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இலங்கை அபிவிருத்தி நிர்வாக நிறுவகம்  
SRI LANKA INSTITUTE OF DEVELOPMENT ADMINISTRATION



# 2023 වාර්ෂික වාර්තාව வருடாந்த அறிக்கை ANNUAL REPORT



# ANNUAL REPORT 2023

Sri Lanka Institute of  
Development Administration





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Sri Lanka Institute of  
Development Administration



## **Annual Report - 2023**

### **Publication**

Sri Lanka Institute of Development Administration

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# To Empower the Public Sector for a Better Tomorrow

01

Sri Lanka Institute of Development Administration (SLIDA), a body incorporated under the Ministry in-charge of the subject of Public Administration, was established in May 1982, by Act No. 9 of 1982. It is the premier institute vested with the responsibility of competency enhancement and professional development of executives in the public sector.

Pursuing its core value of refolding public interest, SLIDA's key functional areas are providing trainings for public sector officials, management consultancy for public sector organizations and encouraging research culture.

SLIDA has received Master's Level degree awarding status by the University Grants Commission of Sri Lanka. SLIDA School of Postgraduate Studies offers Master's degree in Public Management and Postgraduate Diplomas in Public Management. This has been introduced to cater the requirement of today's fast moving and challenging public management environment where chief executive officers, managers and other stakeholders are increasingly demanding a value added contribution.

Subject to the overall direction of the Minister-in-Charge of the subject of Public Administration, the Governing Council of SLIDA is responsible for deciding policies of the institute.

## VISION

"To be the Centre of Excellence for Public Sector Learning and Development in Asia."

## MISSION

Facilitate continuous improvement for an innovative, futuristic and a citizen-centric public service through learning and development, advisory services and research.



## Strategic Goals

- To contribute to the national development goal of creating a more vibrant and effective public service.
- To play a leading role in contributing to national level policy development.
- To create a positive image for SLIDA in the minds of its stakeholders, which in turn will generate a greater demand for its learning & development programmes.
- To transform SLIDA to be a collaborative center for Public Administration and Management Development in South and South East Asia.

## Key Functions

- To build capacity of public sector managerial staff through portfolio of learning & development programmes.
- To develop knowledge of the public sector officials through Post Graduate Degree programmes.
- To develop a repository of purpose driven research studies related to Public Policy and Management.
- To conduct organizational development services to improve the effectiveness & efficiency of Public Sector Institutions and State Owned Enterprises.
- To conduct recruitment, efficiency bar and language examinations for the public sector organizations.





## **Message of the Secretary to the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government/ Chairman of the Governing Council - SLIDA**

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It is with immense pleasure that I write this short message to the Annual Report of the Sri Lanka Institute of Development Administration (SLIDA) for the year 2023. This year SLIDA has taken various steps to pursue its strategic goals on training and development by introducing various new programmes and modifying the existing programmes to foster leadership and innovation which will result in shaping the skills of managerial level officers.

It is particularly gratifying that over the years SLIDA has continued to expand in all areas whilst playing an important role as the largest training associate for government officials. This year SLIDA has completed four induction training programmes for 246 newly recruited officers and four capacity enhancement programmes for 510 officers belong to All Island Services as directed by this ministry. In addition to that SLIDA has conducted a capacity building programme for 31 Special Grade officers who were newly promoted, and this was a new initiative taken by SLIDA. SLIDA has also conducted short-term training programmes, Diploma programmes and Master programme throughout the year to develop qualified administrators to the country. Further, it is also remarkable to note that SLIDA has undertaken several management consultancies and designed customized learning and development programmes for various institutions this year.

Moreover, SLIDA is continuing to enhance its service delivery through various platforms such as Credit Based Qualification System (CBQS), establishment of an Academic Board to provide high quality training and conducting seasonal series of forum to build a friendly learning experience for the participants.

I wish to extend my deeper appreciation to Hon. Dinesh Gunawardena, Minister of Public Administration, Home Affairs, Provincial Councils and Local Government and to the members of the Governing Council for the unwavering support and guidance in strengthening SLIDA service excellence. Further, I appreciate the commitment and the dedication of the Director General and the staff of SLIDA for their continuous and persistent efforts which add value to SLIDA journey.

**K.D.N Ranjith Asoka**

Secretary

Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government





## Message of the Director General

---

I am privileged to contribute this message to the Annual Report of the Sri Lanka Institute of Development Administration (SLIDA) for 2023. Over the past few years, we have faced numerous challenges and difficulties that have inevitably impacted SLIDA's ability to operate at its full potential. The onset of 2023 presented additional challenges, prompting us to make significant adjustments to our annual curriculum and rethink our strategies for increasing participant engagement and expanding our services to diverse areas within the public sector.

Despite these challenges, SLIDA has made significant strides. In addition to our regular training programmes, Diploma programmes, and Master's degree programmes, we have focused on upgrading our core areas through continuous IT advancements. This year, we introduced the Credit Based Qualification System (CBQS) and the Centralized Academic Management System (CAMS) to streamline and enhance our academic activities. These systems are scheduled for implementation at the beginning of 2024, demonstrating our commitment to delivering state-of-the-art knowledge to our stakeholders. We also launched several new initiatives in 2023. These include a workshop series for recently promoted Special Grade officers of the Sri Lanka Administrative Service, a mentorship programme involving senior retired officers from various public sector disciplines, and the SLIDA Forum.

SLIDA has established networks with local institutions to further strengthen our service delivery and foreign collaborations with several international institutes. Beyond providing training, we have actively offered management consultancies and designed customized learning and development programmes for public institutions, assisting them in numerous ways to enhance their organizational capacities. The SLIDA Centre for Language Studies also signed a five-year Memorandum of Understanding with the Department of Official Languages. Our Examination Division has played a crucial role in conducting internal and external examinations at the request of various public institutions.

Recognizing the invaluable contributions of our internal staff towards achieving our organizational goals, we arranged an outbound training programme to foster teamwork and build team spirit among our staff members. Finally, I wish to extend my gratitude to the Hon. Prime Minister the Minister of Public Administration, Home Affairs, Provincial Councils and Local Government, the Secretary of the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government, members of the Governing Council and all stakeholders for their continuous guidance and support in our pursuit of organizational excellence. SLIDA is evolving and will continue to evolve in delivering exceptional service as a premier learning partner in the public sector.

**Nalaka Kaluwewe**  
Director General

# Financial Statement

# 02

## 2.1 Statement of Financial Position

### STATEMENT OF FINANCIAL POSITION AS AT 31<sup>ST</sup> DECEMBER 2023

	Notes	2023 Rs.	Restated 2022 Rs.
<b>ASSETS</b>			
Current Assets			
Bank Balances	03	10,977,881	4,823,198
3 Months Deposits	04	398,229,237	360,433,085
Receivables	05	29,971,345	37,764,609
Stock in Hand	06	7,150,573	7,419,605
Pre Payments	07	4,389,155	1,849,143
Advances		69,802	69,802
Staff Loans	08	12,736,525	14,733,066
		<b>463,524,517</b>	<b>427,092,508</b>
<b>Non - Current Assets</b>			
Property, Plant and Equipment	09	466,024,712	483,932,171
Boundry wall - Working Progress		3,798,113	
Gratuity Fund Investment	10	52,893,624	46,534,724
Deposit Account	11	1,299,500	1,299,500
		<b>524,015,949</b>	<b>531,766,395</b>
<b>TOTAL ASSETS</b>		<b>987,540,466</b>	<b>958,858,903</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Deposits Payable	12	12,543,668	17,537,263
Receipts in Advance	13	62,974,008	72,037,753
Accrued Expenses	14	13,535,813	9,145,633
Provision for uncertainty of Receivables		1,427,240	2,273,387
		<b>90,480,729</b>	<b>100,994,037</b>
<b>Non - Current Liabilities</b>			
Distance Learning Centre Ltd	15	14,895,531	16,550,589
Provision for Gratuity	16	31,625,875	34,995,448
		<b>46,521,406</b>	<b>51,546,037</b>
<b>TOTAL LIABILITIES</b>		<b>137,002,135</b>	<b>152,540,073</b>
<b>NET ASSETS</b>		<b>850,538,331</b>	<b>806,318,830</b>
<b>NET ASSETS/EQUITY</b>			
Deferred Income - Treasury Grant		491,907,397	509,487,842
Other Reserves - Assets Revaluation Reserves	17	161,165,157	161,165,157
Accumulated Surplus / Deficit	18	197,465,777	135,665,830
<b>TOTAL NET ASSETS/EQUITY</b>		<b>850,538,331</b>	<b>806,318,830</b>



## 2.2 Statement of Financial Performance

### STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2023

	Note	2023 Rs.	Restated 2022 Rs.
<b>Revenue</b>			
Contribution from the Treasury	19	147,580,445	132,175,368
<b>Other Revenue</b>			
Course Fee	20	178,500	416,000
Hire of Halls		21,544,987	13,644,692
Sale of Publications		100,004	63,013
Income on Investments	21	76,601,278	60,316,934
Interest from Loans		574,518	594,444
Rent	22	19,804,864	16,010,755
Lease Rent		1,655,059	1,655,059
School of Post Graduate Studies		1,783,970	10,266,155
Language Programme		3,089,500	1,655,550
Consultancy	23	22,548,578	19,602,043
Institutional Share of Income		10,799,352	5,906,611
Donation		17,100	7,500
Over Provisions for Uncertainty of Receivables	24	846,147	-
Sundry Income	25	32,089,062	10,032,361
<b>Total Revenue</b>		<b>339,213,363</b>	<b>272,346,486</b>
<b>Expenses</b>			
Personal Emoluments	26	124,584,837	131,598,958
Staff Welfar	27	5,343,261	3,967,016
Traveling Subsistence & Allowances	28	1,300,508	612,597
Utility & Other Services	29	38,982,451	29,345,288
Transportation	30	6,885,235	4,165,943
Repair & Maintenance of Fixed Assets	31	14,454,004	4,638,823
Supplies & Requisites	32	6,789,322	5,335,357
Financial Charges	33	3,881,521	896,090
Audit Fees		1,179,800	964,000
Library Services	34	272,933	182,294
Training & Evaluation	35	1,349,527	234,980
Publication & Information Services	36	33,215	43,596
Depreciation	37	30,958,260	34,424,870
School of Post Graduate Studies	38	12,042,012	8,271,395
Language Programme	39	4,055,324	894,790
Consultancies	40	22,548,578	19,602,043
Provision of Gratuity		2,186,733	4,924,108
Research & TOT Programme	41	565,898	330,354
Asset transfer to other Institute	42	-	875,000
Provision for Uncertainty of Receivables		-	358,811
<b>Total Expenses</b>		<b>277,413,417</b>	<b>251,666,312</b>
<b>Surplus/ (Deficit) for the period</b>		<b>61,799,947</b>	<b>20,680,174</b>
<b>Surplus/ (Deficit) without Treasury Grant</b>		<b>(85,780,498)</b>	<b>(111,495,194)</b>

## 2.3 Cash flow Statement

### CASH FLOW STATEMENT FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2023

	2023 Rs.	Restated 2022 Rs.
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
<b>Net Surplus / Deficit for the Year</b>	<b>61,799,947</b>	<b>20,680,174</b>
Adjustment for the items which have no effect on movements of funds		
Depreciation	30,958,260	34,424,870
Amortization	(17,580,445)	(22,175,368)
Provision for Gratuity	2,186,733	4,924,108
Interest on Short Term Deposits	(76,601,278)	(60,316,934)
Over/Under Provision for Uncertainty Receivable	(846,147)	358,811
Value of Motor Vehicle Transferred to other Institution	-	875,000
<b>Operating Surplus (Deficit) before Working Capital Changes</b>	<b>(82,931)</b>	<b>(21,229,340)</b>
Decreases/ (Increases) in Stocks	269,032	(971,630)
Decreases/ (Increases) in Prepayments	(2,540,013)	1,500,002
Decreases/ (Increases) in Staff Loans	1,996,542	(748,357)
Decreases/ (Increases) in Receivables	7,793,264	10,383,096
Increases/ (Decreases) in Deposits Payable	(4,993,594)	(649,595)
Increases/ (Decreases) in Accrued Expenses	4,390,179	5,760,248
Increases/ (Decreases) in Receipts in Advance	(9,063,745)	(33,531,175)
Gratuity Paid	(5,556,305)	(5,647,518)
<b>Net Cash Flows from Operating Activities</b>	<b>(7,704,640)</b>	<b>(23,904,928)</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Increases of Buildings	-	(1,815,446)
Increased in WIP of Boundary Wall	(3,798,113)	-
Increases of Furniture & Fittings	-	(53,746)
Increases of Office Equipment	(207,639)	(12,240)
Increases of Electrical Fixtures	(828,048)	(1,950,414)
Increases of Computers	(11,459,400)	(2,812,100)
Increases of Books	(96,921)	(93,328)
Increases of Other Assets	(458,793)	(177,664)
Gratuity Fund Investment	(6,358,901)	(3,842,081)
Interest on Short Term Deposits	76,601,278	60,316,934
Increases in Short Term Deposits	(37,796,152)	(26,394,630)
<b>Net Cash Flows from Investing Activities</b>	<b>15,597,313</b>	<b>23,165,285</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>		
Government Grant - Capital	-	680,000
Increase/ (Decrease) in DLC Ltd	(1,655,059)	(1,655,059)
<b>Net Cash Flows from Financing Activities</b>	<b>(1,655,059)</b>	<b>(975,059)</b>
Net Increase/ (Decrease) in Cash & Cash Equivalents	6,154,682	(22,944,041)
Cash & Cash Equivalents at beginning of the Period	4,823,198	27,767,240
<b>Cash &amp; Cash Equivalents at end of the Period</b>	<b>10,977,881</b>	<b>4,823,198</b>



## 2.4 Statement of Changes in Net Assets/Equity

### STATEMENT OF CHANGES IN NET ASSETS/EQUITY FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2022 & 2023

	Attributable to Owners of the Controlling Entity			Total Net Assets/Equity
	Contributed Capital	Other Reserves	Accumulated Surpluses/ (Deficits)	
	Rs.	Rs.	Rs.	Rs.
<b>Balance as at January 01 , 2022</b>	530,983,210	161,121,424	114,985,656	807,090,290
Building Revaluation Reserves				-
Assets Transferred from Other Institutes				-
Assets Transferred from Other Institutes		43,733		43,733
<b>Change in Accounting Policy</b>				
Change in Accounting Policy				
Previous Year Adjustments				-
Restated Balance	<b>530,983,210</b>	<b>161,165,157</b>	<b>114,985,656</b>	<b>807,134,024</b>
<b>Change in net asset /equity for 2022</b>				
Contribution from Treasury - Capital	680,000			680,000
Deferred Income Amortization	(22,175,368)			(22,175,368)
Surplus / Deficit for the Period as Restated			20,680,174	20,680,174
<b>Balance at December 31 , 2022 Carried Forward</b>	<b>509,487,842</b>	<b>161,165,157</b>	<b>135,665,830</b>	<b>806,318,830</b>
<b>Balance as at January 01 , 2023</b>	509,487,842	161,165,157	135,665,830	806,318,830
Building Revaluation Reserves				-
<b>Change in Accounting Policy</b>				
Change in Accounting Policy				-
Previous Year Adjustments				-
Restated Balance	<b>509,487,842</b>	<b>161,165,157</b>	<b>135,665,830</b>	<b>806,318,830</b>
<b>Change in Net Asset /Equity for 2023</b>				
Contribution from Treasury - Capital	-			-
Deferred Income Amortization	(17,580,445)			(17,580,445)
Surplus / Deficit for the Period			61,799,947	61,799,947
<b>Balance as at December 31, 2023 Carried Forward</b>	<b>491,907,397</b>	<b>161,165,157</b>	<b>197,465,777</b>	<b>850,538,331</b>

## 2.5 Notes to the Financial Statements For the Year Ended on 31<sup>st</sup> December 2023

### 2.5.1. General

#### I. Reporting Entity

Sri Lanka Institute of Development of Administration has been incorporated under the Act No.09 of 1982, and located in No 28/10, Malalasekara Mawatha, Colombo 07. Sri Lanka. SLIDA is functioning under the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government.

#### II. Reporting Period

The financial period of the Sri Lanka Institute of Development Administration represents from 1st January, 2023, to 31st December, 2023

#### III. Approval of Financial Statements

The Financial Statements for the year ended on 31st December 2023 were authorized to issue by the Board of Directors at the meeting held on 27th February, 2023 at 5.00 p.m. at the SLIDA board room.

### 2.5.2. Significant Accounting Policies

#### I. Statement of Compliance

The Statement of Financial Position, Statement of Financial Performance, Statement of Changes in Net Assets/Equity and Cash Flow Statement, together with the Accounting Policies and Notes to the Financial Statements have been prepared in compliance with the Sri Lanka Public Sector Accounting Standards (SLPSAS) issued by the Institute of Chartered Accountants of Sri Lanka, and the policies mentioned below from 2.5.2 ii - 2.5.2 xix have been applied.

#### II. Basis of Preparation

The Financial Statements, presented in Sri Lankan rupees, have been prepared on an accrual basis and under the historical cost convention unless stated otherwise.

#### III. Comparative Information

The accounting policies applied by the Institute are, unless otherwise stated, consistent with those used in the previous year. Previous year's figures and phrases have been re-arranged wherever necessary to conform to the current year presentation.

#### IV. Event after the Balance Sheet date

All material post financial position events have been considered and appropriate adjustments or disclosures have been made in the respective notes to the Financial Statements.

#### V. Presentation of functional currency

The Financial Statements of the Institute are presented in Sri Lankan Rupees (LKR), which is the primary economic environment in which the Institute operates.

#### VI. Going Concern

The Management has assessed its ability to continue as a going concern and is satisfied that it has the resources to continue in business for the foreseeable future. Furthermore, the Management is not aware of any material uncertainties that may cast significant doubt upon the Institute's ability to continue as a going concern. Therefore, the Financial Statements of the Institute continue to be prepared on a going concern basis.

#### VII. Assets and the basis of their Valuation

Property, Plant and Equipment are stated at cost or revalued amount, less accumulated depreciation. Depreciation is charged to the Statement of Financial Performance on the straight line basis, over the



estimated useful life of the Assets. Value of the Land (Extent 1.186 hectare) belongs to the Sri Lanka Institute of Development Administration at 28/10, Malalasekara Mawatha, Colombo 07 (Valued for Rs. 2,804,400,000.00) is not presented in the Financial Statement as the deed of the land is yet to be issued.

- **Depreciation**

Depreciation rates are as follows,

Categories of Assets	Rates
Building	2.5%
Furniture & Fittings	10%
Office Equipment	20%
Electrical Equipment	20%
Computers	20%
Motor Vehicles	20%
Books	10%
Software Package	20%
Others	10%

Depreciation is provided in the year of purchase and in the year of sale based on the period used, with full depreciation being provided in the month of purchase and no depreciation being provided in the month of sale.

#### VIII. Revaluation

After recognition as an asset, class of PPE whose fair value can be measured reliably have been carried at a revalued amount, being its fair value at the date of the revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Building and Motor Vehicles were revalued by the Department of Government Valuation in 2021, 2020 respectively, and charged the revaluation surplus directly credit to revaluation surplus, to that the extent the asset value has been increased.

#### IX. Inventories

Inventories are measured at the lower of cost and net realizable value. The cost of inventories is calculated based on the first – in first-out (FIFO) principle, and includes expenditure incurred in acquiring the inventories and other costs incurred in bringing them to their existing location and condition.

#### X. Receivables

Receivables are stated at the amounts they are estimated to realize, net of provisions for bad and doubtful receivables. Debtors are stated at amounts they are estimated to realize. Provision for doubtful debt is made only when collection of the full amount is doubtful by the School of Post Graduate Studies and Centre for Language Studies.

#### XI. Cash and Cash Equivalents

Cash in hand and in banks and short-term deposits which are held to maturity are carried at cost. For the purpose of the Cash Flow Statement, cash and cash equivalents consist of cash in hand and deposits in banks.

#### XII. Liabilities and Provisions

All known liabilities have been accounted for in preparing the Financial Statements.

According to the agreement signed between SLIDA and DLC Ltd, on 16.02.2003, a sum of Rs. 49,651,765/= invested by the DLC Ltd, which is being the cost of construction of 4th floor is categorized under the non-current liabilities and the amount amortized within the period of 30 years.

#### XIII. Employees Benefits

All employees are covered by EPF & ETF. An approved medical scheme is provided in addition to the normal Welfare facilities available. Institute contribution for provident fund and employees' Trust Fund is 15% and 3% respectively.

- **Gratuity**

Provision has been made in the Financial Statements for retiring gratuities payable under the Payment of Gratuity Act No. 12 of 1983, based on the amount payable if all employees retire on the date of the Statement of Financial Position, subject to the assumption that every employee would be entitled to the payment, even if any or some of them may not have completed the minimum period of service required to be eligible for the payment under the Act on the date of the Statement of Financial Position. According to the Governing Council resolution made on 24 January 2013, a long term investment will be maintained against the provision for gratuity from 2014 onwards.

#### **XIV. Government Grants and Subsidies.**

Recurrent grant received from the General Treasury of the Government of Sri Lanka are recognized as income in the period in which the related costs are recognized.

From year 2013 onwards, capital grant received from General Treasury has been recognized as the deferred income and capital grant utilized to acquire assets that will be expensed in subsequent periods are recognized as deferred income as per the LKAS 20. Government grants represented by other assets including cash and cash equivalents, less liabilities (other than liabilities on account of the grant received) are recognized as liabilities. The balance of capital grant at the end of the year will be carried forward to the next year and utilized when required.

#### **XV. Provisions and Contingent Liabilities**

Provisions are made for all obligations existing as at the date of Statement of Financial Position when it is probable that such an obligation will result in an outflow of resources and a reliable estimate can be made of the quantum of the outflow.

Provision for uncertain receivables relating to Master of Public Management Programme and Language Centre to be provided at 10% on year ending balance.

#### **XVI. Revenue Recognition**

Revenue is recognized to the extent that it is probable that the economic benefits will flow to the Institute, and the revenue and associated costs incurred or to be incurred can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable.

The following specific criteria are used for recognition of revenue.

- (a) Grants received from the General Treasury for recurrent expenditure is recognized as income for that year.
- (b) Initially the funds received from client agencies for the consultancy assignment are recognized as a liability until it is utilized. Funds are recognized as income based on the proportion of the performance.
- (c) Income from training courses, rental and others are recognized on an accrual basis.
- (d) From year 2012 onwards, the income of the Induction training programs have been categorized under consultancy income.

#### **XVII. Expenditure Recognition**

Expenses are recognized in the Statement of Financial Performance on the basis of direct association between the costs incurred and the earnings of specific items of income. All expenditure incurred in the running of the institute and in maintaining the Property, Plant and Equipment in a state of efficiency has been charged to income in arriving at the net surplus or deficit for the year.

#### **XVIII. Hostel Operations**

From year 2012 onwards, financial result of the hostel operations is not presented as a separate item in the Statement of Financial Performance. However, the details of the hostel income & expenditure are separately mentioned in the related notes.

#### **XIX. Presentation of Budget**

The approved budget of the Institute has been prepared for the year 2023. The budget of the Institute has been prepared as per Action Plan activities. Statement of comparison of budget and actual amounts are shown in page no 22 to 23 in Financial Statements 2023.



## Members of the Governing Council

03

In terms of Section 6 (1) of the Sri Lanka Institute of Development Administration Act No.09 of 1982, the Hon. Minister of Public Administration, Home Affairs, Provincial Councils and Local Government appointed the following persons as members of the Governing Council for year 2023.

**Mr. K.D.N. Ranjith Asoka**

Secretary

Ministry of Public Administration, Home  
Affairs, Provincial Councils and Local Government  
*Chairman of the Governing Council*

**Mr. M.N. Ranasinghe**

Secretary

Ministry of Education  
*Member*

**Mr. Sumith Abeysinghe**

Chairman

Finance Commission  
*Member*

**Prof. Chaminda Rathnayake**

Deputy Vice Chancellor

NSBM Green University  
*Member*

**Mr. Supun Weerasinghe**

Director/Group Chief Executive Officer

Dialog Axiata PLC  
*Member*

**Mr. Jude Nilukshan**

Director General

Department of National Budget  
*Alternate Member*

**Mrs. V. Jegarasasingam**

*Member*

## Senior Management and Faculty

04



**Mr. Nalaka Kaluwewe**  
SLAS (Special Grade)

### Director General

- Reading for Doctorate in Business Administration (University of Colombo)
- Master in Public Administration (University of Canberra)
- Master in Management (University of Canberra)
- Master of Business Administration (University of Colombo)
- PG Diploma in Business Management (University of Colombo)
- BSc. (Special) in Botany & Chemistry - University of Peradeniya

### Areas of Specialization

- Business Administration
- Public Administration
- Management
- Interdisciplinary Management



**Mrs. H.M.S.P. Tissera**  
SLAS (Special Grade)

### Additional Director General (Administration & Finance)

- Master in Public Policy (GRIPS - Japan)
- PG Diploma in Management (Rajarata University of Sri Lanka)
- BA (Special) in Economics (University of Colombo)

### Areas of Specialization

- Labour Migration
- Procurement
- Human Resource Management



**Dr. W.M.M.G.D. Wijekoon**  
Additional Director General (Research & Development/ Non-Managerial Training)

- PhD in Project Risk Management (University of Colombo)
- MSc. in Urban Environmental Management (Asian Institute of Technology, Bangkok, Thailand)
- BA (Hons) in Geography (University of Colombo)

### Areas of Specialization

- Research Methodology
- Project Management
- Training of Trainers (TOT)





**Mrs. N.J. Jayasundera**

Additional Director General (Organizational Development)

- MSc. in Environment Economics (PGIA, Peradeniya)
- Postgraduate Certificate on Environment Management (CDG, Germany)
- BSc. (Hons.) Agriculture (University of Peradeniya)

**Areas of Specialization**

- Environment Management
  - Sustainable Development
  - Disaster Risk Management
  - Project Planning
  - Training of Trainers (TOT)
- 



**Mr. A.V. Janadara**

SLAS (Special Grade)

Additional Director General (Post Graduate Studies) Actg.

- Master in Public Administration (Flinders University, Australia)
- Masters in Public Administration (University of Sri Jayewardenepura)
- PgD in Economic Development (University of Colombo)
- B.Com (Special) Degree (University of Sri Jayewardenepura)
- Attorney-at-Law

**Areas of Specialization**

- Administrative Law
  - Development Economics
  - Fiscal Policy
  - National Budgeting
- 



**Mrs. Anusha Batawala Gamage**

SLAS (Special Grade)

**Additional Director General (Learning & Development)**

- An accomplished Doctoral candidate in Business Administration (University of Colombo)
- Master of Gender and Development Studies (University of Melbourne Sp-Australia)
- Master of Public Management (SLIDA)
- Chartered Member of Institute of Personnel Management
- BSc. (Hons) Special Degree in Botany with Zoology & Chemistry (University of Colombo)

**Areas of Specialization**

- Human Resources Management
- Gender and Development
- Trainer of Trainee in Leadership, Team Building, and Soft Skills Development
- Certified Master Trainer (Civil Service College- Singapore)



**Ms. Samanthi Senanayake**

SLAS (Special Grade)

Senior Consultant

- Master of Information Systems (University of Melbourne)
- MSc in Information Management, SLIIT
- BSc (Microbiology, Chemistry)

**Areas of Specialization**

- Digital Transformation
  - Digital Governance
  - Innovation and Digital Development
  - Information and Communication Technology
- 



**Mr. J. Jayasundera**

SLAS (Special Grade)

Senior Consultant

- Master of Public Policy and Management (University of Melbourne)
- Master of Public Administration (University of Sri Jayewardenepura)
- Master of Linguistics (University of Kelaniya)
- Bachelor of Arts (University of Kelaniya)

**Areas of Specialization**

- Public Policy
  - English Language
  - Leadership Studies
  - Human Resource Management
- 



**Mr. R. Rushandan**

SLAS (Grade I)

**Senior Consultant**

- Master of Development Studies (University of Melbourne)
- Master of Arts in Sociology (MKU, India)
- Postgraduate Certificate in Poverty Alleviation Strategies (SLIDA)
- Bachelor of Veterinary Science (Hon.) (University of Peradeniya)

**Areas of Specialization**

- Management
- Public Administration
- Establishment Code
- Human Behaviour





**Mr. K.R. Gangadhara**  
SLAS (Grade I)

**Senior Consultant**

- Master of International & Development Economics (Australian National University)
- Graduate Diploma in International & Development Economics (Australian National University)
- Bachelor of Science in Geology (University of Peradeniya)

**Areas of Specialization**

- Economic Development and Economic Policy
  - Fiscal Policy
  - Sustainable Development
  - Public Administration
- 



**Mr. L. Gamage**  
SLAcS (Grade I)

**Senior Consultant**

- Master of Business Administration (Rajarata University of Sri Lanka)
- BSc. in Accountancy, Finance - Special (University of Sri Jayewardenepura)

**Areas of Specialization**

- Public Procurement
  - Strategic Management
  - Public Finance
  - Supply Chain Management
- 



**Mr. C.W.K. Kuruppu Arachchi**  
SLAcS (Grade I)

**Senior Consultant**

- Master of Business Administration (International University of Japan)
- Master of Business (University of Kelaniya)
- Bachelor of Business Management - Finance (Special)

**Areas of Specialization**

- Public Finance
- Data Management
- Procurement
- Taxation



**Mr. N Gowrithasan**

SLPS (Grade II)

**Consultant**

- Master of Rural Development (University of Queensland, Australia)
- MSc. in Environmental Economics (PGIA, University of Peradeniya)
- PgD in e-Government
- PgD in Public Administration
- BSc. (Hons) Agriculture (Eastern University of Sri Lanka)

**Areas of Specialization**

- Project Management
  - Environmental Management
  - Economics
  - Anti – Corruption
- 



**Ms. R.M.A. Rathnayake**

SLAS (Grade III)

**Associate Consultant/ Assistant Director (Examinations) Actg.**

- Master in Public Administration (University of Colombo)
- Bachelor of Law (London) (University of London International Programmes)
- Bachelor of Commerce (Special) (University of Sri Jayewardenepura)
- Attorney-at-Law

**Areas of Specialization**

- Law
  - Public Administration
  - Strategic Management
  - Retirement Benefit
- 



**Mrs. P.P.A. Bopagamage (up to 16.06.2023)**

SLAS (Grade III)

**Associate Consultant**

- MA. in International Relations (MAIR), University of Colombo.
- BSc. (Physical Science), University of Sri Jayewardenepura.
- Diploma in Public Administration, SLIDA.
- Higher Diploma in International Relations, Bandaranaike Centre for International Studies.
- Diploma in Diplomacy and World Affairs, Bandaranaike International Diplomatic Training Institute.

## Profile of the Service Facilitators

05



**Mrs. K. Arunu Prabha Perera**  
SLAS (Grade I)

**Director (Administration)**

- Masters in Development Studies (University of Colombo)
- Postgraduate Diploma in Development Studies (University of Colombo)
- Postgraduate Diploma in Education (University of Colombo)
- Bachelor of Science (University of Colombo)

**Areas of Specialization**

- Public Administration
- Public Policy
- Human Resource Management
- Project Planning



**Mr. W.A.K.S. de Alwis**  
SLAcS (Grade I)

**Director (Finance)**

- MPP (Finance)- KDI School of South Korea
- CPFA (SL)
- CIPFA (UK)
- BSc (Accountancy) Special (University of Sri Jayewardenepura)

**Areas of Specialization**

- Financial Management
- Treasury Accounts
- CIGAS & Government Payroll System
- Foreign Mission Accounts
- Imprest Accounts



**Mr. D.K.R.A. Dharmasena**  
SLAS (Grade I)

**Director (IT & Programme Promotional)**

- Master of Information Systems (University of Melbourne)
- Bachelor of Information and Communication Technology (University of Colombo)

**Areas of Specialization**

- Enterprise Applications & Architecture
- IT Service Management
- Cyber Security Management
- IT Project and Change Management



**Mrs. K.L.M.C. Kularathne**  
SLAS (Grade I)

**Registrar**

- MSc. in Public Policy and Management (Monash University, Australia)
- MSc. in Environmental Forestry (PGIA - University of Peradeniya)
- BSc. in Agriculture (Special) (University of Peradeniya)

**Areas of Specialization**

- Public Policy
  - Environmental Management
  - Strategic Management
  - Disciplinary Procedures
- 



**Mrs. T.D. Narangoda**  
Internal Auditor

- MA in Economics (University of Kelaniya)
- PGD in Business and Financial Administration (Institute of Chartered Accountants of Sri Lanka)
- BBMgt. Human Resource (Hons.) (University of Kelaniya)
- Chartered Public Finance Accountants (CA Sri Lanka)

**Areas of Specialization**

- Auditing
  - Accountancy
  - Procurement
  - Human Resource Management
- 



**Mrs. S.L. Indu Samarawickrama**  
Assistant Registrar

- MA in Economics (University of Kelaniya)
- BSc. Human Resource Management (Special) (University of Kelaniya)

**Areas of Specialization**

- Human Resource Management
  - Economics
- 



**Mrs. B.A. Priyani Balasooriya**  
Librarian

- Master of Library Science (University of Kelaniya)
- Master of Sinhala (University of Peradeniya)
- Postgraduate Diploma in Education (University of Peradeniya)
- Chartered Librarian

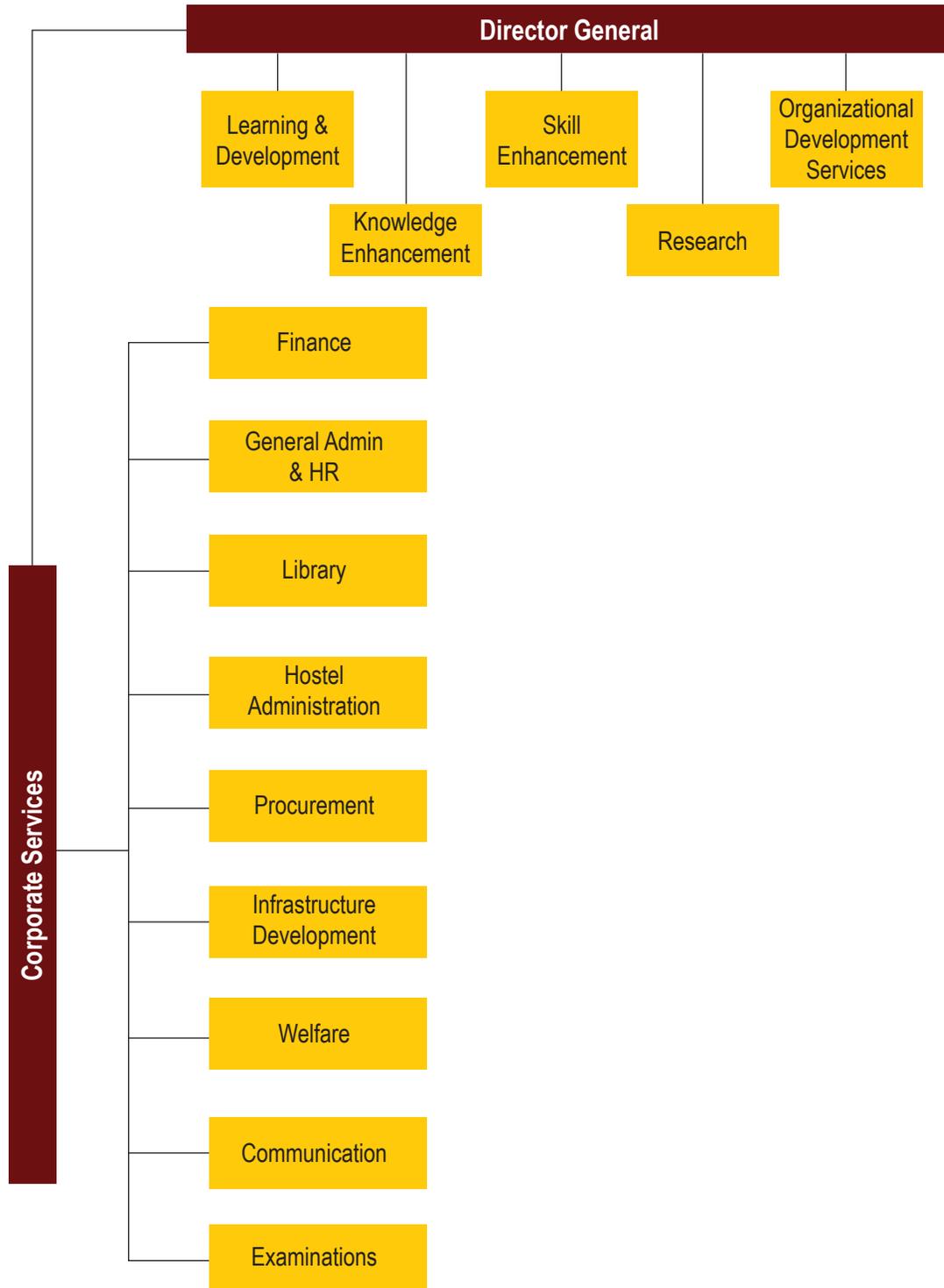
**Areas of Specialization**

- Library and Information Science
- Education
- Media and Communication
- Research

# Functional and Organizational Structure

06

## Functional Structure of SLIDA





## Learning and Development Programmes - 2023

07

The Learning and Development Division is the focal entity dealing with all the learning and development activities of SLIDA. It provides learning and development services requirement to meet the capacity development needs of the officers of the public sector. For this purpose, the division has a structure that enables to keep pace with the changing competency enhancement needs of the public sector.

SLIDA conducts the following activities for the competency building of public sector organizations and their managerial cadres.

1. Induction Training for the new recruits of the following All Island Services in keeping with the respective service minutes. (non -fee-levying programmes)
  - i. Sri Lanka Administrative Service (SLAS)
  - ii. Sri Lanka Accountants' Service (SLAcS)
  - iii. Sri Lanka Planning Service (SLPS)
  - iv. Sri Lanka Scientific Service (SLSS)
  - v. Sri Lanka Architectural Service (SLArS)
  - vi. Sri Lanka Engineering Service (SLES)
  - vii. Sri Lanka Information and Communication Technology Service (SLICTS)
2. Mandatory Capacity Building Programmes for officers' of All Island Services during their Grade I and Grade III levels (non- fee-levying) programmes
3. Short Term Training Programmes (non- fee-levying) programmes
4. Diploma Programmes (fee-levying)
5. Customized Training Programmes – based on the requests made by the public sector institutions and public enterprises (fee-levying)

### 7.1 Induction Training Programmes

The induction training of new recruits to the All-Island Services are held to offer a wide range of subject matter and to equip them with the necessary knowledge, skills and attitudes to perform as front liners in their respective services.

During the year SLIDA has conducted five (05) Induction Training programmes for 246 officers, the details of which are given below.

S/N	Service	No of Participants	Progress
1.	Induction Training Programme for Management Service Officers (Supra Grade)	162	Completed
2.	Induction Training Programme for Sri Lanka Administrative Service (SLAS) Merit Batch	12	Completed

3.	Induction training Programme for Sri Lanka Information and Communication Technology Service Class II – Grade II	26	Completed
4.	Induction training Programme for Sri Lanka Information and Communication Technology Service Class I – Grade III	46	Completed
	<b>Total</b>	<b>246</b>	

## 7.2 Mandatory Learning and Development Programmes for All Island Services

SLIDA has recognized that continuous enrichment and development of the required knowledge, skills and attitudes that are necessary for the career development of officers of the All Island Services as one of its core responsibilities.

According to the service minutes of the All Island Services, it is a mandatory requirement for the officers of these services to complete induction training and capacity development programmes.

Therefore, nurturing a continuous learning culture among these officers it is of paramount importance to ensure an efficient and effective public service. Accordingly, these programmes which are conducted solely for officers of the All Island Services are based on following concepts:

- Enriching specifically identified behavioral and technical competencies that would emerge from time to time
- Continuous updating and upgrading of knowledge and skills necessary to cope with ever increasing challenges in a rapidly changing environment.

Accordingly, in the year 2023 the institute conducted mid-career Capacity Building programmes, for 510 officers of the Sri Lanka Administrative Service and Sri Lanka Accountants Service. (The details of which are given below)

S/N	Service	No of Programmes	No of Participants	Progress
1.	SLAS Grade I	02	78	Completed
2.	SLAS Grade III	06	193	02 - Completed 04 - Ongoing
3.	SLAcS Grade I	01	39	Completed
4.	SLAcS Grade III	05	200	Ongoing
	<b>Total</b>	<b>14</b>	<b>510</b>	



Capacity Building Training Programme for SLAS Grade III - Group C (2015 Batch)



Capacity Building Training Programme for SLAcS Grade III - Group D (2015 Batch)



Capacity Building Training Programme for SLAcS  
Grade III - Group C (2015 Batch)



Capacity Building Training Programme for SLAcS  
Grade III - Group E (2015 Batch)

### 7.3 Capacity Development Programme for Special Grade Officers of Sri Lanka Administrative Officers

In the year 2023 the institute conducted Capacity Building programmes for 31 Special Grade officers of the Sri Lanka Administrative Service. The details of which are given below.

S/N	Service	No of Participants	Progress
1.	Capacity Development Programme for Special Grade Officers	31	Completed

### 7.4 Short Term Training Programmes

Seventeen short term training programmes have been conducted by SLIDA during the period under review in which a total of 458 officers were trained.



Work shop on General Conduct and Disciplinary procedure

### 7.5 Diploma Programmes

Sri Lanka Institute of Development Administration (SLIDA) conducts Diploma programmes in the field of Public Procurement and Contract Administration (HNDIPPCA), Office Management (DOM) and Diploma in Internal Auditing. These diplomas are very popular and have provided very valuable contribution to develop public sector performance.

The following Diploma Programmes have been conducted during 2023.

S/N	Name of the programmes	No of Participants	Progress
1.	Higher National Diploma in Public Procurement and Contract Administration - (WE) (2022/23)	12	Ongoing
2.	Higher National Diploma in Public Procurement and Contract Administration - (WD) (2022/23)	50	Ongoing
3.	Higher National Diploma in Public Procurement and Contract Administration - (WE) (2023/24)	25	Ongoing
4.	Higher National Diploma in Public Procurement and Contract Administration - (WD) (2023/24)	55	Ongoing
5.	Diploma in Office Management	36	Completed
	<b>Total</b>	<b>178</b>	

## 7.6 Customized Learning and Development Programmes

These programmes have been specially designed to suit with the requests made by the client organizations. During 2023, SLIDA has conducted 20 training programmes and trained 823 officers on the request of Public Sector Institutions. The following customized programmes have been conducted in 2023.

S/N	Client Organization	Field of Customized Training	No of Participants
1.	Dept. of Government Valuation	Training for Sri Lanka Valuation Service Class I Grade I Officers	8
2.	Asian and Pacific Training Centre for Information and Communication Technology (APCICT)	Training on Digital Technologies for Disaster Risk Management	84
3.	Sri Lanka Railway	Preparation of Succession Plan - 2023	31
4.	Department of Education - Southern Province	Conduct a Capacity Development Programme for Divisional Directors	40
5.	Lanka Mineral Sands Limited	Training Programme on Certificate in SLIDA Computer Driving Licence	72
6.	Sri Lanka Army	Preparing the Payroll	30
7.	Lanka Mineral Sands Limited	Computer Training Programme	48
8.	Sri Lanka Institute of Advanced Technological Education	Workshop on Action Plan	70
9.	National Police Academy	Training Programme of Management and Development for Senior Police Officers	34
10.	Imports and Exports Control Department	Course on Information Technology for the Staff	10
11.	Employees Trust Fund Board	Training of Employees Trust Fund Board Staff	80
12.	Ministry of Education	Training for Presidents, Vice Presidents of National Colleges of Education (Group 1)	35
13.	Ministry of Education	Training Programme for Presidents, Vice Presidents of National Colleges of Education (Group 2)	40



14.	Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government - Provincial Councils and Local Government Division	Training of Basic Procurement and Preparation of TOR & TEC Reports	40
15.	Sri Lanka Bureau of Foreign Employment	Training Programme for the staff of Sri Lanka Bureau of Foreign Employment (SLBFE)	10
16.	Ministry of Health	Training Programme on Establishment Code and Office Procedure	100
17.	Department of Labour	Training Programme for Newly Appointed Assistant Commissioners of Labour	17
18.	National Police Commission	Training Programme on Office Systems and File Management	61
19.	Ministry of Education	Training Programme for Coordinating Lecturers in National College of Education	37
<b>Total</b>			<b>847</b>

### 7.7 Innovative Approach in 2023

Organize and conduct seasonal series of forums (SLIDA Forum) with collaboration of participants of Capacity Building Programmes.

S/N	Name of the Programme	Date
1.	Value for Money	24.05.2023
2.	Sri Lanka at cross road: Restructuring State Owned Enterprises (SOEs) and Impact Beyond	31.05.2023
3.	Zero-Based Budget for Economic Recovery	06.09.2023
4.	Challenges in Implementing Public Private Partnership Projects in Sri Lanka	27.10.2023

### 7.8 Establishment of an Academic Board

Establishing an Academic Board to provide high quality training while maintaining excellence in SLIDA's Academic Programmes.

### 7.9 Credit Based Qualification System

The Sri Lanka Institute of Development Administration has decided to implement the Credit-Based Qualification System (CBQS) in alignment with the Sri Lanka Qualification Framework (SLQF) starting from January 2024. Consequently, the credit values for course units are determined in accordance with the SLQF, where the number of contact hours allocated for lectures, continuous assessments, practical sessions, and field visits quantitatively reflects the credit value assigned to a course unit.

# Organizational Development Division

08

## Introduction

Organizational Development (OD) is a holistic and strategic process that helps organizations to build their capacity to change and achieve greater effectiveness by developing, improving and reinforcing strategies, structures and processes.

### The main functions of the division are categorized as follows;

- To plan target oriented organizational process.
- To conduct organizational development services to improve the effectiveness and efficiency of the service delivery of public sector organizations and SOEs.
- To develop system to improve management consultancy process and monitoring the process.
- To network with local professional organizations.
- To develop international institutional collaborations.
- To initiate internal staff capacity development programmes.

## Key Tasks

### Management Consultancy Assignments

Streamlined the SLIDA Management Consultancy process and depending on the requirements, certain new criteria is also added to the process.

### Progress of Management Consultancies

- Registered number of Management Consultancies in the year - 21
- Management Consultancies are in progress in the year - 05

S/N	Name of the Consultancy	Organization
1.	Preparation of SOR	Mahaweli Consultancy Bureau (Pvt) Ltd
2.	Refine the Draft National Mineral Policy	Ministry of Environment
3.	Expanding the work of the National Council on Road Safety at the Regional Secretariat level	National Council for Road Safety, Ministry of Transport
4.	Increase Productivity by increasing the efficiency of Employees	Sri Dalada Maligawa, Kandy
5.	Strategic Plan Preparation 2024-2029	National Health Development Fund

- Completed Management Consultancies in the year is 10

S/N	Name of the Consultancy	Organization
1.	Preparation of Administration & Financial Regulations	Chilaw Plantation Ltd.
2.	Preparation of Office Organization Structure	Sugarcane Research Institute



3.	Work Study for Preparation of Future Human Resource Plan	Lanka Mineral Sands Limited
4.	Development of Procedure Manuals	Lanka Electricity Company (Pvt) Ltd.
5.	Implementation of ERP System – Phase 2	Dehiwala-Mount Lavinia Municipal Council
6.	Update the Scheme of Recruitment	Telecommunication Regulatory Commission
7.	Workload Assessment and Cadre Review of the Elections Commission	Election Commission
8.	Preparation of Disciplinary Code/Code of Ethics	Mathai Salt Limited
9.	Preparation of a Corporate Plan for 2021 – 2025	Land Reform Commission
10.	Preparation of Training Manual on Environment Sensitive Areas (ESAs) including 16 Modules and deliver training programmes	Ministry of Environment funded by UNDP

### 8.1 Networking with Local Institutions during year 2023

- Disaster Management Centre - Second Technical Dialogue on Accessing and Scaling up climate and Disaster Risk Finance for Sri Lanka.
- Department of External Resources – Up-skilling SLIDA Faculty through International Exposure and Regular Training.
- Climate and Disaster Risk Management in Sri Lanka Exchange on climate risk finance, collaborations, joint actions, and the way forward – SLYCAN TRUST (GTE) Ltd.
- Sri Lanka Stakeholder SDG Platform – National crisis from a sustainable development assessment.

### 8.2 Collaborations with International Institutes

- Singapore Civil Service College
- UK Civil Service College
- KPI, Australia
- KDI School of Public Policy Management, South Korea
- King's College, London
- China National Academy of Governance
- India National Centre of Good Governance

Further correspondence have been done.

### 8.3 Organizational Improvements of SLIDA

- Productivity Improvement System is established for continuation of existing process of green Productivity and progressing.
- Updating the prospectus for year 2024
- **Training Need Analysis**  
By using SLIDA Services Expansion Mechanism and Stakeholder feedback, Training Need Analysis was conducted. Accordingly, the existing programs were updated.
- **Completed the SLIDA Strategic Plan for 2023-2027**  
Strategic Plan of SLIDA establishes a direction for the organization. It sharpens the focus of the institution in order to achieve its vision and mission. Strategic Planning process is undertaken with the participation of all members of the faculty and management and help organization to develop the right goals, objectives and initiatives focusing their efforts or tasks in the given period.

Strategic Plan helps to create a clear Action Plan for the employees of the organization

### **Training and Development**

- Design the relevant mandatory training modules and sessions
  - Design the relevant customized programmes and sessions
  - Delivering lectures
  - Coordination
  - Writing Evaluation reports
- 
- Internal Staff Capacity Development Programme  
Based on the training need survey of subordinate staff of SLIDA, following capacity building programmes were conducted.
- 
- Programme Officers
  - Programme Assistants
  - Office Assistants & Drivers

## 9.1 Background

In 2003, the University Grants Commission (UGC) accredited the Master level degree awarding status to SLIDA as per an order made under Section 25A of the Universities Act No. 16 of 1978, as amended by Act No. 07 of 1985. Accordingly, the School of Postgraduate Studies (SPS) was established. After that, the school continuously engaged with practitioners in the public sector at national, regional and international levels. This postgraduate degree programme is open to the private sector as well. The programme has proved to be the most sought-after programme among the Armed forces, Police and Health sector employees as it is held on weekdays and weekends. The rationale for developing the Master of Public Management (MPM) programme was based on the backdrop of today's fast-changing and challenging public management environment where Secretaries of Ministries, Chief Executive Officers, and other stakeholders alike are increasingly demanding a value-added contribution from their managers. This unique MPM programme enriches its study fellows to achieve a Master's Degree and equips them with skills to function confidently at different managerial levels.

MPM of SPS is one of the leading practical master programmes in the country. Thus, the selection process of participants, the programme content and the delivery style are different from other similar programmes. Enrolment of participants for the recent batches are as follows: MPM 2018/20 – 77, MPM 2019/21 – 91, MPM 2020/22 – 50, MPM 2021/23 – 25.

## 9.2 Guest Lecture Series

School of Postgraduate Studies organized a guest lecture with the collaboration of the Saemaul Foundation of Korea, Sri Lanka Office at SLIDA on 25. 05. 2023. The topic was "The Miracle of Han River". The aim was to share experiences of Korean Economic Development and be aware of the possibilities of adopting the Samaul Undong (A model crucial to revitalizing the rural area) to contribute to poverty alleviation.

A guest lecture on "Effective Policy Making and Implementation" was organized by the School of Postgraduate Studies. The resource person who delivered the lecture was Mr. M. D. D. Peiris, former Secretary to the Prime Minister.



The Miracle of Han River

### **9.3 Assuring the Quality of Postgraduate Programme**

The proposal for establishing a Center for Quality Assurance was approved by the Governing Council on 28. 04. 2023. Following that, SPS has commenced few initiatives aiming to align SLQF standards for SLIDA postgraduate programmes.

### **9.4 Introducing One-Year MPM programme**

Also, SPS took the initial steps to introduce a one-year MPM programme for the next intake.

## Examinations Conducted in Year of 2023

# 10

The Examination Division of SLIDA has conducted 73 exams during 2023 including 55 examinations for external organizations and 18 examinations for internal programmes.

The external exams included recruitment examinations, efficiency bar examinations and promotion examinations. The following table consists the details of the examinations conducted during the year 2023.

### 10.1 Internal Exams - 2023

S/N	Institute	Exam	No. of Candidates
1.	SLIDA	Diploma in Office Management – 2020/21 Repeat Examination	14
2.	SLIDA	Diploma in Professional English 2022 1 st Intake Level II Examination	24
3.	SLIDA	Diploma in Office Management – 2021/22 Semester II Examination	36
4.	SLIDA	Second Efficiency Bar Examination for Management Assistants (Non-Tech)	07
5.	SLIDA	Diploma in Professional English Repeat Examination	20
6.	SLIDA	Diploma in Professional English – 2022 2 nd Intake Level I Examination	41
7.	SLIDA	Diploma in Auditing - Repeat Examination	07
8.	SLIDA	Higher National Diploma in Public Procurement and Contract Administration – 2022/23 Semester II Examination	61
9.	SLIDA	Higher National Diploma in Public Procurement and Contract Administration – 2022/23 Semester III Examination	71
10.	SLIDA	Master of Public Management 2019/21 & 2020/22 Semester IV Examination	90
11.	SLIDA	Master of Public Management 2021/23 Semester I Examination	40
12.	SLIDA	Master of Public Management 2021/23 Semester II Examination	30
13.	SLIDA	Master of Public Management 2019/21 & 2020/22 Semester V Examination	90
14.	SLIDA	Master of Public Management – 2021/23 Semester III Examination	28
15.	SLIDA	Master of Public Management – 2019/21 & 2020/22 Semester VI Examination	77
16.	SLIDA	First Efficiency Bar Examination for Technical Assistants (Civil) - MA 2-1	01
17.	SLIDA	Second Efficiency Bar Examination for Technical Assistants (Computer Technical Assistant) - MA 2-1	01
18.	SLIDA	First Efficiency Bar Examination for Programme Officers -JM 1-1	04
19.	SLIDA	First Efficiency Bar Examination for Management Assistants (Non-Technical) MA 1-1	11

## 10.2 External Exams – 2023

S/N	Institute	Exam	No. of Candidates
1.	Ceylon Electricity Board	Competitive Examination for Recruitment of Audit Assistant (Internal)	143
2.	Ministry of Foreign Affairs	Practical Assessment for Filling Vacancies in the Management Service Officers' Service Carder in Sri Lanka Missions Abroad	171
3.	Ministry of Public Administration, Home Affairs and Provincial Councils and Local Governance	Efficiency Bar Examination for Sri Lanka Information and Communication Technology Service	818
4.	Ministry of Public Administration, Home Affairs and Provincial Councils and Local Governance	Efficiency Bar Examinations for All Island Services	567
5.	Ministry of Defence	First Efficiency Bar Examination for Legal Officers	02
6.	Office for Reparations	1st EB Examination for MA Grade III	04
7.	Office for Reparations	2nd EB Examination for MA Grade III	03
8.	Ministry of Defence	First Efficiency Bar Examination for Research Officer of State Intelligence Service	09
9.	Office on Missing Persons	First Efficiency Bar Examination for Officers in MM 1-1 Service Category	03
10.	Condominium Management Authority	EB Exam for MA II (Tech) Grade III	01
11.	Planetarium of Sri Lanka	1st EB Examination for post of Astronomy DEMONSTRATOR	01
12.	Planetarium of Sri Lanka	1st EB Examination for post of Astronomy Lecturer	02
13.	Department of Commerce	First Efficiency Bar Examination for Legal Officer	01
14.	Department of Wildlife Conservation	Third Efficiency Bar Examination for MA (Technical/Non Tech) Officers (Wild Ranger III)	05
15.	Department of Wildlife Conservation	Third Efficiency Bar Examination for MA Technical/Non. Tech Officers (Wildlife Guard/ Assistant II)	02
16.	Ministry of Water Resource and Estate Infrastructure Development	Second Efficiency Bar Examination for Management Assistant Non-Tech) Segment 2	75
17.	Ministry of Finance	First Efficiency Bar Examination for Management Assistant (Non-Technical) Grade III Officers	06
18.	Department of Probation and Childcare Services	First Efficiency Bar Examination for Assistant Commissioner	01
19.	Sri Lanka Institute of Local Governance	First Efficiency Bar Examination for Management Assistant Service Category	05
20.	Ministry of Women, Child Affairs and Social Empowerment	Third Efficiency Bar Examination for Management Assistant (Non-Technical) Segment 2 Service Category	01



21.	Department of Immigration and Emigration	Third Efficiency Bar Examination for Passport Assistant Grade I Officers	28
22.	Ministry of Environment	Third Efficiency Bar Examination for Programme Assistant (Grade I)	02
23.	Ministry of Environment	Second Efficiency Bar Examination for Programme Assistant (Grade II)	11
24.	Department of Wildlife Conservation	Second Efficiency Bar Examination for MA (Tech/Non-Tech) Officers (Wildlife Guard/ Assistant II)	34
25.	Ministry of Environment	Third Efficiency Bar Examination for Allied Service	02
26.	Ministry of Environment	Second Efficiency Bar Examination for Allied Service	12
27.	Department of Public Trustee	First Efficiency Bar Examination for Executive Grade Service Category	01
28.	Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government	First Efficiency Bar Examination for Development Officers	08
29.	Office on Missing Persons	First Efficiency Bar Examination for JM 1-1 Service Category	09
30.	Registrar General's Department	Second Efficiency Bar Examination for MA (Non – Technical) – Category 2	34
31.	Sri Lanka Convention Bureau	First Efficiency Bar Examination for Management Assistants (MA 1-2) Grade III	02
32.	Sri Lanka Convention Bureau	First Efficiency Bar Examination for Junior Managers (JM 1-2) Grade II	01
33.	Ceylon Electricity Board	Efficiency Bar Examination for Audit Clerks II	38
34.	Department of Co-operative Development	First Efficiency Bar Examination for Assistant Commissioners	01
35.	Department of Wildlife Conservation	First Efficiency Bar Examination for Management Assistants Non-Technical - Segment 2 Service Category	126
36.	Department of Wildlife Conservation	First Efficiency Bar Examination for Management Assistant Technical/Non-Technical	09
37.	Department of Immigration & Emigration	First EB Examination for Executive Grade	04
38.	National Institute of Language Education and Training	First Efficiency Bar Examination for Academic Research Officer	02
39.	National Institute of Language Education and Training	First Efficiency Bar Examination for Coordinating Assistants	04
40.	Department of Pensions	Second Efficiency Bar Examination for Officer in Allied Service (Pension Officers)	14
41.	Ministry of Irrigation	Efficiency Bar Examination for MA (Non-Tech)	03
42.	Co-operative Employee Commission	First Efficiency Bar Examination for the Post of Legal Officer in the Executive Service Category	01

43.	Construction Industry Development Authority (CIDA)	First Efficiency Bar Examination for Assistant Director (IT) and Assistant Director (SBD's Registration) Grade II	02
44.	Ministry of Finance	First Efficiency Bar Examination for Management Assistants (Non-Tech)	02
45.	Ministry of Wildlife and Forest Conservation	First Efficiency Bar Examination for Sri Lanka Engineering Service	03
46.	Department Fisheries and Aquatic Resources	First Efficiency Bar Examination for Legal Assistant	04
47.	Public Service Commission-Sabaragamuwa Provincial Council	Third Efficiency Bar Examination for Sri Lanka Information and Communication Technology	10
48.	Measurement Units, Standards & Services Department	Third Efficiency Bar Examination for Officers of Scientific Service	05
49.	Office on Missing Persons	First Efficiency Bar for Officers in MA 1-1 Service Category	11
50.	Registrar General's Department	First Efficiency Bar Examination for Grade II Officers in Field/in-office Category 2	36
51.	Sri Lanka Convention Bureau	First Efficiency Bar Examination for Assistant Manager (MM 1-2) Grade II	01
52.	Department of Social Services	Second Efficiency Bar Examination for Executive Officers	01
53.	Construction Industry Development Authority	First Efficiency Bar Examination for System Analyst and Account, Officer	02
54.	Registrar General's Department	First Efficiency Bar Examination for Management Assistant (Non-tech)	132
55.	National Apprentice and Industrial Training Authority	First Efficiency Bar Examination for Grade II Inspectors	65
56.	Ministry of Environment	2 nd Efficiency Bar Examination for Grade II Officers of the Supervisory MA (Technical/Non-Technical Service Category)	01
57.	Department of Hindu Religious and Cultural Affairs	2 nd Efficiency Bar Examination for Assistant Director (Non SLAS)	01
58.	Department of Probation and Childcare	1 st Efficiency Bar Examination for Grade III Counseling Officers	02
59.	Department of Registration of Persons	2nd Efficiency Bar Examination for Production Assistants and Document Assistants	11



# Centre for Information Technology

11

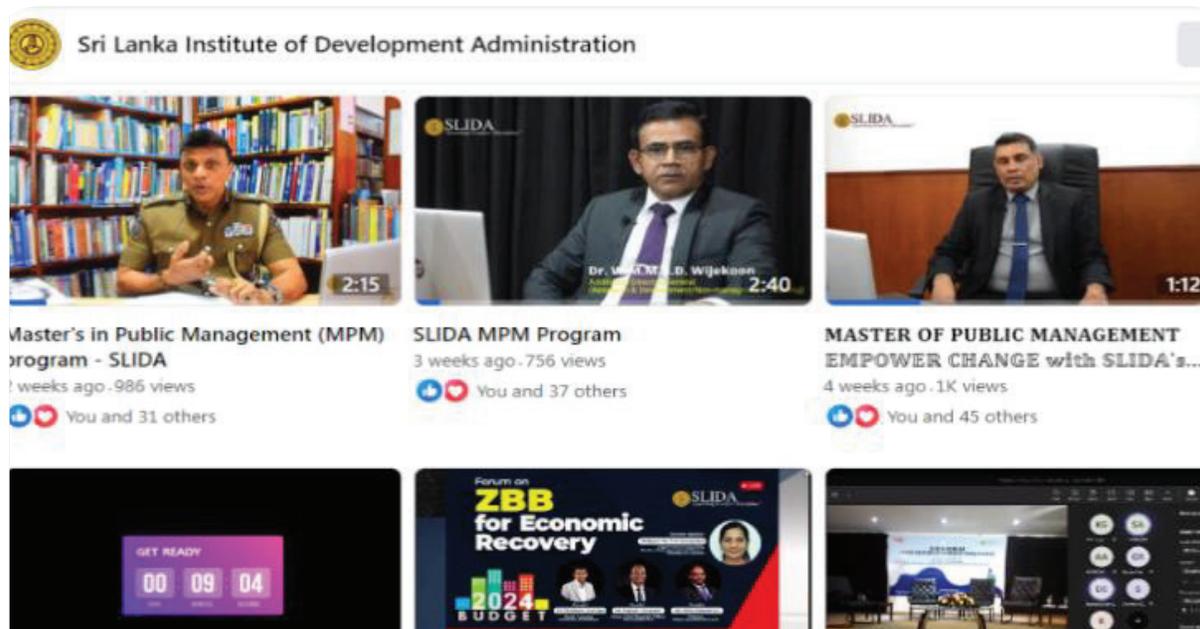
The Information and Technology division at Sri Lanka Institute of Development Administration (SLIDA) is dedicated to advancing information technology capabilities within public sector institutions and among officials. Our primary focus is to provide essential training and consultancy services to support the successful implementation of the E-Government concept.

Our efforts are geared towards establishing information systems that leverage innovative technology to enhance quality at SLIDA. We actively promote corporate training programmes through the institute's website and social media platforms, contributing to the development of a proficient and effective civil servant structure with strong technical knowledge.

This year, the Information Technology Center organized and conducted webinar programmes utilizing online digital technology. Online events were hosted through SLIDA official social media pages such as Facebook and YouTube, facilitating easy access to webinar programmes. SLIDA also streamlined the application and registration processes for exams through online mechanisms. Lectures and seminars were seamlessly conducted online using Microsoft Teams software.

To further enhance service quality, the ICT Division of SLIDA Administration Institute initiated various projects. These initiatives include the re-development of SLIDA website, develop programmes administration system to aid in programme scheduling, and creating a system for accepting examination applications online. These projects are currently in progress and will be implemented soon.

In addition to these endeavors, the ICT Division actively coordinates conferences and lectures held at SLIDA. This involves capturing photographs and recordings, which are then distributed through SLIDA official Facebook page. SLIDA also create documentaries and provide background settings for these programs, ensuring a comprehensive and engaging experience for participants.





**11.1 Induction and capacity development training programmes conducted during the period from January to December 2023.**

S/N	Programme	No of Days	Target No	Programme conducted	Partic- ipants	No of days
1.	Induction Training Programme for Sri Lanka Information and Communication Technology service Class I – Grade III 16.10.2023 – 27.10.2023	10	10	10	33	330
2.	Information Technology Training Consultancy for the Staff of Import and Export Control Department 09.11.2023 – 07.12.2023	5	5	5	10	50
3.	Training Programme on Cyber Security, Capacity Building for Government Officials. Organized by Sri Lanka Computer Emergency Readiness Team	13	13	13	800	10,400
	<b>Total</b>	<b>28</b>	<b>28</b>	<b>28</b>	<b>843</b>	<b>10,780</b>





Training Programme on Cyber Security, Capacity Building for Government Officials.

### 11.2 Online Programmes Conducted during the year - 2023

- Cross-Sector Leadership Programme.
- A Panel Discussion on Sri Lanka at Crossroads; Restructuring on State-Owned Enterprises & Impacts Beyond.
- Webinar on Gender Equality and Transgender Legalization.
- Webinar on Cyber Security.
- SLIDA Mentorship Programme: Felicitating Mr. M. Somasundram & 19 mentors.
- Forum on Public – Private Partnership Implementation Challenges.
- User training program on E-license system for employees of the Department of Imports and Exports.

### 11.3 New trends in 2023 in the organization

- Acquisition of 46 new computers for computer labs
- Commencement of essential tasks for SLIDA website development
- Execution of strategic social media campaigns to promote the SLIDA Institute
- Establishment of a computer network system in the Research center
- Deployment of high-speed internet facilities at SLIDA.
- Installation of advanced antivirus software for the institutional computer system.

Currently, the Language Division offers three primary programmes on the link language:

1. Diploma in Professional English
  2. Certificate in Professional English
  3. Workshop on Business Writing
- 23 officers from the first batch of year 2019, were successfully completed the course and the Diplomas were awarded to these officers in January 2023.
  - 17 officers from the first batch of year 2022, were successfully completed the course and the diploma awarding ceremony took place in November 2023.
  - Enrollment for the second batch of year 2022 commenced on June 10, 2023, with 43 officers.
  - Four (04), three-day workshops on business letter writing were successfully conducted in 2022, with a total attendance participation of 121 officers.
  - A twenty-eight-hour English Language Module was conducted for 12 officers who were recruited on a merit basis to the Sri Lanka Administrative Service in 2021 from the post of Administrative Officers.

#### 12.1 Programmes Conducted in 2023:

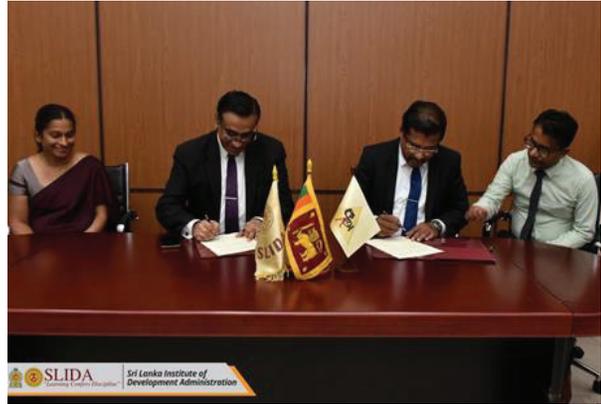
- English Speaking Training Programme for 30 Officers of Office Employees' Service in the Ministry of Foreign Affairs.
- Programme on writing skills for 64 Parliamentary officers.
- English language training programme for 35 officers of the Ministry of Public Administration, Home Affairs, Provincial Councils, and Local Government.
- Further, following initiatives were planned for 2024, with groundwork laid in 2023:
  1. Professional Communication (DPC)
  2. Speech Craft Programme (Toastmasters)

#### 12.2 Memorandum of Understanding

A five-year Memorandum of Understanding was signed with the Department of Official Languages on October 30, 2023, to launch the following programmes in 2024:

- For Sinhala Medium Officers:
  - Diploma in Tamil Language (240 hours)
  - Certificate Course in Tamil Language (150 hours)
- For Tamil Medium Officers:
  - Diploma in Sinhala Language (240 hours)
  - Certificate Course in Sinhala Language (150 hours)
- In addition to these programs, a re-examination was conducted for the old batches of the English Diploma course, and 24 officers who completed the course were awarded the English Diploma. All other previous registrations were cancelled with effect from January 1, 2023.

- Furthermore, curriculum restructuring for all the courses currently conducted by the Language Division was completed during this year.



The signing of the Memorandum of Understanding with the Official Language Department and Sri Lanka Institute of Development Administration



Group photo of the first batch of Diploma in Professional English holders in 2022



Highlights from the Three-Day Workshop on Business Letter Writing: Classroom Activities



Highlights of the One-Day Workshop on Curriculum Development for the Diploma Course in Professional Communication, chaired by former President's Secretary Mr.Lalith Weeratunga

**Programmes**

(1) Three (03) researcher development programs were held with the participation of 90 public officers, and 52 certificates were awarded.



Figure 1: Certificate Awardees



Figure 2: Field Data Collection Awareness

(2) Four (04) webinars were held on the following topics.

- 1) “Entrepreneurship Development Policy & Implementation” on March 29, 2023
- 2) Webinar parallel to the workshop on “Value for Money” on May 24, 2023
- 3) Webinar parallel to the workshop on “Restructuring of State Owned Enterprises and Impact Beyond” on May 31, 2023
- 4) “Sarusara Matota” on July 13, 2023



Figure 3: Flyer of webinar on “Entrepreneurship”

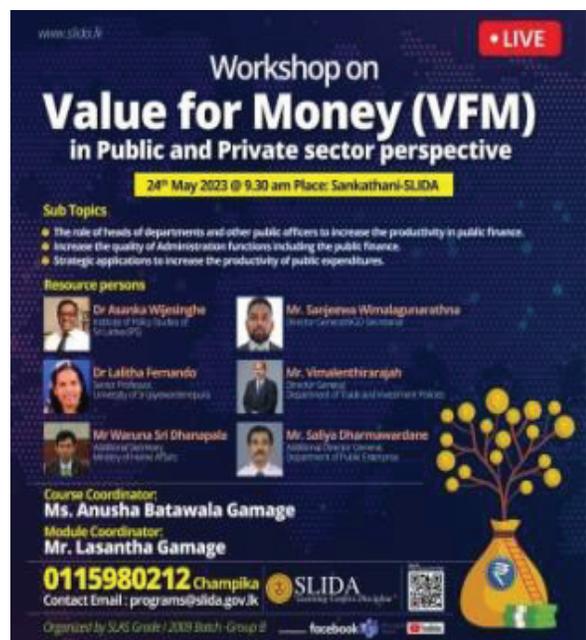


Figure 4: Flyer of webinar on value for money



Figure 5: Flyer of webinar on “SOEs”



Figure 6: Flyer of webinar on “Sarasar Matota”

(3) Capacity Development Program for thirty-three (33) Special Grade Officers of Sri Lanka Administration Service was held from 13th to 17th November 2023.



Figure 7: A moment of active participation in the SLAS Special Grade Programme



Figure 8: Some of the participants in the Capacity Development Programme

**Publications**

(1) Three (03) quarterly newsletters (for the first, second, and third quarters: January – March, April-June, and July – September respectively) were published.



Figure 9: First quarter Newsletter



Figure 10: Second quarter Newsletter



Figure 11: Third quarter Newsletter

## 14.1 Cadre Details

### SLIDA Cadre as at December 31, 2023

Category	Approved Cadre	Existing Cadre	Vacancies
Senior	47	27	20
Tertiary	23	10	13
Secondary	55	48	07
Primary	41	32	09
<b>Total</b>	<b>166</b>	<b>117</b>	<b>49</b>

### Recruitments in 2023

S/N	Designation	No. of filled positions	Recruited basis
1.	Director General	01	Secondment
2.	Additional director General (Admin And Finance)	01	Secondment
3.	Registrar	01	Secondment
4.	Director (Admin)	01	Secondment
5.	Senior Consultant	01	Secondment
6.	Consultant	05	Secondment
7.	Administrative Officer	01	Secondment
8.	Management Assistant	11	Secondment
9.	Driver	02	Permanent
10.	Office Assistant	02	Permanent
11.	Bungalow keeper	01	Permanent

## 14.2 Rehabilitation & Improvement of SLIDA Premises in 2023



Renovation of the Boundary Wall



Renovation of the Vehicle Parking Yard



Purchase 46 Desktop Computers for computer Lab



Installation multimedia control unit for Sanhinda hall

## Library and Information Services Dr. H.S. Wanasinghe Library

15

Dr. H.S Wanasinghe Library of the SLIDA assists in meeting the information needs of public and private sector executives who attend the training programmes. The Library is equipped with a wide range of new books related to the academic field of Public Administration and Management, especially to meet the academic needs of academics.

The provision of information services on the subjects such as Public Policy, Good Governance, Human Resource Development, Economic Development, Planning, Productivity, Environmental Management, Performance Development, Globalization, Project Management, Human Resource Management, Sustainable Development, Privatization, E-Government & E-Business and related areas are fulfilled by the SLIDA library

Further it has provided digitized facilities such as past papers, book chapters, e-books e-journals which available via Learning Management Systems.

### 15.1 Library facilities for induction Training Programmes

S/N	Course	Number of participants
1.	Induction Training Programme - Sri Lanka Administrative Service (Merit)	12
2.	Induction Training Programme - Sri Lanka Information & Communication and Technology Service - Class II - Grade II	26
3.	Induction Training Programme - Sri Lanka Information & Communication and Technology Service - Class II - Grade II	46
4.	Induction Training Programme for Managerial level	162
	<b>Total</b>	<b>246</b>

### 15.2. Library facilities for Diploma Programmes

S/N	Course	Number of participants
1.	Diploma in Office Management	36
2.	Higher National Diploma in Public Procurement and Contract Administration - HNDIPPCA (WD) 2022/23	50
3.	HNDIPPCA (WE) 2022/23	12
4.	HNDIPPCA (WE) 2023/24	24
5.	HNDIPPCA (WD) 2022/24	55
6.	Diploma in Professional English - 1st Intake	17
7.	Diploma in Professional English - 2nd Intake	37
	<b>Total</b>	<b>231</b>



### 15.3 Expenditure in acquiring materials to the library in 2023

S/N	Item of purchased	Cost
1.	Books	116,650.00
2.	Periodicals (Local)	3,000.00
3.	Periodicals (Foreign)	-
4.	Newspapers	175,964.00
	<b>Total</b>	<b>295,614.00</b>

### 15.4 Special Events Organized by the library in 2023

- **Impact Evaluation of Library Services under the Sustainable Development Goals (SDG)**  
A workshop on the impact evaluation and demonstration of the value and impact of library services under the Sustainable Development Goals (SDG) was held on 16 June 2023 at the library of the Sri Lanka Institute of Development Administration (SLIDA). The workshop was organized by the Special Library Group in collaboration with SLIDA to improve the knowledge of SDG goals among members of the Special Library Group.
- **Library Automation Project**  
12000 entries were made to the KOHA library system during the year 2023.

## Special Events and Achievements

# 16

### 16.1 SLIDA Mentorship Program:

Felicitating former SLIDA Director Mr. Somasundram on 15th December 2023, SLIDA radiated with pride as we convened to recognize our esteemed Mentors and paid tribute to the outstanding contributions of Mr. Somasundram.

A total of 19 mentors were recognized for their unwavering dedication, guidance, and passion, which was significantly influenced numerous individuals on their journey to excellence. The recognized mentors were as follows:

- Mr. M.D.D.Pieris
- Mr. Austin Fernando
- Mr. Lalith Weeratunga
- Mr. Udaya R Seneviratna
- Dr. R.H.S Samaratunga
- Ms. Indrani Sugathadasa
- Mr. S Ranugge
- Ms. V Jegarasasingham
- Ms. Chandrani Senarathna
- Ms. Pearl Weerasinghe
- Mr. Ravinatha Aryasinha
- Mr. Lalith R De Silva
- Mr. Pius Fernando
- Ms. Chandra Ekanayake
- Mr. Faiz Mohideen
- Dr. Harsha Athurupana
- Dr. Trevis Perera
- Mr. V Kanagasabapathy
- Ms. Padmini Rathnayake





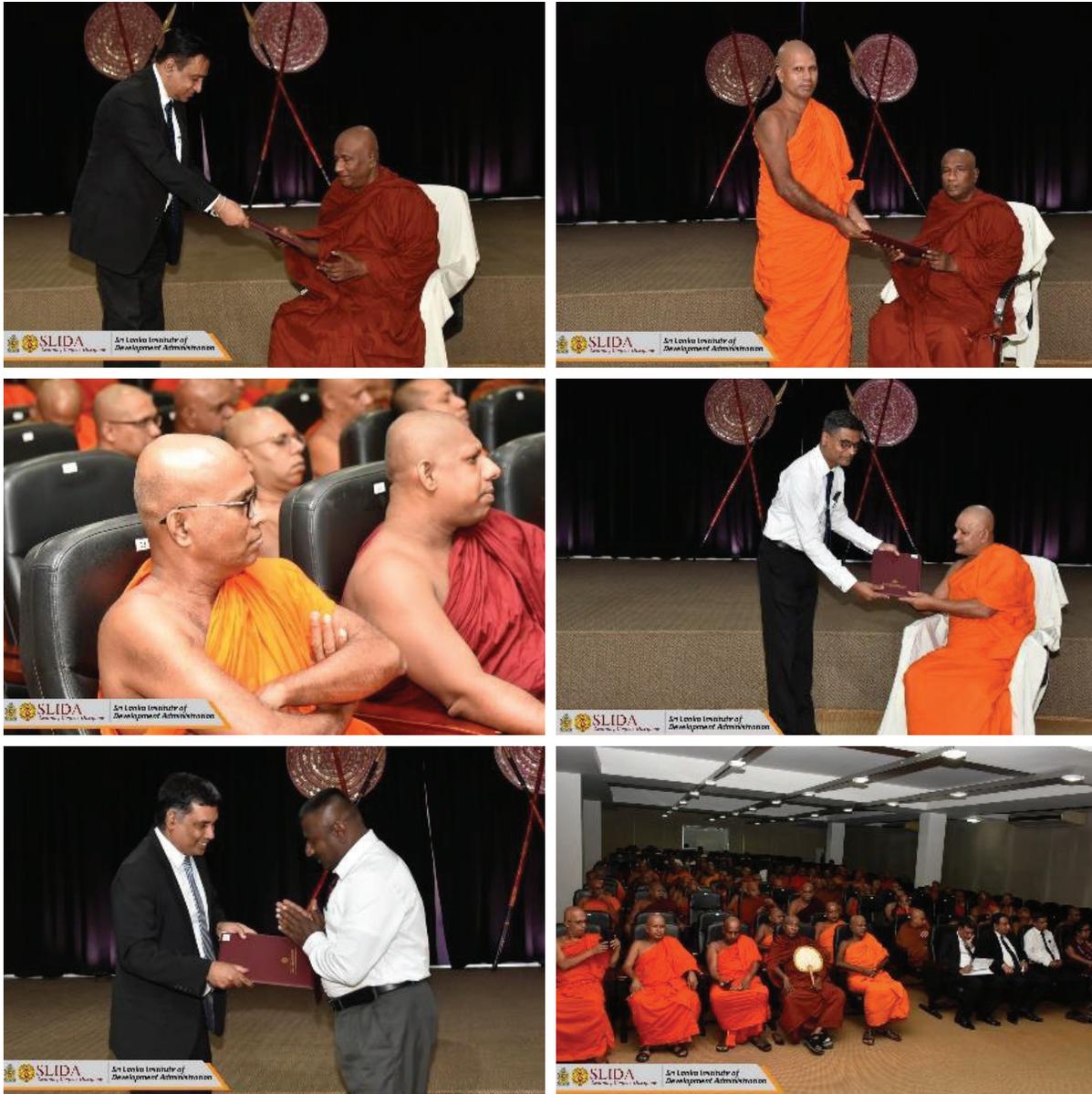
## 16.2 General Convocation - MPM

The General Convocation of Master of Public Management was successfully held on January 25, 2023. 105 study fellows received Master of Public Management Degrees and Postgraduate Diplomas. The event was held at Bandaranayake Memorial International Conference Hall. The chief guest of the ceremony was the Prime Minister, Hon Dinesh Gunawardena. Mr. Neel Bandara Hapuhinne, Secretary to the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government, attended the programme as the Guest of Honor. Mr. Anura Dissanayake, Secretary to the Hon. Prime Minister graced the occasion. The SPS was also able to submit the by-laws approved by the Governing Council for the Minister's approval on March 2023.



### 16.3 The Certificate Awarding Ceremony of the Capacity Development Programme for Staff Grade Monks of Piriven Education Unit.

The certificate awarding ceremony of the Capacity Development Programme was held by the Sri Lanka Institute of Development Administration for staff grade monks and other officials working in the Piriven Education Unit of the Ministry of Education.



### 16.4 “Pirith Ceremony” and Almsgiving

At the end of the capacity development training programme which was held for the staff officers of Piriven Education Unit of the Ministry of Education, SLIDA Staff offered the afternoon alms on the subject of Maha Sangharatna to about 80 participants. At the end of the programme, the Maha Sangharatnaya recited Pirith and thanked to the SLIDA staff.



### 16.5 Visiting of the Esteemed Delegation from Turkey International Cooperation Agency (TICA).

The esteemed delegation from Turkey International Cooperation Agency (TICA) embarked on a visit to SLIDA. During this visit, the delegation engaged in a highly constructive and fruitful discussions with the Director General of SLIDA, along with all Additional Director Generals. The primary focus of the discussions centered on the pivotal goals of enhancing capacity of public officers in Sri Lanka and fostering a valuable exchange of expertise between Sri Lanka and Turkey, thereby establishing a mutually beneficial collaboration.



## 16.6 SLIDA Convocation 2023 - Diploma in Office Management 2020/21, 2021/22

In a dazzling showcase of academic prowess, Convocation 2023 witnessed the conferral of diplomas upon the exceptional individuals of the Diploma in Office Management 2020/21, 2021/22, and the Diploma in English 2022.



## 16.7 "Guiding the Way: The President's Secretary Inspires Sri Lanka Administrative Service Officers"

In a remarkable occasion with the potential to leave a lasting impact, SLIDA proudly hosted a special event aimed at shedding light on the journey of the Sri Lanka Administrative Service Officers of the 2015 Batch. Mr. E M.S.B. Ekanayake, the Secretary to the President of the Democratic Socialist Republic of Sri Lanka, generously shared his wealth of invaluable experience and wisdom, steering these future leaders toward achieving excellence. This gathering facilitated a dynamic exchange of knowledge and insights, fostering an environment conducive to learning and the development of leadership skills.



## 16.8 The Book Launch - "The Lush Harvest from Stagnant soil -Memoirs of Ariyaratne Hewage"

The event of the Book Launch - "The Lush Harvest from Stagnant Soil Memoirs of Ariyaratne Hewage" written by the Late Mr Ariyaratne Hewage, who was a very versatile and competent public officer belonging to the Sri Lanka Administrative Service (SLAS), held on (22nd June 22, 2023) at the Sanhinda Auditorium of SLIDA.

High ranking Government officials took part in this important event, including Mr. Sanjay Rajaratnam PC, Hon. Attorney General, Mr. E.M.S.B. Ekanayake, Secretary to the President, Mr. D.M Anura Dissanayake, Secretary to the Prime Minister, former Secretaries to President Mr. Austin Fernando, Mr. Lalith Weeratunga, Mr. Udaya Seneviratne, former Secretaries Mr. S.C. Mannapperuma, Mr. J.J. Rathnasiri and Mr. Mahinda Madihewa.,Mr Nalaka Kaluwewe, Director General of SLIDA, welcomed the attendees and briefed them on the aim of the event, while Mr. Austin Fernando, former Secretary to the President, delivered the Keynote Speech.



### 16.9 Memorandum of Understanding (MoU) with the Department of Official Languages

The SLIDA Centre for Language Studies joined hands with the Department of Official Languages and signed five year MOU on 30.10.2023 to introducing Diploma and Certificate courses in both Tamil and Sinhala languages tailor-made for public sector officials.

Mr. Prince Senadheera, the Commissioner General of the Official Language Department, and Mr. Nalaka Kaluwewe the Director General of SLIDA signed the MoU, solidifying a partnership that promises to redefine language education in the public sector.

Our distinguished guests, including Mr. Shaminda Mahalekam, Commissioner of the Department of Official Language, Mrs. A.A.D.S. Athapaththu, Additional Secretary (Human Resource Development) Ministry of Public Administration, Home Affairs, Provincial Councils & Local Government, and along with SLIDA's officials, including all Additional Director Generals, Senior Consultants graced the occasion with their presence.



### 16.10 Webinar on Cyber Security Awareness

In the contemporary interconnected digital landscape, cyber threats are rapidly evolving. As technology continues to progress, cybercriminals are constantly developing new techniques to exploit weaknesses and jeopardize our online security. To protect our information systems, institutional websites, financial assets, and critical data, it is crucial to remain well-informed and vigilant.

This event was hosted by the Sri Lanka Institute of Development Administration (SLIDA) after identifying gaps in knowledge within the field of cyber security. The forum was featured by Mr. Wasantha Deshapriya, former secretary of the Ministry of Telecommunications and Digital Infrastructure, and Mr. Nirosh Ananda, Chief Information Security Officer at SLCERT, as panel members. Furthermore, the webinar was facilitated by Ms. Samanthi Senanayake, Senior Consultant at SLIDA.



### 16.11 SOEs Awareness workshop on SLIDA Services

State Owned Enterprises-SOEs are government-controlled public enterprises with economic objectives from revenue generating to delivering various services. There are more than 250 SOEs in Sri Lanka. Due to the Covid-19 Pandemic as well as the economic situation of the country, SOEs and SLIDA networking became weaker. For the purpose of strengthening the relationship, SLIDA organized the Awareness Workshop on SLIDA services on 14th June 2023 for Senior Managers of SOEs.

SLIDA successfully conducted this awareness workshop and the information regarding the various Training Programs, Management Consultancies, Training Consultancies and Examinations was shared among senior managers and discussed the way forward.

The awareness session was led by the Director General of SLIDA, Mr. Nalaka Kaluwewe and Additional Director Generals of SLIDA and senior managers of thirty (30) State Owned Enterprises participated in the workshop including Ceylon Petroleum Cooperation, Ceylon Electricity Board, Sri Lankan Airlines, Peoples Bank, Bank of Ceylon and National Savings Bank.

All Managers shared their challenges and discussed how to obtain the SLIDA services to overcome those and the training needs of SOEs were also identified.

Representatives of the Department of Public Enterprise of the Ministry of Finance also participated in the workshop.



### 16.12 Webinar on “Sarusara Mathota” – A Rural Economic Development Programme launched by District Secretariat, Matara

This Programme was initially started by the District Secretariat with the objective of food security in April 2022 when economic issues were aggravating. After that, it was expanded as a more comprehensive Rural Economic and Human Resource Development initiative. The specialty of the programme is that from its commencement, and up to now, the programme does not depend on allocations from the Treasury.

The Webinar on “Sarusara Mathota” was held on 13th July, 2023 from 02.00 pm to 04.00 pm in bilingual form.

Mr. Y. Wickramasinghe, District Secretary, Matara and Officers of District Secretariat, Matara who oversee the subprojects of “Sarusara Mathota” Programme participated as speakers to make awareness of the initiative of the District Secretariat, Matara and disseminate their experience around the country.

### 16.13 Webinar on Gender Equality and Transgender Legalization

SLIDA was proud to partner with the SLAS Special Grade 2003 Batch to bring an enlightening webinar on "Gender Equality and Transgender Legalization." On December 14, 2023, Joined via Zoom to delve into crucial discussions surrounding gender equality and the legal rights of the transgender community.

### 16.14 Forum on Challenges in Implementing Public-Private Partnerships in Sri Lanka

The HN-DIPPCA 22/23 Batch was proud to present a thought-provoking forum that delves into the intricacies of Public-Private Partnerships (PPP) in Sri Lanka.

Unraveling the challenges that shape the landscape of PPP implementation, and discover innovative solutions that can drive our nation's development. This brought together expert insights, engaging discussions, and a vision for a stronger public-private partnership future.



### 16.15 SLIDA Staff Capacity Building Programme

“On a journey together, towards one goal, added new experiences”

SLIDA Capacity Development Programme for Internal Staff was held on November 12, 2023 at Purple Sun Resort, Awissawella.



# Audit Committee Report - 2023

17

The Audit Committee, currently consisting of three Governing council members, in terms of the provisions in Para 4.2 of the Guidelines on Corporate Governance for State Owned Enterprises Circular No 2021/01 dated 16.11.2021 assists the governing council in its affairs to ensure the integrity of the institution, timely compiled quality financial statements complying with Accounting Standards, financial reporting process, with adequate internal controls and risk management.

## 17.1 Audit and Management Committee Composition

The members of the Audit Committee appointed by the Governing Council for year 2023 are as follows:

Name	Appointment Date
Mr. Jude Nilukshan, Director General, Department of National Budget	First appointment date –02.03.2022 Second appointment date-From 09.11.2022 up to date
Ms. V. Jegarasasingam Member, Governing Council	From 09.11.2020 up to date
Mr.Harsha Wijewardana Additional Secretary Prime Minister's Office	From 30.05.2023 up to date

A representative from the Auditor General's Department Ms. A.P. Renuka Alwis Superintendent of Audit, participated as an observer. In addition, the Chief Internal Auditor of the Ministry of Public Administration, Provincial Councils and Local Government also participated as an observer to the SLIDA Audit and Management Committee Meeting. Director General and staff of senior management were called occasionally in order to brief the Audit Committee on specific matters.

Internal Auditor of SLIDA functioned in the capacity of the Secretary to the committee for the year-ended 31 December 2023. During the year, four (04) Audit and Management Committee meetings (AMC) were held.

## 17.2 Purpose and Responsibilities of the Audit Committee

In terms of the Public Enterprises Circular No. PED 2021/01 the Committee focuses on the following responsibilities and the requirements of the Government.

- Preparation, Presentation and adequacy of disclosures in the Financial Statements, in accordance with the Sri Lanka Public Sector Accounting Standards;
- Compliance with financial reporting requirements, information requirements of the Establishment Acts, Circulars and other relevant financial reporting related regulations and requirements;
- Processes to ensure that the entity's internal controls and risk management procedures are adequate to meet the requirements of the Sri Lanka Auditing Standards and time to time circulars issued by the Government.
- Ensuring performance of the entity's internal audit function;
- Identification, monitoring and management of significant business/ financial risk when there is no Risk Committee in place;
- Reporting on related party transactions of Board members and key management personnel.



### 17.3 Key agenda items discussed by the audit committee during 2023 included as follows.

Meeting No. and Date	Discussed Key Actions
2023/01 - 21.02.2023	<ul style="list-style-type: none"> <li>Internal and External audit summary report and focused issues. <ul style="list-style-type: none"> <li>Management system of hostel Reservation and Maintenance</li> <li>Proper system for Class room reservation and maintenance</li> <li>Management system of SLIDA Master of public Management and Preparation of By Laws</li> <li>Management system of Canteen</li> </ul> </li> <li>Report on Distance learning and Video Conferencing unit.</li> </ul>
2023/02 - 12.06.2023	<ul style="list-style-type: none"> <li>Summary of the Final Report of Auditor General's Report for the year ended 31.12.2022, as per section 13 (7) (A), Finance Act No. 38, 1971</li> <li>Auditor General's report on financial statement of Sri Lanka Institute of Development Administration for the year ended 31st December 2022.</li> <li>Internal Audit reports and focused issues and management response. <ul style="list-style-type: none"> <li>Nuwara -Eliya Circuit Bungalow management system</li> <li>2022 Operational activities and human resources management system</li> <li>General financial management system and issues</li> </ul> </li> <li>Outstanding amount in relation with the establishment of Distance e- learning Network.</li> <li>Payables of Accountancy service Induction training program.</li> </ul>
2023/03 - 05.10.2023	<ul style="list-style-type: none"> <li>Internal Audit Report and focused issues of the following areas <ul style="list-style-type: none"> <li>Library service automation and proper system development</li> <li>System of Research and non-managerial training</li> <li>Dialog Payment settlement</li> </ul> </li> <li>Assets Register</li> <li>Disposable Asset report</li> </ul>
2023/04 - 29.12.2023	<ul style="list-style-type: none"> <li>Internal Audit reports and focused issues and management response. <ul style="list-style-type: none"> <li>Conducting External and Internal Exam</li> <li>System of MPM Examination and receivables and Payables.</li> <li>Procedure manual of the Examination Division.</li> </ul> </li> <li>Internal Audit Plan and Risk Register - 2024</li> <li>Status of the Statutory Obligations</li> </ul>

### 17.4 Key Observations and Recommendations

Observation	Recommendation
Taking action on Board of survey reports, Assets register, Disposable Register	<ul style="list-style-type: none"> <li>That the necessary arrangements were made to take the correct value of the assets in the final accounts of the year 2023 after completion of this work.</li> <li>Recommended to update the asset register from the accounts section.</li> </ul>
Nuwara- Eliya bungalow administrative work	<ul style="list-style-type: none"> <li>A bungalow keeper to be appointed and executed</li> </ul>
Amendment of the Act as per Cabinet Papers	<ul style="list-style-type: none"> <li>That the Act should be amended according to APA/13/0237/523/011 and APA/20/2066/315/017</li> </ul>
Preparation of By-laws for the Master of Public Management	<ul style="list-style-type: none"> <li>Formulation of By-laws as per the need</li> </ul>

Research and Non - Managerial Training programs	<ul style="list-style-type: none"> <li>• Recommended to recruit two research officers to research division.</li> <li>• Recommended to conduct Non -managerial training through On line mode</li> </ul>
Outstanding amount in relation with the establishment of Distance e- Learning Network.	<ul style="list-style-type: none"> <li>• Submitted governing council paper to clear accrued receivables and payables.</li> </ul>

## Financial Reporting

The Committee reviews effectiveness of the Financial Reporting System in place, to ensure reliability of information provided to the stakeholders. The Committee assists the Governing Council to discharge their responsibility for the preparation of true and fair financial statements in accordance with the books of accounts and Sri Lanka public sector Accounting Standards. The Committee reviews the adequacy and effectiveness of the internal control system and procedures to provide reasonable assurance that all transactions are accurately and completely recorded in the books of accounts.

The Committee reviewed all quarterly non-audited interim financial statements and financial statements, together with supporting information that included significant assumptions and judgments made in the preparation of financial statements.

## Internal Controls

The Audit Committee assessed the effectiveness of internal control over financial reporting system. This process assesses the adequacy and effectiveness of the internal controls and the processes for controlling risks to ensure compliance with laws and regulations. The Committee ensures that appropriate action is taken by the management on the recommendations of the Internal Auditors to improve the effectiveness of the internal control system of the SLIDA. The basis of the internal control framework, which enables the Governing Council to pursue its functions and take necessary measures.

## Internal Audit Activities

The Audit Committee ensures that Internal Audit function is independent of the activities. It audits and ensures that it is performed according to the Annual Audit Plan with impartiality proficiency and due professional care. The Audit Committee monitored and reviewed the scope, resources, extent and effectiveness of the activities of SLIDA Internal Audit division.

## Jude Nilukshan

Chairman

Audit and Management Committee



## Director General

Sri Lanka Institute of Development Administration

The Report of the Auditor-General on the Financial Statements and Other Legal and Regulatory Requirements of the Sri Lanka Institute of Development Administration for the year ended 31st of December 2023, as per Section 12 of the National Audit Act No.19 of 2018

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### 1. Financial Statements

#### 1.1. Qualified Opinion

The audit of the financial statements of the Sri Lanka Institute of Development Administration, comprising the Statement of Financial Position as at 31st of December 2023 and the Statement of Financial Performance for the year then ended, Statement of Changes in Net Assets, and Cash Flow Statement for the year then ended and Notes to the Financial Statements, including a summary of significant accounting policies, for the year ended 31st of December 2023, was conducted under my direction in pursuance of the provisions in Article 154(1) of the Constitution of the Democratic Socialist Republic of Sri Lanka read in conjunction with the provisions of the National Audit Act No. 19 of 2018 and the Finance Act No. 38 of 1971. As per Article 154(6) of the Constitution of the Democratic Socialist Republic of Sri Lanka, my report shall be presented to the parliament in due time.

In my opinion, except for the effect of the matters discussed in the “Basis for Qualified Opinion” section of this report, the financial position of the Sri Lanka Institute of Development Administration as at 31st of December 2021, and its financial performance and its cash flows for the year then ended, appear true and fair in accordance with Sri Lanka Accounting Standards.

#### 1.2. Basis for Qualified Opinion

- (a) Sri Lanka Public Sector Accounting Standard No. 07
- (i) As per section 42 of Sri Lanka Public Sector Accounting Standard No. 07, the carrying value of the building value had not been revaluated by using the fair value for the reported date and the building value had been stated in the Financial Statements as Rs. 404,961,000, based on the valuation of the year 2016.
  - (ii) The carrying value of the assets costing Rs. 266,931,869, which was fully depreciated but was still in use, had not been revealed in the Financial Statements as per section 92 (b) of Sri Lanka Public Sector Accounting Standard No. 07.
  - (b) The possession of the Tourist Bungalow and the title of the land in Nuwara Eliya, which had been transferred to the Institute as a free grant in terms of the Cabinet Memorandum No. cbp/16/1826/734/023 dated 27th September 2016, had not been valued and stated in the accounts.
  - (c) The depreciation of Rs. 588,139 for the year had been recorded less due to the consideration of the software package costing Rs. 2,940,696 as a fully depreciated asset in the year under review.
  - (d) Instead of depreciating a sum of Rs. 8,999,190 for vehicles for the year under review, an extra sum of depreciation in value of Rs. 385,000 had been stated in the Accounts due to the depreciated sum of Rs. 9,384,190.

This audit was conducted in accordance with Sri Lanka Auditing Standards (SLAuSs). My responsibility under those Auditing Standards is further described under the “Auditor’s Responsibility for the Audit of the Financial Statements” section of this 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 of the Institution for the Year 2023**

Other information consists of the information included in the Annual Report of 2023 that I have received before the date of this Audit Report, but not included in the Financial Statements and my auditor's report thereon. Management is responsible for the other information.

My opinion on the Financial Statements does not cover the other information and I do not express any form of assurance or conclusion thereon.

In connection with my audit of the Financial Statements, my responsibility is to read the other information that had been identified above and, in doing so, consider whether the other information is materially inconsistent with the Financial Statements or my knowledge obtained in the audit or otherwise it is materially misstated.

Where I conclude that there is a material misstatement of this other information, based on the other information I have obtained before the date of this Audit Report and on the work I have performed, I am required to report that fact. Accordingly, I have nothing to report in this regard.

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

The management is responsible for the preparation and fair presentation of financial statements in accordance with Sri Lanka Accounting Standards, as well as for determining the necessary internal controls that would enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Those charged with governance are responsible for the examination of the financial reporting process of the institution.

As per subsection 16(1) of the National Auditing Act No. 19 of 2018, the Institute should maintain proper books and records of all its income, expenditure, assets and liabilities to enable annual and periodic financial statements to be prepared in respect of the institution.

### **1.5. Auditor's Responsibility for the Audit of the Financial Statements**

My objective is to provide a reasonable assurance that the financial statements as a whole are free from material misstatement 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 it is not a guarantee that an audit conducted in accordance with SLAuSs will always detect material misstatements. As material misstatements can arise from the individual or aggregate impact of fraud and error, they could be expected to influence the economic decisions made by users based on these financial statements.

I have exercised professional judgment and maintained professional skepticism throughout this audit, and conducted it in accordance with Sri Lanka Auditing Standards. Further,

- The basis for my opinion is to obtain sufficient and appropriate audit evidence, in identifying and assessing the risks of material misstatements in financial statements, whether due to fraud or error, and designing appropriate audit procedures to overcome the risks that arise due to fraud or error depending on the circumstance. The impact of a fraud is higher than that of a material misstatement



because a fraud could transpire due to collusion, forgery, intentional omissions, misstatements or the override of internal control.

- I have obtained an understanding of the internal control of the Institute in order to design audit procedures that are appropriate in the circumstances, but I do not intend to express an opinion on the effectiveness of the institution's internal control.
- I have evaluated the reasonableness of the accounting policies and accounting estimates used, and the appropriateness of the related disclosures made by the management.
- I have concluded on the appropriateness of the management's use of the going concern basis of accounting, based on the audit evidence obtained as to whether there is a material uncertainty related to going concern of the Institute due to the events or conditions. If I conclude that a material uncertainty exists, I am required to draw attention to the related disclosures in the financial statements in my auditor's report and, to modify my opinion if such disclosures are inadequate. However, future events or conditions may cause the institution to cease to continue as a going concern.
- I have evaluated 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.

Those charged with governance were informed of significant audit findings, including any significant deficiencies in internal control and other matters that were identified during the audit.

## **2. Report on Other Legal and Regulatory Requirements**

### **2.1. National Auditing Act No. 19 of 2018 includes special provisions with regard to the following requirements.**

- 2.1.1. As per the requirements of Section 12(a) of the National Auditing Act No.19 of 2018, I have obtained all the relevant information and explanations which were necessary for the purpose of the audit, except for the effect of the matters I have described in the "Basis for Qualified Opinion" section of the report, and as per my examination the Institute has maintained proper accounting records.
- 2.1.2. As per the requirements of Section 6(1) (d) (III) of the National Auditing Act No.19 of 2018, the set of financial statements presented for audit is consistent with the previous year.
- 2.1.3. As per the requirements of section 6(1) (d) (IV) of the National Auditing Act No.19 of 2018, except for the observations made in Section (a) of the "Basis for Qualified Opinion" of this report, the recommendations made by me in the previous year were included in the financial statements presented for audit.

### **2.2. Based on the procedures followed and the evidence obtained, and limited to material matters, nothing that requires making the following statements was observed by me.**

- 2.2.1. that, as per the requirement of Section 12(d) of the National Auditing Act No.19 of 2018, any member of the governing body of the Institute has any direct or indirect interest in any contract entered into by the Institute, other than those relating to the ordinary business activities.
- 2.2.2. that, as per the requirement of Section 12(f) of the National Auditing Act No.19 of 2018, the Institute has not complied with any applicable written law or other general or special directions issued by the governing body of the Institution, except for the following observations.

Reference to Legal and Other Provisions	Observation
(a) Section 10(05) of the Finance Act No.38 of 1971	The net revenue that is leftover after an appropriation should be paid to the Consolidated Fund, but the Institute has not taken actions accordingly.
(b) Section 31 of the Sri Lanka Institute of Development Administration Act No.09 of 1982	Although no law can come to effect until the Minister himself approves it, the by-laws of the School of Postgraduate Studies had been used as the guidelines of the said division without obtaining such approval.
(c) Treasury Circular No. 842 dated 19th of December 1978.	The Assets Register had not been updated as per the provisions of the Circular.

2.2.3. that as per the requirement of Section 12(g) of the National Auditing Act No.19 of 2018, the Institute has not performed according to its powers, functions and duties.

2.2.4. that as per the requirement of Section 12(h) of the National Auditing Act No.19 of 2018, 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.

### 2.3 Other Matters

- (a) Although the land, in extent of 1.1863 Hectares, where the Institute is established in the address of No. 28/10, Malalasekara Mawatha, has been used since 1968, the process of transferring the title of the land is not yet completed.
- (b) Even though the approval to amend the Act which established the Institute had been granted as per the Cabinet Memorandum No. 13/0150/523/005 dated 07th February 2013, it has not been processed.
- (c) The decisions, which had been taken in terms of the Cabinet Memorandum No. 13/0237/523/011 dated 19th April 2013, were not executed.
- (i) When the officers were recruited to the Academic Staff of the Institute on secondment basis, they had been recruited through an advertisement published on the website of the Ministry of Public Administration, Home Affairs, Provincial Councils and Local Government instead of calling applications through a paper advertisement.
- (ii) Forwarding a report to the Cabinet regarding the investigation and revision of the content and the training methodologies of training programmes, which are implemented by the Institute with the purpose of enhancing knowledge and skills of the Government officers and creating a positive change in their attitudes.
- (iii) Even though the Institute holds the responsibility of implementing training programmes to the Government officers regarding the Public Administration and Management, conduction of training programmes for the officers of non-executive services had been disregarded due to the special concern on implementing training programmes for the executive officers of the Government Sector.
- (d) Even though the completion of 45 lecture hours per month is required for the Instructors of the Institute to obtain 50% of the secondment academic allowance from their basic salary in terms of the Internal Circular No. PD/IC/2008, the said allowance had been paid even without completing the required number of lecture hours. As per the calculation, based on the first seven (07) months of the year under review, although a sum of Rs. 2,792,232 had been paid for 10 Instructors as their secondment allowance, the actual number of lecture hours that they had completed was 1392.5 from the required lecture hours of 3240. The lecture hours that they had not completed were 1847.5.



- (e) A sum of Rs. 10,869,375 had not been charged from 43 officers who had not completed the Postgraduate Degree programmes since a period from 01 to 05 years.
- (f) The sum, which had been received from the Treasury for the Capital Expenditure in previous years and invested in fixed deposits without utilizing, is Rs. 25,323,146.
- (g) The necessary actions had not been taken to charge a sum of Rs. 1,933,325 which was 20 balance to be received and which had not been charged over six (06) years.

**W.P.C. Wickramaratne**

Auditor-General



ශ්‍රී ලංකා සංවර්ධන පරිපාලන ආයතනය, රාජ්‍ය පරිපාලන හා කළමනාකරණය පිළිබඳ දැනුම හා කුසලතා වර්ධනය කිරීම සඳහා ශ්‍රී ලංකාවේ ප්‍රමුඛතම රාජ්‍ය අංශයේ පුහුණු ආයතනයයි. කළමනාකරණ පුහුණුවලට අමතරව කළමනාකරණ උපදේශන සේවා සැපයීම හා පර්යේෂණ කළමනාකරණයට අදාළ සේවා සැපයීම මෙන්ම ආයතනික කළමනාකරණ ක්‍රමවේදයන් සමාලෝචනය හා වැඩිදියුණු කිරීම ද මෙම ආයතනයේ කාර්යභාරයට අයත් වේ. මෙය 1982 අංක 09 දරණ පාර්ලිමේන්තු පනත යටතේ පිහිටුවනු ලැබූ ආයතනයකි.

இலங்கை அபிவிருத்தி நிர்வாக நிறுவகம் என்பது, பொது நிர்வாகம் மற்றும் முகாமைத்துவத்தில் அறிவை மேம்படுத்துவதற்கும் திறன்களை மேம்படுத்துவதற்கும், இலங்கையின் முதன்மையான பொதுத்துறை பயிற்சி நிறுவனமாகும். முகாமைத்துவ பயிற்சி நடவடிக்கைகளுக்கு மேலதிகமாக, ஂடுஂனுயு ஆனது முகாமைத்துவ ஆலோசனை சேவைகள் மற்றும் முகாமைத்துவத்தின் அடையாளம் காணக்கூடிய செயற்பாட்டுப் பகுதிகளை அபிவிருத்தி செய்வதற்கும் நிறுவன அமைப்புகளை மீளாய்வு செய்வதற்கும் மேம்படுத்துவதற்கும் மேற்கொள்ளும்.

Sri Lanka Institute of Development Administration (SLIDA) is the premier public sector training organization in Sri Lanka, for the development of knowledge and improvement of skills in Public Administration and Management. In addition to management training activities the SLIDA also undertakes Management Consultancy Services and Research to develop identifiable functional areas of management as well as review and improve organizational systems.



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இலங்கை அபிவிருத்தி நிர்வாக நிறுவகம்  
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