children Affairs and Social Empowerment on the manner of acting with a focus on building day care services in a more reliable and effective way, with the aim of increasing women's labour contribution in Sri Lanka. 3. Publishing the articles on Departmental website. 4. Introducing the hybrid system of performing duties to the officers of the Department. 5. Presenting the concept paper on the programme of sending Government Officials for foreign employment to restructure the number of employees in the Public Service. 6. Conducting coordination activities with the sponsorship of the "Youth Can Innovation" Evaluation Committee representatives to evaluate the applications for the Technology and Innovation Sector of the "Youth Can Innovation" competition led by the Ministry of Youth and Sports.

Information Technology Division	1. Providing the technical support required for the project implemented by the Korean Government to establish a labour market information system (Documentation work and participation for the meetings). 2. Coordinating and providing the information required for the Management Information System (MIS) that is being developed in the Department. 3. Updating the Departmental website and working with Procons Ltd. (Developer) and ICTA. 4. Developing an online system to get the updated job vacancy details from the district officials. 5. Facilitating for online programmes. 6. Promoting and maintaining Department's social media (Facebook, You tube, LinkedIn and Tik Tok). 7. Establishment of a paperless office by conducting approximately 80% of the Departmental duties online. 8. Carrying out the process of barcode numbering of the desktop computers, laptop computers used by the officers of each division in the head office of the Department and the equipment of the Human Resource Management and International Relations Unit.
International Relations Division	1. Conducting the inaugural programme of job placement for disabled community in Northern Province until 31/03/2022, initiated with the support of the International Labour Organization (ILO). 2. Strategic Planning System (ISP – Information Strategic Planning) was carried out in 2022 with the aim of establishing a Labour Market Information System in collaboration with KEIS Institute of the Republic of Korea. 3. Efforts are being made to bring the Employment Policy to an operational level and plan for future activities by continuously building up relationships with local and foreign institutions related to the Employment Policy and Human Resource Development. 4. A project was initiated together with the International Labour Organization (ILO), aiming to direct the Sri Lankan migrant workers affected by the Covid-19 pandemic, to productive jobs, to skill development trainings, and for the development of soft skills, and to be the entrepreneurs. This project, completed on 31/10/2022, was implemented jointly with the State Ministry of Foreign Employment, National Youth Corps, and Small Business Development Division and 9763 of beneficiaries have been guided accordingly.

	5. Planning to conduct a project from December 2022 to March 2023 with the aim of building the capacity of the officers of our department for the job placement programme of the disabled community in the Eastern Province in cooperation with the International Labour Organization (ILO) and directing the disabled community to employment. 6. Commencing Japanese language training programmes with the National Youth Corps, targeting foreign job vacancies in Japan. 7. Contributing to the ESPD project jointly implemented by the JICA Institute and the Department of Social Services on providing more employment opportunities for disabled people.
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2.1.3. Career Guidance Unit-Progress 2022

Four short video clips were prepared and uploaded on the Departmental website to promote career guidance programmes.

Serial No.	Description	Medium
01	Awareness for G.C.E. Ordinary Level Students	Sinhala
02	Awareness for G.C.E. Advanced Level Students	Sinhala
03	Job Fair Programme	Tamil
04	Awareness for G.C.E. Advanced Level Students	Tamil

Preparation of Manuals for the use of Career Guidance Officers

Serial No.	Topic	Quantity
01	A parenting role training manual for a wonderful child	1000
02	Life Guidance Practice Manual for Grade 9 Students	1000
03	Manual on Career Guidance for awaring teachers	1000
04	Self-Employment Training Manual	1000
05	“Jeewana Manpeth” Training Manual for G.C.E. (Advanced Level)	600
06	Training Manual for Undergraduates	600
07	“Jeewana Manpeth” Training Manual for G.C.E. (Ordinary Level)	600

Other programmes

Serial No.	Proposed Task	Progress
01	Implementation of the concept paper on “Career Guidance Right for Every Child”	It is essential to assist every child in their educational and career decision-making process as it is essential to produce a productive person for the world of work in the rapidly evolving world. The proposal; to make it a right for every child to receive professional guidance in making educational and professional decisions in their life has been forwarded to the Ministry.

02	Automation of Career Key Test and Multiple Intelligence (MI) psychometric tests to be conducted online	It has been designed to minimize the cost and maximize the benefits with high productivity as this service incurs a high cost for providing the papers physically.
03	FAQ Programme	The preliminary work of the programme which aims to develop students' knowledge of educational and professional information in various fields related to career guidance has been completed.
04	Participate to programs in National media (every week, Min 4 programs) – (144 Programmes)	National level media institutes has agreed to provide free timeslots to promote the activity of our department, and able to conduct 144 programs in year 2022 (eg; sri lanka rupavahini cooperation, ITN, Sirasa TV, Sirasa FM)
05	Skill Scan Clinic Programme	This programme is designed to assist the government officers' children, students who are not qualified for G.C.E. (Advanced Level) and service providers in making educational and career decisions. Preliminary work of this programme to be held in the first two weeks of 2023 has been completed.
06	A mobile service programme was held on 15.10.2022 and 16.10.2022 at Galle Samanala Stadium under the guidance of the Ministry of Labour and Foreign Employment, with the aim of efficiently providing the services by the Institutions/ Departments under the ministry	1. Registration of Job Seekers 2. Calling local employers and placement of prospective employees 3. Conducting psychometric tests and providing career guidance for the school students/prospective employees under career key/theory of multiple intelligence 4. Making the public aware of the services rendered by the department



Department of Manpower and Employment
Glocal -2022 Details of Progress

Event	15th	16th	Total
Reserved Stalls			17
Department Control Unit			02
Career Key & MI Test Unit			04 (2.2)
Stalls for Private Companies			11
Numbers of Companies for recruitment (all Companies 16)	13	10	
Numbers of Training Institutes	01	01	01
Registered Jobseekers	653	604	1257
Recruited Jobseekers by jobs provided	246	398	644
Select to training	15	40	55
Psychometrics Test & MI Career Test	101	62	163
Total	1015	1104	2119

Entrepreneurship Development Training Programme - 2022

Serial Number	District	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
1	Colombo	17		29	31
2	Gampaha	42			
3	Kalutara	38		40	
4	Kurunegala	40		40	
5	Puttalam	37			
6	Galle	42			
7	Jaffna	50			
8	Kandy	40			
9	Matale	41			
10	Hambantota				
11	Trincomalee		29	42	
12	Polonnaruwa	31		34	
13	Kegalle	40		35	
14	Matara			32	
15	Ampara				
16	Monaragala				
17	Badulla		17		30
18	Nuwaraeliya				
19	Anuradhapuraya				27
20	Ratnapura		40	47	
21	Mullativu				30
22	Vauniya				30
23	Batticaloa		40		30
24	Mannar		33		38
25	Kilinochchi		34	30	
Total		418	193	329	216

2.2. Public Employment Service Division-Progress of 2022

- Register the prospective employees and employers, and institute measures to place the prospective employees in the appropriate jobs available in the relevant agencies.
- Publish the job vacancies published in the weekend newspapers; Silumina, Lankadeepa, The Sunday Observer, Weerakesari (Tamil) via the WhatsApp group of the Public Service Division of the head office, and place the prospective employees in the jobs. Accordingly, it was able to save more than one hundred thousand rupees of provisions allocated to buying newspapers compared to year 2021.
- 495 of job requests forwarded by the Presidential Secretariat were sent to the relevant district public

employment service centres to grant job opportunities in the private sector, and the progress of the same was submitted to the Presidential Secretariat.

- 386 of job requests forwarded by the Prime Minister's Office were sent to the relevant district public employment service centres to grant job opportunities in the private sector, and the progress of the same was submitted to the Prime Minister's Office.
- Conduct a series of Life Talk Programme which is an intellectual and awareness programme with the contribution of experts in the relevant fields via Zoom technology from 8.00pm to 9.00pm on every weekday night targeting the preschool teachers, school teachers, youth, entrepreneurs and their families.
- Ensure the cooperation with the main private institutions, national and regional chamber of commerce, business communities, and implement a special programme to directing the prospective employees to the job vacancies available.
- Conduct an Experience Sharing Workshop with the private sector to make the public employment service provided by this division more effective and efficient. (with John Keells Holdings)
- Make the prospective employees aware of the vocational training courses and job opportunities, and direct them towards such opportunities.
- Hold the discussions with the Tertiary and Vocational Education Commission on the issues concerning local job opportunities, vocational courses and subjects, and take necessary measures in that regard.
- The public employment service division implemented the district job fair, provincial job fair and career fair from the last quarter of 2022 (October, November and December) accordingly conducted 20 district job fairs and 12 career fairs.
- Providing career guidance and job placement for 30,000 of students, responded out of approximately 80,000 of students who were not qualified to appear for the G.C.E. (Advanced Level) examination following the G.C.E. (Ordinary Level) examination in 2020.

Progress of Job Fairs - 2022

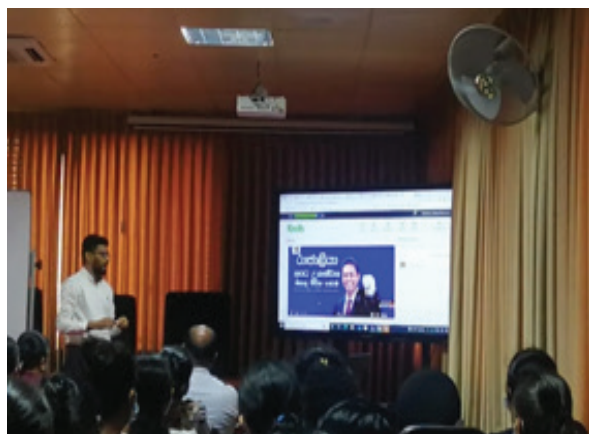
Serial Number	District	Number of agencies participated	Number of prospective employees participated	Number of job matching	Number of job placements
01	Galle	16	1257	644	644
02	Jaffna	42	734	510	15
03	Matale	5	82	65	-
04	Mannar	8	36	11	7
05	Batticaloa	5	128	40	5
06	Puttalam	37	2000	750	-
07	Matara	13	167	138	-

08	Kalutara	9	217	-	16
09	Puttalam	52	1550	598	-
10	Colombo	15	92	150	28
11	Kurunegala	20	750	315	204
12	Polonnaruwa	14	262	-	-
13	Badulla	16	427	395	21
14	Gampaha	12	202	125	-
15	Kandy	10	125	82	-
16	Vavuniya	11	33	14	3
17	Monaragala	6	85	46	13
18	Ratnapura	10	71	-	-
	Total	301	8218	3883	956

Progress of Career Fair - 2022

Serial No.	District	Number of agencies participated	Number of trainees participated	Number referred for training
1	Ampara	7	192	43
2	Hambantota	10	142	119
3	Trincomalee	10	173	118
4	Matale	3	32	32
5	Puttalam	1	480	-
6	Jaffna	5	164	30
7	Kegalle	10	82	12
8	Kilinochchi	8	208	-
9	Batticaloa	4	29	14
10	Polonnaruwa	8	262	-
11	Vavuniya	19	395	-
	Total	85	2159	368

Experience sharing workshop held with John Keells Holdings





Career Guidance Programme for G.C.E. (Ordinary Level) students



Job fair at Puttalam district - 26.11.2022





Job fair at Gampaha district – 15.12.2022



Targets of the Department - 2022 -2026

1. Conduct researches to identify the issues pertaining to increasing the female labour force participation rate and create a social discourse and a dialog on policy changes to increasing the female labour force participation.
2. Conduct 20 researches and 30 case studies to identify new issues of employees and trends with regard to 10 subject fields identified within year 2022.
3. Introduce standards and regulations for the curriculum of career guidance.]
4. Provide career guidance for 12,000 of students who are preparing for G.C.E. (Ordinary Level) examination.
5. Implement 30 brain storming sessions with the participation of stakeholders on the subjects of the departments and ministries, and share the knowledge with the stakeholders.
6. Submit the recommendations to increase the vocational training in order to minimize the disparity between the supply and demand in the job market.

Signature and official stamp of the head of the department


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03

CHAPTER

Overall Financial Performance in the Year

3.1 Statement of Financial Performance

Statement of Financial Performance for the Year ending on 31st of December 2022

Budget 2022 Rs	Note	Actual	
		2022 Rs.	Restated Rs.
- Revenue receipts		-	-
- Income tax	1	-	-
- Taxes on Domestic Goods and Services	2	-	-
- Taxes on International Trade	3	-	-
- Non - Tax Revenue and Other	4	-	-
- Total Revenue Receipt (A)		-	-
- Non-Revenue Receipts		-	-
- Treasury Imprest		490,126,000	482,763,864
- Deposits		1,535,395	2,030,760
- Advance Accounts		16,622,102	16,035,498
- Other Main Ledger Account Receipts		-	-
- Total Non Revenue Receipts (B)		508,283,497	500,830,122
- Total Revenue Receipts and Non Revenue Receipts C = (A)+(B)		508,283,497	500,830,122
Imprest to the Treasury (D)		1,467,537	6,927,868
Net Revenue Receipts and Non-Revenue Receipts E = (C)+(D)		506,815,960	493,902,254
Less: Expenditure			
- Recurrent Expenditure		-	-
417,900,000 Salaries, Wages, and Other Employee Benefits	5	416,327,772	357,391,941
78,183,900 Other Goods and Services	6	76,155,088	67,398,501
6,995,000 Subsidies, Grants and Transfers	7	6,992,689	7,383,501
- Interest Payment	8	-	-
- Other Recurrent Expenditure	9	-	-
503,078,900 Total Recurrent Expenditure (F)		499,475,549	432,173,943
Capital Expenditure			
1,454,000 Rehabilitation and Improvement of Capital Assets	10	1,452,800	2,528,217
867,100 Acquisition of Capital Assets	11	867,010	1,492,361
- Capital Transfers	12	88,513,599	-
- Acquisition of Financial Assets	13	-	-
2,000,000 Capacity Building	14	-	2,362,771
18,066,000 Other Capital Expenditure	15	16,609,268	19,022,863
22,387,100 Total Capital Expenditure (I)		20,738,875	25,406,212

	Deposit Payments	1,194,892	2,208,119	ACA-4
	Advance Payments	32,031,202	17,380,270	ACA-5
	Other Main Ledger Payments	-	-	
	Main Ledger Expenditure (J)	<u>33,226,094</u>	<u>19,588,389</u>	
	Total Expenditure G = (F+I+J)	<u>553,440,518</u>	<u>477,168,544</u>	
<u>-</u>	Balance as at 31st December H= (E-G)	<u>(46,624,558)</u>	<u>16,733,710</u>	
	Balance as per Imprest Reconciliation Statement	<u>(46,624,558)</u>	<u>16,733,710</u>	ACA-7
	Imprest Balance as at 31st of December	<u>-</u>	<u>-</u>	ACA-3
		<u>-</u>	<u>-</u>	

3.2 Statement of Financial Position

Statement of Financial Position as at 31st December 2022

	Note	Actual 2022 Rs.	2021 Rs.
Non-Financial Assets			
Property, Plant and Equipment	ACA-6	140,171,764	139,304,754
Financial Assets			
Advance Accounts	ACA-5/5 (A)	54,419,712	39,010,612
Cash and Cash Equivalents	ACA-3	-	-
Total Assets		194,591,476	178,315,366
Net Assets/ Equity			
Net Assets to Treasury		53,887,309	38,818,712
Property, Plant and Equipment Reserve		140,171,764	139,304,754
Rent and Work Advance Reserve	ACA-5 (B)	-	-
Current Liabilities			
Deposits Accounts	ACA-4	532,403	191,900
Imprest Balance	ACA-3	-	-
Total Liabilities		194,591,476	178,315,366

The accounts information presented in the forms ACA 1 to ACA 7 from pages 1 to 25 and the account details included in the attached pages bearing No. 26 to 52 are also part of this final account.

These financial statements have been prepared in accordance with generally accepted accounting principles and have used the most appropriate accounting policies as disclosed in the notes to the financial statements.

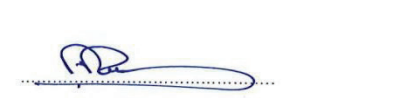
We hereby certify that the figures mentioned in the above final account, the related account notes and other accounting information have been compared with the books of accounts of the Treasury and are in agreement with the said figures.

We hereby certify that an effective internal control system for financial control is in place in the reporting entity and that periodic reviews are conducted to monitor the effectiveness of the internal control system for financial control and accordingly to make changes as necessary for the effective implementation of those systems.


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3.3. Notes to the Financial Statements

Statement of Cash Flow for the Year Ended 31st December 2022

	Actual	
	2022 Rs.	Restated 2021 Rs.
Cash Flows from Operating Activities		-
Total Tax Receipts	-	-
Fees, Fines, Penalties and Licenses	-	-
Profit	-	-
Non-Revenue Receipts	25,325,007	21,482,750
Revenue Collected for Other Heads	-	-
Imprest Receipts	490,126,000	482,763,864
Advance Recoveries	16,383,833	17,497,872
Receipts from Deposits	1,535,395	2,030,760
Cash Flow from Operating Activities (a)	533,370,235	523,775,246
Less: Cash Disbursed for		
Personal Emoluments and Operating Payments	474,089,275	409,306,985
Subsidies and Transfer Payments	6,992,689	7,383,501
Expenditure on Other Expenditure Heads	1,337,073	66,688,340
Imprest Settlement to the Treasury	1,467,537	6,927,868
Advance Payments	32,169,146	17,389,493
Deposit Payments	1,194,891	2,208,119
Cash Flow Spent on Operational Activities (b)	517,250,611	509,904,306
Net Cash Flow from Operational Activities (c)=(a)-(b)	16,119,624	13,870,940
Cash Flows from Investing Activities		
Interest	-	-
Dividends	-	-
Divestiture Proceeds and Sale of Physical Assets	-	-
Recovery from On Lending	-	-
Cash Flow from Operational Activities (d)	-	-
Less- Cash Disbursed for		
Construction or Purchase of Physical Assets and Acquisition of Other Investment	16,119,624	13,870,940
Total Cash Flow Disbursed for Investing Activities (e)	16,119,624	13,870,940
Net Cash Flow from Investing Activities (f)=(d)-(e)	(16,119,624)	(13,870,940)
Net Cash Flow from Operational and Investing Activities (g)=(c) + (f)	-	-
Cash Flow from Financing Activities		
Local Borrowing	-	-
Foreign Borrowing	-	-
Grants Received	-	-
	-	-
Total Cash Flow from Financing Activities (h)	-	-
Less: Disbursed for		
Repayment of Local Borrowings	-	-

Repayment of Foreign Borrowings	-	-
	-	-
Total Cash Flow Disbursed for Financing Activities (i)	-	-
Cash Flow from Financing Activities (j)= (h)-(i)	-	-
Net Movement in Cash (k) = (h) -(j)	-	-
Opening Cash Balance as at 01st January	-	-
Closing Cash Balance as at 31st December	-	-

Notes to the Financial Statements

3.4 Revenue collection performance

Revenue Code	Description of the Revenue Code	Revenue Estimation		Collected Revenue	
		Original Estimate	Final Estimate	Amount (Rs.)	As a % of Final Revenue Estimate
Not applicable					

3.5 Performance of the Utilization of Provisions Allocated

Type of Provision	Provisions Allocated		Actual Expenditure	Utilized Provisions as a% of the used-up final provision
	Original Provision	Final Provision		
Recurrent	485,400	503,079	499,475	99
Capital	15000	22,387	20,739	93

3.6 Provisions made to this Department/ District Secretariat/ Provincial Council as a representative of other Ministries/ Departments in terms of FR 208.

Donor Institution	Purpose of the Donation	Amount Donated
Not applicable		

3.7 Performance of Reporting Non-Financial Assets

Rs. ,000

Assets Code	Code Description	Balance as per the Board of Survey Report as at 31.12.2022	Balance as per the Financial Position Report as at 31.12.2022	To be accounted in the Future	Reporting Progress as a %
9151	Buildings and Structures				
9152	Machinery	139,305	139,305		100
9153	Land				
9154	Intangible Assets				
9155	Biological Assets				
9160	Work in Progress				
9180	Lease Assets				

3.8 Audit Report



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தேசிய கணக்காய்வு அலுவலகம்

NATIONAL AUDIT OFFICE



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எனது இல.
My No.

} LSW/B/MP/SR/01/2022

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உமது இல.
Your No.

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Date

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1. මූල්‍ය ප්‍රකාශන

1.1 මතය

ශීර්ෂය 328 - මිනිස්බල හා රැකිරීම් දෙපාර්තමේන්තුවේ 2022 දෙසැම්බර් 31 දිනට මූල්‍ය තත්ත්වය පිළිබඳ ප්‍රකාශය, එදිනෙන් අවසන් වර්ෂය සඳහා වූ මූල්‍ය කාර්යසාධන ප්‍රකාශය හා මුදල් ප්‍රවාහ ප්‍රකාශවලින් සමන්විත 2022 දෙසැම්බර් 31 දිනෙන් අවසන් වර්ෂය සඳහා වූ මූල්‍ය ප්‍රකාශන 2018 අංක 19 දරන ජාතික විගණන පනතේ විධිවිධාන සමඟ සංයෝජිතව කියවිය යුතු ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ආණ්ඩුක්‍රම ව්‍යවස්ථාවේ 154(1) ව්‍යවස්ථාවේ ඇතුළත් විධිවිධාන ප්‍රකාර මාගේ විධානය යටතේ විගණනය කරන ලදී. 2018 අංක 19 දරන ජාතික විගණන පනතේ 11(1) වගන්තිය ප්‍රකාරව මිනිස්බල හා රැකිරීම් දෙපාර්තමේන්තුවේ අධ්‍යක්ෂ ජනරාල් වෙත ඉදිරිපත් කරනු ලබන මෙම මූල්‍ය ප්‍රකාශන පිළිබඳව මාගේ අදහස් දැක්වීම් හා නිරීක්ෂණයන් මෙම වාර්තාවේ සඳහන් වේ. 2018 අංක 19 දරන ජාතික විගණන පනතේ 11(2) වගන්තිය ප්‍රකාරව ගණන්දීමේ නිලධාරී වෙත වාර්ෂික විස්තරාත්මක කළමනාකරණ විගණන වාර්තාව 2023 අප්‍රේල් 28 දින නිකුත් කරන ලදී. ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ ආණ්ඩුක්‍රම ව්‍යවස්ථාවේ 154(6) ව්‍යවස්ථාව සමඟ සංයෝජිතව කියවිය යුතු 2018 අංක 19 දරන ජාතික විගණන පනතේ 10 වගන්තිය ප්‍රකාරව ඉදිරිපත් කළ යුතු විගණකාධිපති වාර්තාව යථා කාලයේදී පාර්ලිමේන්තුව වෙත ඉදිරිපත් කරනු ලැබේ.

මිනිස්බල හා රැකිරීම් දෙපාර්තමේන්තුවේ මූල්‍ය ප්‍රකාශනවලින් 2022 දෙසැම්බර් 31 දිනට මිනිස්බල හා රැකිරීම් දෙපාර්තමේන්තුවේ මූල්‍ය තත්ත්වය සහ එදිනෙන් අවසන් වර්ෂය



සඳහා මූල්‍ය කාර්යසාධනය හා මුදල් ප්‍රවාහ ප්‍රකාශය පොදුවේ පිළිගත් ගිණුම්කරණ මූලධර්මවලට අනුකූලව සත්‍ය හා සාධාරණ තත්ත්වයක් පිළිබිඹු කරන බව මා දරන්නා වූ මතය වේ.

1.2 මතය සඳහා පදනම

ශ්‍රී ලංකා විගණන ප්‍රමිතිවලට (ශ්‍රී.ලං.වි.ප්‍ර) අනුකූලව මා විගණනය සිදු කරන ලදී. මෙම විගණන ප්‍රමිති යටතේ වූ මාගේ වගකීම, මෙම වාර්තාවේ මූල්‍ය ප්‍රකාශන විගණනය සම්බන්ධයෙන් විගණකගේ වගකීම යන කොටසේ තවදුරටත් විස්තර කර ඇත. මාගේ මතය සඳහා පදනමක් සැපයීම උදෙසා මා විසින් ලබාගෙන ඇති විගණන සාක්ෂි ප්‍රමාණවත් සහ උචිත බව මාගේ විශ්වාසයයි.

1.3 මූල්‍ය ප්‍රකාශන සම්බන්ධයෙන් ප්‍රධාන ගණන්දීමේ නිලධාරීන්ගේ හා ගණන්දීමේ නිලධාරීගේ වගකීම

පොදුවේ පිළිගත් ගිණුම්කරණ මූලධර්මවලට අනුකූලව හා 2018 අංක 19 දරන ජාතික විගණන පනතේ 38 වගන්තියේ සඳහන් විධිවිධානවලට අනුකූලව සත්‍ය හා සාධාරණ තත්ත්වයක් පිළිබිඹු කෙරෙන පරිදි මූල්‍ය ප්‍රකාශන පිළියෙල කිරීම හා වංචා සහ වැරදි හේතුවෙන් ඇති විය හැකි ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන්ගෙන් තොරව මූල්‍ය ප්‍රකාශන පිළියෙල කිරීමට හැකි වනු පිණිස අවශ්‍යවන අභ්‍යන්තර පාලනය තීරණය කිරීම ගණන්දීමේ නිලධාරීගේ වගකීම වේ. 2018 අංක 19 දරන ජාතික විගණන පනතේ 16(1) වගන්තිය ප්‍රකාරව දෙපාර්තමේන්තුව විසින් වාර්ෂික හා කාලීන මූල්‍ය ප්‍රකාශන පිළියෙල කිරීමට හැකිවන පරිදි ස්වකීය ආදායම්, වියදම්, වත්කම් හා බැරකම් පිළිබඳ නිසි පරිදි පොත්පත් හා වාර්තා පවත්වා ගෙන යා යුතුය.

ජාතික විගණන පනතේ 38(1)(ඇ) උප වගන්තිය ප්‍රකාරව දෙපාර්තමේන්තුවේ මූල්‍ය පාලනය සඳහා සඵලදායී අභ්‍යන්තර පාලන පද්ධතියක් සකස් කර පවත්වා ගෙන යනු ලබන බවට ගණන්දීමේ නිලධාරී සහතික විය යුතු අතර එම පද්ධතියේ සඵලදායීත්වය පිළිබඳව කලින් කල සමාලෝචනයක් සිදු කර ඒ අනුව පද්ධතිය ඵලදායී ලෙස කරගෙන යාමට අවශ්‍ය වෙනස්කම් සිදු කරනු ලැබිය යුතුය.

1.4 මූල්‍ය ප්‍රකාශන විගණනය පිළිබඳ විගණකගේ වගකීම

සමස්ථයක් ලෙස මූල්‍ය ප්‍රකාශන, වංචා හා වැරදි හේතුවෙන් ඇතිවන ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන්ගෙන් තොර බවට සාධාරණ තහවුරුවක් ලබාදීම සහ මාගේ මතය ඇතුළත් විගණන වාර්තාව නිකුත් කිරීම මාගේ අරමුණ වේ. සාධාරණ සහතිකවීම උසස් මට්ටමේ සහතිකවීමක්



වන නමුත්, ශ්‍රී ලංකා විගණන ප්‍රමිති ප්‍රකාරව විගණනය සිදු කිරීමේදී එය සැම විටම ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශයන් අනාවරණය කර ගන්නා බවට වන තහවුරු කිරීමක් නොවනු ඇත. වංචා සහ වැරදි තනි හෝ සාමූහික ලෙස බලපෑම නිසා ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශනයන් ඇති විය හැකි අතර, එහි ප්‍රමාණාත්මක භාවය මෙම මූල්‍ය ප්‍රකාශන පදනම් කර ගනිමින් පරිශීලකයන් විසින් ගනු ලබන ආර්ථික තීරණ කෙරෙහි වන බලපෑම මත රඳා පවතී.

ශ්‍රී ලංකා විගණන ප්‍රමිති ප්‍රකාරව විගණනයේ කොටසක් ලෙස මා විසින් විගණනයේදී වෘත්තීය විනිශ්චය සහ වෘත්තීය සැකමුසුබවින් යුතුව ක්‍රියා කරන ලදී. මා විසින් තවදුරටත්,

- ප්‍රකාශ කරන ලද විගණන මතයට පදනමක් සපයා ගැනීමේදී වංචා හෝ වැරදි හේතුවෙන් මූල්‍ය ප්‍රකාශනවල ඇති විය හැකි ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශයන් ඇතිවීමේ අවදානම් හඳුනාගැනීම හා තක්සේරු කිරීම සඳහා අවස්ථාවෝචිතව උචිත විගණන පරිපාටි සැලසුම් කර ක්‍රියාත්මක කරන ලදී. වරදවා දැක්වීම් හේතුවෙන් සිදුවන ප්‍රමාණාත්මක සාවද්‍ය ප්‍රකාශයන්ගෙන් සිදුවන බලපෑමට වඩා වංචාවකින් සිදුවන්නා වූ බලපෑම ප්‍රබල වන්නේ ඒවා දුස්ස්‍රව්‍යයන්, ව්‍යාජ ලේඛන සැකසීමෙන්, චේතනාන්විත මඟහැරීමෙන්, වරදවා දැක්වීමෙන් හෝ අභ්‍යන්තර පාලනයන් මඟ හැරීමෙන් වැනි හේතු නිසා වන බැවිනි.
- අභ්‍යන්තර පාලනයේ සඵලදායීත්වය පිළිබඳව මතයක් ප්‍රකාශ කිරීමේ අදහසින් නොවුවද, අවස්ථාවෝචිතව උචිත විගණන පරිපාටි සැලසුම් කිරීම පිණිස අභ්‍යන්තර පාලනය පිළිබඳව අවබෝධයක් ලබා ගන්නා ලදී.
- හෙළිදරව් කිරීම් ඇතුළත් මූල්‍ය ප්‍රකාශනවල ව්‍යුහය සහ අන්තර්ගතය සඳහා පාදක වූ ගනුදෙනු හා සිද්ධීන් උචිත හා සාධාරණ අයුරින් මූල්‍ය ප්‍රකාශනවල ඇතුළත් බව ඇගයීම.
- මූල්‍ය ප්‍රකාශනවල ව්‍යුහය හා අන්තර්ගතය සඳහා පාදක වූ ගනුදෙනු හා සිද්ධීන් උචිත හා සාධාරණව ඇතුළත් වී ඇති බව සහ හෙළිදරව් කිරීම් ඇතුළත් මූල්‍ය ප්‍රකාශනවල සමස්ථ ඉදිරිපත් කිරීම අගයන ලදී.

මාගේ විගණනය තුළදී හඳුනාගත් වැදගත් විගණන සොයාගැනීම්, ප්‍රධාන අභ්‍යන්තර පාලන දුර්වලතා හා අනෙකුත් කරුණු පිළිබඳව ගණන්දීමේ නිලධාරී දැනුවත් කරමි.

1.5 වෙනත් නෛතික අවශ්‍යතා පිළිබඳ වාර්තාව

2018 අංක 19 දරන ජාතික විගණන පනතේ 6(1)(ඇ) වගන්තිය ප්‍රකාරව පහත සඳහන් කරුණු මා ප්‍රකාශ කරමි.

- (අ) මූල්‍ය ප්‍රකාශන ඉකුත් වර්ෂය සඳහා අනුරූප වන බවට

(ආ) ඉකුත් වර්ෂයට අදාළ මූල්‍ය ප්‍රකාශන පිළිබඳව මා විසින් කර තිබුණු නිර්දේශ ක්‍රියාත්මක කර තිබුණි.

2. මූල්‍ය සමාලෝචනය

2.1 වියදම් කළමනාකරණය

(අ) මූලධන වැය විෂයන් 03 ක් සඳහා රු.6,300,000 ක්වූ ශුද්ධ ප්‍රතිපාදන මුදලින් රු.1,342,629ක ප්‍රතිපාදන උපයෝජනය කිරීමකින් තොරව ඉතිරි වී තිබූ අතර එය ශුද්ධ ප්‍රතිපාදනයෙන් සියයට 13 සිට සියයට 56 දක්වා පරාසයක පැවතුණි.

(ආ) වැය විෂයයන් 3 ක ප්‍රතිපාදන මුදල් ඉතිරිවීමට සැලසුම්කරණය නිසි පරිදි ඉටු නොකිරීම, වෙන් කරන ලද මුදල් නිසි පරිදි කළමනාකරණය කර උපයෝජනය නොකිරීම වැනි විවිධ හේතු බලපා තිබූ අතර ACA2 (iii) ආකෘතියෙහි රාජ්‍ය වියදම් පාලනය සඳහා නිකුත් කරන ලද චක්‍රලේඛය ඉතිරියට හේතු වූ බව මූල්‍ය ප්‍රකාශනවල දක්වා තිබුණි.

2.2 බැරකම් හා බැඳීම්වලට එළඹීම

(අ) 2023 ජනවාරි 19 දින නිලධාරීන් 4 දෙනෙකු වෙනුවෙන් 2022 නොවැම්බර් 26 සිට 2022 දෙසැම්බර් 16 දක්වා පැවති විදේශ පුහුණුවක් සඳහා අදාළ අනියම් දීමනා ලෙස රු.200,000 ක් ගෙවීම් කර තිබූ අතර එය සමාලෝචිත වර්ෂයේ බැඳීම් හා බැරකම් ලෙස දක්වා නොතිබුණි.

(ආ) 2017 අප්‍රේල් 27 දිනැති අංක 255/2017 දරන රාජ්‍ය ගිණුම් චක්‍රලේඛයේ 01 ඡේදය පරිදි 2017 වර්ෂයේ සිට වාර්ෂික විසර්ජන පනත මගින් සලසා දෙනු ලබන ප්‍රතිපාදන ප්‍රශස්ථ මට්ටමින් උපයෝජනය කිරීම හා අනුමත ප්‍රතිපාදන සීමාවන් ඉක්මවා බැඳීම් හා බැරකම්වලට නොඑළඹිය යුතු වුවත් වැය විෂයන් 4 කට අදාළව රු.1,204,997 ක ප්‍රතිපාදනය ඉක්මවා බැඳීම්වලට එළඹී තිබුණි.

2.3 අත්තිකාරම් නිකුත් කිරීම හා පියවීම

වසර 02 ක් ඉක්මවූ විග්‍රාම ගිය නිලධාරියෙකුගෙන් අයවිය යුතු රු.56,832 ක ආපදා ණය ශේෂය 2022 දෙසැම්බර් 31 දින වන විටත් අයකර ගෙන නොතිබුණි.

2.4 තැන්පතු ශේෂ

2022 දෙසැම්බර් 31 දින වන විට කාලය ඉක්ම වූ රු.43,950 ක තැන්පතු ශේෂයක් සම්බන්ධව මු.රෙ. 571 ප්‍රකාරව කටයුතු කර නොතිබුණි.



3. මෙහෙයුම් සමාලෝචනය

3.1 කාර්යසාධනය

3.1.1 අරමුණු

ශ්‍රී ලංකා ප්‍රජාතාන්ත්‍රික සමාජවාදී ජනරජයේ අතිවිශේෂ ගැසට්පත්‍ර අංක 1640/31 අනුව කම්කරු සබඳතා හා මිනිස්බල අමාත්‍යාංශය යටතේ මිනිස්බල හා රැකියා දෙපාර්තමේන්තුව ස්ථාපනය කිරීම 2010 ජනවාරි 01 දින සිදුකලද, එහි මූලික අරමුණ වූ “මිනිස්බල හා රැකියා ප්‍රතිපත්තියක් සකස් කර ක්‍රියාත්මක කිරීම” යන මූලික අරමුණ ඉටුකර ගැනීමට 2022 වර්ෂය වන විටත් නොහැකි වී තිබුණි.

3.1.2 අපේක්ෂිත ප්‍රතිලාභ ලබානොගැනීම

(අ) දෙපාර්තමේන්තුවේ ක්‍රියාකාරී සැලැස්ම අනුව ශ්‍රම වෙළඳපොළ තොරතුරු රැස්කිරීමේ ක්‍රියාවලිය ඉටුකර ගැනීමට තොරතුරු පද්ධතියක් (One system software) නිර්මාණය කිරීම සඳහා 2022 වර්ෂයේදී රු.1,700,000 ක ප්‍රතිපාදිත මුදලින් දෙපාර්තමේන්තුවේ වෙබ් අඩවිය වෙනුවෙන් සහ සර්වර් පද්ධතිය වෙනුවෙන් එකතුව රු.672,900 ක් වැය කර තිබුණද අපේක්ෂිත තොරතුරු පද්ධතිය නිර්මාණය කිරීමේ කාර්යය ඉටුකර ගැනීමට නොහැකිව පැවතුණි.

(ආ) රැකියා පියස වැඩසටහන යටතේ වූ කොරියානු ජනරජයේ රැකියා හා කම්කරු අමාත්‍යාංශය විසින් කොරියානු - ශ්‍රී ලංකා ප්‍රතිපත්ති උපදේශනාත්මක වැඩසටහනට අදාළ ව්‍යාපෘතිය සේවා නියුක්ති ප්‍රතිපත්ති සහ ශ්‍රම වෙළඳපොළ සක්‍රීය කරන සටහන් මහජන රැකියා සේවා සංවිධානය කිරීම, ව්‍යුහය හා වැඩසටහන් පිළිබඳ ඵලදායී ක්‍රමවේද හුවමාරු කිරීම යන ක්ෂේත්‍ර යටතේ 2017 වර්ෂයේ සිට ක්‍රියාත්මක වී තිබුණි. මෙම ව්‍යාපෘතියේ යෝග්‍යතාවය පිළිබඳව මොරටුව විශ්ව විද්‍යාලය හරහා ප්‍රගති වාර්තාවක් ලබාගැනීමට යෝජනා වී තිබුණද මෙම වාර්තාවේ දින වන විටත් ප්‍රගති වාර්තාක් ඉදිරිපත් නොවීය.

(ඇ) ශ්‍රම වෙළඳපොළ තොරතුරු රැස්කිරීම පදනම් කර ජනාධිපති කාර්යාලය මගින් දෙපාර්තමේන්තුවට යොමුකරන ලද තරුණ මානව සම්පත් දත්ත බැංකුවක් ස්ථාපනය කිරීමේ ව්‍යාපෘතියේ (ස්මාර්ට් ශ්‍රී ලංකා ව්‍යාපෘතිය) ප්‍රගතිය සම්බන්ධයෙන් මොරටුව විශ්ව විද්‍යාලය මගින් කරන ලද පරීක්ෂණ වාර්තාවේ ඇතුළත් නිරීක්ෂණ අනුව පද්ධතිය මගින් අපේක්ෂිත අරමුණු ඉටු කරගත නොහැකි බැවින් මෘදුකාංගය ස්ථාපිත කිරීමේ අරමුණු ළඟා කර ගැනීමට නොහැකි වී තිබුණි. මෙම ව්‍යාපෘති සඳහා සමාලෝචිත වර්ෂය වන විට දෙපාර්තමේන්තුව විසින් 2021 හා 2022 වර්ෂවලදී රු.84,082,617 ක වියදමක් දරා තිබුණි.

අතර පරිගණක උපාංග, ගෘහ උපකරණ හා ලිඛිත මිලදී ගැනීම සඳහා ඉහත ව්‍යාපෘති යටතේ රු.83,582,617 ක් වැයකර තිබුණි.

(ඇ) රැකියා අපේක්ෂකයන් පිළිබඳ තොරතුරු රැස්කිරීම හා රැකියාගත කිරීම පිළිබඳ 2018 – 2022 දක්වා කාලවකවානුවෙහි රු.11,372,667 ක මූල්‍ය පිරිවැයක් දරා තිබූ නමුත් රැකියා අපේක්ෂකයන් රැකියාගත කිරීම සියයට 10 – 16 අතර පරාසයක විය. එම රැකියාගත කිරීම්වල නිරතවීම පරීක්ෂා කිරීමේ ක්‍රමවේදයක් නොමැති බව නිරීක්ෂණය විය.

3.2 විදේශ ආධාර ව්‍යාපෘති

ශ්‍රී ලංකාවේ විගමණික ශ්‍රමිකයින්ට සහාය වීම තුළින් රාජ්‍ය රැකියා සේවය ශක්තිමත් කිරීම සඳහා වන ව්‍යාපෘතිය වෙනුවෙන් මිනිස්බල හා රැකියා සංවිධානය (ILO) විසින් ලබාදී තිබුණි. මෙම මුදල් ප්‍රතිපාදන වැයකර ජාතික යොවුන් සේනාංකය හා ප්‍රාදේශීය ලේකම් කාර්යාල වෙතින් රාජ්‍ය රැකියා සේවය ශක්තිමත් කිරීම උදෙසා සිදුකරන ලද වැඩසටහන්වල ප්‍රගතිය විගණනය වෙත ඉදිරිපත් නොවීය.

3.3 ප්‍රසම්පාදනයන්

3.3.1 වඩාත් කාර්යක්ෂම ලෙස සේවා සැපයීමේ අරමුණින් තොරතුරු තාක්ෂණික පද්ධතියක් සඳහා රු.4,933,440 ක ප්‍රසම්පාදනය සම්බන්ධයෙන් පහත කරුණු නිරීක්ෂණය විය.

(අ) ආයතනය තෝරා ගැනීමේදී මිල ගණන් කැඳවීම, මිල ගණන් විවෘත කිරීමේදී අදාළ ලියවිලි සම්පූර්ණ කර නොතිබීම, ආයතනය තෝරා ගත් ආකාරය හා පදනම පිළිබඳ තොරතුරු විගණනයට ඉදිරිපත් නොවීය.

(ආ) 2021 දෙසැම්බර් මස වන විට අදියර දෙකක් යටතේ ගෙවීම් සිදුකර තිබුණු අතර මෙම පද්ධතිය මගින් සැලසුම් සකස් කිරීම, කාර්මික වෙළඳපල තොරතුරු සකස් කිරීම, නිවාඩු ලේඛණ සැකසීම, පෞද්ගලික ලිපිගොනු සැකසීම, පුහුණු කටයුතු, වැය කළමනාකරණය, වාහන කළමනාකරණ හා ස්ථාන මාරු කළමනාකරණය යන අංශ සිදු කිරීමට නියමිතව තිබුණද මෙම වාර්තාව නිකුත් කරන දිනය වන විටත් අපේක්ෂිත තොරතුරු පද්ධතිය හරහා ලබා ගැනීමට නොහැකි වී තිබුණි.

(ඇ) තෝරාගත් ලංසුකරු සමඟ එළඹී ගිවිසුමෙහි තොරතුරු තාක්ෂණ පද්ධතිය සකස් කර නිම කළ යුතු දිනය සඳහන්ව නොතිබූ අතර නිශ්චිත කාලරාමුවක් නොමැතිවීම මගින් අපේක්ෂිත ප්‍රතිලාභ ලබා ගැනීම ප්‍රමාද වන බව නිරීක්ෂණය විය.



3.4 වත්කම් කළමණාකරණය

3.4.1 දෙපාර්තමේන්තුව සතු මූල්‍ය නොවන වත්කම් බෙදාහැරීමේදී 2019 ජනවාරි මස සිට අදාළ ප්‍රාදේශීය ලේකම් කාර්යාල හා දිස්ත්‍රික් ලේකම් කාර්යාලවලට නිකුත් නියෝග මගින් ලබාදී තිබූ රු.4,457,864 ක් වටිනා වත්කම් සඳහා ලැබීම් නියෝග 2023 පෙබරවාරි මාසය වන විටත් ලැබී නොතිබුණි.

3.4.2 2021 ජනවාරි 29 දින දෙපාර්තමේන්තුව වෙත ලැබුණු නිසාත් වර්ගයේ මිනි වෑන් රථය අළුත්වැඩියා සහ නඩත්තු සඳහා රු.497,791 ක මුදලක් වැයකර තිබූ නමුත්, ලියාපදිංචි කරගැනීමේ කටයුතු සිදුකර ගැනීමට නොහැකි වීම නිසා ධාවනයෙහි යොදවා නොතිබුණි.

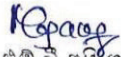
4. යහපාලනය

4.1 අභ්‍යන්තර විගණනය

2018 අංක 19 දරන ජාතික විගණන පනතේ 38 (1)(ඊ) වගන්තිය ප්‍රකාරව ප්‍රධාන ගණන්දීමේ නිලධාරියෙකු සහ ගණන්දීමේ නිලධාරියෙකුගේ වගකීම් යටතේ අභ්‍යන්තර විගණන කර්තව්‍ය නිසි පරිදි ක්‍රියාත්මක කිරීම සඳහා ඵලදායී ක්‍රමවේදයක් ඇති බවට සහතික විය යුතු වුවත් දෙපාර්තමේන්තුවේ අභ්‍යන්තර නිලධාරී තනතුර වසර කිහිපයක් තිස්සේ පුරප්පාඩුව පැවතීමෙන් එම කර්තව්‍ය නිසි පරිදි සිදු වී ඇතිද යන්න පිළිබඳව ගැටළු සහගත විය.

5. මානව සම්පත් කළමණාකරණය

දෙපාර්තමේන්තුවේ අනුමත කාර්ය මණ්ඩල සැලැස්ම අනුව අභ්‍යන්තර විගණක තනතුර සඳහා ශ්‍රී ලංකා ගණකාධිකාරී සේවයේ II/ III ශ්‍රේණියේ නිලධාරියෙකුගේ අවශ්‍යතාවය පැවතියද 2010 වර්ෂයේ සිට එම තනතුර සඳහා සුදුසු නිලධාරියෙකුගේ තනතුර පුරප්පාඩුව පැවතුණි.


 එම්.ටී.අයි.ගමගේ

ප්‍රධාන සහකාර විගණකාධිපති

විගණකාධිපති වෙනුවට

04

CHAPTER

Performance Indicators

4. Performance indicators

Department of Manpower and Employment

4.1 Performance indicators of the Institute (Based on the Action Plan)

Specialized Indicators	Actual Outcome as a Percentage (%) of the Expected Outcome		
	100% - 90%	75% - 89%	50% - 74%
Registration of job seekers			50%
Registration of vacancies		75%	
Job placement of job seekers			48%
Number of Career guidance programmes for school students	131%		
Commence self-employment and enterprise			59%

05

CHAPTER

Performance in Achieving
Sustainable Development Goals (SDG)

5.1 Identified Sustainable Development Goals

Target/ Objectives	Target	Index of Achievement	Progress of Achievement to date		
			0% - 49%	50% - 74%	75% - 100%
Sustainable Development Goal 4 – Ensure inclusive and equitable, quality education and promote lifelong learning opportunities	Target 4.3. – By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university	Provide career guidance for 20% of students who appear for G.C.E. (Ordinary Level) Examination			97%
		Provide career guidance for 20% of students who appear for G.C.E. (Advanced Level) Examination		66%	
	Target 4.4 - By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.	Conduct 50 Entrepreneurship Programmes island wide in 2022		66%	
		Register 120,000 of job seekers in 2022		50%	
Sustainable Development Goal 8– Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	Register 45,000 of job vacancies in 2022			75%
		Provide job opportunities for 20,000 of job seekers in 2022	48%		
		Create 5000 of entrepreneurs and self-employees in 2022		59%	
		Direct 18,000 of job seekers for the trainings in 2022			71%
		Provide career guidance for 30,000 of job seekers in 2022			133%

5.2 Achievement and Challenges of Sustainable Development Goals in brief Challenges

1. Duplication in providing the service for the same task of the same beneficiaries by the officers of the department and disparity in understanding among the officers.
2. Difficulties in providing a broader service and maintaining the quality of the service since the provisions allocated under the annual interim budget for career guidance, job creation, promotion are limited.
3. Absence of a Management Information System for progress evaluation.
4. Provisions are not adequate enough to develop the knowledge, attitudes and skills of the officers.

06

CHAPTER

Human Resource Profile

6.1. Cadre Management as at 31.12.2022

	Approved Cadre	Existing Cadre	Vacancies ** (Excess)
Senior	20	14	6
Tertiary	5	0	5
Secondary	627	604	23
Primary	15	10	5

6.2. Impact of Shortage of Human Resources for the Performance of the Institution

As per the above table, 06 posts out of the 20 posts of the staff grade are vacant and 04 posts out of the said number are of the Sri Lanka Administrative Service.

An Internal Audit Division has been established in this Department which is under Grade A category. However, the service required is fulfilled by the two audit assistants since the post of internal auditor is vacant.

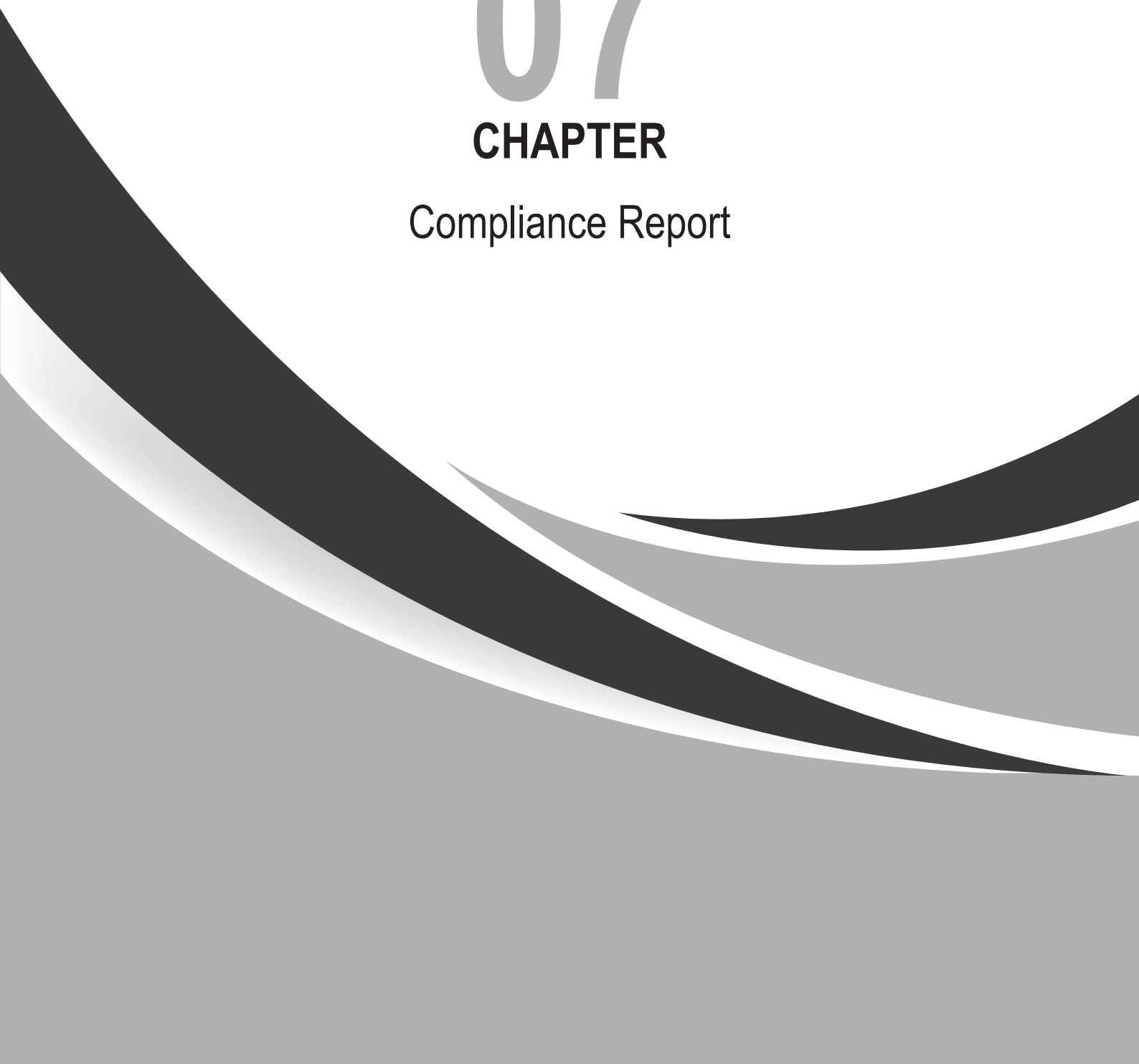
The posts of Administrative Officer, Translator, IT Officer and Statistics Officer, approved as posts of tertiary level, still remain vacant.

Further, 17 vacancies for the post of Management Service Officer and 06 vacancies for the post of Development Officer that belong to tertiary level are also vacant.

6.3. Human Resource Development

Summary of the Trainings from 01.01.2022 to 31.12.2022			
Serial No.	Description	Duration	Expenditure (Rs.)
1	Two Training Workshops on Board of Survey and File Management	2021.01.18-20	28,520.00
2	Post Graduate Diploma in Business Management	2021/23	300,000.00
3	Payment for the National Diploma in Career Guidance - 2020 and 2021	2020/21	300,000.00
4	Reimbursement of the payments made for National Diploma in Career Guidance -2020	2020	120,000.00
5	Workshop on the contribution of each of the divisions towards the mission of the department – 29.03.2022 Workshop on the contribution of Divisions of Administration and Accounts towards the action plan of the department - 28.03.2022	2022	23,100.00
6	Payment for Diploma in English	2021	75,000.00
7	Workshop on Government Payroll System	2022	18,000.00

8	Payment for the insurance arranged on behalf of the Director General for attending the WAPES World Congress	2022	4,872.08
9	Payment for 17 officers for following the National Diploma in Career Guidance - 2022	2022	595,000.00
10	Reimburse the fee made personally for the Advanced Course in Human Rights and International Humanitarian Law, University of Colombo	2022	40,000.00
11	Payment for Diploma in Buddhist Ayurvedic Counseling	2018 - 2020	75,000.00
12	Payment for Diploma in Counseling – for 03 officers	2022	94,875.00
13	Payment for Diploma in Counseling	2022	25,500.00
14	Payment for the National Diploma in Career Guidance - 2022	2022	30,000.00
15	Training Programme on preparing vouchers	2022	6,930.00
Total Expenditure			1,736,797.08

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07

CHAPTER

Compliance Report

Number	Requirement to be made relevant	Status of compliance (Complied/ Not complied)	Brief explanation if not complied	Corrective decisions/ measures proposed to avoid non compliance in future
01	The under mentioned financial statements/ accounts have been submitted on the due date			
1.1	Annual financial report	Complied		
1.2	Advance account of public officers	Complied		
1.3	Trading and Manufacturing Advance Account (Commercial Advance Account)	N/A		
1.4	Stores Advance Accounts	N/A		
1.5	Special Advance Accounts	N/A		
1.6	Others	N/A		
02	Maintenance of Books and Registers (FR445)			
2.1	the Fixed Asset Register has been updated and maintained in terms of the Public Administration Circular No.267/2018	Complied		
2.2	The Emolument Register/ Personal Emolument Cards have been updated and maintained	Complied		
2.3	The Audit Queries Register has been updated and maintained	Complied		
2.4	The Internal Audit Report has been updated and maintained	Complied		
2.5	All the monthly Account Summaries (CIGAS) have been prepared and submitted to the General Treasury on the due date	Complied		
2.6	The Register of Cheques and Money Orders have been updated and maintained	Complied		
2.7	The Inventory Register has been updated and maintained	Complied		
2.8	The Stocks Register has been updated and maintained	Complied		
2.9	The Register of Losses has been updated and maintained	Complied		
2.10	The Register of Liabilities has been updated and maintained	Complied		
2.11	The Inventory Register of Counterfoil Books (GA-N20) has been updated and maintained	Complied		
03	Delegation of functions for Financial Control (FR135)			

3.1	Financial powers has been delegated within the institution	Complied		
3.2	The deligation of financial authority within the institution has been communicated.	Complied		
3.3	Delegation of powers so as to pass each action through two or more officers	Complied		
3.4	The control has been adhered to by the Accountants as per the State Accounts Circular No. 171/2004 dated 11.15.2014 in using the government payroll software package	Complied		
04	Preparation of Annual Plans			
4.1	Prepare the Annual Plan	Complied		
4.2	Prepare the Annual Procurement Plan	Complied		
4.3	Prepare the Annual Internal Audit Plan	Complied		
4.4	Prepare the Annual Estimate and submit to the National Budget Department on due date	Complied		
4.5	Submit the Annual Cash Flow Statement to the Department of Treasury Operations on due date	Complied		
05	Audit Queries			
	All the Audit Queries have been answered as at the date specified by the Auditor General	Complied		
06	Internal Audit			
6.1	Prepare the Internal Audit Plan in terms of FR 134 DMA/2019 in consultation with the Auditor General at the beginning of the year	Complied		
6.2	Submit the answers to all the internal audit reports within a month	Complied		
6.3	Submit the copies of all the internal audit reports to the Management Audit Department as per the Sub Section 40(4) of National Audit Act No 19 of 2018	Complied		
6.4	Submit the copies of all the internal audit reports to the Auditor General as per the FR 134(3)	Complied		
07	Audit and Management Committees			
7.1	A minimum 04 meeting of audit and management committee has been conducted during the year as per DMA Circular 1-2019.	Complied		
08	Asset management			
8.1	The information on purchase and disposal of assets has been submitted to the Comptroller General's Office as per Paragarph 07 of Asset Management Circular No.01/2017.	Complied		

8.2	A suitable liaison officer has been appointed to coordinate the implementation of the provisions of the aforesaid circular and details of the nominated officer has been sent to the comptroller general's office as per Paragraph 13 of the said circular.	Complied		
8.3	The boards of survey have been conducted and the relevant reports have been sent to the Auditor General on due date as per the Public Finance Circular No. 05/2016.	Complied		
8.4	The excesses, deficits that were revealed at the board of survey, and other recommendations have been carried out during the period specified in the Circular.	Complied		
8.5	The disposal of condemned articles has been performed in terms of F.R 722	Complied		
09	Vehicle Management			
9.1	Daily running charts and monthly summary reports of pool vehicles have been prepared and submitted to the Auditor General on due date.	Complied		
9.2	The condemned vehicles have been disposed within a period of less than 06 months after condemning.	Complied		
9.3	Vehicle log books have been updated and maintained.	Complied		
9.4	Actions have been taken in terms of F.R 103,104,109 and 110 with regard to every accident.	Complied		
9.5	The fuel consumption of vehicles have been retested as per the provisions of Paragraph 3.1 of Public Administration Circular No. 2016/30 dated 29.12.2016.	Complied		
9.6	The absolute ownership of the vehicle log books have been transferred after the lease term.	Complied		
10	Management of Bank Accounts			
10.1	Bank reconciliation statements have been prepared, certified and submitted for audit on the due date.	Complied		
10.2	Dormant bank accounts of the year under review or brought forward from the previous year have been settled.	Complied		
10.3	The action had been taken in terms of Financial Regulations regarding balances that had been disclosed through bank reconciliation statements and for which adjustments had to be made, and those balances had been settled within one month.	Complied		

11	Utilization of Provisions			
11.1	The provisions allocated had been spent without exceeding the limit.			
11.2	The liabilities are not exceeding the limits of the remaining provisions at the end of the year after utilizing the provisions made as per F.R 94(1).	Not complied	Had to spend for essential expenditures exceeding the limits as the required provisions had not been provided.	Provide the provisions requested for essential expenditure
12	Advance Accounts of Public Officers			
12.1	The limits had been complied with.	Complied		
12.2	A time analysis had been carried out on the loans in arrears.	Complied		
12.3	The loan balances in arrears for over one year have been settled.	Complied		
13	General Deposit Account			
13.1	The action had been taken as per F.R 571 concerning the disposal of lapsed deposits	Complied		
13.2	The control register for general deposits had been updated and maintained	Complied		
14	Imprest Account			
14.1	The balance in the cash book has been remitted to Treasury Operation Department at the end of the year under review.	Complied		
14.2	The ad-hoc sub imprests issued as per F.R 371 have been settled within one month from the completion of the task.	Complied		
14.3	The ad-hoc sub imprests have been issued not exceeding the limit approved as per F.R 371	Complied		
14.4	The balance of the imprest account has been reconciled with the Treasury Books monthly	Complied		
15	Revenue Account			
15.1	The repayments from the revenue collected have been made in terms of the regulations.	Not complied		
15.2	The revenue collection has been directly credited to the revenue account without crediting to the deposit account.	Not complied		
15.3	Returns of arrears of revenue have been forwarded to the Auditor General in terms of F.R 176.	Not complied		
16	Human Resource Management			

16.1	The staff is maintained within the limits of approved cadre.	Complied		
16.2	Duty lists have been given to all the members of the staff in writing.	Complied		
16.3	All reports have been submitted to Management Service Department in terms of the MSD Circular No.04/2017 dated 20.09.2017	Complied		
17	Provision of Information to the Public			
17.1	An information officer has been appointed and a proper register of information is maintained and updated in terms of Right To Information Act and Regulation.	Complied		
17.2	Information on the institution has been provided to the public through Website and facilities have been given to the public to publish appreciations/complaints on the institution through the website or other alternative ways.	Complied		
17.3	Reports have been submitted in accordance with Section 08 of Right to Information Act once or twice a year	Complied		
18	Implementing Citizens Charter			
18.1	Citizens'/ Clients' Charter has been compiled and implemented in accordance with Public Administration and Management Circular Nos. 05/2008 and 05/2018(1)	Complied		
18.2	A methodology has been established by the Institution in order to supervise and evaluate the compilation and implementation of Citizens'/ Clients' Charter as per Paragraph 2.3 of the said Circular.	Complied		
19	Preparation of the Human Resource Plan			
19.1	A human resource plan has been prepared based on the format in Annexure 02 of the Public Administration Circular No.02/2018 dated 24.01.2018.	Complied		
19.2	The training opportunity of not less than 12 hours per year has been ensured for each member of the staff in the aforesaid human resource plan.	Complied		
19.3	Annual performance agreements have been signed for the entire staff based on the format in Annexure 01 of the aforesaid Circular	Complied		

19.4	A senior officer has been appointed entrusting the responsibilities of preparing the human resource development plan, organizing capacity building programmes and conducting skill development programmes as per Paragraph No.6.5 of the aforesaid Circular	Complied		
20	Responses to Audit Paras			
20.1	The shortcomings pointed out in the audit paragraphs issued by the Auditor General for the previous years have been rectified	Complied		



9වන මහල, සෙත්සිරිපාය, දෙවන අදියර, බත්තරමුල්ල.

ටெලි : 0112187160 (අධ්‍යක්ෂ ජනරාල්), 0112186405 (සැලසුම් හා ප්‍රගති මෙහෙයුම් අංශය)

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