



IPM

Sri Lanka

The Nation's Leader in HRM

EMP **THE FUTURE** POWER

ANNUAL REPORT 2016



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EMPOWER THE FUTURE

Change begins with the youth! While this might be a seemingly simple concept, its long term impact and importance for the future of Sri Lanka's corporates and the nation cannot be underplayed.

This year, with a keen eye on the future of the HR profession and its implications for the labour force in Sri Lanka, IPM Sri Lanka embarked on several initiatives to 'Empower the Future' of this nation and her people.

With a vested interest in ensuring growth and prosperity across the board, IPM Sri Lanka will continue to adopt both conventional and nonconventional approaches to nurture and develop the members of the HR fraternity, thereby empowering the future. With its eyes set on propelling prosperity through best practices in HR, IPM Sri Lanka strives to strengthen the people of this nation with knowledge, skills and attributes needed to elevate the broader society to the next level of success.



IPM SRI LANKA

THE NATION'S LEADER IN HRM

IPM Sri Lanka is the premier professional body in the field of Human Resource Management in Sri Lanka. Incorporated by an act of Parliament in 1976, the vanguard Institute is officially mandated by the State to advance the Principles, Practice and Techniques of Human Resource Management in the country. To its credit and the benefit of HR at a national, as well as corporate level, IPM continues to engender greater focus on the development of skills and competencies at both an individual and institutional level.

From its inception in 1959, the institute's noteworthy contributions have enhanced the value of HR significantly, and have contributed in no small measure to the development and nurturing of human resources, and elevating the profession as a value-creating discipline within organisations.

The establishment of IPM Sri Lanka has given a tremendous boost to the HR fraternity including individuals, practising HR Managers and Employers, with its pioneering efforts and continued engagement in raising the bar in Human Resource Management. Consequently, IPM has surged ahead from the competition to take the top slot as the undisputed leader of professional HR education in Sri Lanka.

Among the crucial factors that have propelled IPM Sri Lanka to emerge as the nation's leader in Human Resource Management are; superior and industry-relevant study courses to course recognition, international affiliations, state-of-the-art infrastructure, a highly acclaimed faculty, academic performance of its student body and myriad student-centric features.

While catering to the needs of the membership, especially in terms of upgrading their knowledge and skills through professional study courses, which include the prestigious IPM Professional Qualification in Human Resource Management (PQHRM), the Institute also offers a wide spectrum of opportunities for networking, sharing of best practices and exposure tours, thereby aiding in the professional development of members.

IPM Sri Lanka, whilst being a member of the Organisation of Professional Associations (OPA) of Sri Lanka, also functions as a member of the Asia Pacific Federation of Human Resource Management (APFHRM), through which the institute is affiliated to the World Federation of People Management Associations (WFPMA).

VISION

To be the guiding force and the leader in developing best practices in People Management in the Asian region.

MISSION

- We open pathways to the Human Resources Management profession.
- We are the knowledge centre for local and regional people Managers.
- As the catalyst and partner in human capital development, we continuously improve quality, standards and practices in the profession.

VALUES

- We demonstrate integrity in all our dealings.
- We are passionate about providing quality, timely and excellent services.
- We show mutual respect in all interactions.
- We are courageous and seek out challenges to be ahead.
- We are conscious of the need to be one team.
- We encourage diversity within our team.

OBJECTIVES

- To ensure a high level of professional standards and competence among the membership and those aspiring to become members.
- To promote the study of Human Resource Management and to encourage research into the best means and methods of applying the principles and techniques of Human Resource Management.
- To promote the image of the Institute and its membership, and to provide leadership to the Human Resource Management profession in Sri Lanka.
- To influence National Policy formulation in areas related to the Human Resource Management profession.
- To facilitate networking among HR professionals, to share and develop knowledge, exchange views at national as well as international level.
- To maintain our status as the leading HR authority in Sri Lanka by upholding high standards of competence, ethics, values and professionalism among the membership.



OPERATIONAL HIGHLIGHTS



The Great HR Quiz 2016 conducted for the second consecutive year.



Third programme of **'HRM for Life'** was held in Kurunegala with the participation of over 250 members of the professional community in the region.



PhD grant was introduced to IPM members.



IPM Kurunegala Regional Centre was opened in September 2015.



The revamped Kandy Regional Centre was opened in December 2015.



Conducted **IPM Business Leaders' Forum** attracting over one hundred business leaders.



Won the 'Silver Award' at the 51st Annual Reports Awards Competition 2014/2015, under the SME Category.



Established a Membership Exchange Programme with the Bangladesh Society for Human Resource Management (BSHRM).



Received a Commendation Award based on the Malcolm Baldrige Criteria at the Sri Lanka **National Quality Awards Competition 2015.**



Successfully conducted the **National HR Conference 2016** with over 1000 participants in attendance - highest participation ever.



1st Research Symposium of IPM Sri Lanka was successfully held alongside the National HR Conference 2016.



Established IPM Toastmasters Gavel Club.



96 members were enrolled under different membership categories.



IPM's premier qualification **PQHRM was upgraded and re-launched.**

FINANCIAL HIGHLIGHTS

2015/2016

2014/2015

Productivity

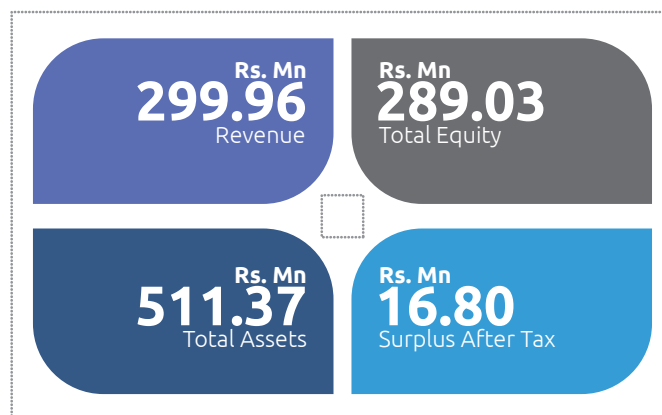
Revenue - Rs. Mn	299.96	255.89
Net Revenue/Gross Margin - Rs. Mn	186.50	158.42
Gross Margin Ratio (%)	62.17	61.91
Head Count - No. of Staff	59	55
Revenue per employee - Rs. Mn	5.08	4.65

Year End Data

Total Assets - Rs. Mn	511.37	480.38
Total Equity - Rs. Mn	289.03	272.27

Bottom Line Performance

Surplus Before Tax - Rs. Mn	17.28	40.40
Surplus After Tax - Rs. Mn	16.80	39.95



IPM SRI LANKA PRESIDENT'S MESSAGE

As President of IPM Sri Lanka, it is with great pleasure I present the achievements of our institute during the past year which includes both new and ongoing initiatives. The success of these initiatives has helped us to grow both operationally and financially, making this year a tremendous success, thus living up to our reputation as the nation's premier HR professional body.



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This would not have been possible without the active support and participation of our employees, the Governing Council and our valued membership, who are the most important component in the success of our institute. It is encouraging to note that our membership base is continuing to grow.

The surplus of LKR 16.8 million through operational activities has provided us with a sound financial platform, which has enabled us to deliver an exceptional service to all our stakeholders, may it be our students, members, employees or resource personnel. We have played a leading role in facilitating and encouraging our members and all Human Resource professionals in embracing high performance work practices that can propel their respective organisations.

Four specific objectives were set out at the beginning of the year. First, we set out to uplift the range and quality of our member services. We have continued to deliver a wide range of resources, products and services that our members value and expect from us. These include obtaining "Chartered Status", offering two members a PhD grant valued at one million rupees each and the establishment of a dedicated member services centre within the HR House for the benefit of our valued members.

We are committed to advancing 'excellence' in all aspects of education related to HR. During this year, nearly 7% growth in student registrations for various IPM study programmes has been reported, which is a reflection of the confidence they have placed on the IPM brand.

The curriculum of PQHRM - the premier HR qualification offered by IPM Sri Lanka was revised for the first time since the launch of this programme in 2004. It is envisaged that this improved PQHRM study programme will add further credence to the professional outlook of our graduates and make them globally competitive HR Professionals with balanced theoretical and practical exposure.

The new PQHRM has been structured in line with renowned global qualification frameworks covering four levels: Operational, Managerial, Strategic Level 1 and Strategic Level 2. The new programme consists of 90 credits and is based on an improved assessment and semester system. Further, we have also introduced a system of granting exemptions for students and professionals to enter the programme at different levels, thus creating more flexibility.

The new PQHRM programme was launched with the enthusiastic participation of academics, professionals and industry experts recently.

Plans are currently underway to launch B.Sc. (HRM) General/ Special Degrees with the approval of the Ministry of Higher Education. The final draft of the document to obtain 'degree awarding status' for IPM Sri Lanka has already been submitted. We have also been successful in forging an international collaborative partnership with one of the leading universities in the United Kingdom to offer the B.Sc (Human Resource Management & Development) Honours Degree and the M.Sc (Human Resource Management) with CIPD accreditation. The final audit in this regard has already been conducted and we intend launching the two programmes in September 2016.

Moreover, as part of our commitment towards developing our academic staff, the Business School successfully organised a series of workshops during the year to upgrade the knowledge and skills of our academic staff.

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We also set ourselves an ambitious objective to ensure that the Human Resource profession is ready to play a leading role in the next decade. In this context, we created a knowledge sharing platform through this year's annual conference which included both foreign and local human resource experts.

National HR Conference 2016 that took off under the theme "HR Ecosystem for Competitiveness" was a great success and reaffirmed our status as the nation's leader in Human Resource Management. This has generated increased enthusiasm amongst our stakeholders and helped improve the standards of HR within both public and private sector organisations.

This year also we continued with our collaborative relationship building with several key professional bodies in Sri Lanka in order to recognise 'People Leaders' within the respective professions. IPM Sri Lanka teamed up with the Institute of Chartered Accountants of Sri Lanka, The Chartered Institute of Marketing (Sri Lanka Region), The Institute of Engineers of Sri Lanka, The Computer Society of Sri Lanka and The Institute of Supply and Material Management for the second successive year to conduct this unique awards programme which is aimed at creating value within the world of work.

The Institute also launched National HR Excellence Awards with a view to recognising exceptional organisations that adhere to best practices in HR.

Accordingly, 16 business organisations received Gold, Silver and Bronze awards for exemplifying 'excellence' in HR practices at the recently concluded National HR Conference. Evaluation of this awards programme was conducted by an independent panel of auditors attached to the Postgraduate Institute of Management, University of Sri Jayawardenepura.

The Institute also took the initiative to promote a 'research mindset' amongst HR practitioners by organising the first ever Research Symposium of IPM which was a great success. This unique event afforded a platform for the members of the HR fraternity to share knowledge, expertise and review issues leading to informed decision making within organisations.

Furthermore, events such as the Great HR Debate and Great HR Quiz has tremendously boosted knowledge sharing among the HR fraternity while the Certified HR Auditor programme which was launched in Sri Lanka for the first time in collaboration with TV Rao Learning Systems, India to train HR professionals to upgrade HR standards in the country has received an overwhelming response from both the participants and employers.

The Institute during the current council year, continued to support the education sector in the country through its meaningful CSR initiative - the interschool debating championship which was organised among the school children within the Sri Jayawardenepura Educational Zone. Themed "Battle of the Brains", the competition which was organised in collaboration with the Ministry of Education attracted enthusiastic participation from a large number of school children.

The youth development leadership programme targeting the children of members and other stakeholders of IPM Sri Lanka continued for the second consecutive occasion. Apart from this, the Institute stepped forward to establish a 'Gavel Club' within the IPM Sri Lanka for the benefit of children of members.

With a view to ensuring the highest standards of quality within our institute, we hired respected consultants and PhD holders attached to reputed organisations to offer advice and support in conducting the affairs of the Business School and regional centres more professionally.

We also enhanced IPM's reach and accessibility by expanding our presence in potential townships such as Kandy and Kurunegala. The regional centre in Kandy was also revamped with the intention of providing better facilities for the students and also to accommodate a larger student base as the demand for HR qualifications in the Hill capital was increasing.

We have also demonstrated our commitment to sharing and enhancing best practices in Human Resource Management by securing and continuing partnerships with leading regional HR bodies such as the Human Resource Institute of Bangladesh, National Institute of Personnel Management, India, Japan Society of Human Resource Management and Singapore Human Resource Management Institute whilst building closer ties with the Chartered Institute of Personnel Development, UK.

The success of these projects is primarily attributed to the tremendous support of our people. We are also deeply indebted to all staff members for their hard work. Learning and development is an integral part of our culture and we strive to ensure that our staff has the capability and skills they need to support our strategic priorities.

Thus, we have provided support and encouragement to them and promoted the gaining of knowledge and skills development of both teams and individuals. During the year, we sponsored two staff members to special residential training programmes at the

Indian Institute of Management (IIM) Ahmadabad, India. Apart from this, several in-house and outdoor training programmes were conducted during the year with the participation of a large number of staff members.

It has been a year of sheer progress. One significant achievement is, portraying a value-centric, performance-driven organisational culture prevailing at IPM Sri Lanka. I am very much pleased to state that we have managed to align the thinking of the employees and the members of the Governing Council in order to offer further value to our stakeholders and the HR profession as a whole.

Being the nation's leader in HRM, we firmly believe that we have continued to deliver excellence to our members, students and also to HR fraternity of Sri Lanka. The future of our organisation will rest on the dedicated volunteers who are passionate about HR. In conclusion, I invite you to review the Annual Report and share in the joy of our accomplishments and progress within the sphere of HR Management.



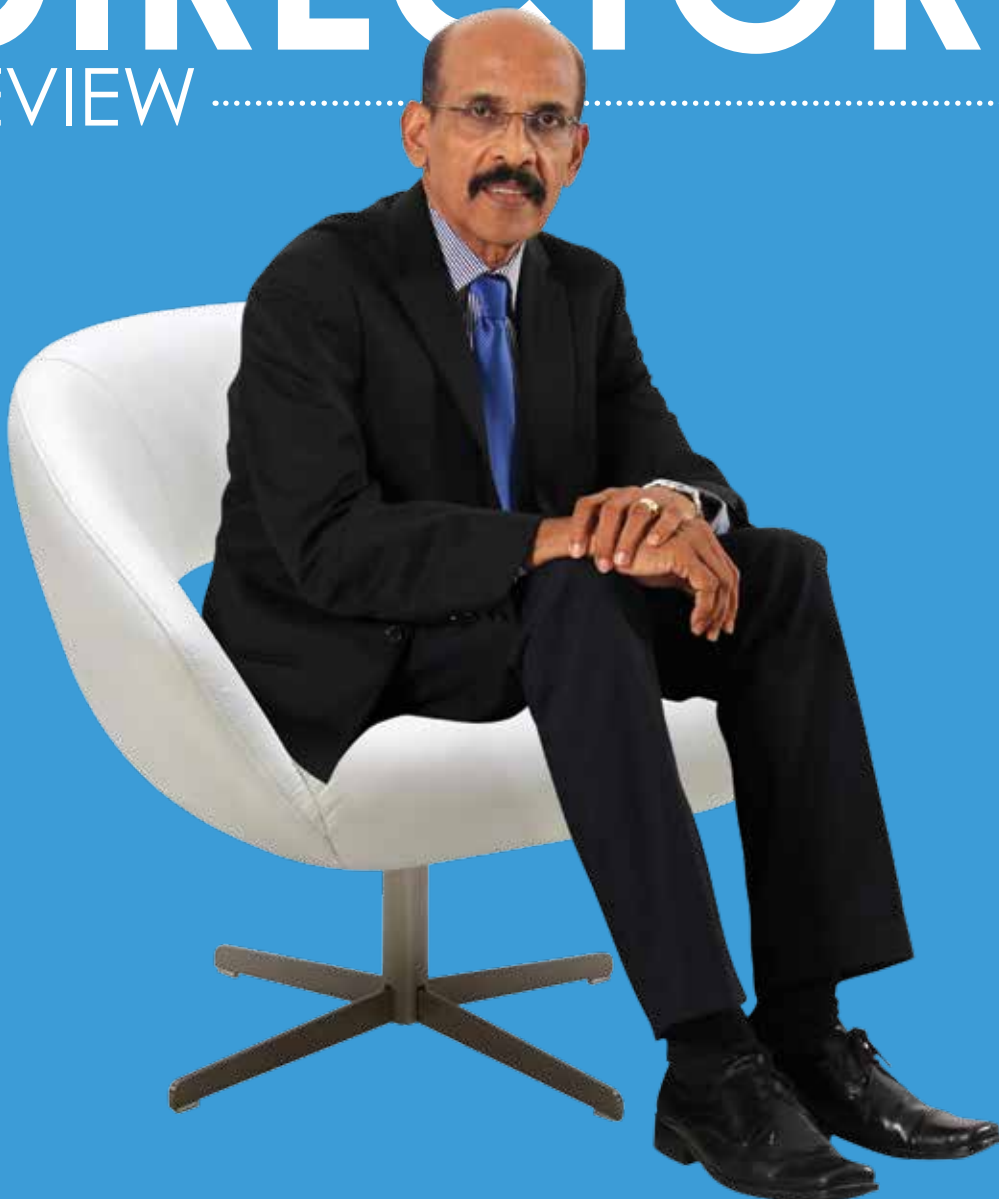
Rohitha Amarapala

President
IPM Sri Lanka

IPM SRI LANKA

EXECUTIVE DIRECTOR'S

REVIEW



As yet another year accentuating the many challenges and accomplishments comes to an end, the success of our Institute is captured through the medium of the Annual Report for the year 2015/2016. In our journey towards meeting the goals set, the key strategic and tactical decisions that were taken, impel us to highlight the moments and events that contributed towards our success story for the period under review 2015/2016.

The significance of finance

The financial status is, of course, a very critical determinant of our success story. We have endeavoured at all times to manage the affairs in the financial sphere with utmost diligence. Compliance with and reinforcement of sound practices and procedures have ensured the steady growth of our business coupled with our keenness to attain our financial goals. The Balance Sheet as usual is a reflection of our assertion to demonstrate our commitment to institutionalize healthy financial stability.

National HR Conference 2016 and HR Service Providers' Exhibition

The National HR Conference which was hosted by the IPM Sri Lanka, has won fame in the domain of Human Resource Management as the most looked-forward to event at home as well as in the South Asian region. The uniqueness and the relevance of the conference that the IPM consistently strives each year to attribute to this flagship event is widely acclaimed and substantiated by the ever-increasing number of attendees at the conference each year.

The topic for this year's conference revolved around "HR Ecosystem for Competitiveness" held at the BMICH on the 21st and 22nd June, 2016. The conference was well attended and the venue was filled to capacity. Hon. Navin Dissanayake, Minister of Plantation Industries, graced the occasion as the guest of honor, while the Keynote speaker was Mr. Erman Tan, President, Singapore Human Resources Institute. The conference, true to its international stature attracted a fine blend of renowned resource personnel in the form of speakers, both local and foreign who imparted their knowledge and expertise which were well received by those who participated on a chock-full day's programme interspersed with "Q" and "A" sessions. Embellishing the grandiose character of this flagship event, the conference featured the Great HR Debate, HR Excellence Awards, HR Service Providers' Exhibition and a groundbreaking initiative for the first Research Symposium which proved to be a success.

Business Leaders' Forum

The annual Business Leaders Forum that runs as a precursor to our National Human Resource Conference was held this time at the Cinnamon Grand Colombo (Oak Room) on 25th May 2016 under the theme "Yesterday's behaviour will not deliver tomorrow's results". Mr. Omar Khan, the celebrated management expert was the keynote speaker at the forum. This value driven initiative taken by the IPM focused on the relevance that leadership plays a pivotal role in challenging times in the corporate environment. A cross-section of business leaders and CEOs attended this high-profile forum. This was followed by a workshop conducted by Mr. Omar Khan under the theme "The 5 leadership levers to Business Success" which was attended by an equally enthusiastic group of participants representing the various management positions of the corporate sector who carried away with them valuable learning from the series of interactive sessions that flowed through the workshop.

Human capital development

In our drive to engage and empower our most valued asset, we believe in affording them a work environment that gives them the sense of belonging to deliver the competitive advantage to the Institute through their skills and knowledge. To give them greater exposure, an overseas training programme for two of our staff members on leadership that was held in India was granted. Further, a residential training programme engaging the team was held in November, 2015 at the Laya Leisure Kukuleganga. The staff compensation and rewards are in line with industrial benchmarks, subject to a salary survey conducted, and are administered in accordance with the annual performance appraisals. The headcount figure is maintained at a healthy level to mobilize this valuable resource to attain the highest levels of productivity. Staff are also encouraged to promote closer networking with each other in a spirit of camaraderie, engaging in staff outings, talent shows, and other activities for team building that also gives the opportunity to display their innate abilities.

Membership Services

Members are our lifeblood and have contributed in numerous ways to sustain and develop the Institute's growth and progress. A dedicated individual to foster a healthy relationship with our members, under the purview of the Membership Development Committee, has been assigned from the Institute's administrative staff. While we encourage the growth of our membership, we also endeavour to upgrade the status of our membership so that our members are recognised in keeping with a structured progression. Fostering a healthy relationship of the fraternity of our members is an initiative that is taken with the organising of social events such as the annual "Members Day" outing that affords the ideal ambience for a day out that is filled with fun and gaiety for members as well as their families.

The Business School and our students

Our core business and the relationship we build with our students remain intrinsically inseparable. The challenge lies not only in attracting students but to ensure that we live up to our promise in delivering the best in quality of our study programmes and facilities. Being conscious that the students are the future assets of a nation, we take it upon ourselves to ensure that we mould well-rounded professionals who can venture into the world with confidence and the competence to embark on a fulfilling career in their chosen pursuits. We created history by producing the highest number of graduates in the year 2016. Ambitious plans are afoot to upgrade and innovate our study programmes and professional qualifications to that of degree status, and for a fruitful collaboration with a foreign university in the future.

The PQHRM, considered the premier qualification in the HR profession affording new and challenging vistas for further advancement in the discipline and career was revised recently to be abreast of the global challenges. The curriculum was critically evaluated by a team of domain-knowledge experts, and revised to make this qualification to be comparable with the most competitive in the global arena. The need was further felt with the objective of producing well-rounded professionals with the right skillset and knowledge to make them readily employable by prospective employers who are eager to scout for the best HR talent.

To be compliant with the very exacting prerequisites such as quality and relevance, all our study programmes are subject to constant revision. The entry requirements too have been revamped to meet the new standards whilst the panel of lecturers chosen are of high calibre and include university professors, well-rounded HR practitioners, and industry experts who will deliver insightful and incisive learning, coupled with hands-on practical applications.

The Great HR Quiz 2015

The 'Great HR Quiz 2015' concluded on a grand note amidst a large and distinguished gathering of industry professionals at the Galadari Hotel in Colombo. The Deputy Minister of Foreign Affairs, Dr. Harsha De Silva graced the occasion as the Chief Guest and the Commander of the Sri Lanka Army Lieutenant General Crishantha De Silva was the Guest of Honor. Structured and conducted in the form of a live table quiz, it was staged for the second consecutive year with the participation of 45 teams, representing both private and public sector organizations.

The enthusiasm shown by the many participants representing diverse industry sectors bears testimony to the popularity and the immense value the Quiz generates for networking and knowledge sharing. The Quiz also opens avenues for research and insightful learning and inspires participants to be current with the new trends and challenges in the HR discipline whilst setting the tone for a spirit of competitiveness. The adjudication by a panel of judges comprising prominent practitioners and academics contributes to uphold the significance of this event whilst making it an irresistible occasion for participation by those who are keen to broaden their knowledge in the HR discipline and beyond.

The Quality Culture

We believe in consistently focusing on ways and means of improving our brand image and increasing our awareness as a quality driven institute through many initiatives that we take such as the Quality Week, organising Best Creative Design Competition, Poster and Cartoon Competition, Poem and Free Verses competition. These competitions made available to students and staff were aimed at creating quality consciousness amongst them and also to improve employee morale and team spirit; the best 5S practitioner, best 5S department and best Kaizen suggestion were picked from among the members of the staff. The institute was pleased that the 'IPM Quality Week' benefitted its employees, stakeholders and students alike by creating quality consciousness among them whilst developing an effective and efficient work environment.

2015/2016 council year - quality assurance highlights and attainments

Obtained commendation award based on the Malcolm Baldrige Criteria for the Sri Lanka National Quality Award competition 2015 at the very first attempt. We successfully completed the 1st surveillance audit after the re-certification of ISO 9001:2008 from Sri Lanka Standards Institution (2015-2018) which is a further advancement of the previous certification of ISO 9001:2008 obtained during 2012.

Commemorated World Standards Day and IPM Quality Week for the 3rd consecutive year

This year, IPM celebrated its quality week under the theme, "Standards - the world's common language". The IPM Quality Week's inauguration session was held on 7th October 2015 with the participation of guest speaker, Mr. T.G.G. Dharmawardhane, Deputy Director General, Sri Lanka Standards Institution. The National Quality Week is an annual public awareness campaign that encourages individuals and organisations to focus on the importance of standardisation, quality and continuous improvement. The institute also lined up a series of events and competitions in order to emphasise the importance of quality among its employees, students and other stakeholders.

Transition of ISO 9001:2008 into ISO 9001:2015 version was launched. All background and preparatory work have commenced to transit to the new version. The next QMS surveillance audit will be carried out with new version ISO 9001:2015.

Corporate Social Responsibility

As a reputable professional institute, we believe in conducting our affairs with a sense of responsibility to engage ourselves in making a valuable contribution to the greater wellbeing of our society. The impact of our commitment transcends the standard corporate character of CSR activities that we see quite often. In the academic sphere, we seek to support the education system by reaching out to the youth who are the future of our society. Hence, CSR assumes the role of a key challenge for us to make a difference as a responsible stakeholder committing our resources, expertise, knowledge, and capabilities towards this cause as the Nations' leader in the Human Resource Management.

In our drive to deliver the best in value to society, we organised the popular "Battle of Brains 2016", Annual Interschool Debating Championship as a CSR project to groom school children by providing opportunities to participate in exciting co-curricular activities of this nature. This was jointly organised with the Sri Jayewardenepura Zonal Education Office for the 2nd consecutive year. The theme for this year's championship was "Human Resource is the most valuable resource".

The Battle of the Brains 2016 follows last year's highly successful championship and had over 34 schools and 136 students debating ardently over various interesting topics while displaying their inherent capabilities in speaking and articulating diverse viewpoints.

The grand finale of IPM "Battle of the Brains 2016" was held on April 4, 2016, at IPM Sri Lanka head office - "HR House" in Narahenpita, Colombo 5, with much enthusiasm amongst the education officials, teachers, students and IPM members and invitees which was evident from the high level of participation.

We conducted a Career Guidance programme to support the School children to discover a successful path to their future career and help them to realise their full potential, including alternative paths to fulfill their dreams of higher education. Our career guidance programmes targeted the school children, not only in the Colombo region but also in other regional study centres including Kandy, Kurunegala and Gampaha.

Whilst concluding on a positive note, and drawing inspiration from our overall performance, embellished with the achievements and milestones attained as recorded in the Annual Report, we looked forward to a new council year with great promise for further growth and development.



Peter Daabre
Executive Director
IPM Sri Lanka

IPM SRI LANKA

HON. SECRETARY'S

MESSAGE



IPM Sri Lanka continued its enviable position as the Nation's leader in Human Resources, recording noteworthy performance on many fronts yet again during the financial year 2015/16. Despite the impact of dwindling economic conditions and macroeconomic uncertainties that prevailed during most parts of the year, we have been able to record our best performance ever, in terms of revenue generation, thanks to our performance driven culture, characterized by strong employee engagement and commitment.

The affairs of the Institute was governed by a carefully framed Corporate Plan, covering the period 2015-2017 with a view to promoting robust and impressive growth within IPM Sri Lanka while focusing on the progress and growth of all our stakeholders. During the year under review, through the efforts of various subcommittees, we have successfully addressed many issues concerning our business sustenance, growth and stakeholder interests.

During the year under review, the strategic approach we adopted towards confronting challenges seems to have paid off. These strategies which were consistent with our stakeholder expectations helped us to grow our volumes, whilst enhancing our asset quality, brand image and stature among the members of the HR fraternity.

We continuously looked for innovative ways of enhancing our stakeholder value proposition and set forth a series of progressive measures to build deeper engagement and relations with our key stakeholders.

Commitment towards our 'People'

Particular emphasis was paid to employee engagement by making every effort to create a performance driven organisational culture that promotes higher productivity, commitment and efficiency.

Considering the invaluable role played by our people in IPM's growth and sustainability, a well defined HR policy that stipulates the organisational structure, responsibilities, deliverables and performance indicators were established and implemented covering the entire manpower cadre which stood at 60 members as at 5th July 2016.

Having identified our key enablers, a well-coordinated programme of activities to nurture, develop and engage all employees was set in motion through a well designed strategic human resource plan, enabling them to raise the bar of excellence.

In addition to the strategies that were put in place to attract and retain the best talent, we also focused our attention on motivating and empowering our employees by creating a 'conducive' work environment within IPM Sri Lanka that promotes team spirit, participation and camaraderie.

As part of our continuous efforts to remain as a 'preferred employer' in the tertiary education sector, the Institute periodically reviews the rewards and compensation structure of IPM Sri Lanka with benchmarked industry competitors with the assistance of a third party. This intervention was carried out through KPMG during the year 2016 and a competitive reward structure was introduced for all categories of staff based on the findings of the said report.

Offering value for our 'Students'

By strengthening the administrative framework within the Business School and the Secretariat, we were successful in delivering an efficient, quality assured service to our core customer; students who have placed their confidence in us as their trusted education partner for HR education.

Accordingly, the Institute made considerable investments on enhancing both the infrastructure and academic delivery of all our study programmes in line with our standing in the industry as the most sought-after provider of HR education in the country. The manpower cadre within the Business School was strengthened with qualified and experienced professionals whilst attracting top-rated academics and practitioners in to our faculty as resource persons.

We also invested on establishing enriching partnerships with renowned local and international bodies, including globally rated universities to offer accredited degree programmes - a move that will significantly enhance the stature of our Institute.

With a view to reaching out to a wider cross section of our stakeholders, we enhanced and expanded our regional presence in Kandy and Kurunegala during the year, by investing on enhancing facilities at the two regional centres.

Aiding the professional growth of our ‘Members’

Our scope extended further to envelope the ‘lifeblood’ of this Institute; our valued membership whose personal and professional wellbeing has remained one of our top priorities. To this end, a multitude of value-creating initiatives from training and development to member services were introduced with a view to supporting their growth and progress.

Supporting the development of our ‘future generation’

As we continued to grow, we have made a concerted effort to support our communities, particularly the education sector in the country in their mission to nurture the future generation of Sri Lanka. A series of career guidance programmes targeting deserving schools and initiatives such as Interschool debating championships and Youth Leadership Development programmes have significantly contributed towards promoting learning and development among the younger generation and helped them keep abreast of the emerging world, thereby building future-ready individuals.

May I take this opportunity to convey my heartfelt gratitude to all those who contributed towards the success of our Institute, especially those of you, who assisted me in carrying out my duties in my capacity as the Honorary Secretary of the Institute.

I also place on record my sincere appreciation to the President, members of the Council and the staff attached to the Secretariat for the support they provided me in discharging my responsibilities in a transparent and professional manner.



C. Gannile
Hony. Secretary
IPM Sri Lanka



We continuously looked for innovative ways of enhancing

our stakeholder value proposition

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STUDENTS

LEARN, ENHANCE, ELEVATE...

As an integral component of success, learning, re-learning and the enhancing of knowledge will be 'key drivers' for the HR profession and both practicing and future HR professionals. As the leading HR body in Sri Lanka, IPM will continue to engage with individuals and introduce innovations in the HR field to help enhance skills and systems, as well as facilitate greater networking at both professional as well as institutional level. Building on a foundation of success, IPM will continue to play a crucial role in facilitating knowledge transfer by providing a platform for the HR fraternity to come together in order to elevate the profession to the next level.





EXECUTIVE COUNCIL 2015/2016



Mr. Rohitha Amarapala
President

Mr. Shanaka Fernando
Vice President

Mr. C. Gannile
Hony. Secretary

Mr. Samitha Perera
Immediate Past President

Prof. Ajantha Dharmasiri
Council Member

Mr. G. Weerathunga
Council Member

Mr. Janaka Kumarasinghe
Council Member

Dr. Bhadra Arachchige
Council Member



Not in the picture
Mr. Dillon Gomez - Council Member

Mr. Rohitha Amarapala President

Mr. Rohitha Amarapala is a member of the Corporate Management Team of the Pan Asia Banking Corporation PLC and currently serves as the Head of Human Resources of the Bank. He has held several senior management positions in HR in public, private and multinational organisations during an illustrious career spanning over two decades. Rohitha is a Fellow Member of IPM Sri Lanka and holds an MBA from the University of Western Sydney, Australia.

Rohitha was elected to the Governing Council of IPM Sri Lanka in 2001 and has since served the Institute in numerous capacities, having held the Office of the Vice President of the Institute on five occasions, making an invaluable contribution over the years to uplift the standards within the HR profession in the Country. He has played a lead role in the formulation and implementation of the existing Strategic Plan of IPM Sri Lanka and has been instrumental in introducing innovative ventures at the institute in order to create value for the HR profession.

Rohitha is a Licensed Practitioner of Psychometric Testing Systems adopted by Thomas International. He was conferred the prestigious 'Pride of HR Profession Award' for his contribution to the HR profession at the World HRD Congress held in Mumbai, India in 2010. Further, Rohitha was awarded a fellowship by NICC Japan in the year 2009 to undergo a special programme on 'Japanese Management Systems' while the International Labour Organization (ILO) in 2011 offered him a fellowship to represent Sri Lanka at the 'Programme in Promotion of Labour Standards through CSR' held in Italy.

He is a member of the Association of Professional Bankers, Sri Lanka.

Mr. Samitha Perera Immediate Past President

Samitha is the Director/Chief Executive Officer of CBL Foods International (Pvt) Ltd. A veteran in the HR discipline, Samitha has held senior HR related responsibilities at some of Sri Lanka's largest multinational companies, including the Singer Group of Companies, Coca-Cola Beverages Sri Lanka Ltd., Caltex Lubricants Sri Lanka and British American Tobacco where he served as the Human Resource Director prior to assuming his current role.

Samitha, the immediate past President of IPM Sri Lanka has made an invaluable contribution to raise the professional standards within the sphere of HR in the country and has provided his visionary leadership to create value by encouraging many meaningful initiatives during his tenure. Some of the noteworthy projects that were initiated during his council year includes; the introduction of 'IPM definition on HRM', the launch of IPM Sri

Lanka People Leaders' Awards Programme, Internship programme for students, PhD scholarship for members, initiating discussions on obtaining 'Chartered Status', development of competency framework for IPM, forging many useful collaborations with local and international professional bodies and the aggressive expansion of IPM, ensuring a strong regional presence, through which he was successful in further enhancing IPM's image as a progressive and evolving professional entity.

His invaluable contribution towards the HR fraternity was recognised at the NHRC 2013 when he was adjudged 'Winner' of the prestigious IPM Lifetime Gold Medal for being the most outstanding HR professional in 2013. Samitha was recently honoured 'Business Leader of the Year 2016' during an Awards Ceremony organised by PIM/Ceylon Chamber of Commerce and European Chamber of Commerce.

Mr. Shanaka Fernando Vice President

Mr. Shanaka Fernando is a Board Member of WNS Global Services (Pvt.) Ltd., Sri Lanka and is currently serving in the capacity of Board Director and General Manager - Human Resources at WNS Global Services (Pvt.) Ltd. He heads the Human Resources, Admin and Facilities and Learning & Development (L&D) functions for the WNS Sri Lanka Operations. He has been with the WNS Group for over 12 years and possesses nearly two decades of rich management experience covering Manufacturing, Conglomerates, Services industry and BPO sectors.

At WNS, he has successfully spearheaded the HR operations during the migration to the 'End-to-End' stage covering the full spectrum of HR processes which includes; Business and HR Strategy integrations, Talent Management, Compensation and Rewards Management covering diverse employment categories including expatriates, Performance Management System, Employee training and development, Compliance Management, Harmonization/alignment of business policy for several business entities, Workforce planning, Costing and Budgeting, Legal, ISO and PCMM management representative, Labour/Industrial relations and employee engagement practices and HRIS platforms and Management Information Systems.

Shanaka has represented WNS at various forums such as SLASSCOM HR Forum and ICTA HR Forum. Furthermore, he has served as a member of the organising committees of the first ever ITO/BPO Career Fair in 2007 and SLASSCOM HR Conference in 2009 and 2011.

Mr. Shanaka Fernando is a Fellow Member of the Institute of Personnel Management (IPM) Sri Lanka and holds the Office of the Vice President for the council year 2015/16. As the Chairman of the National HR Conference 2013 organised by IPM Sri Lanka, he was instrumental in delivering one of the most successful Conferences attracting record participation.

Shanaka secured his professional qualifications in HR and related disciplines from several leading professional bodies, locally and overseas and holds the NDHRM from IPM Sri Lanka and has completed a postgraduate certificate course in Management from PIM. Further, he is a Member of the Sri Lanka Institute of Directors and holds Life Membership in the Organisation of Professional Associations of Sri Lanka (OPA).

He is a faculty member of the IPM Business School and serves as a visiting lecturer at SLIIT and Moratuwa University for its MBA programmes.

Mr. C. Gannile Honorary Secretary

Mr. Chandrasiri Gannile, the Honorary Secretary of the Institute of Personnel Management Sri Lanka has served in the senior management level for the past 25 years having functioned as Chief HR and Admin officer, Senior Director, Director HR, General Manager - HR, Head of Corporate Planning and Human Resources etc. at leading public and private sector organisations including blue-chip companies. Gannile is a graduate in Management from the University of Colombo with an MBA from the University of Kelaniya and holds the National Diploma in HRM (IPM SL), Diploma in Personnel Management (NIBM), and the National Diploma in Teaching from the National Institute of Education (NIE).

He is a Fellow Member of the Chartered Management Institute (UK), Fellow Member of the Institute of Management Sri Lanka, Fellow Member of the Institute of Personnel Management Sri Lanka, a Master Trainer and a member of the Sri Lanka Institute of Training & Development. He is a Management Consultant and a visiting faculty for OUSL, University of Kelaniya, and the London School of Commerce, Colombo Branch and the IPM Sri Lanka Business School.

Group Captain Kumar Kirinde (Retd.) Honorary Treasurer

Mr. Kumar Kirinde is presently employed as the Group Manager - Administration at WNS Global Services Ltd. He has previously served in the Sri Lanka Air Force and retired as a Group Captain in 2004.

Kumar became an Affiliate Member of IPM Sri Lanka in the year 1996 whilst holding the rank of Squadron Leader in the Sri Lanka Air Force. Subsequently he became a member of the then HRD & Career Guidance Subcommittee of IPM. In 2001, he was upgraded to 'Associate Member' status and subsequently became a Member of IPM Sri Lanka in the year 2005.

Kumar was elected as the Hony. Secretary of IPM Sri Lanka in 2005 and has also served as Chairman, Young Members Forum. He was appointed as the 'Conference Coordinator' for NHRC 2006. In 2007, Kumar assumed the role of Deputy Director - Special Projects at IPM and successfully headed the secretariat of the joint IPM/CIMA 'Dave Ulrich Live in Colombo' event held in 2008.

Mr. Aruna Dayanatha Honorary Assistant Secretary

Aruna is the incumbent Head of HR at the Sanasa Development Bank and presently reading for his PhD at the Postgraduate Institute of Management, University of Sri Jayewardenepura. He is also serving as a visiting lecturer for PIM, IPM Sri Lanka Business School and a few state and private universities covering disciplines such as HR, IT, Project Management, Research Methods, and related subjects. His management career spans over 20 years and the training career extends to over 30 years covering diverse areas.

He served on the panel of judges at the 'National Best Quality Software Award', organised by BCS Sri Lanka and at the Entrepreneur of the Year Awards organised by the FCCISL. The research study on 'The effect of Organisational Complexity on the level of completion of projects within organisations' and the dissertation on 'Employers rights within the legal framework of Sri Lanka' are two of his noteworthy contributions among publications.

Mr. Namal Jayaweera Honorary Assistant Treasurer

Mr. Namal D. Jayaweera is presently employed within the Asia Capital PLC. as the Manager, HR & Administration at Asia Leisure (Pvt.) Ltd. There are five companies operating under his purview, namely Asia Leisure (Pvt.) Ltd., Asia Leisure Holdings, Asia Leisure Travels (Pvt) Ltd., Asia Digital Entertainment (Pvt) Ltd., Asia Tea Packaging (Pvt) Ltd.

He commenced his career in the development sector as an Administrator and served in a number of International NGOs namely Netherlands, Australia, Denmark and US before taking up the position of Deputy Country Director of the New York based NGO located in the South East Asia.

Namal became an active member of IPM Sri Lanka in the year 2001 whilst being a student. He became the convener and Chairman of the then HRD and Career Guidance subcommittee of IPM Sri Lanka. Since then, Namal has served IPM continuously and faithfully on different committees holding diverse responsibilities;

as Secretary, Membership Development Committee 2002/2003, Member, 2004 to 2006, and 2009/2010.

Among his other noteworthy contributions, the pioneering role played by him in introducing 'Toastmastering' into IPM Sri Lanka, assuming the post of first charter Vice President - Education of the IPM Toastmasters Club 2009/2010 deserves credit. He subsequently assumed the role of President, IPM Toastmasters Club in 2010/2011.

Namal has served in the YMF continuously for over 10 years from 2006 to 2016. He has served as Chairman, YMF during 2013/2014 and 2014/2015 council years and as the Deputy Chairman of YMF during 2010/2011. He joined the Council in 2013, spearheaded "Claim to Fame" - a unique talent show of IPM students and "IPM Surya Udanaya" - the Sinhala/Tamil New Year festival, which have all become featured events in IPM's annual event calendar.

He currently serves as the Hony. Assistant Treasurer of the Council and as Deputy Chairman of the Membership Development subcommittee for the year 2015/2016.

Mrs. Indika Abeysuriya Honorary Editor

Mrs. Indika Abeysuriya presently functions as Manager Human Resources & Administration in an International Relief & Development Agency. Indika is a Member of IPM and holds an MBA in Human Resources Management from the Open University of Sri Lanka. She has also obtained her Bachelor's Degree in Social Sciences (Second Upper) from the Open University of Sri Lanka.

In addition, she has obtained the Commonwealth Diploma in Youth in Development Work conducted by the Open University and the Commonwealth Secretariat. She has also received her Professional Qualification in Human Resources Management from IPM Sri Lanka, securing a merit pass. Indika was elected to the Governing Council of IPM Sri Lanka in year 2013 and since then she has served the Institute in numerous capacities. She is also a Life Member of the Organisation of Professional Associations of Sri Lanka (OPA).

Mr. Dhammika Fernando Council Member

Mr. Dhammika Fernando is the General Manager of Tropical Findings (Pvt) Ltd., a Japanese multinational company operating in the FTZ Katunayake for the past 36 years where he functions as its Chief Officer responsible for HR, Admin, Logistics and Finance. He is the Immediate Past Chairman of the Free Trade

Zones Manufacturers Association (FTZMA) and held the post of Chairman of the Association for five consecutive years until March 2015. A member of the "National Labour Advisory Council" to the Minister of Labour since 2010 and a member of the "National Wages Board" for the Apparel trade, he currently represents IPM Sri Lanka as its nominated forum member of the OPA.

Dhammika completed his education at Maris Stella College Negombo, had his academic education at the University of Moratuwa in the field of Electronics and Telecommunications Engineering; professional education at IPM Sri Lanka (NDHRM) and postgraduate qualifications from the Open University of Sri Lanka. He also holds an MBA from the Open University of Sri Lanka specializing in HR. He is a certified HRD Auditor from the TV Rao Learning Institute, India.

A Corporate Member of IPM since 2002, Dhammika was elected to the Governing Council in 2007 and has since served as Chairman YMF (2008/09) Hony. Secretary, IPM (2009/10) and has held the office of Vice President from 2010 to 2012. During his tenure, Dhammika has chaired the International HR Conference in 2012 which is considered one of the most successful conferences of the Institute and represented IPM at the CIPD Conference, UK, Hong Kong International HR Conference and Bangladesh HR Conference of BSHRM. Prior to joining the council of IPM Sri Lanka, he has served on a number of subcommittees of IPM including the first-ever Marketing Committee. He also partnered Mr. Chandra Hewapaththi to introduce "The Great HR Debate" as a novel feature at the NHRC. He has chaired several key subcommittees including the Audit, Finance and Admin and Consultancy, Members' Lounge Development and Annual Dinner Dance committees in the past.

He is the incumbent Chairman of The Management Club - Negombo Chapter and serves as a Member of the TMC Board of Management, District Cabinet Secretary of the Lions Clubs International District 306B2, General Secretary of Maris Stella College Alumni and as a Member of the Alumni Association of University of Moratuwa.

Dhammika was also awarded the "Global HR Excellence - HR Leadership Award" at the Asia Pacific HRD Congress in 2010.

Mr. Dillon Gomez Council Member

Mr. Dillon Gomez is the Regional Manager (Asia) - Finance, Human Resources and Administration, in a leading International Development Organisation.

Dillon holds a Masters Degree in Labour Management, a B.Com. (Spl) degree, NDHRM (IPM) and a Diploma in Business Management (NIBM). He has also obtained the "Specialised Human Resource Manager" award and the "Specialised Finance Manager" award from the Institute of Management Specialists

UK. He holds Fellow Memberships in IPM Sri Lanka, Institute of Professional Financial Managers UK, Institute of Management Specialists UK, and the Academy of Multi Skills UK. Dillon has been an active member of IPM Sri Lanka and has served the Institute as a Member of the Business School Committee for the past several years. He has been a Member of several subcommittees; Consultancies, Corporate Affairs and Career Guidance (2011-2013) and served as a Lecturer and Examiner. He was also a member of the panel that designed the study pack for the IPM's Certificate Course in Human Resource Management and has initiated/led the standardisation of study material for the PQHRM study programme in 2014 /16. Dillon has also been a member of the PQHRM Syllabus Review Committee over the past 3 years and is the Pillar Chairman for Pillar 1 of the PQHRM New Syllabus.

Dillon possesses over 25 years of senior management experience in the fields of human resource management, financial management, logistics and administration in the corporate and development sectors. He is an international trainer/facilitator in management development programmes and financial trainings.

Major General Rohan Kaduwela (Retd.) Council Member

Major General Rohan Kaduwela had an illustrious career in the Sri Lanka Army spanning over 33 years. Prior to his retirement from service in November 2013, he held the appointment of Chief Signal Officer and Advisor to the Commander of the Army on Communication matters and also functioned as the Director Internal Audit at the Army Headquarters. He has undergone overseas training/attended military and non-military forums in Australia, India, Italy, Thailand, Pakistan and USA.

Upon his retirement from the Sri Lanka Army, he joined the Ministry of National Heritage as the Director Special Projects of the Archaeological Department. He thereafter joined the private sector and currently functions as the Director, Personnel and Administration of S-lon Lanka (Pvt) Ltd. - a company operating under 'The Capital Maharaja Organisation'.

He is a corporate member of IPM and presently chairs the Audit, Legal and Constitutional Affairs subcommittee. He also served as a member of the National HR Conference 2016 Committee. He is a visiting lecturer at the IPM Business School.

Mr. Priyankara Seneviratne Council Member

He obtained his Master's Degree in Sociology (MA) from the University of Colombo. He also obtained his Bachelor's Degree in Social Sciences from The Open University of Sri Lanka,

Postgraduate Diploma in Applied Sociology from the University of Colombo and the Postgraduate Diploma in International Studies from the Bandaranaike Centre for International Studies (BCIS). He is a Diploma holder in Human Resource Management (NDHRM - IPM) and also holds a Diploma in Marketing (SLIM) and a Diploma in Management (OUSL).

He commenced his career with the Ceylinco Group in 1997 and was attached to The Finance Company Ltd. as a Human Resource Executive and worked in reputed private sector and international organisations in the field of Human Resources and Administration, such as MAS Holdings, United Nations Development Programme (UNDP) and LOLC Group. He currently functions as the Manager, Human Resources and Administration.

Priyankara served the Institute of Personnel Management (IPM) Sri Lanka on many subcommittees from the year 2007 onwards. He served as the Chairman of the CSR and Career Guidance Committee in the previous council year.

He has held many positions including Honorary Treasurer, Assistant Treasurer and Council Member in the supreme council of the Institute of Personnel Management Sri Lanka from the year 2008 and currently serves as a Council Member.

Priyankara had his primary and secondary education at Trinity College Kandy.

Group Captain Manoj Keppetipola Council Member

Group Captain Manoj Keppetipola is presently serving as a Directing Staff (Senior Lecturer) at the Defence Services Command and Staff College, Sapugaskanda.

He read for his first degree in 1990 from the Kotelawala Defence Academy and secured a 2nd Class Upper Division pass. He obtained the NDHRM qualification from IPM Sri Lanka in the year 2005. He completed his MBA from the Postgraduate Institute of Management, University of Sri Jayewardenepura in 2008. In addition to the above, he also obtained his military staff qualification "psc" and went on to read for his Masters in Defence Studies (MDS) at the University of Kelaniya. He is reading for his PhD from the Postgraduate Institute of Management, University of Sri Jayewardenepura.

Manoj was also the winner of the National HR Award - Special Category Award for Training & Development in the year 2012. He is a Corporate Member of IPM Sri Lanka and Sri Lanka Institute of Training and Development.

Mr. G. Weerathunga
Council Member

A graduate (1974) of the University of Kelaniya, Weerathunga was the Deputy Chief Officer of the HR Group of Sri Lanka Telecom (SLT). He is presently working as a HR Consultant. He has acquired professional qualifications in Human Resource Management from NIBM (1988/89) and Master of Business Administration from BALLART University (2012).

He was conferred 'Fellow Membership' of IPM in July 2015 and is serving as a Member of the present Governing Council of the Institute. He is also a Certified HR Auditor and has nearly 30 years of managerial experience in HR and related disciplines. Prior to joining SLT, he worked as a Deputy Director at the Road Development Authority from Feb. 1991 to June 1999.

Weerathunga has received training in Human Resource Management at the Commonwealth Telecommunication Organization (CTO) in Cyprus, Singapore Institute of Management (SIM) and International Labor Organization (ILO). He has also presented papers on Work Place Dialogue in India & Vietnam, and has conducted a training programme on Change Management in Trinidad and Tobago. He is a renowned resource person who is well versed in conducting lectures, seminars and motivational workshops on HRD and management.

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Mr. U.A.C. Obeyesekere
Council Member

Chris Obeyesekere currently serves as the General Manager - Human Resources & Administration of Lanka Bell Ltd. He is a veteran of human resource management with 45 years of hands-on experience in the field. He was the Deputy General Manager, HR & Administration at Hatton National Bank PLC and later served at the Union Bank PLC as Vice President, HR, Admin & Business Support. He has extensive experience in both private and public sector organisations. Chrisantha served as President of IPM Sri Lanka from July 1997 to July 2001. During his tenure as President, he has made a significant and lasting contribution to propel IPM Sri Lanka to great heights. He was successful in realizing his 'personal dream' of constructing a building for the Institute, which was a long felt need at the time, thus enabling IPM to have its own headquarters after 40 long years from its inception.

He was instrumental in forging many productive links with CIPD - UK and other local and international professional bodies during his presidency. He also initiated the very first IPM website to coincide with the opening of the building. He has functioned as the Director of Studies and has given leadership to many National and International HR conferences conducted by IPM. IPM's journal "HRM Perspectives" too was his brainchild. He has contributed immensely towards enhancing the standards of professional study programmes and consultancy initiatives while initiating the

display of photographs of Past Presidents as a mark of respect and recognition for their contributions. He has served as a faculty member of IPM for over 30 years. He won the prestigious "IPM Lifetime Gold Medal" for excellence in HRM in 2003. He was conferred, Best Practices in Talent Management by Osney Media - UK in 2010, HR Leadership Award at Asia's Best Employer Brand Awards in 2010 in Singapore and Global HR Leadership Excellence Award by the World HRD Congress in Mumbai, India in 2013. He is a Fellow of IPMSL, a Member of the Association of Professional Bankers and of the Bankers Club and a Past President of the MCA. Chrisantha is the first Sri Lankan to win the prestigious 'APFHRM Professional of the Year 2015 Award' at the APFHRM Regional HR Conference held in Singapore in November 2015.

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Mr. Janaka Kumarasinghe
Council Member

Janaka Kumarasinghe is a Human Resource Management Professional with over 20 years of local and foreign experience covering senior HR positions at Regnis Lanka, Singer Sri Lanka, Suntel, IUCN Pakistan and IUCN Nepal and Pakistan. Janaka is a past President of IPM Sri Lanka. He is the first person from the Indian Sub-Continent to be appointed as President of the Asia Pacific Federation of Human Resource Management (APFHRM). He has been an Executive Committee/Forum member of the Organisation of Professional Associations of Sri Lanka (OPA) and has served as Faculty Board Member of the Faculty of Commerce and Management, University of Kelaniya and Finance sector as a non-executive company Director.

A promoter of HRM, Janaka has been recognised on numerous occasions for his contribution to the field of HRM. He was awarded the prestigious Gold Medal for his outstanding contribution to the field of Human Resource Management by IPM Sri Lanka at the National HR Conference 2009, and bestowed with HR Leadership Awards at the Global HR Excellence Awards 2009 and 2010 held separately in Mumbai, India. He has also received 'The Influential 100 Global HR Leaders Award' at the World HRD Congress held in Mumbai in 2016.

Janaka currently serves as Director HR Services, Kent Ridge (Pvt) Ltd. - a company involved in providing innovative HR solutions and executive search solutions. Furthermore, he is a senior visiting lecturer in HRM at Universities of Moratuwa and Colombo for their masters programmes. He is also the incumbent Chairman of the subcommittee on International Affairs of IPM, co-chairman of the PQHRM Syllabus Revision Committee of IPM, Council Member of the Somalatha Subasinghe Play House and member of the Royal College Basketball Advisory Committee. Furthermore, he serves as a Member on the Editorial Advisory Board of the South Asian Journal of Human Resources Management, a SAGE publication.

Prof. Ajantha Dharmasiri Council Member

Prof. Ajantha Dharmasiri, Professor in Management, is the Director and the Chairman of the Board of Management of the Postgraduate Institute of Management, University of Sri Jayewardenepura. He also serves as an Adjunct Professor at the Price College of Business, University of Oklahoma, USA.

He has over two decades of both private and public sector working experience including Unilever and Nestle. He has engaged in consultancies in more than fifteen countries in Africa, Asia and the Middle East. He is a Commonwealth AMDISA Doctoral Fellow, Fulbright Postdoctoral Fellow and Commonwealth Postdoctoral Fellow.

He holds a Ph.D. and an MBA from the Postgraduate Institute of Management, University of Sri Jayewardenepura and a B.Sc. in Electrical Engineering from the University of Moratuwa. He is a Chartered Electrical Engineer, a Member of the Chartered Institute of Management, UK and an independent director of a development bank.

As an academic scholar, he has won many accolades including gold medals for best papers in two international management conferences, and in 2010, the platinum award by the Alumni of the Postgraduate Institute of Management (PIMA) for outstanding academic contribution.

He recently won the prestigious IPM Lifetime Gold Award 2014, the highest honour for an HR professional in Sri Lanka. Prof. Dharmasiri likes to identify himself as one who transitioned from being an “Engineer of Electrical” to an “Engineer of Hearts and Minds.”

Dr. Bhadra J.H. Arachchige Council Member

Dr. Bhadra J.H. Arachchige is a Senior Lecturer in Human Resource Management in the Department of Human Resources Management, Faculty of Management Studies and Commerce, University of Sri Jayewardenepura. She is an Honorary Member of IPM Sri Lanka.

Dr. Bhadra Arachchige completed her undergraduate studies at the University of Sri Jayewardenepura and was appointed as a lecturer in public administration in the faculty of Management Studies and Commerce. She undertook postgraduate study at the University of Colombo and then at the Victoria University of Wellington in New Zealand where she completed her PhD in 1995, becoming the first Sri Lankan woman to gain a doctorate in the field of Management.

Upon her return to Sri Lanka, Dr. Bhadra was assigned by the University of Sri Jayewardenepura to develop the Department of Human Resource Management in the Faculty of Management Studies and Commerce. She became the inaugural Head of the Department. During this time, she also served as Acting Dean of the Faculty on several occasions.

Dr. Bhadra was invited to serve in the Governing Council of IPM Sri Lanka in 2015 and has since served as the Chairperson of the Committee for Upliftment of HR Profession (CUHRP). In her capacity as Chairperson CUHRP, she spearheaded the first ever Research Symposium of IPM Sri Lanka which was held alongside the NHRC 2016.

Dr. Bhadra Arachchige has been an ardent promoter of best practices in HR and has supported IPM's efforts since 2000 with her voluntary participation in various subcommittees of the Institute. As Editor-in-Chief of the IPM's research journal, 'HRM Perspectives', she was successful in providing leadership to the editorial team in publishing the said journal for the second successive year.

MANAGEMENT TEAM

IPM SRI LANKA



Peter Daabre
Executive Director



P.G. Tennakoon
Director Finance and Administration



Gopinath Subramaniam
Director Academic Operations



Anushka Earskin
Senior Manager Programmes



Indika Wijayasriwardana
Manager Examination, IT & Library Development



Himali Dasanayaka
Manager Events & Corporate Affairs



Chandima Pinsiri
Manager Consultancy, Research & Policy Development



E.A.D. Wathsala Nadeeshani
Manager Finance

MANAGEMENT TEAM

IPM SRI LANKA



Upeksha Kodikara
Librarian



Subhani Basnayake
Centre Manager - Kandy

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MEMBERS

NURTURING FUTURE EXCELLENCE...

From a position of strength, IPM continues to build a stronger base for the HR profession, through its ever-growing membership, which is the foundation and future of the industry. Consequently, IPM members are critical partners to ensure growth of the profession and in raising standards in HR management, which translates to a more equipped and productive workforce, directly impacting on the profitability and viability of an organisation. In view of this, IPM Sri Lanka will consistently engage with its valued membership and will continue to expand its mandate and base of operations within the human resource landscape of the country to deliver value to the people and nation.



MANAGEMENT DISCUSSION AND REVIEW

Uncertainty is the only certainty in the current economic climate, as the world is being buffeted by many economic storms. The human spirit has to meet these challenges with every shred of talent, performance, aspiration, commitment and loyalty that can be garnered. Human resources are critical to drive organisational success and will continue to play a vital role in the contemporary corporate landscape. The tools, principles and concepts professed in the human resource discipline are beginning to command the support and enthusiasm of all levels of society, from the lowest levels of the hierarchy to the top echelons of industry and business.

Founded in 1959, and later incorporated as the Institute of Personnel Management Sri Lanka by an Act of Parliament in the year 1976; IPM Sri Lanka has played a pioneering and remarkable role in propelling the HR discipline as a value creator in business and industry. Timely and productive initiatives implemented throughout its five and a half decade long journey have showered distinction upon distinction on the institute, making it the undisputed leader in human resource management.

IPM qualifications have today become a valued and soughtafter prerequisite for most managers whose primary role is to strategically align people with business direction, to achieve results that are both significant and measurable. Policies, systems and processes set in motion by IPM Sri Lanka towards achieving its vision; 'to be the guiding force and the leader in developing best people management practices in the Asian region'; amply reflect its commitment to deliver value to its key stakeholders; students, members, employers, state and community.

As described in the following segment - Reports of Subcommittees; the Institute during the Council Year 2015/16 has worked with a clear resolve to harness the 'best' out of its available resources and managed its stakeholder expectations prudently and in a manner that can consistently deliver positive and sustainable results.

The worthy contributions and efforts made over the past year by each subcommittee in delivering value to its stakeholders credits IPM's core focus areas - education, training, professional development, research, good governance, policy and advocacy.

The Governing Council, which provided the respective Subcommittees with necessary guidance, autonomy and wherewithal, has focused great attention upon all these aspects and commends the milestones reached in each respective sector whilst maintaining IPM's leadership status as the top human resource management body in the country.

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SUBCOMMITTEES TO THE COUNCIL



SUBCOMMITTEE ON FINANCE AND ADMINISTRATION

In its role as the custodian of the financial resources of the Institute, the subcommittee on Finance and Administration is entrusted with the responsibility of ensuring 'financial prudence' across all activities and dealings within IPM Sri Lanka. In keeping with its mission of providing sound financial oversight to the governing council by establishing necessary checks and balances across all key operations of the Institute, the subcommittee on Finance and Administration is required to ensure that all stakeholders of the Institute, particularly the employees adhere to laid down policies and practices in the course of execution of their responsibilities, whilst complying with best practices in budgeting, procurement, taxation, accounting, reporting, auditing, risk management, marketing and all key operations across the Institute. The Finance and Administration Committee is also mandated with the task of ensuring that finance and administration practices of the Institute are in line with established principles of Corporate Governance whilst meeting all statutory regulations in a transparent and timely manner. The scope and coverage of the Committee also includes timely dissemination of accurate and relevant financial information to appropriate stakeholders of IPM Sri Lanka and the preparation of annual financial statements in keeping with established accounting standards applicable to Sri Lankan corporates.



Ensuring proper financial management systems and general administration within the institute and maintaining good governance were the primary objectives of the Finance & Administration Committee for the year. The subcommittee through a series of measures that involved monitoring, advice and guidance made every attempt to ensure that the finance and administration practices within the Institute were in line with the principles of Corporate Governance.

Being the custodian of the financial resources of the Institute, ensuring financial prudence across all activities within the Institute is the ultimate objective of the Committee. In doing so, the Committee is required to monitor the process of budgeting, accounting, compliance with statutory and other payments, other regulatory requirements and providing of timely and accurate management and financial information to assigned stakeholders.

Finance and Administration

The financial year under review proves to be a very successful one in the history of IPM Sri Lanka as it was able to achieve its highest performance standing - revenue of Rs.300 million, recording a 17% growth in Gross Surplus.

The Institute of Personnel Management also strengthened its balance sheet while increasing the total assets base to Rs. 511.4 million whilst enhancing its liquidity position. In spite of providing for all predetermined expansion projects and loan repayments during the year, the Institute managed to maintain its deposits portfolio at a healthy position of Rs. 67 million.

Even though the interest cost of the loan obtained to purchase the adjoining land and the initial expenses incurred on establishing the Kurunegala Regional Centre and the re-launching of the Kandy Regional Centre, caused a drop in the net surplus for the year, it is envisaged that these investments would positively contribute towards enhancing the performance of the Institute in the coming months.

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Building Maintenance & Premises Development

The Committee extended its scope to ensure the successful implementation of the following projects during the year under review.

- Installed fully facilitated Kitchen Services at the Members' Lounge for providing better conveniences to IPM members.
- Strengthened the security at Regional Centres by installing CCTV at the Galle Centre together with fulltime security personnel at all regional centres.
- Completed the relocation and expansion project of the Kandy Regional Centre with better infrastructure facilities, which was successfully re-launched in December 2015.
- Established a Regional Centre in Kurunegala in September 2015 to meet the ever expanding demand for HR education by aspiring students and practitioners in this city and the surrounding townships.
- In order to minimize outside hall hiring, preliminary work is being carried out to convert the old house situated in the acquired land into lecture halls by initiating appropriate construction/refurbishment. This project is expected to be completed within two months.
- Launched a new member services department on the 1st floor at the HR House with more space and conveniences to provide better services to the membership.

HR Practices, Employee Engagement & Development

Arrangements were made to usher in the New Year on 1st January 2016 with a series of religious observances performed by religious leaders for Buddhist, Christian and Hindu devotees.

In order to meet the expanding service needs of the Institute, the following recruitments were made during the council year.

- Coordinator, Study Programmes - Kandy Centre
- Coordinator, Study Programmes - Kurunegala Centre
- Director, Academic Operations
- Assistant Centre Manager - Kurunegala Centre
- Manager, Member Services
- Junior Executive, Corporate Relations

In keeping with IPM Sri Lanka's policy of continuous development of its staff with a view to transferring knowledge, skills and attitudes to meet the ever evolving needs of the business world, a special residential programme was organised for the staff together with the Annual Get-together at the Laya Leisure in Kukuleganga in November 2015. The programme included a range of Outward Bound training activities and a talent show performed by the members of the staff.

During the period under review, a number of measures were carried out to motivate the staff. These include promotions and job enlargement measures with re-designations of following staff members with increments and ex-gratia payments upon evaluating their performance.

Name	Previous Designation	New Designation
Mr. Anushka Eranga	Manager Programmes	Snr. Manager Programmes
Mr. Bandu Jayaweera	Executive - Maintenance	Snr. Executive Maintenance
Mr. Lanka Peiris	Executive - Accounts	Snr. Executive Accounts
Ms. Sameera Rathnayake	Coordinator - Customer Relations	Executive Customer Relations
Mr. K.W. Buddhi Wijethilake	Coordinator - Support Services	Coordinator Examinations
Mr. Lahiru Maginaarachchi	Centre Coordinator	Executive Study Programmes

Staff Training

The Committee also initiated a comprehensive training audit with a view to developing a Training Plan for the year 2016. Based on the outcome of the said audit, the staff members were exposed to the following training programmes during the year under review.

- Workshop on Internal Quality Auditing
- Training Programme on "Transition of ISO 9001:2008 to ISO 9001:2015"
- Customer Service Excellence
- Storytelling and Presentation skills
- Managing e-waste

- Social Media Marketing & Brand Management
- Workshop on Development and Documentation of Environmental Management Systems as Per ISO 14001:2015
- Delighting your Customers
- Conducting Effective Performance Appraisals
- Personality Development, Corporate Etiquette & Effective Leadership skills

In addition to the above, two staff members were sent for overseas training in India on a programme on leadership skills development.

Initiation of a Salary Survey

During the year under review, the Institute obtained the services of a respected consultancy team to carry out a Salary & Benefits Survey relating to the education sector in Sri Lanka. Having evaluated the outcome of the said Salary & Benefits Survey, the Council appointed a remuneration committee to establish salary scales for each of the employee grades for the next three years with a view to eliminating salary anomalies and bring the scales in line with the market scales.

Quality & Productivity

The Committee also contributed towards the following areas that came within its administrative purview.

- IPM received a Silver Award at the 51st Annual Reports Awards Competition 2014/2015, under the Small & Medium Entities category, organised by the Institute of Chartered Accountants Sri Lanka in the year 2015.
- Obtained a 'Commendation Award' based on the Malcolm Baldrige Criteria for the Sri Lanka National Quality Award Competition 2015. This was the first time in the history of the Institute that an application was made under this category and receiving a Commendation Award in the first attempt itself. This achievement speaks volumes of IPM Sri Lanka's commitment towards ensuring the highest standards of quality across all its operations.
- IPM Sri Lanka successfully completed the 1st surveillance audit after the re-certification of ISO 9001:2008 from the Sri Lanka Standards Institution (2015-2018).
- IPM Sri Lanka commemorated the World Standards Day and IPM Quality Week for the 3rd consecutive year with the participation of a wide cross section of staff members, council members and resource personnel, exemplifying its commitment to nurturing a quality-centric organisational culture.



Mr. C. Gannile
Chairman

Committee Members

Mr. C. Gannile - Chairman, Mr. Kumar Kirinde - Deputy Chairman, Mr. Rohitha Amarapala - Member, Mr. Aruna Dayanatha - Member, Mr. Ravi Mayan - Member, Mr. Shanaka Fernando - Member, Mr. Namal Jayaweera - Member, Ms. Primrose Mascarenhas - Member, Ms. Dayaleni Pasangna - Member, Mr. L.S Peiris - Member, Ms. Indika Abey Suriya - Member, Maj. Gen. Rohan Kaduwela (Retd.) - Member, Mr. Samitha Perera - Member, Mr. Dammika Fernando - Member, Mr. Manoj Keppetipola - Member, Mr. G. Weeratunga - Member, Mr. Priyankara Seneviratne - Member, Mr. Peter Daabre - Member, Mr. P.G. Tennakoon - Member, Ms. Lakshika Dorakumbura - Staff Coordinator



SUBCOMMITTEE ON BUSINESS SCHOOL & MARKETING

Ensuring the high standards of education at IPM Sri Lanka and establishment and implementation of appropriate tenets and guidelines towards safeguarding the brand image and equity of the IPM Sri Lanka brand are the two principal goals of the subcommittee on Business School and Marketing. Towards ensuring brand building and sustenance, the Committee oversees all internal and external communication endeavours of the Institute, including social media platforms and Below-The-Line (BTL) initiatives with a view to ensuring the adherence to standards of quality and presentation across all communication platforms. The scope of the Committee also encompasses monitoring of marketing spend and market dynamics including competitor analysis and providing feedback on ongoing communication campaigns and material in meeting its underlying objective of ensuring the right brand image and core message of IPM Sri Lanka is disseminated to all stakeholders in a consistent and sustainable manner. In ensuring the high standards of education at IPM Sri Lanka, the subcommittee works through renowned local and international partners to offer internationally benchmarked, affordable and high quality HR education to students, IPM's membership and the community. Through a comprehensive process of engagement, collaboration and consultation, the Committee actively reviews and refines the delivery and the content of all study programmes offered by IPM Sri Lanka and its affiliates across the island thereby exposing all relevant stakeholders to the latest developments in HR education and state-of-the-art technology trends towards accomplishing growth, profit and the CSR objectives of the Institute.

BUSINESS SCHOOL

Overview

The subcommittee on Business School is the core committee that acts as the Academic Board for the Business School. The committee consists of eminent academics and practicing HR managers who meet regularly to provide direction, guidance and advice to the operational team of the Business School in conducting their day-to-day affairs. Committee meetings are held every month, and decisions relating to the smooth conduct of the Business School is implemented within the laid down policy framework of the Institute in keeping with the highest academic standards set-forth by the authorities.

Laying down of policies and procedures for the advancement of highest standards of education is the primary mission of the subcommittee on Business School while the members also assist in articulating and implementation of such policies and procedures that can deliver accredited, recognised and advanced knowledge in Human Resource Management and related subject areas to aspiring individuals who yearn for their personal and professional development.

During the period under review, the Committee placed significant emphasis on providing a professional outlook to the Business School by raising the standard of its product offering. To this end, a concerted effort was made to upgrade existing study programmes, to be on par with internationally accredited study frameworks in order to meet the rising demand from the world of work and the professional community. Improvements were also made in the quality assurance areas concerning the conduct of examinations, invigilation, paper marking, record keeping and many other robust measures were also integrated into the management system to add credence and value to the products and services offered by the IPM Sri Lanka Business School.

Objectives of the Business School

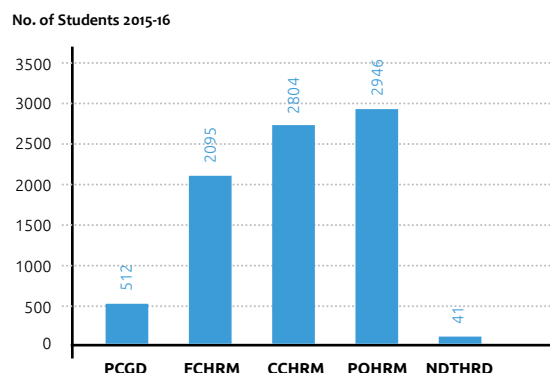
- To drive forward the professional studies and academic affairs of the Institute with a view to develop a professional outlook among the Human Resource Practitioners and others related to Human Resource Management.
- To ensure that the professional study courses are within the expected level of quality at all times.
- To review and update study courses and syllabuses as and when necessary.
- To introduce and implement new programmes in relation to various aspects of HRM.
- To ensure the benchmark standards are met with regard to all aspects of professional studies and academic affairs.
- To strategize the process pertaining to public seminars and workshops with a broad HRM outlook.
- To conduct appropriate seminars and workshops for the development of skills among Human Resource Practitioners and others.
- To conduct seminars and workshops for existing resource personnel to update new developments.
- To introduce and conduct study programmes in relation to Key Result Areas of Human Resource Development.
- To advise the Council on the administration of the Business School.

Courses conducted by the Business School and their duration

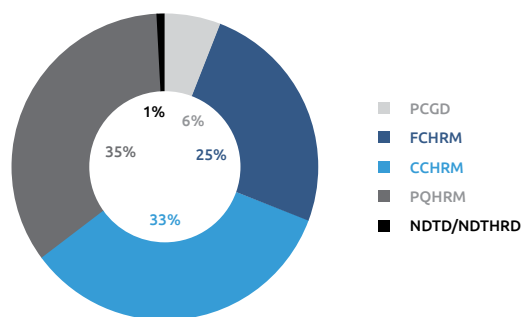
Course	Duration
Programme in Career Guidance and Personality Development (PCGD)	1 ½ Months
Foundation Course in Human Resource Management (FCHRM)	2 Months
Certificate Course in Human Resource Management (CCHRM)	3 Months
Professional Qualification in Human Resource Management (PQHRM)	2 Years
National Diploma in Training and HR Development (NDTHRD)	1 Year
Other programmes offered by affiliated Universities	
Course	Duration
BA (Hons) Business and Management (In collaboration with Northumbria University, UK)	12 Months
BA (Hons) Leadership and Management (In collaboration with Northumbria University, UK)	12 Months
MBA (In collaboration with Wolverhampton University, UK)	12 Months
MBA (In collaboration with Northumbria University, UK)	18 Months
MBA (In collaboration with Open University of Sri Lanka)	2 Years

Total Student Population 2015-16

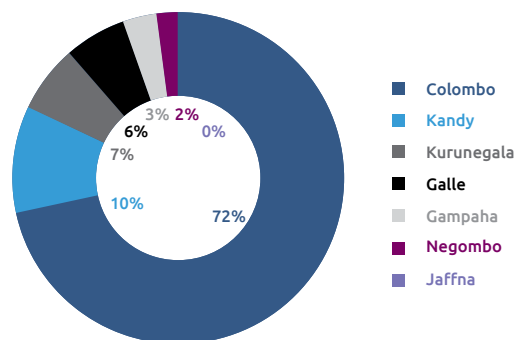
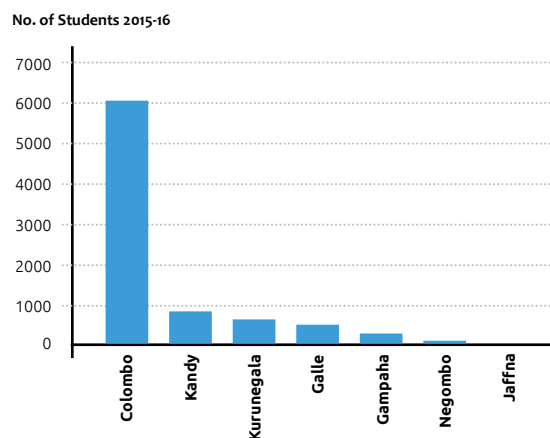
(a) New Student Registration (Programme-wise)



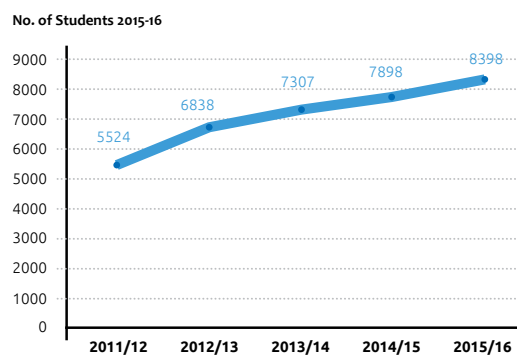
Programme-wise Contribution 2015-16



(b) New Student Registration (Centre-wise)



(c) Five Year Comparison of Student Registration



(d) Yearly Comparison of Student Registration (Programme-wise)

Course	2011/2012	2012/2013	2013/2014	2014/2015	2015/2016
PCGD	267	473	441	509	512
FCHRM	1,593	2,022	2,081	2,211	2,095
CCHRM	1,951	2,422	2,455	2,587	2,804
PQHRM	1,613	1,860	2,291	2,539	2,946
NDTD/NDTHRD	41	21	39	52	41
DIOSH	24	-	-	-	-
MBA (OUSL)	35	40	-	-	-
TOTAL	5,524	6,838	7,307	7,898	8,398

IPM Sri Lanka Graduation Ceremony - 2015

“Elevating People Towards the Next Echelon” was the out-of-the-box theme for the Business School Graduation Ceremony held for the 2015 academic year. The spectacular event was held on 29th October 2015 at the Bandaranaike Memorial International Conference Hall (BMICH), Colombo under the distinguished patronage of Professor Ajantha Dharmasiri, Director and the Chairman of the Board of Management, Postgraduate Institute of Management (PIM), University of Sri Jayewardenepura.

A total of 701 students received their degrees and diplomas at the ceremony. The theme - ‘Elevating People Towards the Next Echelon’ amply reflected the value that IPM graduates and diploma holders will bring to the field of Human Resource Management in Sri Lanka. The event marked the culmination of their efforts and knowledge so gained, both theoretical and practical, through preferred courses of study offered by IPM Sri Lanka which included the Professional Qualification in Human Resource Management and National Diploma in Training & HR Development will undoubtedly contribute towards nurturing and promoting best practices in the Sri Lankan HR landscape. Among the 701 awardees, 19 obtained Distinction passes while 288 received Merit passes, reflecting the untiring efforts of the resource personnel and members of the staff of the Business School.

Course	Total Awards	Merits	Distinction
Professional Qualification in HRM (English)	576	221	17
Professional Qualification in HRM (Sinhala)	95	52	1
National Diploma in Training and Development	30	15	1
TOTAL	701	288	19

Expanding IPM Sri Lanka's reach

Living up to its stature as the nation's leader in Human Resources Management, IPM took the initiative to expand its reach and service offering in key cities in Kandy, Galle, Kurunegala, Gampaha, Negombo and Jaffna. The Regional Study Centres were fortified with state-of-the-art facilities including auditorium and library facilities, student conveniences, audio-visual facilities and more to serve the deserving student communities in these areas.

Kurunegala Regional Centre

IPM Sri Lanka ceremonially declared open its own state-of-the-art Regional Centre in Kurunegala on the 18th of September 2015. Professor S.B.J.A. Jayasekera, Vice Chancellor of the University of Wayamba graced this historic occasion as the Chief Guest. The facility consists of 4 spacious classrooms spread across an area of 4500 sq. ft. and can accommodate up to 150 students at any given time.



The mini-library located within the Centre has over 300 HR and Management publications including research and business journals, making it a rich source of knowledge for the student community. The Centre also consists of a cafeteria which can accommodate around 50 students.

Kandy Regional Centre

The Kandy Regional Centre was also revamped to meet the ever expanding needs of the student and business community of the area. The upgraded facility was officially unveiled on the 17th of December 2015 with better and improved services and facilities with spacious lecture halls equipped with multimedia, library facilities, student conveniences such as lunch rooms, wash rooms etc. in order to provide best-in-class services to the people in the hill capital.

Built on an area of 7000 sq.ft., the refurbished centre consists of 4 spacious classrooms and has a capacity to accommodate over 225 students at a given time. A library with over 300 publications and a fully-fledged cafeteria are the other features of this new facility.

Location	Institute
Colombo	<ul style="list-style-type: none"> Plastic & Rubber Institute of Sri Lanka, Rajagiriya. Sri Lanka Press Institute, Kirula Road, Colombo 06. Nagarodaya Center (Sarvodaya), Colombo 08. Hector Kobbekaduwa Agrarian Research and Training Institute, Colombo 07. Postgraduate Institute of Management (PIM), Colombo 08. Celestial Academy, No. 7-1/7, 7th Floor, Orchard Shopping Complex, Colombo 6.
Gampaha	<ul style="list-style-type: none"> FCCISL Chamber Academy, 2nd Floor, No. 49/1/2, Yakkala Road, Gampaha.
Kandy	<ul style="list-style-type: none"> IPM Kandy Centre, No. 155 A, William Gopallawa Mawatha, Kandy.
Kurunegala	<ul style="list-style-type: none"> Jayawansha Building, No. 64, Colombo Road, Kurunegala.
Jaffna	<ul style="list-style-type: none"> IIS City Campus, No. 200, Sivan Pannai Road, Jaffna.
Galle	<ul style="list-style-type: none"> No. 114, Wakwella Road, Galle.
Negombo	<ul style="list-style-type: none"> AIMS College, No. 349/2, Main Street, Negombo.

Recognition of IPMSL Study Programmes by Local and Foreign Universities

Study programmes offered by IPM Sri Lanka continued to gain recognition from renowned local and international universities and accreditation bodies during the year with a number of these entities recognising the PQHRM Qualification offered by the Institute as an ‘entry qualification’ to enroll in their degree and postgraduate level study programmes.

Details of same are as follows:

- Faculty of Management of the Open University of Sri Lanka has recognised PQHRM along with 5 years managerial experience as entry qualification to enroll in its MBA programmes.

- Northumbria University has recognised PQHRM along with 3 years executive experience and IELTS 6.5 qualifications as an entry qualification for its MBA programmes.
- Northumbria University has recognised PQHRM Stage II as an entry qualification for its BA (Hons) in Business and Management and BA (Hons) in Leadership and Management.
- University of Wolverhampton (UK) has recognised PQHRM along with 2 years of managerial experience as an entry qualification for its MBA programmes.

Degree awarding status for IPM Sri Lanka

In order to provide a more qualitative output of professionals who are equipped with cutting-edge expertise, a proposal was submitted to the Ministry of Higher Education for obtaining degree awarding status for IPM Sri Lanka, enabling the Institute to offer B.Sc. (Human Resource Management) General/Special Degree programmes. The proposal, once ratified by the UGC is expected to raise the stature of the Institute further and will pave the way for expanding IPM’s student base significantly whilst enabling better utilisation of its resources, including lecture room facilities and infrastructure during weekdays.

A panel appointed by the Secretary of the Ministry of Higher Education has already undertaken the final evaluation and the site visit, while the final draft has been submitted to the Ministry of Higher Education, having incorporated all suggestions made by the panel of reviewers. The Institute is awaiting further feedback from the authorities to move on with this important initiative.

Collaboration with UK Universities to offer Master’s and Bachelor’s Degrees in Sri Lanka

Strong bonding with the world comes through the international partnerships we reach and hence the Institute in recent times has focused greater emphasis on collaborating with top-ranking international universities with a view to offering these international programmes in Sri Lanka in partnership with such universities.

Accordingly, a proposal has been made to a leading university in the UK, which has in fact become the best Business School in the United Kingdom in the year 2014 (according to the Times Annual Ratings) to develop an international collaborative partnership to offer B.Sc (Human Resource Management & Development) Honors Degree and M.Sc (Human Resource Management) with CIPD accreditation.

A delegation that made an evaluation tour in Sri Lanka has already accepted the above proposal and the Dean, International Affairs of the University who subsequently visited IPM Sri Lanka in May, 2016 has carried out a series of special workshops for the

academic and non-academic staff on the mode of conducting their study programmes in Sri Lanka. The final audit pertaining to this project was carried out on 5th July 2016 by the Quality Assurance Unit of the mother university.

Arrangements are currently underway to launch the two degree programmes in Sri Lanka in September 2016.

Collaboration with T.V. Rao Learning Systems (TVRLS) India

IPM Sri Lanka reached a historic partnership with a pioneering organization, T.V. Rao Learning Systems (TVRLS) India to offer the Certified HR Auditor programme in Sri Lanka, signaling yet another unique step in IPM's forward march.

A Memorandum of Understanding (MOU) was signed between IPM Sri Lanka and TVRLS India, authorising IPM Sri Lanka as the exclusive partner in conducting the Certified HR Auditor Programme in Sri Lanka together with T.V. Rao Learning System of India.

IPM Sri Lanka together with T.V. Rao Learning Systems of India conducted the Certified HR Auditor course in Colombo recently, at which 57 practicing managers received their 'Certified HR Auditor' status, thereby creating further value within the Sri Lankan HR industry.

Authentic Hatha Yoga Workshop

Taking due cognizance of the importance of building physically and mentally balanced HR professionals in the country, IPM Sri Lanka in collaboration with the Sivananda Yoga Vedanta Dhanvantari Ashram in Neyyattam Kerala India stepped forward to conduct a unique Yoga programme in Sri Lanka recently. The workshop was conducted by renowned and acclaimed personality, Kalasuri Anoja Weerasinghe, Director of Abhina Institute - a leading Yoga and Meditation centre in the country.

The 5 day workshop which was held in the month of October 2015 had an overwhelming response from the corporate sector and attracted 32 participants representing, public and private sector organisations.

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for IPM Sri Lanka**

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Revamping of the PQHRM Syllabus

Reflecting IPM Sri Lanka's commitment to keep abreast of the changing world, particularly the ever-evolving HR practices and techniques, the syllabus of Sri Lanka's most sought-after HR qualification, PQHRM offered by IPM Sri Lanka was revamped and upgraded to slot it on par with the world's best HR qualifications.

The new PQHRM qualification aims at developing HR practitioners endowed with superior knowledge, capabilities and a broad business outlook. The upgraded syllabus, which is intended at developing well-rounded HR professionals, has been structured encompassing a competency-based framework and includes a 'Credit System', devised in line with the upcoming 'Sri Lanka Qualifications Framework'. The new PQHRM syllabus and assessment will deliver greater value and flexibility whilst offering extensive exposure for students, both theoretical and practical; thereby enabling them to deliver sustainable performances that exceed employer expectations.

The revamped syllabus was launched on the 31st of May 2016, at a colourful ceremony held at the Grand Ballroom of the Galadari Hotel in Colombo under the theme “Developing Globally Competitive HR Professionals”. The Chief Guest of the event was the renowned educationist and policy maker, Hon. Mohan Lal Grero, State Minister of Higher Education.

The event attracted over 250 participants including CEOs, Heads of HR, and leading academics, policy makers and practicing managers including faculty members of IPM Sri Lanka.

Staff Development

A strong and sound brigade of support staff is essential to bring about a quality output of graduates and diplomates through the Institute. In view of this, a concerted effort was made to enhance the level of efficiency and productivity within the Business School through a series of measures ranging from training and development to employee motivation programmes during the year to bring about improvements in service delivery.

The two day workshops organised for the research supervisors by a group of Senior Lecturers attached to the State universities on the 15th and 22nd March 2016 were two such initiatives among many that have contributed significantly towards this endeavour.

MARKETING

Overview

The subcommittee on Marketing sets the guidelines towards enhancement of the brand value of IPM Sri Lanka. It endeavors to fortify the position of IPM as the ‘Nation’s Leader in HRM’.

In accomplishing this primary goal, the committee oversees all internal and external promotions and communications activities carried through print, electronic media, social media platforms, public relations encompassing all above-the-line (ATL) and below-the-line (BTL) advertising. The committee also oversees the effectiveness of communication campaigns and analysis of competitor activity. The underlying goal is to ensure the right brand image and core message of IPM Sri Lanka is disseminated to all stakeholders in a consistent and sustainable manner whilst ensuring its dominant brand presence in the knowledge segment.

Many progressive steps have been taken to develop the students and members at all levels, to confidently meet the challenges of the corporate world. The study programmes and numerous developmental initiatives have contributed towards refreshing their mindset, with right attitudes, competencies, values and beliefs. As a leading professional body that has been in the forefront of the Human Resource Management profession since 1976, IPM Sri Lanka’s efforts have contributed positively towards individual, corporate and national development through state-of-the-art HR practices and strategies. The students and members of

IPM have benefited both personally and professionally through their exposure and interaction with the institute while also contributing to the betterment of the society as a whole. A large number of our past students and members are now holding strategic HR positions in both local and international organisations and their accumulation of competencies and contributions have proven to have made a continuous value addition to their respective businesses and industries.

As the catalyst and partner in human capital development, we continuously improve quality, standards and practices within the HR profession. It is envisaged that this vision will be realised through the following delivery channels:

- **People** - Employee retention through attraction, training programmes for better people development, work and time management, reward and retention of high performing workforce.
- **Knowledge & Research** - Open pathways to the profession of HRM by offering internships to current PQHRM students, knowledge sharing sessions, youth leadership programmes, national conferences etc. with a view to becoming the knowledge centre for local and regional people managers. Accessibility to past papers, white papers, research reports, industry related articles, Emerald Journal (in progress) where knowledge will be shared with ease of access on mobile phone, tablet or PC.
- **Best Practices** - Affiliations with reputed global HR institutions such as Singapore HR Institute (SHRI), Bangladesh Society for Human Resources Management (BSHRM), Asia Pacific Federation of Human Resource Management (APFHRM) and World Federation of Personnel Management Associations (WFPMA) will continue to help in uplifting the brand image to portray international practices in a local context.
- **Function as the catalyst in developing the human resource profession** by conducting various seminars under the theme of “Wisdom Eve”, targeting membership development, the National HR Conference for students and HR practitioners, Business Leaders Forum, HR Quiz, The Great HR Debate and provide leadership in the development of collaborative professional relationships with schools (Example: St. John’s College, Jaffna, Ladies College etc.), organisations and other institutions focused on the improvement of education in schools, communities and workplaces.
- **System Enhancement** - By way of enhancing the commitment of faculty, staff and students. Maintaining 5S standards throughout the head office and all regional centres with the aim of continuous improvement in all its operational aspects to improve productivity. Implementation of ERP system for effective and efficient data storing and analysis.



The progress report of the Media, Publications & Marketing Committee for the Council year 2015/2016 is presented below.

The Committee during the current council year has worked collectively with the Council, membership and faculty towards achieving its broad objectives. Key areas have been identified, namely Membership, Education and Events to drive this strategic intent. These groups are led by competent heads who all hold leadership positions in the Council and are familiar with the plans and activities of IPM Sri Lanka.

Corporate, Government & International Affiliations

In view of the continuous efforts in uplifting the standards in the HR profession, the Committee was successful in forging useful alliances with important institutions such as the National Youth Development Bureau with the launch of “Rakiyabishekaya” - a series of Career Guidance Programmes and with the National Human Resource Development Council in uplifting the professional standards within the public sector.

We have also secured connections with various private sector organisations and institutes and are currently working towards the attainment of ‘Chartered’ status with a view to becoming the only local professional HR body to be bestowed this prestigious recognition. We intend pursuing more partnerships with global universities and germane institutes and are currently looking to launching more contemporary study avenues including online learning facilities in order to broad base our offering.

Objectives of the Committee

- Serve as a channel for communication among members, the Council and other users of IPM publications.
- Assess editorial quality and content of the publications of the Institute, including the system of primary publications of books, journals, magazines, and miscellaneous publications; and reporting its findings to the Council.
- Carry out activities to enhance the corporate brand image.
 - To strategize the aspect of publicity through electronic and print media in respect of all activities of the institute.
 - To ensure continuous image building through the process of publicity by way of publishing write ups and articles of value on HRM.
 - To coordinate all activities pertaining to media and publicity matters for the overall benefit of the Institute.
- To liaise with other standing committees and to obtain information which needs publicity.
- To develop market research strategies to activate the process of product development within the Institute.
- To conduct appropriate programmes with a marketing focus to take IPM forward.

Public Relations, Electronic and Print Media

Apart from communications relating to study courses, workshops, brand building, CSR initiatives and corporate news, our communiqués include articles on human resource best practices supporting organisational performance. IPM through its continuous media relations was successful in securing substantial exposure in the print media each month, including an impressive average of 3 articles each month in the national print media. Our presence on the weekend newspapers too have increased over the years through which we were able to build a positive relationship with the respective publishers.

IPM Sri Lanka was also regularly featured in leading English newspapers that have supported the Institute in reaching out to its core target groups which has significantly contributed towards enhancing IPM Sri Lanka’s stature amongst the stakeholders. Additionally the institute received coverage on Tamil and Sinhala national newspapers, especially for our flagship events. IPM’s profile on the broadcast media too has been notable where key events such as Business Leaders Forum, Graduation, National HR Conference, The Great HR Quiz, PQHRM syllabus revamp etc. have received significant coverage over English and Sinhala television stations such as Rupavahini, ITN, Derana, Art TV, News 1st etc.

Internal & External Communications

Effective internal and external communications are key factors that have contributed to the success of our operations. Effective communication has had a considerable influence on enhancing organisational performance. Employee management meetings conducted within a conducive and meaningful environment has led to complete openness and honest and spontaneous responses and feedback. The internal communication process has provided direction in terms of where the organisation is heading and has helped define clear objectives in terms of expected productivity and quality levels. It has also provided momentum, focusing everyone towards a common goal and has afforded an opportunity for the senior management to demonstrate leadership qualities and further develop their leadership competencies.

External communications involves a variety of communication channels utilised by the Institute to communicate with our external stakeholders and includes the internet, print and broadcast media, face-to-face meetings and virtual discussion forums. In addition to the above, a variety of communication modes such as memorandums, notices, reports, faxes, SMS's, presentations, photographs and video clips were used by the Institute to promote its mission amongst the external public.

Corporate Social Responsibility (CSR)

CSR has been a key factor in IPM Sri Lanka's business philosophy and has significantly contributed towards the Institute's sustainability by delivering economic, social and environmental benefits to all stakeholders.

During the council year, IPM Sri Lanka executed a series of activities such as the inter- school debating competition with the objective of identifying and developing young talent at school level, career guidance sessions at MD Gunasena, Oasis International School, University of Sabaragamuwa, University of Colombo - Faculty of Management, Rathnavali Balika Vidyalaya, Gampaha, and in several selected schools in the Kandy and Kurunegala districts. Further, being the nation's leader in HRM, we have lent a helping hand to those who were affected by the recent floods by way of providing dry rations, stationery and other materials. Our regional centres too have contributed towards this cause by

holding a 'shramadana' campaign at a temple in the Galle district which was affected by the floods. The Galle Regional Centre, along with the head office staff celebrated its anniversary with a meaningful day-out with the kids of an orphanage by gifting them items required for their studies and daily use, including toys, whilst providing them meals and entertainment, making it a truly memorable and purposeful endeavour. The Kandy and Kurunegala Regional Centres too played their part in supporting economically disadvantaged people by organising 'dansal' during the Vesak and Poson festivities.

Brand Building

For purposes of branding, IPM continued with its investment in the three hoardings located in Pilimalawala, Galle and Kurunegala districts. These hoardings are currently being used to promote four of IPM Sri Lanka's flagship study programmes. In addition to these hoardings which have been leased-out from a service provider, IPM also invested on a hoarding structure, located in close proximity to our head office building. Two temporary hoarding sites were also secured on Baseline Road and Dehiwala flyover with a view to promoting our flagship event, National HR Conference.

Revamping of the PQHRM syllabus and the introduction of a new logo for the Business School were also initiated during the year. Through these initiatives, we have been able to successfully distinguish the umbrella brand product portfolio of the institute among relevant stakeholders. The training arm of the institute was also distinctly portrayed in order to build a separate brand identity for workshops.

Events & Experiences

Our conferences and exhibitions continued to afford valuable learning and networking opportunities for the practitioners at all levels. Year 2016 recorded the highest number of participants in our conference history, attracting over 900 paid-up participants. Apart from these initiatives, in keeping with our past practice, IPM Sri Lanka carried out the Business Leaders Forum, Annual Graduation and Great HR Quiz with the aim of improving stakeholder engagement and knowledge transfer. Further, IPM actively participated in exhibitions such as EDEX, Futureminds, Career Fairs and other relevant events held around the country, thereby affording opportunities to connect with the Institute without having to visit Colombo.

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The Committee was successful in forging a useful alliance with the National Human Resource Development Council of Sri Lanka in uplifting the professional standards within the public sector

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A state-of-the-art exhibition stall with a spacious seating area was also designed during the year 2016, with TV screens to portray our products and services which have significantly enhanced our visibility and image among key stakeholder segments.

In addition to these core events, IPM's Regional Centres also hosted learning events and regional forums throughout the year. "HRM for Life" is one such programme that was held in Kurunegala and Kandy to enhance brand awareness and to raise the professional standards of people managers in the regions.

Merchandising

Leaflets and dockets communicating details of study programmes as well as services extended by the IPM's Business School were also circulated periodically among the target groups as a means of updating them on upcoming programmes and activities. A new IPM student T-shirt with a unique youth design was developed and produced to be distributed among the newly enrolled students.

Social Media

Social media was used to augment interaction and networking among students, including regular feedback. Regular updates of

course programmes, events, workshops, and exhibitions etc. are now communicated through the IPM social media network. This has supported in gathering qualitative feedback from external stakeholders, promoted networking with stakeholders and increased awareness on IPM activities among them.

Sponsorships

IPM Sri Lanka continued to support local universities, schools, professional bodies and other institutions such as Organization of Professional Associations Sri Lanka, Colombo Toastmasters Club, University of Sri Jayewardenepura, University of Colombo, Gothami Balika Vidyalaya, Postgraduate Institute of Management Sri Lanka (PIM), Ananda College, Maliyadeva Balika Vidyalaya etc. in conducting many stakeholder engagement initiatives organised by these entities during the year. This is in keeping with IPM Sri Lanka's policy of discharging its social obligations towards uplifting the quality of the country's human capital.



Mr. Rohitha Amarapala
Chairman

Committee Members

Mr. Rohitha Amarapala - Chairman, Mr. Dillon Gomez - Deputy Chairman, Mr. Samitha Perera - Member, Mr. Janaka Kumarasinghe - Member, Mr. C. Gannile - Member, Mr. Ajith De Costa - Member, Mr. Treasurex Melchior - Member, Mr. Samantha Rathnayake - Member, Prof. Gamini De Alwis - Member, Mr. G. Weeratunge - Member, Mr. Ruwan Egodage - Member, Ms. Primrose Mascarenhas - Member, Mr. Rathnasiri Senadeera - Member, Mr. Peter Daabre - Member, Mr. P.G. Tennakoon - Member, Prof. Prasadini Gamage - Member, Mr. Gopinath Subramaniam - Member, Mr. L.C. Pinsiri - Member, Mr. Indika Wijayasriwardana - Member, Ms. Wathsala Nadeeshani - Member, Mr. Anushka Earskin - Member

SUBCOMMITTEE ON MEMBERSHIP DEVELOPMENT AND MEMBER SERVICES

The overarching responsibility of the Membership Development Committee is to ensure the professional and personal development of its membership - the driving force of any professional association. The Membership Development and Member Services subcommittee plays the lead role in delivering the expectations of its membership, through a series of activities that includes networking sessions, learning forums, get-togethers, the membership and prospective members who aspire to admission to IPM Sri Lanka. The membership being the very foundation of the Institute, IPM Sri Lanka places significant emphasis on creating value for its members and constantly strives to aid in their professional development and career advancement. Apart from the many training, development, networking, socializing and career development activities that are targeted at nurturing and developing the inherent potential of its members, the Committee works with the intention of transforming IPM members as 'role models' in the HR fraternity who can live up to the expectations of the present day society.



Overview

The Membership Development Committee continued its relentless march towards promoting and enhancing value among the Institute's membership by setting forth key objectives for the 2015/16 council year. Adopting a multitude of approaches to connect and engage with the membership, the Committee supported the members to emerge as sought-after individuals within the world of work thus enhancing their value and potential whilst advancing the interests of the Institute and the community at large.

Membership is the 'driving force' of IPM Sri Lanka which is the apex and largest professional body that represents the HR profession in Sri Lanka. The membership of the Institute plays a pivotal role in articulating the vision and mission of the Institute and contributes actively towards steering the forward march of IPM Sri Lanka.

Tasked with the responsibility of safeguarding the best interests of the membership, the primary focus of the subcommittee on Membership Development and Member Services is to create value for the members of the Institute through measures that aid their personal and professional wellbeing.

In fulfilling this mission, each year, the subcommittee on Membership Development and Member Services embarks on a comprehensive plan of action that can help nurture and develop the innate potential of its membership through a multitude of initiatives ranging from training and development to networking, socializing and career development activities.

Accordingly, during the council year 2015/16, the Committee focused its attention on the following six facets.

- Membership Drives
- Upgrading of Memberships
- Member services and member benefits
- Development of Members
- Networking amongst Members
- Recognition of Members

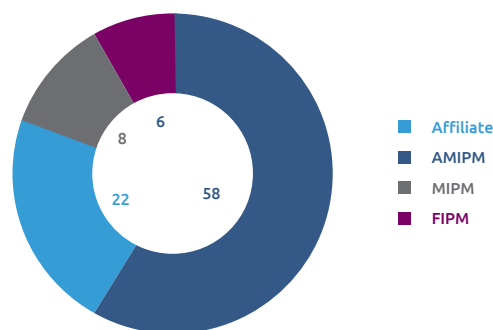
Membership Drives

As the Nation's leader in HRM, IPM Sri Lanka continually strives to encourage HR practitioners to join hands with the Institute. Promoting IPM membership among the HR community is hence considered an important aspect under the key focus area of Membership Drives.

The quality of the membership being an important factor in the growth and development of this Institute, a systematic plan of action to attract potential members who can make a worthy contribution to the Institute was considered a high priority. Accordingly, the Committee spearheaded a special membership drive with a view to enhancing new member enrolment throughout the year. A special membership drive was also conducted during the IPM Graduation Ceremony and National HR Conference 2016, thus encouraging young and promising HR professionals to obtain professional membership of the Institute. In addition to these initiatives, dedicated email and tele-marketing campaigns as well as referral programmes to reach out to potential members were carried out by the Committee to attract new members into our fold.

During the current council year, IPM Sri Lanka has attracted the interest of many HR practitioners who have been enrolled under the following membership categories without any amendments to the applicable by-laws that exists at present. Accordingly, 96 new members were inducted into our roll during the period under review, which is in fact a growth of nearly 9% in the membership. A warm welcome is extended to all new members who have teamed up with this noble Institution.

Member category	Honorary	FIPM	MIPM	AMIPM	Affiliate
New entries	2	6	8	58	22





96

new members
were inducted into our roll during
the period under review



a dedicated
Member Services Centre
was also established within the IPM
building



A new
Membership Card
was introduced



A special induction
programme
organised for new members

Upgrading of Memberships

During the year under review, the Committee paid attention on the following key areas concerning the upgrading of memberships of our existing members.

Category upgrade

The Committee also initiated a campaign targeting the existing members with the aim of encouraging them to upgrade their existing membership status in the Institute. Accordingly, 12 members have been upgraded into the next membership category during the period under review.

Membership subscriptions

Further action towards restoration of membership status of members whose memberships have lapsed due to the non-payment of membership subscription has been initiated with a view to enveloping all members in the activities of IPM Sri Lanka.

Upgrading of membership database

An initiative to upgrade the existing data base of the members with advanced features and updated information was launched in order to make the best use of the Institute's membership database.

Accordingly, details of nearly 150 members have been updated with new contact details, including their present employment/profession, designation etc. with a view to enhance their degree of connectivity with the Institute.

Member Services and Member Benefits

Establishment of a dedicated Member Services Centre

A dedicated unit was established during the council year with a view to offering a more coordinated service to our valued members. Accordingly, a new job position, post of Member Services Manager was created and the relevant appointment made during the year. In addition, a special unit - Member Services Centre was also established within the IPM building to cater to the needs of the expanding membership of the Institute.

New IPM Membership Card

A new Member Identity Card was introduced during the year by the Committee, with a view to enhancing the value and presentation of the IPM Membership Card. The Committee made a prudent decision to invest on a printing machine for the production of ID cards and all membership ID cards are now being printed in-house, thus offering greater flexibility and cost benefits.

New Member Induction Programme

A special induction programme in order to formally induct new members of IPM Sri Lanka was conducted under the auspices of the President of the Institute. All new members who joined the Institute were invited to be part of this session which included a familiarisation programme as well as a knowledge sharing session. During this useful session, all new members were educated on the member benefits, entitlements, learning opportunities and exposure one could receive by teaming up with IPM.

The new members were also afforded opportunities to join subcommittees of their choice, enabling them greater chances of engagement, socialising and networking with their peers in the industry.

Our very own Fellow Member, Mr. Bandula Perera - Director Operations, Maliban Biscuits graced the occasion as the chief mentor for the new inductees.

Establishment of a Special Help Desk to assist the victims of flash floods

Responding to the needs of the affected members in the recent flash floods, IPM Sri Lanka stepped forward to assist them by establishing a special help desk in order to gather information on affected members with a view to providing whatever assistance possible to such members.



Development of Members

Study programmes/PhD grants

In keeping with IPM's philosophy of supporting the continuous development of its members, the Institute assisted two IPM members by awarding them the PhD grant as part of IPM Sri Lanka's Member Development initiative. The first installment of this grant was released to them during the year, enabling them to commence their PhD study programme.

'Wisdom Eve' Programmes

The Committee also spearheaded the organising of 'Wisdom Eve' - a series of evening guest lectures that aim at transfer and dissemination of knowledge among the membership. Apart from the wealth of knowledge one could garner from these productive evening sessions, the forum also creates an ideal platform for the members, both young and old to network and socialise with their peers and further strengthen their professional association with the Institute.

All 'Wisdom Eve' programmes attracted over 60 participants and the feedback was not only overwhelming but extremely positive and encouraging. The enthusiastic response and feedback from the participants was a true testimony of the appreciation of the members towards such value creating initiatives of the Institute that plays a significant part in the professional development and growth of our valued members.

Exchange programmes in collaboration with regional/international HR bodies arranged through the International Affairs Committee. Several members were afforded opportunities to take part in international conferences and knowledge sharing sessions as a means to enhancing their knowledge on emerging best practices

in HR whilst gaining the much needed exposure. Following are some of the key events attended by IPM members during the year.

- NIPM exchange programme - 12 IPM members
- Bangladesh exchange programme - 3 IPM members
- CIPD HR conference - 2 IPM members
- Japanese SHRM - 1 IPM member
- Thailand HR exchange programme - 1 IPM member

Free access to HR magazines/Online links

Opportunities were also afforded to IPM members to improve their knowledge on HR and the latest trends in the field by providing them online links as well as access to world recognised HR magazines and articles in collaboration with the International Affairs Committee. These include:

- Access to "Human Capital Insights" journal through National Human Resources Development Council
- Access to "emerald insight" an information reservoir - <http://www.emeraldinsight.com>
- Access to 'WorldLink' - official publication of The World Federation of People Management Associations

Opportunities to be part of on-going IPM activities

Members were also invited to involve in the activities of IPM Sri Lanka, in lecturing, invigilating, and other voluntary activities such as subcommittees and social events with a view to building a cohesive and close-knit membership within the Institute. In addition, the Institute continued to promote learning and development among its membership by offering subsidised rates when enrolling themselves in IPM organised study programmes, including in NHRC 2016.

Member Events and Association

Members’ Day 2016

The Members’ Day is a featured event in the event calendar of IPM Sri Lanka and attracts a large number of members from all walks of life for a day filled with fun and frolic. The event also brings together a wide cross-section of members, from Fellow and Honorary Members to the most junior of all to one common forum, reflecting the unity and togetherness shared among our membership.

This year’s Annual Members’ Day was held on Sunday, 17th July 2016 at the Pegasus Reef Hotel, Wattala with nearly 200 enthusiastic participants who had a gala time in the company of their loved ones and peers from the HR fraternity.

Myriad activities such as entertainment, games and music not only made the day exciting but helped foster closer relations amongst the members of the fraternity. The organisers also ensured to give a good time to all the kids by arranging a dedicated play area for them with games and activities targeted at all age groups.

What’s more, the organisers were able to reward all participants with a branded IPM T-shirt and gifts. Going a step further from last year’s concession where a complimentary ticket was offered to all paid-up members, this year the organising committee offered ‘free entrance’ for the immediate family members of all participating members, thus making the Members’ Day 2016, a truly family affair.

Joint CSR programme in collaboration with the YMF

The Membership Development and Member Services subcommittee together with the Young Members Forum (YMF) stepped forward to fulfill its social obligations by undertaking a meaningful CSR project under the theme - ‘When we care, we share’, through which the two committees marshaled the support of generous members and students in collecting books and school material to be distributed among school children who were affected by the recent floods. The joint project further reflects IPM Sri Lanka’s commitment towards promoting learning and education of the youth of our country.



Mr. Shanaka Fernando
Chairman

Committee Members

Mr. Shanaka Fernando - Chairman, Mr. Namal Jayaweera - Deputy Chairman, Mr. C. Gannile - Member, Ms. Indika Abeyesuriya - Member, Ms. Disna Alwis - Member, Ms. Dayaleni Pasangna - Member, Mr. Aruna Dayanatha - Member, Ms. Chathuri Galappaththy - Member, Mr. Nishantha Premaratna - Member, Mr. Prasanna Liyanage - Member, Ms. Enoka Siriwardena - Member, Ms. Primrose Mascarenhas - Member, Mr. Himal Perera - Member, Ms. Tharanga Elvitigala - Member, Mr. Dilshard Perera - Member, Mr. Ravi Mayan - Member, Mr. Samiddha Rathnayake - Member, Ms. Heather Fernando - Member, Col. Saman Jayawickrama - Member, Ms. Srima Pathberiya - Member, Major Gen. Rohan Kaduwela (Retd.) - Member, Ms. Sangeetha Dharmasekara - Member, Ms. Shalika Hewawickrama - Member, Ms. Wasanthi Shrima Vithanage - Member, Ms. Harshani Santiago - Member

SUBCOMMITTEE ON OBTAINING 'CHARTERED STATUS'

Chartered status stands for the highest standards of professionalism and reflects up-to-date expertise, professional conduct and the capacity of a holder of such status to exercise leadership in his or her chosen profession and undertake independent practice. The title also denotes ones commitment to keep pace with advancing knowledge and the ability to live up to the expectations of the profession and hence is the aspiration of any member of a professional association.

In view of the value attached to this important title, the responsibility of obtaining 'Chartered Status' for IPM Sri Lanka has been entrusted to the Subcommittee on obtaining 'Chartered Status'. Once attained, the 'Chartered Status' will stand as the true reflection of IPM Sri Lanka's stature in the country's HR landscape. The Committee through a well coordinated process of consultation, lobbying and representation has since been successful in clearing key hurdles in regulatory, academic and quality assurance related aspects thus fulfilling some of the key requirements for attaining Chartered Status for IPM Sri Lanka.



Proposal to change the name of Institute of Personnel Management Sri Lanka (IPM SL) to that of Chartered Institute of Personnel Management Sri Lanka (CIPM SL)

The rationale for this proposal stems from the decisions of successive councils to ensure continuous professional development of IPM's membership and to accord the members a higher professional status as a 'Chartered' member affording him or her more recognition amongst the professional community.

The Institute has already established a robust and globally acknowledged evaluation mechanism acceptable to the awarding bodies and policy makers to meet the expectations of these parties and are hopeful that the Institute with over five decades of service to the HR fraternity in Sri Lanka with competent professionals within its roll, deserves to be recognised with the 'Chartered Status' in the foreseeable future.

Objectives of changing the name of IPM to CIPM

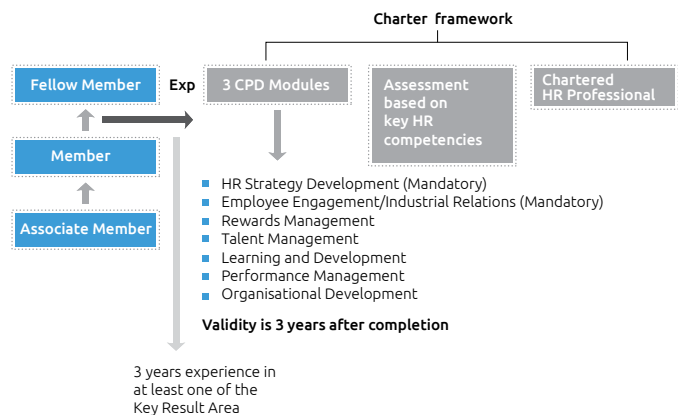
1. Align the Institute's image and attributes with the changing environment to enable the execution of institute's role (as set out in the Parliamentary Act).
2. Establish a credible positioning for the HR profession amongst the other professional institutes in Sri Lanka (As a professional institute incorporated by an Act of Parliament).
3. Uplift the standard of Human Resource professionals in Sri Lanka by offering credible pathways up to the Chartered Level.
4. Differentiate and distinguish IPM HR professionals from all other HR qualification holders operating within the Sri Lankan HR landscape.
5. Create an umbrella framework for the HR profession in Sri Lanka.

Towards this end, IPM Sri Lanka has embarked on a progressive journey, accomplishing many noteworthy landmarks in reaching this significant milestone as follows:

Journey towards Chartered status - landmark achievements

1. Cleared legal sensitivities to safeguard the privileges presently enjoyed by IPM Sri Lanka by the Parliamentary Act.
2. Defined and agreed on the overall concept with all key stakeholders.
3. Defined the Charter Framework, Competencies and Governance Model.
4. Aligned government ministries to sponsor changes to the Act of Parliament.
5. All changes to the Parliamentary Act, IPM By-Laws and the concept were ratified by the members at a Special General meeting held on 13/02/2016.

The Committee awaits the approval from the Parliament of Sri Lanka for the proposed amendments to the Act, granting due approval for the change of the Institute's name into Chartered Institute of Personnel Management Sri Lanka (CIPM SL), after which a grand ceremony to launch the Chartered Institute of Personnel Management Sri Lanka (CIPM SL) is on the cards.



Mr. Samitha Perera
Chairman

Committee Members

Mr. Samitha Perera - Chairman, Mr. Indika Wijayasriwardana - Staff Coordinator

SUBCOMMITTEE ON NATIONAL HR CONFERENCE 2016

Hosting South Asia's largest HR conference - National HR Conference is the primary mission of the subcommittee on National HR Conference 2016. In keeping with its mandate, the Committee undertakes the complete process of planning, designing, organising and implementation of this two-day Conference that has become the rallying point for the region's top business executives and HR professionals including academia, policy makers and HR service providers. Apart from providing a wealth of networking opportunities to practicing managers, the forum acts as a platform for sharing knowledge and insights on the latest trends and happenings in the global HR landscape.

The Conference also consists of many exciting 'edutainment events' such as The Great HR Debate and HR Service Providers' Exhibition whilst a stage is also set to reward and recognise men, women, and organisations that adhere to best practices in people management by bestowing National HR Excellence Awards on them, including two coveted awards, the PQHRM HR Professional of the Year Award and IPM Lifetime Gold Award.



Overview

IPM Sri Lanka hosted the most successful National HR Conference ever under the timely topic, 'HR Ecosystem for Competitiveness' with a record participation of over 1000 delegates, representing a wide cross section of CEO's, business leaders, industry veterans, practitioners, academics and students at the BMICH, Colombo on 21st and 22nd June 2016.

The following report describes the role played by the subcommittee on National HR Conference (NHRC) 2016 in conducting the event and notable features of the conference.

The prime responsibility of this subcommittee is the successful organisation of the annual National HR Conference - South Asia's largest HR conference. This year, the conference recorded the highest number of participants exceeding 1000 individuals along with the patronage of renowned resource personnel from USA, Australia, Singapore, Philippines, Malaysia, Bangladesh, India, and Sri Lanka. A large number of HR practitioners including participants from nine countries graced this year's Conference making it one of the most successful events, ever.

The national conference this year can be acknowledged as a national level contributor. Having recognised the position of Sri Lanka in the Global competitiveness Index (GCI), the conference was designed as an enticement for the private and public sectors to develop competitiveness at both organisational level and national level. The Committee made an in-depth analysis of the GCI and its relevance to HR. The determination was that there lies a "HR ecosystem" that acts as the bedrock for the nation's competitiveness. Thus, this year's conference was significant due to two facets;

1. The conference was built on a world renowned measurement system
2. IPM was pioneering the discovery of the "HR ecosystem" that contribute to competitiveness

The Committee adopted an evolutionary and integrative approach in developing the concept and operations of this year's Conference. Evolutionary, because past practices were studied and exposure from international conferences was integrated into almost all elements of the conference agenda. Integrative, as many activities were appropriately integrated into the conference activities.

Another achievement in the organisation of the conference was the efficient coordination of resource persons. The Committee concurred on coming up with an out-of-the-box theme for this year's Conference and a thoughtful approach was adopted in identifying suitable resource persons for each of the sessions which was indeed a challenging task. However, the internet-powered referral network played a significant part in successfully achieving this task. Our search virtually covered the entire globe and finally was successful in putting together a vibrant panel of resource personnel.

Organising the event was never a 'cake-walk'. There were challenges, obstacles, power-plays, failures, and success along the way. However, the conference was able to deliver the eventual expectations of all key stakeholders and achieved the desired objectives. Important milestones of this year's conference can be summarised as follows;

1. Introduction of the conference website, which can be reused for future conferences
2. Development of an 'android app' that can be reused
3. Introduction of an 'automated back-end' for online registration and automated invoice raising
4. Re-engineering of the registration process, thus releasing more space to accommodate additional service providers within the exhibition area
5. Introduction of the QR code based e-ticket for conference participation
6. Organising of 'evening networking session' within the exhibition area, thus providing more visibility for the service providers.

The Committee was conscious about ensuring sustainability of all these efforts, and sat through a post-conference brainstorming session and plans to work on incorporating the process to the QMS of IPM, which would be helpful in future conferences.





The conference recorded the highest number of participants exceeding

1000
individuals

HR Service Providers' Exhibition

This year, the conference committee worked with a specific focus of increasing the exposure of stalls to conference participants. Thus as a trial, the networking event and the evening cocktail on day one of the conference was held within the exhibition area. This move was welcomed by the stall holders as an important step towards enhancing interaction between the service providers and participants.

Further to the synergised efforts of the conference committee, the 'participant registration area' was shifted downstairs, in order to create more space to accommodate a greater number of aspiring HR Service Providers, affording them the opportunity of joining this year's exhibition.

In addition, a special welcome was accorded to all CEOs of service providers as well, which was hailed by all as an important initiative to recognise the role played by the HR Service Providers within the National HR Conference. The exhibition floor was opened to the public on a special complimentary ticket issued by IPM Sri Lanka. Furthermore, it was well managed by a professional compere adding further glamour to the vent.

The Great HR Debate 2016

As a means of ensuring better transparency and control in the evaluation process, this year's Great HR Debate focused on improving the validity and effectiveness of the judging process.



Thus, a process of obtaining individual judgments from each judge was adopted while strictly adhering to a policy of appointing judges to sit on a panel only once during the preliminary rounds, the only exception being to offer some of them an opportunity to serve on the panel of the final round. In order to implement this initiative, the committee obtained the services of a higher number of judges in the judging process during this year. The decision to conduct a special orientation session to appraise the participating teams was also cited as an improvement over the previous years' events.



Mr. Aruna Dayanatha
Chairman

Committee Members

Mr. Aruna Dayanatha - Chairman, Mr. Shanaka Fernando - Deputy Chairman, Col. Saman Jayawickrama - Chairman, HR Service Providers' Exhibition 2016, Mr. Himal Perera - Chairman, The Great HR Debate 2016, Dr. Bhadra Arachchige - Chairperson, 1st Research Symposium, Mr. Rohitha Amarapala - Member, Mr. C. Gannile - Member, Group Captain Manoj Kappetipola - Member, Mr. Namal Jayaweera - Member, Mr. Janaka Kumarasinghe - Member, Mr. Samitha Perera - Member, Mr. Chrisantha Obeyesekere - Member, Ms. Indika Abeyasuriya - Member, Mr. Prasanna Liyanage - Member, Ms. Chathuri Galappaththy - Member, Ms. Enoka Siriwardena - Member, Ms. Heather Fernando - Member, Ms. Nilimala Angulugaha - Member, Ms. Shrima Pathberiya - Member, Ms. Tharanga Elvitigala - Member, Mr. Indika Wijayasiriwardana - Staff Coordinator

SUBCOMMITTEE ON NATIONAL HR EXCELLENCE AWARDS

The subcommittee on National HR Excellence Awards is entrusted with the task of developing a meaningful Awards programme with a view to recognising and rewarding exemplary HR and non-HR professionals as well as organisations that demonstrate best practices in HRM. National HR Excellence Awards are strongly supported and endorsed by the Sri Lankan HR community and acknowledges ground-breaking initiatives and innovative HR practices adopted by Sri Lankan organisations.



Overview

The National HR Excellence Awards subcommittee was formulated for the purpose of planning and developing strategies, criteria and processes for the conduct of specific competitions covering the following awards.

1. National HR Excellence Awards among corporates/public sector organisations
2. People Leaders' Awards among non-HR professionals
3. PQHRM HR Professional of the year Award
4. IPM Lifetime Gold Award among IPM Members for demonstrating excellence in HRM

National HR Excellence Awards

The National HR Excellence Awards programme was mainly designed for the purpose of rewarding organisations that have developed and implemented best practices in HR within their respective businesses as evidenced from hands-on examples, which had to be tested-out through the conduct of onsite HR Audits. For this purpose, well experienced HR professionals visited companies that applied for these coveted awards and conducted audits on HR practices adopted by them. This was a stringent exercise, which compel the auditors to devote considerable amount of their time and energy in each institution in order to make a meaningful assessment. This was followed by further interviews of shortlisted companies by a panel comprising independent judges drawn from the Postgraduate Institute of Management (PIM) who together with the auditors conducted the interviews.

Organisations that successfully demonstrated best practices in HR were adjudged winners and received Gold, Silver and Bronze awards together with certificates in line with their performance.

People Leaders' Awards

As in the previous year, the People Leaders' Awards aimed at recognising individuals in different fields of Management for demonstrating 'excellence' in people management. Candidates



were attracted from the fields of Financial Management, Marketing Management, Supply Chain Management, Engineering and Information Technology. A panel of respected judges drawn from the respective disciplines expended considerable amount of time interviewing the candidates, based on a structured assessment process prior to shortlisting the winners.

PQHRM HR Professional of the Year Award

The PQHRM HR Professional of the Year was selected from candidates who have embarked on careers in Human Resources Management upon successful completion of the PQHRM study programme. Specific criteria were developed and an eminent panel of judges appointed to evaluate the candidates with a view to making an appropriate and objective selection.

IPM Lifetime Gold Award for demonstrating excellence in HRM

Fellow Members and Members of IPM Sri Lanka were invited to take part in this prestigious competition whereby the Institute's main objective was to recognise the most outstanding HR personality, who had excelled in the sphere of HRM during his/her professional career. Specific criteria were developed and candidates attracted accordingly. An independent panel of judges was appointed to interview and evaluate the candidates.



Mr. U.A.C. Obeyesekere
Chairman

Committee Members

Mr. U.A.C. Obeyesekere - Chairman, Mr. Janaka Kumarasinghe - Member, Mr. C. Gannile - Member, Mr. M.C. Mathupala - Member, Dr. Bhadra Arachchige - Member, Prof. Prasadini Gamage - Member, Mr. Shanaka Fernando - Member, Mr. Jayanta Jayaratna - Member, Ms. Dinushi De Silva/Ms. Iroshani Ariyasena - Staff Coordinators

SUBCOMMITTEE ON MEDIA & PUBLICATIONS

The Media and Publications subcommittee works to foster knowledge sharing and promote better connectivity between IPM Sri Lanka and its stakeholders through timely and accurate exchange of information and knowledge. Accordingly, the Committee shall be responsible for the exchange and dissemination of knowledge and information through both print and electronic publications and shall be expected to provide direction and oversight to ensure the quality, accuracy and standard of presentation in all publications, including journals, magazines, newsletters, mailers and similar material.

The subcommittee will thus focus its efforts on assessing editorial quality and content of all publications and recommend appropriate modifications as deemed necessary through a collaborative process of discussion and consultation in order to ensure that image and visibility of IPM Sri Lanka is enhanced amongst its stakeholders.



The progress of the Media & Publication Committee for the Council Year 2015/2016 is presented below.

Overview

The primary goal of the Media & Publication Committee is to serve as a channel for communication among members, the Council, and readers of IPM publications; assessing editorial quality and content of the publications of the Institute (including the system of primary publications of books, journals, magazines, and miscellaneous publications), and reporting its findings to the Council.

Its primary objectives are:

- Serving as a channel for communication among members, the Council, other users of the IPM publications.
- Publishing the People Power Magazine & HR Digest.
- Assessing editorial quality and content of the publications of the Institute, including the system of primary publications of books, journals, magazines, and miscellaneous publications, and reporting its findings to the Council.
- Carry out activities to enhance the corporate brand image.
- To develop strategies for publicity in electronic and print media in respect of all activities of the institute.
- To ensure continuous image building through the process of publicity by way of publishing articles on HRM.
- To ensure television interviews, radio programmes and newspaper articles on the subject of HR Management are conducted regularly.
- To liaise with other standing committees and to obtain content for publicity.
- To coordinate all activities pertaining to media and publicity for the overall benefit of the institute.

People Power Magazine

'People Power', the magazine dedicated to IPM Sri Lanka's membership, continued to improve its primary objective of promoting knowledge building and information sharing on current

issues dominating HR amongst members of the HR fraternity. The magazine was continuously improved, re-scoped and redesigned during the year, in response to member feedback that suggested 'People Power' should have a more practical focus to appeal more to HR managers and HR business partners, while retaining articles of interest to the entire HR community.

The magazine is circulated to all IPM members with circulation far exceeding other publications of the institute. Highly regarded and widely read, readers include members as well as HR professionals and stakeholders with an interest in the field.

The magazine, which evokes discussion and debate on important topics among HR professionals, is circulated among all national universities, professional institutes, and internationally to human resource management bodies covering APFHRM member countries, and CIPD UK.

The new-look 'People Power' continues to garner positive feedback from members; the evolved title is in response to specific suggestions from readers over the course of the year. The committee ensured wider member participation in the publication through obtaining articles, interviews and thought-sharing pieces from IPM's membership. On average, the committee succeeded in securing between 30-35 members to contribute to the publication.

Preliminary work was also completed on IPM's latest publication, including finalizing a name - "HR & You", and obtaining the necessary approvals for same during the year. An implementation guide and author guidelines were also prepared and the necessary approvals secured.



Ms. Indika Abeysuriya
Chairperson

Committee Members

Mr. Aruna Dayanatha - Deputy Chairman, Mr. C. Gannile - Member, Ms. Chathuri Galappaththy - Member, Ms. Enoka Siriwardena - Member, Maj. Prassanna Liyanage - Member, Mr. Kapila Silva - Member, Col. S.S.K. Jayawickrama - Member, Ms. Priyanthi Hadapangoda - Member, Mr. Udaya Pilapitiya - Member, Ms. Lasantha Abeysiri - Member, Ms. Heather Fernando - Member, Mr. Charith Ekanayake - Member, Ms. Upeksha Kodikara - Member, Ms. Shashila Wijekularatne - Member

SUBCOMMITTEE ON STRATEGIC PLANNING AND IMPLEMENTATION

The subcommittee on Strategic Planning and Implementation provides the long term strategic direction to IPM Sri Lanka in achieving its primary goals of driving business growth, revenue and profitability whilst sustaining its stature as Sri Lanka's leader in Human Resource Management. To this end, the Committee provides guidance and oversight in formulating strategic objectives and Key Result Areas (KRA's) for the Institute for the short, medium and long term and facilitates the achievement of such objectives through an inclusive process of supervision, collaboration, consultation and advocacy.

The Committee also focuses its attention on the ever-evolving business landscape, taking due cognizance of the changing socio-economic landscape that is triggered by internal and external forces with a view to strengthening the Institute to successfully confront any challenges and business exigencies and ensure sustainable growth.



Overview

Implanting and driving the 2015-2017 Strategic Plan of IPM Sri Lanka is the principal mission of the subcommittee on Strategic Planning.

In ensuring this objective, the committee members together with Dr. Asoka Jinadasa who facilitated the development of the current strategic plan deliberated on the successful implementation of the strategic initiatives set forth in the said document through a series of meetings, collaborative sessions and discussions.

During these deliberations, members of the committee and key stakeholders who are involved in the steering process were adequately appraised on the strategic direction and resulting action plan, including the new 'Vision' that has been proposed by the new Strategic Plan.

Accordingly, the governing council concurred to launch the new vision of IPM Sri Lanka which fully describes its role and purpose in the ever evolving global HR landscape, which is outlined below:

The current Vision of IPM Sri Lanka

"To be the guiding force and the leader in developing best people management practices in the Asian Region"

The proposed new Vision of IPM Sri Lanka

"To be the guiding force and global leader in developing and managing Human Capital"

The current vision of IPM Sri Lanka no doubt is challenging, yet, the Committee strongly believes that the present competency level and patterns of behaviour as well as the prevailing organisational know-how of the staff needs to be upgraded and developed significantly if, IPM was to realize this vision.

Specifically, IPM Sri Lanka has undertaken the preparation of a comprehensive plan of action within the next 6 months, identifying areas for improvement in order to realizing the new vision and to ensure the delivery of the strategic goals of IPM Sri Lanka.

On the recommendations made by the Strategic Planning Committee, the Council has decided to launch the new vision of IPM Sri Lanka on the day IPM Sri Lanka receives the 'Chartered Status'. Accordingly, the Strategic Planning Committee has initiated a dialogue with the relevant stakeholders, including staff members with a view to preparing an inclusive Communication Plan in communicating the new vision that also includes the re-branding of IPM Sri Lanka to be in line with the strategic direction it has embarked upon.



Mr. G. Weerathunga
Chairman

Committee Members

Mr. G. Weerathunga - Chairman, Dr. Chandana Jayawardhane - Deputy Chairman, Mr. Dhammika Kobbakaduwa - Member, Mr. M.K.S. Patrick Perera - Member, Mr. Thusitha Perera - Member, Mr. Chris Obeyesekere - Member, Mr. Jayantha Amarasinghe - Member, Mr. Dhammika Fernando - Member, Mr. Ken Vijayakumar - Member, Mr. P.G. Tennakoon - Member, Mr. Gopinath Subramaniam - Member, Ms. Ruwani Senevirathne - Member

SUBCOMMITTEE ON THE YOUNG MEMBERS' FORUM

The principal objective of the Young Members Forum (YMF) is to create an enabling environment for the young members of IPM Sri Lanka to excel in their personal and professional lives. The YMF thus affords opportunities for the young members to interact, collaborate and network with the members of the HR fraternity - practicing managers, business leaders, policy makers and academia through varied forums.

By affording young members opportunities to plan and organise numerous social, sporting and recreational activities, the Committee provides them with channels and platforms to fast-track their professional development whilst bringing dynamism and vigour into the activities of IPM Sri Lanka.



Overview

The Young Members' Forum (YMF) of the IPM was formed to connect the students and membership and thereby, to create a platform to groom future entrants to the industry to be holistic HR professionals, and to foster interaction and networking amongst students and stakeholders. In line with this mandate, the YMF organised a number of events to evoke interest and participation of young members in the activities of the Institute.

Claim to Fame

The Young Members' Forum opened its calendar with a unique talent show - Claim to Fame. The event kicked-off in September 2015 with a preliminary search at the respective regional centres in Galle, Kandy and Kurunegala. Auditions were also held in Colombo. Following the initial 'talent search', YMF with the support of Mrs. Vishaka Jayaweera, conducted coaching sessions for selected candidates, followed by a 2nd round of auditions.

Being the flagship event of the IPM-YMF calendar, the Grand Finale of the reality-style talent show was held on 20th February 2016 at the Western Province Cultural Center, Colombo. The project was spearheaded by Ms. Shalika Hewawickrama and included a range of categories from solo and group dancing to solo singing, musical recitals (instrument) and photography.

19 students vied for top honours, judged by a panel comprising of Prof. Mudiyanse Dissanayake, Visharada Chandrika Siriwardena, Visharada Nalin Jinnendra Alwis, Kala Visharada Nuwan Chandradipathi, Senior Lecturer of University of Visual & Performing Arts Ms. Nishadi Rathnavali, Kala Visharada Pawara Navamina and actor and photographer Mr. Udeni Alwis.

All contestants were awarded certificates of participation and a trophy. The winners in each category were; Mr. Dhanuka Jayasooriya (Kurunegala) - solo instrumental, Ms. Kawmadie Thivanka - solo dancing, Ms. Sinhara Savinthri - photography and Ms. Kawmadie Thivanka, Ms. Sewwandi Nayomi, and Ms. Sathya Garusinghe (Colombo) - group dancing, Mr. Dakshitha Lakmal Sumathipala - solo singing. Runners-up in each category included Ms. Manisha Wootler - 1st Runner Up solo singing and Ms. Kishani Mayan - 2nd Runner Up Solo singing.

In true 'reality TV' style, the members of the audience cast their votes for their favourites, with winners of the highest number of votes being awarded Peoples' Choice Awards. Winners of these awards were Mr. Jithmal Jayawardena - solo singing, Ms. Nayomi Sewwandi - solo dancing and Mr. Dhanuka Jayasooriya - solo instrumental. The dance troupe from Colombo bagged the Peoples' Choice Award for Group dancing.



IPM Surya Udanaya - Sinhala & Tamil New Year Celebrations

IPM Sri Lanka Sinhala & Tamil New Year celebrations were held on the 3rd of April this year at Campbell Park, Colombo 8. The day-long programme was themed "IPM Surya Udanaya" and was organised by a subcommittee headed by Ms. Harshani Santiago, Mr. Yadhawa Marasinghe and Mr. Tharindu Subasinghe. IPM students representing all four IPM Regional Study Centres in Galle, Kandy, Gampaha and Jaffna participated in the event.

The event provided a unique opportunity for students to test their organising skills in preparation for real life situations.

IPM Sri Lanka President - Mr. Rohitha Amarapala, Council Members, Chairman of the IPM Young Members' Forum (YMF) - Mr. Manoj Keppetipola, Past Chairman, YMF - Mr. Namal Jayaweera, Executive Director - Mr. Peter Daabre, Director Finance and Admin - Mr. P.G. Tennakoon and Director Academic Operations - Mr. Gopinath Subramaniam graced the occasion as special invitees.

IPM staff Christmas party

The YMF also hosted the IPM staff Christmas party on the 12th of December 2015 with the participation of the President, the Council and the staff of the IPM and their families. The project chairperson for the event was Ms. Rolinka Perera. The event successfully brought together the staff and the members of the Council for an evening of celebration and camaraderie.

IPM Cricket Sixes

Spearheaded by Mr. Samiddha Ratnayake, the IPM Cricket Sixes was held with the participation of a large number of teams from member associations of the Organization of Professional Associations (OPA) and teams from IPM student batches.

The event provided a unique networking opportunity for the IPM students and the HR community to meet up with likeminded professionals from different fields. Held on 31st January 2016, the event saw the participation of 19 teams from diverse professional organisations and IPM students. The winners of the tournament was the 'Doctors' Association' who showcased their cricketing talents to be declared worthy winners.

Students' Night

The final event on the IPM-YMF calendar for the year was the Students' Night which was spearheaded by Mr. Charindu Ishara. The exciting event which was held on 2nd July 2016, created a platform for the students from different batches to come together to foster inter-batch relations in a relaxed social setting.

In addition to a rigorous calendar of events, the YMF also collected more than 1,000 books under the "IPM Book Drive" programme. Spearheaded by Mr. Rangana Rajapakse, the collection of books through this charity project has been marked for distribution to a deserving school during the next council year.

In true Sri Lankan spirit, the YMF also lent a helping hand to the victims of the recent floods by collecting essentials and distributing them directly among these flood victims. This was yet another initiative that signifies the commitment of IPM Sri Lanka towards discharging its Corporate Social Responsibility.



Group Captain Manoaj Keppetipola
Chairman

Committee Members

Group Captain Manoaj Keppetipola - Chairman, Mr. Charith Gallage - Deputy Chairman, Mr. Samiddha Rathnayake - Secretary, Ms. Shalika Hewawickrema - Assistant Secretary, Mr. Rangana Rajapaksa - Treasurer, Ms. Nadee Kaushalya - Assistant Treasurer, Mr. Namal Jayaweera - Member/Past Chairman, Mr. Ken Vijekumar - Member, Ms. Piyumali Ruwanthika - Member, Ms. Sirini Wijesinghe - Member, Mr. Sayura Senadheera - Member, Ms. Pamudi De Alwis - Member, Mr. Charith Fernando - Member, Ms. Gayani Gomes - Member, Ms. Rolinka Perera - Member, Mr. Yadhawa Marasinghe - Member, Mr. Dumidu Dassanayake - Member, Ms. Feloshia Anthony - Member, Ms. Dinushika Fernando - Member, Mr. Shehan Warnakula - Member, Mr. Chethiya Rathnaweera - Member, Mr. Tharindu Subasinghe - Member, Ms. Lakshila Pranayani - Member, Mr. Kapila Wijeratne - Member, Ms. Hashini Perera - Member, Mr. Charindu Ishara - Member, Ms. Harshani Santiyago - Member, Ms. Dilani Ananditha - Member, Ms. Dushmanthi Nayanpadmi - Member, Mr. Rifkhan Arbee - Member, Mr. Chathura Prabath - Member, Ms. Christina James - Member, Ms. Lakshika Dorakumbura - Staff Coordinator

SUBCOMMITTEE ON INTERNATIONAL AFFAIRS

The subcommittee on International Affairs is mandated with the responsibility of inculcating a global mindset among the Sri Lankan HR professionals through an inclusive process of networking, collaboration and partnerships. In so doing, the subcommittee of International Affairs actively promotes IPM Sri Lanka amongst international HR associations around the world whilst facilitating the transfer of knowledge on latest global best practices, tools and methodologies in enhancing HR as a strategic and value-creating proposition in organisational management.

By establishing dialogue and partnerships with leading international HR bodies, the Committee plays a key part in fostering further understanding and discussion on emerging trends and practices that impact upon the HR landscape and helps raise the 'bar' among the country's HR professionals and practices, thus enhancing the overall value within the business landscape.



Overview

Acting as the 'conduit' between the local and international knowledge bases, the International Affairs Committee of IPM Sri Lanka strives to build 'globally competitive HR professionals' through a series of timely activities including knowledge sharing, networking and study tours that bring latest global HR trends and practices into the Sri Lankan HR landscape.

During the year under review, the Committee has taken many initiatives to promote knowledge sharing, develop international relations, and have created a platform for the IPM HR professionals to share expertise with their global counterparts by affording them opportunities as resource persons at international seminars and learning forums.

The Committee continued to promote Sri Lanka as a nation that upholds best practices in HR by actively representing Sri Lanka within two of the world's leading HR bodies; Asia Pacific Federation of Human Resource Management (APFHRM), and World Federation of People Management Associations, thus firmly establishing Sri Lanka on the global HR landscape.

1. Strengthening Relationships with Indian HR professionals

1.1 IPM Delegation in India: October 2015

Coinciding with the 34th Annual National Conference of National Institute of Personnel Management (NIPM) held between 8th and 10th October, 2015 in Coimbatore, Tamil Nadu, India, the IPM SL delegation visited India under the NIPM-IPMSL exchange programme. A twelve member delegation with 2 Council Members led by Mr. G. Weeratunga visited India for five days, which included attendance at their National Conference, Study Tours and recreational programmes. The hospitality extended by our Tamil Nadu counterparts has been appreciated by the IPM delegation.

The IPM SL delegation consisted of the following:

Mr. Gnanawansa Weeratunga - (Leader), Maj. Gen. (Retd.) Rohan Kaduwela, Ms. Srimala Pathberiya, Mr. Ravindranath Mayan, Mr. Saman Kotage, Ms. Chandima Bambarenda Sapukotanage, Mr. C.H. Liyanage, Mr. Treasurex Melchior, Mr. Kingsley Perera, Dr. Thampoe Mangaleswaran, Mr. Samantha Ratnayake and Mr. Dammika Kobbekaduwa.

A CSR programme conducted by our members during the visit has been reported in the all India newspaper 'Indian Express'.

1.2. IPM speaker at the Indian HR Conference - October 2015

In keeping with the MOU entered between IPMSL, NIPM and BSHRM in Colombo in 2014, the institutions started sharing resource personnel at each other's conference ever since. Accordingly, Professor Ajantha Dharmasiri addressed the delegates at the 34th Annual NIPM Conference held between 8th and 10th October, 2015 in Coimbatore, Tamil Nadu, India on a special invitation extended by the President, NIPM.

1.3. NIPM President at IPM's NHRC 2016

NIPM President Mr. Somesh Dasgupta visited IPM SL for the second occasion as a resource person of our National HR Conference 2016 on an invitation extended to NIPM, India by IPM Sri Lanka.

1.4. NIPM Delegation at IPM SL's National Human Resource Conference (NHRC) - 21st/22nd June, 2016

A seven member Indian delegation attended the NHRC 2016. They were:

- Dr. Jibitesh Rath, Chairman, NIPM - A.P. Chapter
- Ms. Shantilata Sahu, Chairperson, NIPM - Singrauli Chapter
- Mr. K.S. Patro, Chairman, NIPM - Asansol Chapter
- Mr. S.G. Chavan, Chairman, NIPM - Raigad Chapter
- Mr. Avinash Somvanshi, Hon. Secretary, NIPM - Raigad Chapter
- Dr. Sathyanarayana P., Past Chairman, NIPM - Karnataka Chapter
- Mr. Makarand Deshpande, Past Chairman, NIPM - Aurangabad Chapter

Mr. Chandralal Liyange arranged an industry visit for the delegation to South Asia Gateway Terminals (SAGT) and arranged a dinner at the Lighthouse Galley. The delegation included representatives from Bangladesh, Singapore and Japan. Mr. Saman Kotage passionately looked after the delegates and showed them around the city of Colombo. Mr. Namal Jayaweera and Mrs. Jayaweera accompanied the Indian delegation and their spouses to Nuwara Eliya and Kandy. Mr. Ruan Abhayaratne supported in the delegates' programme. Ms. Lakshika Dorakumbura and Ms. Dulani Karunathilake of IPM staff assisted with the coordination of these visits and were instrumental in looking after the delegates.

2. IPM Members in the United Kingdom (UK)

2.1. Key members of the NHRC 2016 attends the Chartered Institute of Personnel Development (CIPD), UK Conference - November, 2015

In keeping with IPM Sri Lanka's tradition of exposing key members of the organising committee of NHRC to the CIPD Conference, Mr. Shanaka Fernando (Vice President) and Mr. Aruna Dayanatha (Chairman, National HR Conference 2016) attended the CIPD

conference held in the UK on 4th and 5th of November 2015. The visit helped them to keep abreast of the latest HR trends in the world, identify speakers and conference techniques and to network with global HR professionals.

3. Bangladesh - Sri Lanka HR collaboration

3.1. IPM Delegation in Bangladesh

A three member IPM SL delegation led by Mr. Namal Jayaweera, together with Dr. Bhadra Arachchige and Mr. Samantha Ratnayake participated in the BSHRM - Metlife International HR Conference held on 11th March 2016 in Dhaka, Bangladesh. Apart from attending the conference the delegates had the opportunity of undertaking an industry visit and to participate in recreational activities. Group Captain Manoj Keppetipola who was originally nominated to this event could not participate due to an unavoidable circumstance and was replaced by Mr. Samantha Ratnayake who volunteered to pay for his air passage.

3.2. IPM President as a Resource Person in BSHRM conference: March 2016

Mr. Rohitha Amarapala, the President IPM SL was a special invitee and resource person at the BSHRM - Metlife International HR Conference held on 11th March 2016 in Dhaka, Bangladesh.

3.3. Bangladesh Delegation at NHRC 2016

IPM Sri Lanka also had the honour of hosting a three-member delegation from Bangladesh at the NHRC 2016.

3.4. Bangladesh Resource Person at NHRC 2016

Mr. Kazi Rakibuddin Ahmed, Senior Fellow of BSHRM represented the President of BSHRM at the NHRC 2016 as he was away in the US.

4. Re-establishing relations with the Singapore Human Resource Institute (SHRI)

4.1. Visit to SHRI

Mr. Janaka Kumarasinghe, Mr. Chrisantha Obeyesekera and Mr. P.G. Tennakoon during the visit to attend the APFHRM Regional Conference and Meeting paid a courtesy call on SHRI to revive relations between the SHRI and IPM SL and discussed the possibility of future collaborations for mutual benefit. IPM SL also extended an invitation to SHRI to attend the NHRC 2016.



4.2. SHRI President as Keynote Speaker at NHRC 2016 - 21st-22nd June, 2016

To recognise and build stronger ties with SHRI, the Council of IPM SL decided to invite the President of SHRI, Mr. Erman Tan as the Keynote Speaker of NHRC 2016.

4.3. Singaporean Delegate at the NHRC 2016

Mr. Joel Tang and Ms. Falilah Mohamad of SHRI, participated in the NHRC 2016 and post conference 'International Knowledge Sharing' session.

4.4. Leadership Development Programme in Singapore

Further to the discussions held between the SHRI and IPM SL, in November 2015, SHRI has proposed an International HR Leadership development programme in Singapore coupled with industry visits to observe best practices in HRM. This will be offered to IPM members at a special fee.

5. Strengthening Relationships with the Japanese Society for Human Resource (JSHRM)

5.1. JSHRM Insights

The Editor of the Newsletter Ms. Naoko Nakata who visited NHRC 2015 has published an extensive article on IPM SL's NHRC 2015 in Japanese language in the October 2015 edition of the newsletter - 'JSHRM Insights', creating interest on Sri Lanka among the Japanese HR professionals.

5.2. Member Visit

Mr. Aruna Jayasekera, Fellow Member of IPM SL paid a courtesy call on the Japan Society of Human Resources (JSHRM) during their Board Meeting held on 8th December 2015 in Japan while he was in Japan for a capacity building programme. At this meeting, Mr. Jayasekera took the opportunity to discuss many IPM initiatives; IPM course structure, strengthening of membership etc. Further, he has deliberated on the possibility of member exchange programmes among the two bodies. Mr. Jayasekera's visit to JSHRM received extensive media coverage through the JSHRM's newsletter.

5.3. Japanese Delegates at NHRC 2016

Mr. Yuji Mishiro and Ms. Mariko Ikeda, representatives from JSHRM participated at the NHRC 2016. This is the second consecutive year that Japan was represented at the NHRC. The ongoing programmes have significantly boosted relations between IPM SL and JSHRM.

6. Establishing links with Thailand through a Member Visit

6.1. 50th Anniversary celebrations of PMAT (Personnel Management Association of Thailand) 27th/28th June 2016

In recognition of the cordial relations that exist between IPM Sri Lanka and the Personnel Management Association of Thailand (PMAT), a plaque was presented to PMAT, congratulating them on their 50th Anniversary celebrations held from 27th - 28th June 2016 in Bangkok. IPM SL was represented by PSAC Committee member Mr. Ruwan Egodage who met his own expenses during the visit.

7. Ties with the Malaysian Institute of HRM

The Malaysian Institute of Human Resource Management (MIHRM) has proposed an exchange programme with IPM SL and IPM SL is currently in the process of evaluating their request.

8. APFHRM Meetings

8.1. APFHRM meeting in Singapore

IPM was represented by Mr. Janaka Kumarasinghe, Chairman - International Affairs Committee and current Vice President APFHRM. Mr. P.G. Tennakoon, Director Finance and Administration of IPM SL who was a participant at the APFHRM Regional Conference too attended the meeting as the second delegate held in Singapore on 1st November 2015 at the Singapore Human Resource Institute (SHRI).

8.2. APFHRM meeting in Dhaka, Bangladesh

IPM was represented by Mr. Janaka Kumarasinghe at the meeting held in Dhaka, Bangladesh on 12th March 2016. Mr. Rohitha Amarapala who was in Dhaka as an invited resource personnel for the International HR Conference too attended the meeting as the second delegate from Sri Lanka.

8.3. Country Reports

Before the two board meetings of the APFHRM, IPM SL produced its country reports as done as a practice. These reports appear on WFPMA website under APFHRM.

9. APFHRM Outcomes

9.1. APFHRM HR Competency Framework

The above model had been developed by APFHRM by improving an existing international HR competency framework and validating it through a consultative approach.

9.2. APFHRM Accreditation

Based on a suggestion made by IPM Sri Lanka representative, a subcommittee worked on establishing an APFHRM accreditation programme to accredit member country programmes. The subcommittee was headed by Mr. Janaka Kumarasinghe of IPM SL. APFHRM has finalised the accreditation criteria and a pilot test on the scheme has already been conducted.

9.3. APFHRM HR Professional of the Year Project

With a view to rewarding and recognising exceptional HR professionals in the Asia Pacific region, APFHRM initiated a special award that recognises the professional contribution of HR professionals in the region. Each member country was entitled to nominate a contender to this prestigious award. APFHRM received 6 nominations for its inaugural award which were subsequently evaluated by an independent panel of respected judges that included renowned practitioners and academics.

The winner of this prestigious award was honoured at the APFHRM Regional Conference held in Singapore in November 2015.

9.4. Continuing International Knowledge Sharing - a tradition of APFHRM

Continuing the tradition established by sharing HR knowledge among country institutes for the first time in Colombo in 2004 along with the NHRC meeting, a post NHRC 2016 Breakfast Meeting was held in the Members' Lounge of IPM SL on 23rd June 2016 on the topic of "HR Challenges of Regional Nations".

Presidents of regional HR associations representing, Bangladesh, India and Sri Lanka and a senior staff member representing Singapore Human Resource Institute made presentations on HR challenges and their plans to overcome them which was followed up with a moderated panel discussion.

10. IPM nominee wins the first ever APFHRM Professional of the Year Award

At the very first APFHRM HR Professional of the Year Awards, the nominee from Sri Lanka, IPM SL Past President, Mr. Chrisantha Obeyesekere was awarded the 'APFHRM Professional of the Year 2015' overcoming stiff competition from 6 other strong candidates from the APFHRM region. The grand awards programme coincided with the APFHRM Regional HR Conference held from 2nd to 5th November 2015 at the River Face Hotel, Singapore, held back-to-back with the Board meeting of APFHRM representatives' meeting. This was followed by a presentation by Mr. Obeyesekere.

This was a singular honour bestowed on IPM Sri Lanka and its membership, signifying both Mr. Obeyesekere's and IPM's contribution towards shaping the HR landscape in the region.

11. Harnessing best value from the investments made on international affairs

IPM SL prudently invested less than 2% of its annual revenue on its international affairs in order to achieve the best value for the Institute as well as to enhance the professional outlook of its members and the profession of HRM in multiple ways as elaborated below.

11.1. Membership Development through international exposure

Exposed 24 members to international forums during the last council year through delegations and representations.



11.2. Contribution to study programmes

Ninety percent (90%) of those who have been on overseas visits are serving members of our faculty and are hence able to transfer the knowledge gained through these exposure tours back to the student community and their respective organisations.

Eight out of the nine members who served on the syllabus revision steering committee of PQHRM, which was revised after 10 years in 2016, have been exposed to international HR events during the past two years.

11.3. Positioning NHRC as the largest HR event in South Asia

IPM Sri Lanka's flagship event; NHRC is the largest HR event in the Indian subcontinent, which has even been acknowledged by the APFHRM president last year. This was further evidenced by that fact that NHRC 2016 even attracting paid up participants from neighbouring countries. Exposure gained through international affairs has been a major contributor in achieving this feat and exposure afforded to conference organisers by facilitating visits to UK and USA conferences, inviting international speakers and delegations and promoting IPM Sri Lanka through our international networks have been of immense help in this endeavour. Our NHRC and related activities have been benchmarked by our regional countries.

11.4. Showcasing Sri Lankan HR practices and talent internationally

APFHRM award winner was a resource person at the APFHRM Regional Meeting held in Singapore in November 2015. Since of late, members of IPM SL are being regularly invited as resource personnel in Indian and Bangladesh HR conferences. Even the current logo of APFHRM has been designed by a then student of IPM Sri Lanka.

11.5. Bringing recognition to Sri Lanka

IPM’s nominee was the first ever recipient of the APFHRM Professional of Year 2015. IPM SL was also the first country to be appointed as President, APFHRM, earning a Board position in WFPMA from the Indian subcontinent. In addition, IPM SL was unanimously appointed to the current board of APFHRM as Vice President representing the Indian subcontinent even without a request from IPM SL.

11.6. Lobbying internationally against unacceptable practices

IPM Sri Lanka has continually raised its concerns at the APFHRM board meetings over some of the activities carried out by SHRM in Sri Lanka, without keeping IPM SL briefed on such activities in our capacity as a member of the World Federation of People Management Associations (WFPMA) and APFHRM. IPM SL representatives continued with the lobbying campaign, which has somewhat retarded SHRM activities in Sri Lanka.

11.7. Overcoming competition posed by foreign study programmes

As the study programmes offered by IPM Sri Lanka continue to face challenges from similar study programmes offered by international counterparts, IPM SL has stepped forward with a series of progressive measures using our expertise and international affiliations to mitigate such risks. As one such progressive measure, IPM’s premier qualification, PQHRM has been positioned as one that endeavour to develop globally

competitive HR professionals while our links with the APFHRM and WFPMA have been highlighted and projected strongly in order to demonstrate IPM SL’s stature as a leading and national level professional HR body in the country.

11.8. New Programmes

The recently introduced HR Auditor programme too transpired after a visit undertaken by the President IPM SL last year, resulting in a meeting with Prof. T.V Rao during the BSHRM Conference 2015.

11.9. Proposal to offer PQHRM as a regional HR qualification

IPM SL has proposed NIPM (India) and BSHRM (Bangladesh) to look into the possibility of conducting the PQHRM study programme as a joint regional HR qualification, which has been positively received by the NIPM President and the BSHRM delegation during their recent visit to the NHRC 2016.



Mr. Janaka Kumarasinghe
Chairman

Committee Members

Mr. Janaka Kumarasinghe - Chairman, Mr. Aruna Jayasekera - Member, Mr. Sunil Dissanayake - Member, Mr. Sarath Kumara - Member, Ms. Chandima Bambarenda - Member, Mr. Ruan Abhayaratne - Member, Mr. Dhananjaya Jayakody - Member, Mr. Jayantha Amarasinghe - Member, Ms. Tharika Peiris/ Ms. Dulani Karunatileke - Staff Coordinators

SUBCOMMITTEE ON IT & LIBRARY DEVELOPMENT

Driven by a passion to transform IPM's library into a 'National level HR Library', the subcommittee on Information Technology & Library Development sets in motion a series of progressive initiatives to elevate the standards of the present library and associated services. The principal objective is to ensure that IPM library stands on par with other globally acknowledged, national level facilities through the enhancement of existing services, publications and conveniences offered to its users. Considering the significant benefit it offers to stakeholders in updating and dissemination of knowledge, great emphasis has been placed on updating the wide array of publications on a regular basis as a means to offering up-to-date knowledge to its users.

The Committee also works towards improving the efficiency and effectiveness of the overall IT System whilst streamlining all ICT related processes and procedures in a manner that can safeguard the data and information systems within IPM Sri Lanka.



IT REPORT

During the year under review, the following projects were carried out under the supervision of the Committee.

Past Projects

- Successfully designed IPM Network Infrastructure Diagram (LAN, WAN, VPN) by IT Department.
- Successfully implemented a Hardware Firewall to safeguard IPM's Information System and the network. Upon installation of this firewall, security of both incoming and outgoing data and information of the institute has been ensured.
- Successfully connected a secondary backbone line, which is Dialog 4G as a backup line, which has resulted in achieving a 99.9% internet up time.
- The IT Strategic Plan (2015-2018) designed by the IT Department is in the process of being implemented.
- IPM Regional Centres have been connected via SSL VPN (on demand), enabling round-the-clock access to the IPM's main systems.
- The draft IT Policy & IT Manual designed by the IT Department is awaiting final approval from the top Management.
- Successfully carried out Network Implementation with system configuration to Kurunegala and Kandy Regional Centres.
- Successfully installed CCTV camera systems to the Galle Regional Centre, which can be monitored anytime by any smart device.
- Mail Server successfully migrated from 'Outsourced platform to Cloud Platform' which is 'Office 365' Platform. Microsoft has also provided IPM Sri Lanka free and unlimited accounts for this platform and has endorsed the institute as a 'Microsoft Qualified Academic Institution'. Microsoft Office 365 is certified as compliant with ISO 27001 standards, completed SAS70 Type I & II audits, and achieved the EU Safe Harbour seal.
- Successfully deployed Payroll system including the New SMS (ERP) which is currently on End-User Testing.
- Successfully moved the New ERP (ILO System) to Cloud technologies which is Windows Azure Platform.
- Successfully launched a unique website: www.ipmnhrc.lk for the National HR Conference and implemented a Conference Management System integrated with QR Code Readers. "People Drive Business": a dedicated YouTube channel was also launched at the same time.
- Successfully activated MS Office pro-license to all the Devices.
- Successfully installed an AC System in the Server Room which has contributed towards operating IPM's systems 24x7 with minimum downtime.
- A central end-point antivirus system was installed to safeguard all IPM devices from the threat of viruses, spam and any other harmful system invasions.

- Successfully implemented 'Emerald Insight Journal' under the IPM Network, thereby facilitating online access to HR related journals for the benefit of students who are doing research.
- Successfully completed a CSR Project: an awareness programme for school children in the Piliyandala Education Zone on learning from the Internet, in collaboration with the Pepiliyana Lions Club. The main objective of the project was to create awareness among the school children on the use of Internet as a repository of knowledge.

Ongoing Projects

- Redesigning the CCTV camera system at IPM Head Office.
- End user testing of New ERP (SMS) System and user training.
- DNS & DHCP Implementation and active directory configuration.
- ipm.ac.lk/ipm.ac.edu.lk domain implementation to Business School for academic and research purposes.
- Implementation of SLT Fibre Optic connection to IPM Backbone Line.

Future Projects

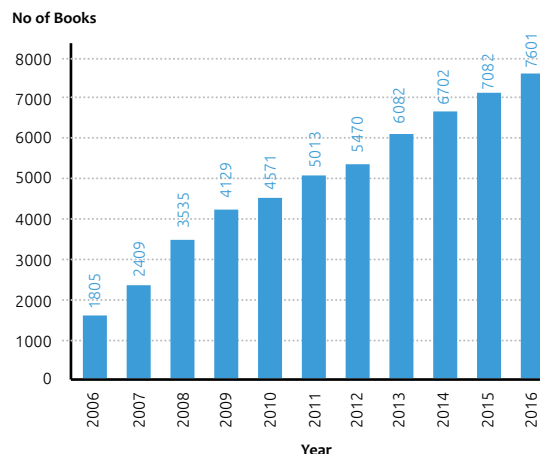
- Implementation of a policy related to IPM systems and networks.
- Plans are underway to store all 'backups' in the local Centralized NAS Storage & Cloud Storage.
- To implement a Centralised File Storage Server.
- Redesigning and development of IPM Website with New web platform and e-newsletters.
- Develop and implement Mobile apps (Android/iOS/Windows) & intranet services.
- Develop and implement a CRM (Customer Relationship Management) system.
- Configure LMS (Learning Management System - Model) and Student Portal.
- CSR Projects for students and workshops using IT tools for research, academic and professional studies.

LIBRARY DEVELOPMENT

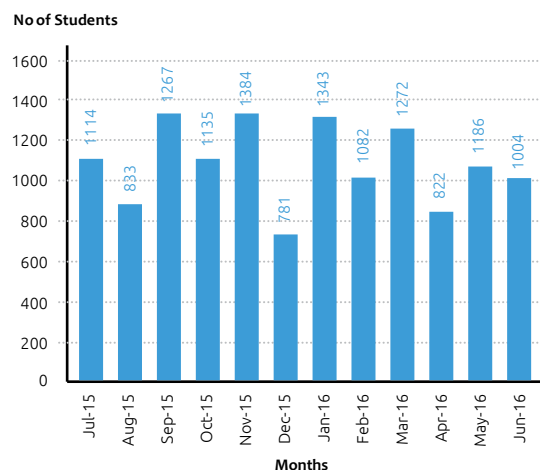
Long-term objectives planned to achieve during the year 2015/2016

- 1. To achieve the status of 'National HR Library' in the country**
 - As an initiation of obtaining the status as the 'National HR Library', an MOU was signed with National Library and Documentation Centre. This agreement will also lead to an Inter-library loan agreement.
 - In order to develop the status of the IPM library, quotations were called in from National Library for the evaluation purposes.
- 2. To provide island-wide library facility through branches**
 - Library facility extended to students and members in Kurunegala through the newly opened Kurunegala regional centre as well as services extended to other parts of the country by increasing the book collection in Kandy and Galle.
- 3. To promote the concept and use of an "e-library" and encourage users to upgrade knowledge by accessing soft copies of the books**
 - To promote the concept of "e-library" via online journals such as "Emerald Online Journal" was made available for IPM students. This will no doubt encourage users to upgrade knowledge by accessing "Soft Books" at their fingertips as and when required.
 - Currently in the process of implementing an ERP Solution for the IPM Library in realising the above concept.
- 4. Provided Public Library Membership for Non-IPM Students**
 - Library membership has been granted to the students of other Universities and affiliated institutions upon their requests.
- 5. Requirement to increase space inside the library to provide a quality service**
 - To provide a better service for the students with all the facilities such as a separate computer lab with minimum disturbances as well as to increase the number of seats to accommodate more students at a given time during rush hours, it is necessary to increase the capacity of the library at the head office.

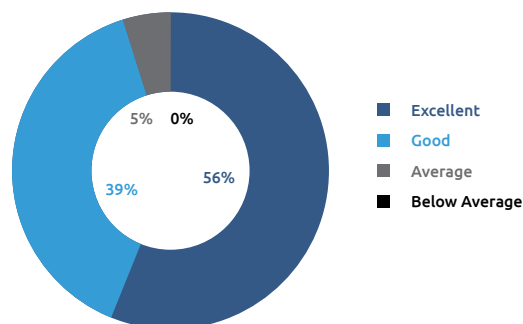
Growth in collection



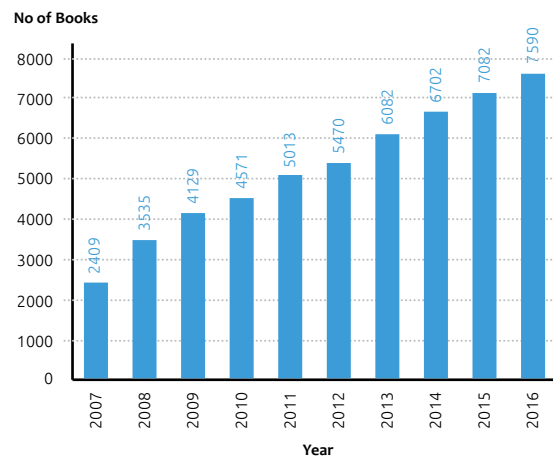
Student Arrivals - July 2015 to June 2016



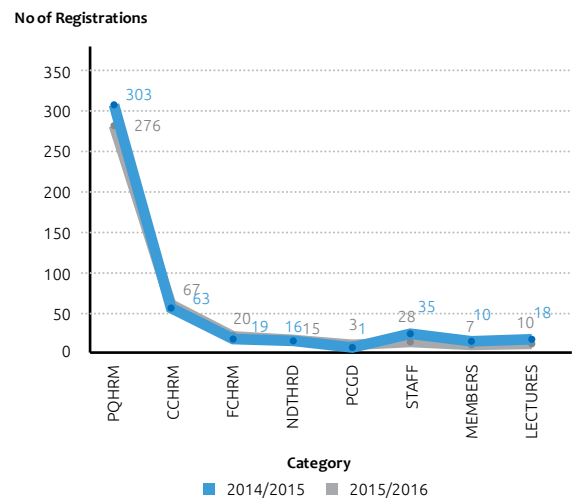
Student Feedback Summary



Growth in collection of books



Lending Comparison



Mr. Aruna Dayanatha
Chairman

Committee Members

Mr. Aruna Dayanatha -Chairman, Ms.Chathuri Galappathithi - Member, Ms. Enoka Siriwardana - Member, Ms. Indika Abeysooriya - Member, Mr. Prasanna Liyanage - Member, Col. Saman Jayawickrama - Member, Mr. Sampath Jayasundara - Member, Mr. Himal Perea - Member, Mr Indika Wijayasriwardana - Member, Ms. Upeksha Kodikara - Member, Ms.Shashila Wijekularathne - Member, Mr. S.Sivasuriyar - Member, Mr. Kasun Yasantha - IT Coordinator - Member, Mr. Nirmal Dewapura - Member

SUBCOMMITTEE ON CSR & CAREER GUIDANCE

The subcommittee on CSR and Career Guidance strives to promote IPM Sri Lanka's commitment in discharging its social responsibility towards its key stakeholders. Key areas of concern in CSR range from wellbeing of employees, students, membership and the community and civil society in general, particularly the youth and under privileged people in our society who needs to be supported in securing gainful employment.

As good career guidance is a prerequisite for the young people to raise their aspirations and to capitalise on the opportunities available to them, IPM Sri Lanka, through its subcommittee on CSR and Career Guidance has taken the lead in nurturing and developing the potential of deserving individuals spread across the country. Through such initiatives, the Committee demonstrates the continuing commitment by IPM Sri Lanka to conduct itself ethically and contribute to the social wellbeing and economic development of the society while improving the quality of life of the younger generation as well as of the local community and society at large.



Overview

The primary function of the CSR & Career Guidance subcommittee is upliftment of society through the facilitation of growth opportunities and avenues for the development of youth, who are the future leaders of Sri Lanka. As the preeminent body for human resources management in the country, IPM Sri Lanka has been entrusted with the mission of training and moulding the younger generation to prepare them for the responsibilities that lie ahead.

Career Guidance Programmes conducted at schools

The committee engaged in a number of CSR and career guidance programmes at school level to assist students in their search of a successful career path and to help them focus their strengths and skills to best advantage. In addition to mainstream careers, the programme also explored possible alternative pathways to help students secure their higher education goals. The programmes were conducted at schools in Colombo and regional study centres in Kandy, Kurunegala and Gampaha.

Battle of the Brains 2016 - Interschool Debating Championship

IPM Sri Lanka was the driving force behind 'Battle of the Brains 2016', the annual interschool debating championship, held under the theme "Human Resource is the most valuable resource". The foremost objective of organising 'Battle of the Brains 2016' is the upliftment of knowledge as a key tool in progress, and to nurture and bring to light the hidden talents of the students.

The event was conducted as a CSR project to groom schoolchildren for future challenges through participation in co-curricular activities that enhance their knowledge and challenge their intellect and people skills. The event was jointly organised in partnership with the Sri Jayewardenepura Zonal Education Office for the 2nd consecutive year.

This year's event follows a highly successful championship in 2015, with the participation of over 34 schools and 136 students debating on a number of topics that displayed their subject knowledge and prowess in articulating diverse viewpoints. The debate championship has become a significant event in the zonal school calendar, which is evidenced by the enthusiasm of the students, as well as teachers, during the run-up to the debates.

Held over three qualifying rounds in February and March this year, 'Battle of the Brains 2016' was hosted at Hevawitharana Vidyalaya, Rajagiriya. Debates were judged by a panel of experts comprising HR professionals and academics.

The grand finale between Anula Vidyalaya, Nugegoda and Sri Rahula Balika Vidyalaya, Malabe took place on 4th April at the IPM Sri Lanka Head Office - HR House, in Narahenpita, Colombo 5, which was well attended by a cross section of stakeholders



including education officials, teachers, students, IPM members and invitees.

Winning the debate on "Outsourcing is a solution for the manpower shortage of an organisation" was the team from Anula Vidyalaya, who received the coveted title and trophy, as well as prize money of Rs. 50,000 for the school, and certificates and trophies for each team member.

Sri Rahula Balika Vidyalaya, Malabe was awarded the runner-up trophy with prize money of Rs. 30,000 for the school and certificates and trophies for team members.

In addition, Certificates of Participation were awarded to all participants of the debating championship.



Mr. Priyankara Seneviratne
Chairman

Committee Members

Mr. Priyankara Seneviratne - Chairman, Mr. G. Weerathunga - Member, Mr. Ken Vijayakumar - Member, Mr. Jayanath Abeywardena - Member, Mr. Eranga Abeywickrama - Member, Mr. Ananda Perera - Member, Ms. Dilini Galketiya - Staff Coordinator

SUBCOMMITTEE ON AUDIT, LEGAL AND CONSTITUTIONAL AFFAIRS

Mandated with the responsibility of overseeing the affairs of audit, legal and constitutional functions of the Institute, the Audit, Legal and Constitutional Affairs subcommittee strives to ensure transparency and adherence to best practices in all matters pertaining to their subject area within the Institute. Through an effective process of oversight and supervision, the Committee ensures that all stakeholders of IPM Sri Lanka including employees, members, resource personnel, service providers and students adhere to the doctrines and guidelines stipulated in the Constitution of IPM Sri Lanka in all their interactions with the Institute. The scope of the Committee also includes advising and making suitable recommendations pertaining to legal services, ensuring that best interests of the Institute are safeguarded at all times. The Committee endeavours to accomplish these objectives through a well coordinated process of collaboration and consultation with relevant stakeholder segments within the stipulated guidelines and framework established for this purpose.



Overview

Internal audit is a dynamic profession involved in helping organisations achieve their objectives; it is an independent, objective assurance and consulting activity designed to add value and improve an organisation's operations.

The process facilitates the necessary evaluation in order for an organisation to accomplish its objectives by bringing a systematic, disciplined approach to evaluation whilst improving the effectiveness of risk management, control and governance processes. With commitment to integrity and accountability, internal auditing provides value to governing bodies and senior management as an objective source of independent advice.

Internal auditors, employed by organisations, are tasked with reporting on the reliability of financial and management reporting, and compliance with statutory laws and regulations governing reporting.

To this end, providing transparency in audit, legal and constitutional affairs of IPM Sri Lanka is the primary duty of the subcommittee on Audit, Legal and Constitutional Affairs. The committee ensures that all stakeholders adhere to the terms and guidelines of the Institute through a series of activities covering oversight, supervision and advocacy.

Objectives of the committee

- To review the By-Laws of the Institute as necessary and to make recommendations to the Council
- To consider, deliberate and make recommendations on matters arising from resolutions and proposals of the membership
- To advise the council on matters that may be referred to the Committee from time to time
- To examine any matters relating to the financial and other connected affairs of the institute
- To monitor internal audit findings from time to time and make appropriate recommendations to the council
- To review the annual report and accounts and any interim financial statements before submission to the council
- To ensure that institute's policies and guidelines strictly conform to the highest standards modelled on accepted good corporate governance practices in order to satisfy the interest of all stakeholders
- To advise the Council on matters that may be referred to the committee from time to time
- To monitor internal audits from time to time and make recommendation to the council.

Among its functions, the committee conducts periodic reviews of the internal auditors to ensure transparency and accuracy in reporting, with an action plan detailing responsibilities, personnel responsible etc., thereby ensuring adequate and proper corrective measures were taken on concerns raised. The committee also oversees the Institute's risk management factors, ensuring compliance with the set standards of the institute.

At IPM, an internal auditor is selected on an annual basis for a calendar year from among the top auditing firms in the country. KPMG Ford Rhodes, Thornton & Co. functions as the Internal Auditor for the current year.



Committee Members

Major General Rohan Kaduwela (Retd.) - Chairman, Mr. Dhananjaya Jayakody - Deputy Chairman, Mr. Chandralal Liyanage - Member, Mr. E.M.J. Abeyrathna - Member, Mr. A.P. Jayaweera - Member, Mr. G. Wickramage - Member, Mr. Y. Munasinghe - Member, Mr. H.C. Lokugeegama - Member, Mr. Vajira Perera - Member, Mr. A.A.D. Sampath Prashan - Member, Mr. R.U.P.R. Siriwardhana - Member, Ms. D.D.H.A. Damayanthi Hewage - Member, Ms. Viroshini Vithanage - Member, Mr. Chandima Pinsiri - Staff Coordinator

Major General Rohan Kaduwela (Retd.)
Chairman

SUBCOMMITTEE ON CORPORATE AFFAIRS, PREMISES DEVELOPMENT, EXPANSION AND NEW BUILDING PROJECT

The mission of the subcommittee on Corporate Affairs, Premises Development, Expansion and New Building Project is twofold: (a) ensuring cordial relations with key public and private sector institutions, including trade chambers, employer organisations, statutory bodies, NGO's/INGO's etc. and (b) ensuring professional standards across all IPM owned/lease-hold properties and facilities in keeping with laid down standards of maintenance, safety and housekeeping.



Overview

The subcommittee on Corporate Affairs, Premises Development, Expansion and New Building Project oversees all matters pertaining to maintenance, refurbishments, constructions and infrastructure development related projects in order to ensure that IPM Sri Lanka derives best value through its fixed assets in a sustained manner. The Committee also extends its oversight to corporate affairs by offering its expertise and intervention where necessary to maintain sound relations with key stakeholder groups including policy makers and state agencies.

Objectives

- To ensure that IPM maintains cordial relations with all important Government bodies, Private sector Organisations, Corporate Bodies such as Chambers of Commerce & Industries, EFC, NGOs etc.
- Ensure proper maintenance of the HQ Building and other buildings in Colombo, Kandy, Galle and Kurunegala.
- When selecting study centres ensure proper selection criteria is followed.
- Maintain the cleanliness of the premises at the highest level.
- To ensure proper maintenance and usage of the Institute building.
- To assess and monitor the existing buildings, its usage and the refurbishment aspects on a continuous basis.
- To expand the infrastructure of the Institute for long-term benefits.
- To assess and give a concrete proposal to optimize the usage of the existing building.
- Prepare a code of ethics/conduct for all users of the Members' Lounge.
- Construction of a Kitchen within the Members' Lounge.

Projects successfully completed under premises development

The committee on Corporate Affairs, Premises Development, Expansion & New Building Project, was able to carry out many successful projects during the council year 2015/2016 in relation to expansion, refurbishment, and property development. Under the area of business expansion, the committee was able to play a significant part in the opening of the new Regional Centre in Kurunegala by way of successful oversight, supervision and monitoring of the project implementation. The new Centre with a capacity to accommodate up to 200 students at a given time consists of four lecture halls, a library, a reception and office area, a dining area and eight wash rooms. In addition, the Kandy Regional Centre was also refurbished with more spacious lecture room facilities and amenities in order to accommodate around 250 students. The refurbished Kandy Centre consists of 4 lecture halls, a modern library, a reception area, 12 wash rooms, an office area and a room for the faculty members, thus offering state-of-the-art learning facilities.



Building up a kitchen in the Members' Lounge was another successful project spearheaded by the committee. It was refurbished with modern equipment, similar to that of an industrial kitchen, and is equipped with modern cooking facilities including burners, a deep fryer, preparation tables, cutting tables, store tables, a rice cooker, boiler, an exhaust duct, water supply and drainage facilities.

During its tenure, the committee was also able to work on the water-proofing project of the IPM Sri Lanka building which has significantly contributed towards ensuring the longevity and professional outlook of the building. The colour-washing of the building was also carried out along with the water proofing project. Through this important initiative, the building was completely water sealed and cracks and patches were repaired and sealed thus giving the building a better appearance in keeping with its stature as the premier HR Institution in the country.

The committee was also able to provide a solution to the limited car parking facility by expanding the external car-park by removing the steel fence that was adjacent to the car park, thus securing extra space to accommodate as much as eight additional vehicles.

With the expanding operations within IPM Sri Lanka, a new office room with adequate space for the Member Services Department was facilitated by the committee. This was achieved by re-structuring classroom space in an optimum manner to accommodate the office of the Manager Member Services together with a small meeting room for the members. The adjoining area was used to locate the HR, Consultancy, Marketing and the Graphic Designer's office areas.

Considering the requests from students for a separate and dedicated discussion/study area, the committee stepped forward to assist the students in this initiative by acquiring removable partitions to divide the existing faculty room, thereby assigning a separate area for the students to carry out their study related discussions.

As a cost saving initiative, the corridor lights were replaced with LED lights. These lights provide considerable benefit through savings on consumption of energy. The wash rooms of the building were also repaired to offer best-in-class facilities to our students. During this refurbishment programme, action was taken to replace broken and non-functional bidet showers, WC seat covers, bottle traps, flexible hoses, taps etc. thus offering highest standards of conveniences for all our stakeholders.

Since the 'first impression is the best impression', the committee also decided to change the ambience of the reception area of the IPM Sri Lanka building. It was another effective project carried out by the committee in order to enhance the professional environment of the Institute.

Apart from the above, the committee is pleased to inform its valued stakeholders that the following projects are currently underway under its close supervision:

- Converting of the old house within the car park into a three class room facility with necessary amenities.
- Installation of a new service lift.
- Installation of a new PABX system.
- Modification of the President's room.
- Installation of separate lockers within the Members' Lounge.
- Installation of a roof between the old and new building.



Mr. U.A.C. Obeyesekere
Chairman

Committee Members

Mr. U.A.C. Obeyesekere - Chairman, Mr. Rohitha Amarapala - Member, Mr. Shanaka Fernando - Member, Mr. C. Gannile - Member, Group Captain Kumar Kirinde (Retd.) - Member, Mr. Peter Daabre - Member, Mr. P.G. Tennakoon - Member, Mr. Lahiru Nuwan - Member, Mr. Bandu Jayaweera - Member, Ms. Ruwani Senevirathne - Member, Ms. Dinushi de Silva - Member.

SUBCOMMITTEE ON UPLIFTING HR PROFESSION & RESEARCH

Tasked with the responsibility of enhancing the standards within the HR profession, the subcommittee on 'Uplifting HR Profession' works closely with a diverse cross section of stakeholders in promoting best practices in Human Resource Management across industry sectors.

To this end, the Committee plays an active role in collaborating with industry professionals, academics, policy makers and regulators with a view to reshaping the HR landscape in the country through a multitude of meaningful activities ranging from workshops, seminars, research forums and publications, national surveys and other value-creating programmes that contribute towards uplifting standards and practices within the HR profession.



Overview

Driven by its vision of propelling HR to a higher plane, the subcommittee on uplifting HR profession during the current council year stepped forward to launch a series of proactive measures in order to add value to the HR profession and practicing managers, thus making a significant contribution at national level.

Subject of 'research' being its primary area of focus, the committee actively promoted research-oriented initiatives amongst practicing HR managers and PQHRM students through the publication of HRM Perspectives Journal, research seminars, and also created history by organising the first ever Research Symposium of IPM Sri Lanka with an overwhelming response from industry stakeholders. In addition, the committee has also presented a proposal for the establishment of a Research Centre for the benefit of the HR industry - a move that will significantly enhance the quality and accuracy of management information.

The Committee for Uplifting HR Profession of the Institute of Personnel Management Sri Lanka has contributed significantly at national level in the development of HR research methodologies. Publication of the journal - HRM Perspectives, research seminars for PQHRM (Professional Qualification in Human Resource Management) students, development of a proposal to establish a research centre and conducting a research symposium were the main events organised by this Committee.

Key objectives for the Year

1. Establish an international centre for HR research in South Asia at IPM.
2. Conduct a research conference through self-funding or through a grant from an NGO such as the ILO, GTZ etc.

Additional objectives for the year

1. Publish the research journal: HRM Perspectives.
2. Bring together a team of HR professionals who will introduce a culture of research on HR related issues.
3. To educate the HR fraternity and the general public and assist them in the implementation of best HR practices.
4. Publish research papers and articles in the print media.
5. Ensure publication of the IPM journal at least once a year.
6. Establish links with international research organisations and represent Sri Lanka and IPM at international forums through presentations related to HR.
7. Conduct a survey to identify the current situation at HR departments in both public and private sector organisations.
8. Conduct a salary survey of HR practitioners in Sri Lanka.



Details of Deliverables

1. Establish an International Centre for HR Research in South Asia at IPM

The committee developed a proposal for the establishment of an International Research Centre in south Asia, which would operate under the auspices of IPM Sri Lanka. The committee identified the potential of the Institute to establish a research arm with the capacity to provide relevant, reliable and cutting-edge information for the HR profession, in addition to business and public enterprises in general.

The proposal was presented to the council and was accepted, in policy. Due to financial and logistical constraints, it was not established this year.

However, the committee chairperson, with the initiative of one of the members, conducted discussions with the Secretary to the Ministry of Labour and the Director General of the National Institute of Labour to establish a joint venture in research. Further, the committee chairperson discussed with the Department of Human Resource Management of the

University of Sri Jayewardenepura on the potential for possible research links. While there was a positive response from both organisations, implementation is expected to take considerable time. Irrespective of the outcome of the above initiatives, the committee is hopeful that this Centre could be established during the tenure of the next Council, and begin with objective 7 above, as its first undertaking.

2. Conduct a Research Conference

IPM Sri Lanka organised its first research symposium under the theme “Developing Strategies for Uplifting High Performance through HRM” to identify and highlight research findings of special relevance to the South Asian region. The aim was to provide a forum for HR practitioners, students and faculty to discuss contemporary issues to facilitate the connection between research and its practical application.

The symposium was held on 21st June 2016 along with the National HR Conference 2016 at the BMICH. Mr. S.M. Gotabaya Jayaratne, Secretary to the Ministry of Labour and Trade Union Relations was the Chief Guest, while Mr. Sunil Wijesinghe, Chairman, United Motors, was the Keynote Speaker.

Nine papers were presented by academics as well as HR practitioners during this symposium. Eminent academics were the reviewers and panelists. Proceedings of the symposium were published with extended abstracts.

In addition, the committee was able to attract a few sponsors for the event with MTD Walkers PLC as key partner.

The Symposium Committee included: Dr. Bhadra J.H. Arachchige - (Chairperson), Prof. Prasadini Gamage (Secretary), Dr. Alan Robertson, Dr. Tissa Ravindra Perera, Ms. Heather Fernando, Ms. Lakmini Rajapakshe, and Mr. Sumanadasa Gamage.

3. Publishing of Research Journal: HRM Perspectives 2016

This year’s HRM Perspectives was unveiled at the Research Symposium amidst a distinguished gathering of professionals and academics. It contains four articles by academics, practitioners and students. The journal offers a wide array of topics that have a high research component and relevance to the current context. Dr. Bhadra Arachchige was the Editor-in-Chief and Prasadini Gamage Ph.D, Alan Robertson Ph.D, and Shantha Wijesinghe Ph.D were the editors, respectively. Mr. Chandima Pinsiri coordinated the publication of the journal.

Another issue of HRM Perspectives is planned for December, 2016, where research presenters at the symposium will be given the opportunity to publish their papers in full in the said publication.

4. Conduct a seminar on ‘How to Write a Journal Article’

The Chairperson of the CUHRP Committee conducted a one day seminar at IPM Sri Lanka to educate the researchers and practicing managers on the correct methodology of writing and compiling research papers. Regrettably, participation was not encouraging.



Dr. Bhadra J.H. Arachchige
Chairperson

Committee Members

Dr. Bhadra J.H. Arachchige - Chairperson, Prof. Ajantha Dharmasiri - Member, Prof. Prasadini Gamage - Member, Dr. Alan Robertson - Member, Dr. Tissa Ravindra Perera - Member, Dr. Shantha Wijesinghe - Member, Mr. V. Kanagasasingam - Member, Ms. Heather Fernando - Member, Ms. Lakmini Rajapakshe - Member, Mr. Janaka Kumarasinghe - Member, Mr. Sumanadasa Gamage - Member, Ms. Enoka Siriwardene - Member, Mr. Chandima Pinsiri - Member, Ms. Trehani de Alwis - Member

SUBCOMMITTEE ON CONSULTANCIES, WORKSHOPS AND SEMINARS

Promoting IPM Sri Lanka as a leading service provider in the areas of Consultancies, Workshops and Seminars is the primary role assigned to the subcommittee on Consultancies, Workshops and Seminars. Working through a diverse cross section of resource personnel comprising practicing managers, academics and policy makers, the Committee undertakes an array of programmes to meet the demands of a multitude of stakeholders.

Offering career guidance and support to the youth to find gainful employment opportunities also figures prominently in the scope of the Committee thus enabling IPM Sri Lanka to fulfill its broader responsibility towards society. By playing the part of initiator/facilitator between the Institute and relevant partners and stakeholders, the subcommittee on Consultancies, Workshops and Seminars endeavours to accomplish its mission of sharing and transferring knowledge, skills and attitudes to Sri Lanka's human capital enabling them to deliver value to the community at large.



Overview

The primary function of the Consultancy, Workshops and Seminars Subcommittee is to oversee all activities pertaining to the services provided by the institute in terms of consultancy and workshops. IPM consultancy services comprise of the combined expertise of the best HR personnel in the island.

Key priorities of the committee

- Double the revenue generated by this area within the council year.
- Create a unique brand for this business unit at IPM.

Objectives of the committee

- Ensure expansion of the pool of consultants.
- Undertake consultancy on a planned basis to meet the budgetary targets set out for consultancy.
- Establish a regular panel of consultants and activate a process of handling consultancy in HRM & HRD.
- Organise a minimum of two seminars/workshops per month.
- Revamp and remodel the Consultancy Guide.
- Improve the Do's & Don'ts declaration format and ensure ethical behaviour/action by all consultants.
- Monitor and assess all the consultancies conducted by the IPM Consultancy Panel.

The committee expanded its consultancy services by opening the avenue for Certified HRD Auditors produced by IPM Sri Lanka to register as consultants. Through this new initiative, the consultants' pool now comprises auditors who are capable of undertaking an HRD audit of an organisation.

Certified HR Auditor Programme

IPM Sri Lanka (IPM SL) together with T.V. Rao Learning Systems of India jointly conducted the Certified HR Auditor Programme in Colombo, producing 53 certified HRD Auditors in Sri Lanka for the first time. The certified auditors were from local and multinational blue-chip companies.

Through this unique programme, participants were given insights of how well they could uplift the standard of HRD practices in an organisation through the application of an HRD Audit and HR Scorecard. The five-day programme was conducted by Prof. T.V. Rao, Chairman of TVRLS and Ms. Nandini Chawla, Chief Executive Officer & Co-founder of TVRLS.

Mr. Jayanta Jayaratna was the local lead facilitator and the Management Consultant for the programme, and provided customisation required for the local market.

Certified HR Auditor Network Committee

The Certified HR Auditors Network was established as a result of producing Certified Auditors through the Certified HR Auditor Programme. The vision, mission and the objective of the network committee are as follows:

Vision

To provide leadership in creating excellence in HR Practices, in order to get the best out of people, thus contributing to achieving corporate objectives of the organisation.

Mission

To enhance the knowledge and expertise of the HR profession and to cater to the HR needs of organisations in Sri Lanka by building a network of Certified HR Auditors.

Objective

It is envisaged that the institute would pursue the following goals towards attainment of its mission.

- Encourage the study of HR Audit and HR Scorecard in order to enhance the conceptual and practical understanding of the two subjects amongst the members of the HR Audit Network.
- Create an 'Information Hub' for activities pertaining to HR auditing.
- Encourage and assist members to undertake HR audit assignments.
- Prepare HR Standards and Best Practices for Sri Lanka.
- Organise networking amongst HR practitioners in order to educate the HR fraternity on new trends in HR.
- Publish articles and/or research findings relating to HR auditing in Sri Lanka.

Awareness Session on Competency Mapping

IPM Sri Lanka organised an awareness session on the introduction of Competency Mapping to Sri Lanka. The programme was conducted in collaboration with T.V. Rao Learning Systems India (TVRLS). The 90 minute awareness session was held on 23rd June 2016 at the HR House. The session was conducted by Chairman TVRLS, Prof. T.V. Rao. The session covered critical factors governing people management, including the conceptual and practical understanding of factors and how it could be used to develop individuals and ensure optimum contribution towards the achievement of corporate objectives.

MS Excel Master Course for HR Professionals in collaboration with Esoft Metro Campus

IPM Sri Lanka together with Esoft Metro Campus conducted a two-day MS Excel Master Course for HR Professionals to increase greater proficiency in IT of the HR community. The goal of the programme was to ensure that HR professionals are more productive, employable and efficient in carrying out their day-to-day tasks. The first programme in the series saw the participation of HR professionals from various organisations. A Memorandum of Understanding (MoU) was signed between the two institutes. This programme, conducted by Esoft, will only be available through IPM Sri Lanka for the HR fraternity.

Five Leadership Levers to Business Success

IPM Sri Lanka hosted Mr. Omar Khan who is a globally renowned team transformational specialist and founder of Sensei International, to conduct an out-of-the-box workshop titled 'Five Leadership Levers to Business Success'. This one-day programme was conducted on 25th May 2016 at the Cinnamon Grand Colombo with the participation of over 100 leading professionals from diverse fields.

Signature programme on Front-Line Management (FLMP), conducted jointly with Holcim Lanka Ltd.

The unique programme, carried out over a period of 10 months by renowned lecturers attached to IPM Sri Lanka, was formulated with the objective of developing a skilled workforce at Holcim Lanka Ltd., and was successfully concluded with 27 participants in the first batch.

Public/In-house Workshops and Seminars Conducted

Topic	Month	Year	Nos.
Supervisory Development @ MIMT	July	2015	51
Public Speaking	August	2015	17
Customized FCHRM Programme for JKH	August	2015	50
Performance Management In-House training at CCS Lanka - 1st Batch	September	2015	25
Performance Management In-House training at CCS Lanka - 2nd Batch	September	2015	25
Certified HR Auditor Programme - 1st Batch	September	2015	28
Authentic Hatha Yoga Workshop	September	2015	33
Labour Law & Industrial Relations	October	2015	41
Job Deliverables & Emotional Intelligence	October	2015	16
Discovering Intelligence for Boosting Performance	November	2015	35
Personality Development & Corporate Etiquette	December	2015	23
Performance Appraisal Doing Away with Bell Curve	December	2015	46
HR for Non HR Managers	December	2015	20

Topic	Month	Year	Nos.
Certified HR Auditor Programme - 2nd batch	January	2015	25
Customer Service Excellence	February	2015	29
Mindful Parenting	February	2015	40
Labour Law for Career Development	March	2015	29
Personality Development & Corporate Etiquette	March	2015	32
Boosting Performance Management	March	2015	17
MS Excel Master Class for HR Professional	April	2015	14
Labour Law for Career Development	April	2015	33
Five Leadership Levers to Business Success	May	2015	124
Corporate Writing for NDB Bank - 1st batch	June	2015	40
Corporate Writing for NDB Bank - 2nd batch	June	2015	40
People Management - MAS	June	2015	18
Total			851

Progress of Consultancy Assignments

Completed Consultancy Assignments

Name of the Client	Name of the Consultancy assignment
The Ceylon Chamber of Commerce	HR Advisory services for VEGA Biz + project USAID funded project - Phase 02
Global Lifestyle Lanka Pvt Ltd.	HR Audit
The Ceylon Chamber of Commerce	HR Advisory services for VEGA Biz + project USAID funded project - Phase 02 (Vavuniya, and Killinochchi)
Sterling Automobile Lanka Pvt Ltd.	HR Audit and redesign of HR policies and procedures
LTL Projects	Interview Finance Controller Position
A Bours & Co. Pvt Ltd.	Conduct Recruitment Examination
Sri Lanka Insurance Corporation	Conduct Recruitment Examination
BOC Property Development and Management (Private) Ltd.	Prepare Job Descriptions

Consultancies in progress

Name of the Client	Name of the Consultancy assignment
Sui Generis (Pvt) Ltd.	Design of Employee Handbook and Human Resources Policy
Sri Lanka Savings Bank	Conduct Recruitment Examination

Consultancy Assignments in the pipeline

Name of the Client	Name of the Consultancy assignment
Consumer Affairs Authority	HR Audit



Mr. Dhammika Fernando
Chairman

Committee Members

Mr. Dhammika Fernando - Chairman, Mr. Waruna Bandara Jayathilaka - Member, Mr. Jayanath Abeywardena - Member, Mr. M.C. Mathupala - Member, Mr. Jayanta Jayaratna - Member, Dr. Jayantha Pathiratne - Member, Mr. Priyankara Seneviratne - Member, Mr. Chandima Pinsiri - Staff Coordinator

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SOCIETY

ENHANCING PROGRESS...

With a focus on the bigger picture and the importance of HR as a change agent for growth and progress, IPM Sri Lanka will engage with all stakeholders to foster greater understanding, whilst augmenting and enhancing skills and competencies within all sectors to positively impact profitability and the quality of life within Sri Lanka's labour force.

IPM Sri Lanka will continue to hone its focus on transforming the HR landscape in Sri Lanka, empowering the workforce through the introduction of new methodologies and leaner systems for prudent management of human resources that will catapult both the profession, labour relations and HR management discipline as a whole onto a global framework based on internationally accepted norms and practices.



PICTORIAL REVIEW 2015/2016



Ceremonial opening of the IPM Sri Lanka Kurunegala Regional Centre



Ceremonial opening of the IPM Sri Lanka Kurunegala Regional Centre



Ceremonial opening of the IPM Sri Lanka Kurunegala Regional Centre



Ceremonial opening of the IPM Sri Lanka Kandy Regional Centre



Ceremonial opening of the IPM Sri Lanka Kandy Regional Centre



Presentation of a token of appreciation to the Chief Guest



IPMSL Business Leaders' Forum - 2016



IPMSL Business Leaders' Forum - 2016



IPMSL Business Leaders' Forum - 2016



A CSR initiative organised by the Galle Regional Centre



A CSR initiative organised by the Galle Regional Centre



A career guidance programme organised by IPM Sri Lanka



A CSR initiative organised by IPM Sri Lanka



A CSR initiative organised by IPM Sri Lanka



A career guidance programme organised by IPM Sri Lanka



Participants and Officials at the IPM Gavel Club



A group of participants who completed the Youth Leadership Programme



Distinguished Invitees of NHRC 2016

PICTORIAL REVIEW 2015/2016



Technical sessions in progress at the NHRC 2016



Technical sessions in progress at the NHRC 2016



A section of the audience at the NHRC 2016



President, IPM Sri Lanka at the 1st Research Symposium



Dr. Jayantha Pathirathne, receiving IPM Lifetime Gold Award 2016



Winners receiving their awards at The Great HR Debate 2016



Mr. Ajith R. De. Costa, Chief Guest, HR Service Providers' Exhibition with an exhibitor



'HRM for Life' - Evening Seminar, Hotel Kandyan Reach, Kurunegala



A section of the audience at the 'HRM for Life' - Evening Seminar, Hotel Kandyan Reach, Kurunegala



'HRM for Life' - Evening Seminar,
Hotel Kandyan Reach, Kurunegala



IPM Sri Lanka Graduation Ceremony 2015,
BMICH, Colombo



IPM Sri Lanka Graduation Ceremony 2015,
BMICH, Colombo



IPM Sri Lanka Graduation Ceremony 2015,
BMICH, Colombo



IPM Sri Lanka Graduation Ceremony 2015,
BMICH, Colombo



IPM Sri Lanka Graduation Ceremony 2015,
BMICH, Colombo



IPM Sri Lanka Graduation Ceremony 2015,
BMICH, Colombo



The launch of PQHRM New Syllabus



The launch of PQHRM New Syllabus

PICTORIAL REVIEW 2015/2016



The launch of PQHRM New Syllabus



Chief Guest, Hon. Mohan Lal Grero, State Minister of Higher Education at the launch of PQHRM New Syllabus



Chief Guest of 'The Great HR Quiz 2015' Dr. Harsha De Silva, Hon. Deputy Minister of Foreign Affairs



Panel of judges of The Great HR Quiz 2015



Guest of Honor, Great HR Quiz 2015, Commander of the Sri Lanka Army Lieutenant General Crishantha De Silva addressing the gathering



The Great HR Quiz 2015 in progress



Winners of 'The Great HR Quiz 2015'



The Great HR Quiz 2015 in progress



IPM HR Ball 2015



IPM HR Ball 2015



IPM HR Ball 2015



A group of students at the IPM Students' Night 2016



A section of the audience at the IPM Talent Show - Claim to Fame



A group of performers at the IPM Talent Show



IPM Members' Day 2016



IPM Members' Day 2016



IPM Interschool Debating Competition



IPM Interschool Debating Competition in progress

OUTLINE OF REPORTING INITIATIVES

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1.2. Description on growth, performance and activities	President's Message/ED's Review	8 - 15
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2.4. Nature of ownership and legal form	Corporate information Notes to the financial statements (Note 01)	164 133
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2.6. Scale of the reporting institute	Statement of Comprehensive Income Statement of Financial Position Performance Review (2006 - 2016)	129 130 153 - 157
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3.1. Reporting Period	01st April 2015 to 31st March 2016	
3.2. Date of most recent previous Report	July 2015	
3.3. Reporting cycle	Annual	
3.4. Contact point for questions regarding the Report and its contents	IPM Sri Lanka, No. 43, HR House, Vijaya Kumaranatunga Mawatha, Colombo - 05	

		Page reference
3.5. Boundary of the Report	Sri Lanka	
3.6. Significant changes from previous reporting period	Director Finance's Review Notes to the financial statements	120 - 122 133 - 144
3.7. Location of standard disclosures in the Report	IPM Sri Lanka, No. 43, HR House, Vijaya Kumaranatunga Mawatha, Colombo - 05	
4. Governance, Commitments and Engagement		
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STATE

ENGAGING FOR GROWTH...

In an ever changing labour landscape - both regionally and globally, staying relevant is crucial for future development and business sustenance in all industries. IPM Sri Lanka will continue to be the bridge between state, corporates and, most critically - employees, with a strong focus on transformational modalities that have long term impact with positives for all.

CORPORATE GOVERNANCE

The Institute of Personnel Management Sri Lanka was founded in 1959 and incorporated by Law No. 24 of 1976, as a member organisation, and the governing body is its Executive Council, which consists of 18 independent members.

The Institute consists of Fellow Members, Honorary Members, Members and Associate Members, all of whom are collectively referred to as 'Corporate Members'.

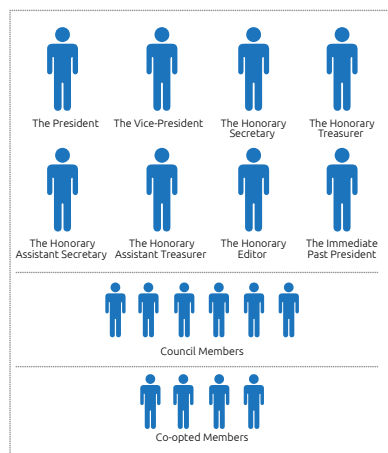
The Institute also attaches as its Affiliates, duly authorised representatives of service subscribers and student members, all of whom are collectively referred to as 'Non-Corporate Members'.

The Members of the Executive Council are individually and collectively responsible for the overall management of the Institute's activities for the benefit of all its stakeholders. The members of the Governing Council comprise 14 individuals elected by the Corporate Members of the Institute while 4 individuals are co-opted by the elected Council.

The Executive Council consists of the following office bearers:

The President	- 1 Position
The Vice-President	- 1 Position
The Honorary Secretary	- 1 Position
The Honorary Treasurer	- 1 Position
The Honorary Assistant Secretary	- 1 Position
The Honorary Assistant Treasurer	- 1 Position
The Honorary Editor	- 1 Position
Council Members	- 6 Positions
Co-opted Members	- 4 Positions
The Immediate Past President	- 1 Position

Total - 18 Positions



The members of the Council usually consist of professionals and experts of the HR industry. The President shall be a Corporate Member of the Institute who will be invited by the outgoing Council to assume this position.

His term of office is renewed from year to year. In the absence of the President, the Vice-President appointed under the provisions of the By-Law shall act as the President.

Apart from the President, Immediate Past President and the 4 Co-opted Members, other 12 positions in the Council are held by Corporate Members of the Institute, elected by its Membership at the Annual General Meeting held on the last Saturday of the Month of July each year.

All Council members hold their positions for a period of one year, prior to making themselves available for the election or nomination, enabling diversity within the Council.

The Council is the Executive Body of the Institute. All decisions of the Council are made by a majority of votes of those having the right to vote. The decisions of the Council on all matters dealt with by them in accordance with the provisions of the By-Laws and Rules are final and binding on all Fellows, Members, Associate Members, Affiliates, Service Subscriber Representatives and Student Members. The Council meets as often as necessary, at least once a month.

The responsibilities of the Governing Council are as follows;

- The direction and management of the Institute are vested in the Council.
- Appointing of subcommittees for a specific period which may consist of Members of the Council and other Members including Non-Corporate Members and other appropriate or necessary persons from different professions to facilitate the achievement of objectives of the Institute.
- Formulating the Annual Budget of the Institute comprising the expected income and the predicted expenditure for the ensuing year and closely monitoring any variations thereafter.
- Providing directions to prepare the statement of funds of the Institute and of the receipts and payments during the past financial year and obtaining the verification and attestation of the Auditor before it is laid before the Annual General Meeting.
- Drawing up a Yearly Performance Report on the state of the Institute, to be presented at the Annual General Meeting.
- Making, amending and rescinding Rules for the better ordering of any matter referred to in the By-Laws, for the better Governance of the Institute and its affairs, and obtaining approval for same from the general membership at a Special General Meeting of the Institute.

- Maintaining and Publishing a Register of the Members of the Institute.
- Ensuring the maintenance of professional standards among the members of the Institute and other personnel practicing or acting as Personnel/Human Resource Managers or Consultants and take all action deemed necessary to see that the members adhere to the professional ethics and conduct.
- Making decisions on selection of Secretariat staff, remuneration and other terms of their employment.
- Ensuring proper financial administration procedures in keeping with the generally accepted Accounting principles are strictly followed by those authorised to handle the finances of the Institute.
- Setting out the regulatory system to incur all expenditure of the Institute.

Amendments to the Existing Rules

The Council may from time to time make amendments or rescind Rules for the purpose of carrying out and giving effect to the By-Laws for better control of the finances, staff administration and discipline in order to ensure better management and conduct of the affairs of the Institute and/or for any other purpose, which the council may think necessary.

No Rule shall have effect until it has been approved at a Special General Meeting of the Institute, by a two-thirds majority of those voting.

ATTENDANCE AT COUNCIL MEETINGS DURING THE YEAR 2015/2016

No.	Name	Position	Total	
			Present	Excused
1	Mr. Rohitha Amarapala	President	24	0
2	Mr. Samitha Perera	Immediate Past President	13	11
3	Mr. Shanaka Fernando	Vice President	19	5
4	Mr. C. Gannile	Honorary Secretary	19	5
5	Mr. Aruna Dayanatha	Honorary Assistant Secretary	23	1
6	Group Captain Kumar Kirinde (Retd.)	Honorary Treasurer	19	5
7	Mr. Namal Jayaweera	Honorary Assistant Treasurer	22	2
8	Ms. Indika Abeysuriya	Honorary Editor	23	1
9	Major General Rohan Kaduwela (Retd.)	Council Member	21	3
10	Group Captain Manoaj Keppetipola	Council Member	14	10
11	Mr. G. Weerathunga	Council Member	18	6
12	Mr. Dillon Gomez	Council Member	17	7
13	Mr. Priyankara Seneviratne	Council Member	22	2
14	Mr. Dhammika Fernando	Council Member	13	11
15	Mr. U.A.C. Obeyesekere	Council Member	17	7
16	Mr. Janaka Kumarasinghe	Council Member	20	4
17	Dr. Bhadra Arachchige	Council Member	16	8
18	Mr. Prasad Piyadigama	Council Member	6	7
	Prof. Ajantha Dharmasiri	Council Member	4	6

Prof. Ajantha Dharmasiri was appointed to the council on 02nd March 2016 consequent to the resignation of Mr. Prasad Piyadigama on 25th February 2016.

RISK MANAGEMENT

IPM Sri Lanka’s Risk Management endeavours have been directed at delivering the highest value to its stakeholders by achieving an appropriate trade-off between risk and return. Towards this end, the Institute has put in place the necessary mechanism to better understand the risks across functions and departments, including types of risks, risk assessment, risk mitigation, risk prevention and risk monitoring based on the laid down Risk Management Strategy of the Institute.

Even though ‘risk’ is an integral part of any business, an effective and appropriate risk management mechanism ensures that risks and their associated impacts are identified, evaluated and mitigated in a timely manner so that the organisation is not adversely affected.

IPM Sri Lanka’s Risk Management endeavours have been directed at delivering the highest value to its stakeholders by achieving an appropriate trade-off between risk and return. Towards this end, the Institute has put in place the necessary mechanism to better understand the risks across functions and departments, including types of risks, risk assessment, risk mitigation, risk prevention and risk monitoring based on the laid down Risk Management Strategy of the Institute.

Accordingly, the Institute has established a risk management process by acting proactively to mitigate and better manage the negative effects that emerge from various sources: uncertainty in financial markets, unstable political environments, legal liabilities, credit risk, competitor activities, natural causes and disasters, deliberate attack from an adversary, or events of uncertain or unpredictable nature.

Risk Management Process of the Institute

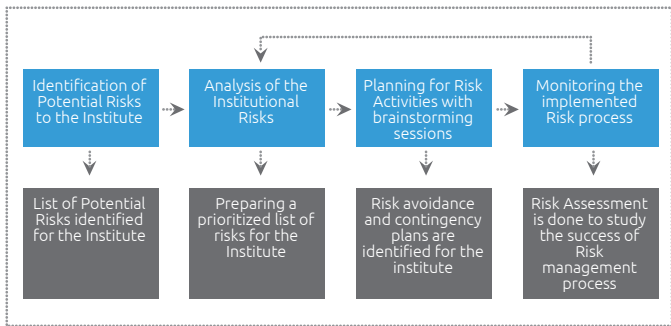
The primary objective of the Institute’s Risk Management Process is to ensure that uncertainty does not affect or distort the expected results of the Institute. This implies that the core mission of the Executive Council and the staff of the Institute is to steer the risk management process by adopting proactive measures as opposed to reacting to risks as and when we are up against such risks.

As the Governing Council has the ultimate responsibility for risk management, in discharging its governance responsibility of prudent risk management and control, the Council has established a separate Committee named the “Audit, Legal and Constitutional Affairs Committee” to assist the Council and members of staff in

continuously monitoring and taking necessary action to mitigate any potential risks to the Institute, to make sure it secures the interest of its stakeholders.

The Audit, Legal and Constitutional Affairs Committee play a vital role with regard to the risk management process within the Institute. The committee has appointed a reputed firm of Chartered Accountants to conduct internal audits of the institute on continuous basis which covers all the material risk areas of the Institute and the internal audit findings are reviewed and discussed before the Audit, Legal and Constitutional Affairs Committee on quarterly basis.

The comprehensive audit covers possible areas of risks such as Operational & Reputational Risks, Financial Risks, Compliance Risks, Competitive Risks, Information Technology Risks, Legal Risks etc. and sheds light on their impact on the Institute’s future business sustenance.



Types of potential risks and approach to mitigating key risks

The following table describes some of the key areas of potential risks and the approach adopted by the Institute towards mitigating and preventing these risks.



The Institute has put in place the necessary mechanism to better understand the **risks across functions and departments**

Risk Type	Approach to mitigate the Risk
Operational & Reputational Risk <i>(The risk of loss resulting from inadequate or failed internal processes, people and systems or from external events and as a result, possibility of losing the reputation gained over the period of time.)</i>	<ul style="list-style-type: none"> • Continuous review and required revision to the content of the study courses • Monitoring the discipline of conducting lectures and examinations • Ensure the customer satisfaction and continuous follow ups on customer complaints • Evaluating the effectiveness of the IT and other related supporting services • Conducting internal audit on continues basis and reviewing the findings on quarterly basis • Conducting external audits on annual basis and closely review the points highlighted in Management Letter • Comprehensive insurance cover on all the properties including the assets in the regional centres • Insurance Cover for Hospitalisation and critical illnesses for all the employees • Maintaining the ISO Certification of the Institute
Financial Risk <i>(The risk of cash flow of the Institute appears inadequate to meet its financial obligations. Financial risk also refers to the possibility of Institute defaulting on its liabilities, which would cause those creditors to lose money. Liquidity risk and credit risk are the integral part of the financial risk)</i>	<ul style="list-style-type: none"> • Continuously maintain sufficient liquidity to meet its obligations to minimise the liquidity risk • The investment portfolio of the Institute is maintained in several licensed banks to mitigate the Credit risk • Using the budgeting controls and periodically monitor the deviations • Daily monitoring the fund position of the Institute and assuring the adequacy of the liquid funds to run the operation • Various investment appraisal techniques are used to analyze in detail before finalising investment decisions
Compliance Risk <i>(The risk of the operations of the Institute not to be conducted in accordance with the Institute's By-Laws, Code of Conducts and other regulatory requirements)</i>	<ul style="list-style-type: none"> • All Council Members, top management and all the staff are well educated that the zero tolerance for the breaches on the By-Laws is mandatory • Dedicated secretariat and membership division is established in supporting the Council and the members to be complied with the requirements • Continuous monitoring of statutory payments, to the relevant regulatory bodies together with required documents to be filed
Competitive Risk <i>(Probability of loss from a decline in an Institute's competitiveness)</i>	<ul style="list-style-type: none"> • Focusing more on effective brand awareness among the target markets • Action plans to compete with the other competitive institutions to be the nation's leader in HRM • Approaching new regions of the country to expand the market • Approaching academic market by taking initial steps on obtaining the status for degree awarding
Information Technology Risk <i>(Risk of disruption to IT systems, teaching and supporting services)</i>	<ul style="list-style-type: none"> • Establishing an in-house IT Department to make sure of information security • Implementing a firewall security system and day today monitoring of Institute's system and network • Introducing centralised backup management system

BUILDING A SUSTAINABLE NATION THROUGH HR

Corporate Social Responsibility (CSR) has remained a central facet in the business philosophy of IPM Sri Lanka since its inception over five and a half decades ago. CSR has been at the core of all our operations, processes and practices during all our interactions and engagements with our valued stakeholders. From conducting our business practices in a transparent and accountable manner to offering responsible products and services to our stakeholders, the Institute considers it is vital to uphold the highest standards of professionalism and ethical conduct thus delivering value to everyone.

In integrating the principles of sustainable management within its business strategy, IPM Sri Lanka has embedded the following key objectives into its business model reflecting its unwavering commitment to sustainable business management:

- Developing and promoting the principles, techniques and innovative practices for unleashing and managing human capital
- Upholding the highest global standards of competence, ethics, values and professionalism among our membership
- Encouraging research into the deployment of human capital for organisational success and national development
- Promoting the public image of the Institute, its members and the HR profession as the drivers of organisational success
- Influencing national policy formulation for the integration of HRM into all strategic and operational initiatives
- Facilitating networking among HR professionals at national and international levels for knowledge sharing
- Strengthening our position as the leading HR authority in Sri Lanka and aspiring to become a global leader

IPM Sri Lanka has evolved itself over the years to emerge as the guiding force and the leader in 'people management' in the South Asian region, primarily due to its relentless efforts towards promoting best people management practices in the region. It has not only crowned itself as the premier professional body in the sphere of Human Resource Management in the country but has also earned a reputation as the 'Most Respected Educational Entity in Sri Lanka' - an accolade that signify our commitment and passion towards nurturing and developing the youth of this country.

Being a responsible professional institution, IPM Sri Lanka carries out its business operations in a manner that foster optimum stakeholder engagement, continuously creating value among deserving communities. Since stepping on to the sustainable path, the Institute has collaborated with a multitude of partners with a view to creating a positive difference in the lives of its stakeholders: students, employees, members, employers and the people of Sri Lanka through myriad activities ranging from education, training, development, guiding, networking and socializing.

The Institute's focus and commitment towards the sustainability was evident throughout the 2015/2016 Council year, which comprised a wide range of achievements, events and initiatives organised to garner the respect and recognition of the society.

IPM's Strategic Plan which spans over three years focuses on and elaborates in detail the mission and the objectives for each of the seven (7) Operational Clusters earmarked to steer the long-term operations of the Institute. These clusters have been identified as Education, Programmes, Research & Publications, Membership, Marketing & Communication, Administration & IT, Finance and Events. In keeping with this focus, IPM during the current council year has initiated diverse programmes to sustainably engage the stakeholders in the assigned clusters as described below.

Developing leaders to ignite business growth

IPM Sri Lanka firmly believes that inculcating a performance based organisational culture, driven by best practices in HR can transform the nation and her people. Leadership plays a key part in driving performance and strongly impacts the growth and sustainability of any organisation. Education, training,



IPM Sri Lanka firmly believes that inculcating a performance based **organisational culture, driven by best practices in HR can transform the nation and her people**

development and other professional interventions organised by IPM Sri Lanka have since revolved round this philosophy and designed to build leadership traits amongst our stakeholders.

Public programmes such as the National HR Conference, Business Leaders' Forum, The Great HR Debate, The Great HR Quiz, National HR Excellence Awards, People Leaders' Awards, HR Service Providers' Exhibition, and other quality assurance initiatives that take effect within the Business School to transfer knowledge and enhance personal development of individuals have contributed towards this broader cause of leading a sustainable business.

The Business Leaders' Forum in particular is an attempt to enlighten the country's business leaders on the value of human capital as the 'catalyst of growth' and drive organisations to embrace best practices in people management within their respective domains with a view to garnering the best out of human resources.

Developing Human Capital

Developing human capital is an integral part of the strategic sustainability agenda of IPM Sri Lanka. All our initiatives have been directed towards delivering sustainable value to our key stakeholders on the firm belief, "people drive business". From offering industry-relevant study programmes to uplifting standards and practices within the HR discipline, IPM Sri Lanka continually strives to offer value to aspiring individuals, organisations and the communities it serve.

"Battle of the Brains 2016"

"Battle of the Brains 2016" - Annual Interschool Debating Championship organised by IPM Sri Lanka targeting the school children is yet another unique sustainability initiative that aims at nurturing our future leaders. Effective communication being a critical leadership trait, the debating championship it is envisaged will significantly contribute towards enhancing the communication skills of the younger generation and educate them on the art of expressing their ideas and the manner one should articulate such ideas to gain the attention of listeners - a vital skill that needs to be mastered by all leaders and people managers.

Career Guidance and Development

Helping aspiring individuals to build gainful employment options is the principal goal of Career Guidance and Development, which plays a key part in IPM's sustainability mission. The Institute adopts a systematic and comprehensive programme covering schools in the Colombo region as well as outstations with the assistance and voluntary participation of respected industry personnel in order to impart important 'life skills' to the youth of our country on whose shoulders rests the future of our Nation.

The way forward

We at IPM Sri Lanka will continue to integrate sustainability into our thinking as well our actions during all our interventions with our valued stakeholders. We will strive to engage with our employees, students, members, resource personnel and the publics' we deal with in a meaningful manner, sharing our common vision of creating sustainable value among everyone by contributing towards a better future through education, development, motivation and engagement of our most valued resource - 'people'.

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REPORT OF THE GOVERNING COUNCIL

Review of operations of the Institute and future developments

The President's Message on page 8, Executive Director's Review on page 12, and Honorary Secretary's Message on page 16 provides an overall review of the operations, future developments, and the state of other affairs and special events that took place during the financial year under review.

Preparation of Financial Statements

The Financial Statements have been prepared in compliance with the Sri Lanka Financial Reporting Standards for SME's and the Council is responsible for the preparation and fair presentation of the financial statements.

Financial Statements are certified by the Director Finance & Administration and are approved by the Governing Council and signed by the President and Hon. Treasurer of the Institute. The Council Members are of the view that the Statement of Comprehensive Income, Statement of Financial Position, Statement in Changes in Funds, Statement of Cash Flows, Accounting Policies & Notes thereto appearing in the Annual Report have been prepared in conformity with the requirements of the Sri Lanka Financial Reporting Standards for SME's.

Auditors Report

M/S B.R. De Silva & Co., Chartered Accountants performed the audit on Financial Statements of the Institute for the year ended 31 March 2016 and their report on Financial Statements are given on page 128, as required by the Section 168 (1) (c) of the Companies Act No. 07 of 2007.

Property, Plant & Equipment

Two blocks of lands at Narahenpita are stated at cost and all other property, plant and equipment are stated at cost less accumulated depreciation, as at the date of the financial statements.

Council Members' Disclosure of Interest

Payments are made in the ordinary course of business to any member of the Institute for certain specified activities. During the reporting period, some members of the Council have been

involved in such activities at the request of the Council on behalf of the Institute and such transactions and the Council members' interest in contracts with the institute are disclosed on Note No.25 to the Financial Statements on page 144.

Statutory Payments

The members of the Council are satisfied to the best of their knowledge that all statutory and regulatory payments due to the Government, other local Authorities and employees of the Institute have been made on time.

Events after the Reporting Date

No significant events or material transactions have occurred after the date of Financial Statements that would necessitate adjustments to the Financial Statements.

Going Concern

The members of the Council made an assessment on the Institute's ability to continue as a going concern and do not intend either to liquidate or to cease operations of the Institute in the foreseeable future.

Exposure to Risk

The Council continuously monitors, evaluates and manages any potential exposure to risks that can impact upon the progress of the Institute and has taken all necessary steps to mitigate such risks.

Internal audits are carried out on continues basis while all audit findings are discussed on a quarterly basis before the audit committee in order to identify potential risk areas and to take necessary action towards mitigating such risks.

The members of the Council are satisfied with the effectiveness of the prevailing internal control systems.

Appointment of Auditors

Auditors are appointed at the Annual General Meeting and M/S B.R. De Silva & Co., Chartered Accountants are presently functioning as the Auditors of the Institute. Financial Statements

For the year ended 31 March 2016 have been audited by M/S B.R. De Silva & Co., Chartered Accountants, in accordance with the Sri Lanka Accounting Standards for Small & Medium Sized Entities.

Contingent Liabilities

There are no contingent liabilities as at the date of the Financial Statements.

Annual General Meeting

As per the By-Laws of the Institute, the Annual General Meeting of the Institute should be held on or before the 31st day of July of every year.

The Annual General Meeting for 2016 will be held at Institute of Personnel Management Sri Lanka, No.43, Vijaya Kumarathunga Mawatha, Colombo 5 on 30th July 2016.



For and on behalf of the Governing Council
Rohitha Amarapala
President

IPM SRI LANKA

DIRECTOR FINANCE'S

REVIEW



We take great pleasure in presenting the Annual Report 2015/2016 and Audited Financial statements of the Institute of Personnel Management Sri Lanka for the financial year ended 31st March 2016.

IPM Sri Lanka wins the Silver Award for the Annual Report 2015

The 2015 Annual Report of IPM Sri Lanka was honoured with a Silver Award under the SME category at the 51st Annual Report Awards Competition, organised by CA Sri Lanka, reflecting our commitment to upholding the highest standards of financial reporting and corporate governance.

Enhancing the Assets Base of the Institute

With the acquisition of the 40 perch land adjacent to our main building, HR House for a value of Rs. 123 million, the asset base of the Institute has enhanced significantly, providing opportunities for further business expansion and growth.

Investments

With all other commitments and business expansion, we were able to maintain the value of our investment portfolio at a healthy figure of Rs. 67.5 million as at the balance sheet date.

Financial Performance

In spite of the challenging market conditions that prevailed during the year particularly in the tertiary education sector, we were successful in generating a healthy revenue of Rs. 300 million during the year under review, recording a revenue growth of 17.25% when compared with last year and reported a net surplus after tax amounting to Rs. 16.8 million. This bottom line performance was recorded even after the payment of borrowing cost of Rs. 7.8 in lieu of the term loan repayments and a further expenditure of Rs. 10.5 million incurred on account of the investments made on behalf of the refurbishment of two regional centres in Kandy and Kurunegala.

The above refurbishment was imperative in view of the rising demand from the student population in these areas, triggering a need for enhanced infrastructure facilities at the two Centres, including additional lecture hall space and student conveniences to cater for future business expansion.



We were able to maintain the value of
our investment portfolio
at a healthy figure of

67.5 Rs. Mn.

Prudent financial disciplines that have been installed together with close monitoring of budgets and effective negotiations with service providers helped us to manage our total expenditure effectively despite the challenges of continuous cost escalation.

Assets & Liabilities

Total assets as at balance sheet date after depreciation adjustments stood at Rs. 511 million as against the last year's figure of Rs. 480 million. During the year, fixed assets addition was reported as Rs. 29.6 million and the amount charged as depreciation for the year was Rs. 15.8 million.

Adoption Of SLFRS

Our financial statements have been prepared in accordance with Sri Lanka Financial Reporting Standard (SLFRS) in the category of Small and Medium Sized Entities.

Regional Business Expansion

While we have experienced steady progress in our business operations in the Kandy and Galle regions during the year, we also successfully established a fully-fledged Regional Study Centre in Kurunegala thus fulfilling a long felt need in this region. All three



Total assets as at balance sheet date
after depreciation adjustments stood at

Rs. 511 million

as against the last year's figure of
Rs. 480 million.

Regional Centres are presently contributing appreciably towards the top line and bottom line improvements of the institute.

The full spectrum of study programmes ranging from PCGD to PQHRM are currently being offered through these Regional Centres and the student base in the regions stand at 750 students at present.

In view of the increasing demand for IPM's study programmes from outstations, our future business expansion has been geared more towards the regions whilst sustaining our business volumes in the Colombo operation.

Corporate Governance and Risk Assessment

IPM Sri Lanka's governance framework complies with the requirements outlined by the By-Laws of the Institute and other relevant laws and regulations applicable for business organisations. In order to maintain transparency of all our dealings and in ensuring sound internal controls, we have secured the services of a reputed firm of Chartered Accountants to carry out an internal audit within the Institute on a continuous basis. We have made it a practice to implement their recommendations, thereby mitigating business risks whilst re-engineering our business processes with a view to ensuring business sustenance and growth of the organisation.

Our external auditors Messers B.R. De Silva and Company, Chartered Accountants carried out a comprehensive annual audit, and the audited financials are available with the audited report, with auditors having expressed an "Unqualified Opinion" on IPM's affairs during the financial year 2015/2016.

I take this opportunity to express my sincere appreciation to the President and Governing Council, Executive Director and staff of IPM Sri Lanka, members of the faculty and all stakeholders of the Institute for their unstinted support and cooperation in carrying out my functions. My special thanks go out to the Manager Finance and her team for their excellent commitment towards maintaining financial discipline across all operations and for the timely preparation of financial statements and other records in a professional manner.

Finally, I would like to take this opportunity to congratulate in advance the new Council to be elected for the next council year.

P.G. Tennakoon

Director Finance & Administration
IPM Sri Lanka

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IPM SRI LANKA
HONY
TREASURER'S
REPORT



Financial Reporting 2015/2016

I'm indeed pleased to present the audited financial statement for the year ended 31st March 2016. Upon a comprehensive audit conducted by M/S B.R. De Silva & Co, Chartered Accountants - the Auditors of IPM Sri Lanka, it has been reported that IPM has maintained proper accounting records, strictly conforming to the accepted accounting standards and have accordingly expressed their opinion on our financials and related activities, giving a clean slate.

Revenue

Income generated through IPM study programmes continued to be the primary source of income for the financial year 2015/2016 which amounted to Rs. 299.9 million - the highest ever recorded, representing an increase of 17% as against that of the previous financial year. Other operating income during the year under review was Rs. 7.1 million.

Surplus of Income

A net surplus of Rs. 16.8 million is reported for the financial year 2015/16 (i.e. after deducting for taxation).

Total Expenses

The total expenditure for the year was reported as Rs. 161.2 million which includes administrative, promotional, finance costs and other expenses incurred during the year.

Total Assets

The total assets value as at 31st March 2016 stood at Rs. 511.4 million which includes both Fixed Assets and Current Assets.

Other Investments

At the end of the financial year, deposits worth Rs. 67.5 million are available at Hatton National Bank, Sampath Bank & Pan Asia Bank.

Whilst placing on record my appreciation to all stakeholders who contributed towards yet another successful year, I wish to extend special thanks to our Auditors for their guidance and recommendations in order to improve our systems and procedures.

I also wish to express my sincere gratitude to the Executive Director, Director Finance and Administration and the staff of the entire finance division for all the support they extended to me by preparing the monthly Accounts and related documents well in advance to be submitted to the Council and to the Auditors.

Finally, I express my sincere thanks to the President and all the Council members of the Institute of Personnel Management Sri Lanka and to the Chairman and the members of the Finance and Administration Committee for the support rendered towards me and the Assistant Treasurer.



K.W. Kirinde
Hony. Treasurer
IPM Sri Lanka



NATION

PROPELLING PROSPERITY...

IPM Sri Lanka will continue to develop our country's human capital - arguably the most crucial and valued asset we possess - with a view to national growth, whilst ensuring equity and progress for all stakeholders within the HR equation. In doing so, IPM Sri Lanka will bring about stronger alignment with global practices, whilst revamping outmoded systems with more streamlined methodologies. IPM will actively pursue avenues for engagement between all levels of the labour force, educating individuals and raising the bar of the HR profession.

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF INSTITUTE OF PERSONNEL MANAGEMENT SRI LANKA (INCORPORATED BY PARLIAMENT ACT NO. 24 OF 1976)

1. Report on the Financial Statements

We have audited the accompanying financial statements of Institute of Personnel Management Sri Lanka (INC), ("the Institute") which comprise the statement of financial position as at 31st March 2016 and the Statement of Comprehensive Income, Statement of Changes of Funds, Statement of Cash Flow for the year then ended, and a summary of significant accounting policies and other explanatory information.

2. Council's Responsibility for the Financial Statements

The Council is responsible for the preparation and fair presentation of these financial statements in accordance with Sri Lanka Accounting Standards for SME's, and for such internal controls as Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

3. Auditor's Responsibility


Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Sri Lanka Auditing Standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of the financial statements that give a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by Board, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion. We therefore believe that our audit provides a reasonable basis for our opinion.

4. Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Institute as at March 31, 2016, and its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for SME's.


 B. R. DE SILVA & CO.
 Chartered Accountants
 Date: 8/7/2016



STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 31ST MARCH, 2016

	Notes	2016		2015
		Rs.	Cts.	Rs.
Revenue	(6)	299,955,315.32		255,898,347
Direct Cost		(113,456,205.27)		(97,479,329)
Gross Profit		186,499,110.05		158,419,018
Income/(Loss) from Committees	(6.1)	(15,140,117.58)		(9,673,485)
Other Operating Income	(7)	7,138,888.21		8,155,567
		178,497,880.68		156,901,101
Administration Expenses		(123,293,277.98)		(99,003,642)
Promotional Expenses		(28,862,396.06)		(16,509,000)
Finance & Other Expenses	(8)	(9,057,397.37)		(986,080)
		(161,213,071.41)		(116,498,722)
Excess of Income over Expenditure - before Taxation		17,284,809.27		40,402,379
Taxation	(9)	(483,282.88)		(452,661)
Excess of Income Over Expenditure - after Taxation		16,801,526.39		39,949,718

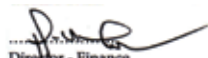


STATEMENT OF FINANCIAL POSITION



AS AT 31ST MARCH, 2016

	Notes	2016	2015
		Rs. Cts.	Rs.
Assets			
Non-Current Assets			
Property Plant & Equipment	(10)	385,191,827.33	371,828,679
Other Financial Assets	(11)	67,461,661.51	75,152,014
		452,653,488.84	446,980,693
Current Assets			
Trade & Other Receivables, Prepayments	(12)	53,288,248.73	28,795,614
Inventories		2,933,019.26	2,465,823
Income Tax Receivable	(21)	2,459,773.33	2,075,720
Cash & Cash Equivalents	(13)	34,894.00	60,114
Total Current Assets		58,715,935.32	33,397,271
Total Assets		511,369,424.16	480,377,964
Equity & Liabilities			
Capital & Reserves			
Accumulated Reserve	(14)	288,247,698.06	271,446,172
Funds Other	(15)	787,235.61	824,973
		289,034,933.67	272,271,145
Non-Current Liabilities			
Interest Bearing Loans & Borrowings	(16)	79,998,400.00	89,999,200
Retirement Benefit Obligations	(17)	6,825,250.00	5,344,665
		86,823,650.00	95,343,865
Current Liabilities			
Deferred Income A/C	(18)	78,165,619.52	63,417,805
Other Payables & Accrued Expenses	(19)	33,348,946.88	28,173,963
Interest Bearing Loans & Borrowings	(16)	10,000,800.00	10,000,800
Retention Payable	(20)	716,184.29	272,554
Bank Overdrafts	(22)	13,279,289.80	10,897,834
Total Current Liabilities		135,510,840.49	112,762,955
Total Equity & Liabilities		511,369,424.16	480,377,964

We certify that above Statement of Financial Position, to the best of our knowledge and belief, contains a true account of the capital, liabilities, property and assets of the Institute.


 Director - Finance

The Committee Members are responsible for the preparation and presentations of these financial statements.
 Signed for and behalf of the Committee by :

Name	Signature
President (1) H. A. R. W. Amarapala	
Treasurer (2) K. W. Kirinde	
Date 1/7/2016	



STATEMENT OF CHANGES OF FUNDS

FOR THE YEAR ENDED 31ST MARCH 2016

	Accumulated Reserve Rs.		Other Funds Rs. (Note - 15)		Total Rs.	
	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
Balance as at 01st April 2014	225,703,402.56		6,459,521.58		232,162,924.14	
Excess of Income Over Expenditure for the year	39,949,717.70		-		39,949,717.70	
Additions during the year		-	158,502.83		158,502.83	
Transfers during the year	5,793,051.41		(5,793,051.41)		-	
Balance as at 31st March 2015	271,446,171.67		824,973.00		272,271,144.67	
Excess of Income Over Expenditure for the year	16,801,526.39		-		16,801,526.39	
Additions during the year		-	10,449.61		10,449.61	
Transfers during the year		-	(48,187.00)		(48,187.00)	
Balance as at 31st March 2016	288,247,698.06		787,235.61		289,034,933.67	



STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31ST MARCH, 2016

	2016		2015
	Rs.	Cts.	Rs.
Net Profit before Taxation	17,284,809		40,402,379
Adjustments for			
Depreciation	15,847,709		13,748,563
Provision for Gratuity	1,672,426		1,707,077
Funds Received/Utilized During the year	(37,737)		158,502
Impairment for receivables	-		1,131,062
Profit/Loss on disposal of Fixed Assets	(28,188)		
Fair Value Adjustment	234,074		(99,776)
	34,973,093		57,047,807
Changes in the Working Capital			
Decrease/(Increase) in Inventories	(467,196)		30,296
Decrease/(Increase) in Debtors & Receivables	(24,492,635)		(593,904)
(Decrease)/Increase in Creditors & Accrued Expenses	5,174,984		6,905,845
(Decrease)/Increase in Deferred income	14,747,815		2,016,756
(Decrease)/Increase in Retention payable	443,630		37,315
	30,379,690		65,444,115
Gratuity Paid	(191,840)		-
Tax Paid	(867,336)		(412,717)
Net Cash Flow from Operations	29,320,515		65,031,398
Cash Flow from Investing Activities			
Acquisition of Fixed Assets	(29,682,669)		(132,471,068)
Disposal proceeds of Fixed Assets	500,000		
Investment made in Fixed Deposits	7,456,278		(29,825,987)
Net Cash Flow from Investing Activities	(21,726,391)		(162,297,055)
Cash Flows from Financing Activities			
Repayment of the Loans & Borrowings	(10,000,800)		100,000,000
Net Cash Generated from Financing Activities	(10,000,800)		100,000,000
Net Increase in Cash & Cash Equivalents	(2,406,676)		2,734,343
Cash and Cash Equivalents at the Beginning of the year	(10,837,720)		(13,572,063)
Cash and Cash Equivalents at the End of the year	(13,244,396)		(10,837,720)
Analysis of Cash Equivalents			
Petty Cash	34,894		60,114
Bank Overdrafts	(13,279,290)		(10,897,834)
	(13,244,396)		(10,837,720)

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

1. GENERAL INFORMATION

Institute of Personnel Management Sri Lanka (INC) is an Institute incorporated in Sri Lanka by Law No. 24 of 1976 of the National State Assembly. The address of its' registered office and principal place of business is No.43, Vijaya Kumaranathunga Mawatha, Colombo 05. The principal activity is providing Professional Services on personnel management.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

2.1 Basis of preparation

These financial statements have been prepared in accordance with the Sri Lanka Accounting Standard for Small and Medium-sized Entities issued by the Institute of Chartered Accountants of Sri Lanka.

2.1.1 Going Concern

The members of the council have made an assessment on the Institute's ability to continue as a going concern and they do not intend either to liquidate or to cease trading.

2.2 Revenue Recognition

Revenue is measured at the fair value of the consideration received or receivable, net of discounts, rebates, trade discounts and sales-related taxes collected on behalf of the Government of Sri Lanka.

2.2.1 Rendering Services

Revenue is recognized principally on an accrual basis, represents the values of services rendered to customers.

2.2.2 Interest & Dividend Income

Interest income is recognized on an accrual basis. Dividend income is recognized at the time the right to receive payment is established.

2.3 Borrowing Costs

All borrowing costs are recognized in profit or loss in the period in which they are incurred.

Interest expense is recognized on the basis of the effective interest method and included in finance costs.

2.4 Income Tax

The Institute has obtained tax exemption under section 08 of the Inland Revenue Act No. 38 of 2000 and amendments thereto.

2.5 Significant Accounting Estimates and Judgments

The preparation and presentation of financial statements in conformity with SLFRS for SME's, requires management to make judgments, estimates and assumptions that affect that application of accounting policies and reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates and judgments used.

Estimates and underlying assumptions are reviewed on an on-going basis. Revisions to accounting estimates are recognized in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Information about significant areas of estimates, uncertainty and critical judgments in applying accounting policies that have the most significant effects on the amounts recognized in the financial statements.

2.6 Property, Plant and Equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the reducing balance method. The following annual rates are used for the depreciation of property, plant and equipment:

Buildings	2.5 %
Furniture & Fittings	10%
Other Equipment	15%
Plant & Machinery	25%
Computer Equipment	25%

If there is an indication that there has been a significant change in depreciation rate, useful life or residual value of an asset, the depreciation of that asset is revised prospectively to reflect the new expectations.

2.7 Impairment of Assets

At each reporting date, property, plant and equipment are reviewed to determine whether there is any indication that those assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognized immediately in profit or loss.

Similarly, at each reporting date, inventories are assessed for impairment by comparing the carrying amount of each item of inventory (or group of similar items) with its selling price less costs to complete and sell. If an item of inventory (or group of similar items) is impaired, its carrying amount is reduced to selling price less costs to complete and sell, and an impairment loss is recognized immediately in profit or loss.

If an impairment loss subsequently reverses, the carrying amount of the asset (or group of related assets) is increased to the revised estimate of its recoverable amount (selling price less costs to complete and sell, in the case of inventories), but not in excess of the amount that would have been determined had no impairment loss been recognized for the asset (group of related assets) in prior years. A reversal of an impairment loss is recognized immediately in profit or loss.

2.8 Leases

Leases are classified as finance leases whenever the terms of the lease transfer substantially all the risks and rewards of ownership of the leased asset to the Company. All other leases are classified as operating leases.

Rights to assets held under finance leases are recognized as assets of the Institute at the fair value of the leased property (or, if lower, the present value of minimum lease payments) at the inception of the lease. The corresponding liability to the lessor is included in the statement of financial position as a finance lease obligation. Lease payments are apportioned between finance charges and reduction of the lease obligation so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are deducted in measuring profit or loss. Assets held under finance leases are included in property, plant and equipment, and depreciated and assessed for impairment losses in the same way as owned assets.

Rentals payable under operating leases are charged to profit or loss on a straight-line basis over the term of the relevant lease.

2.9 Inventories

Inventories are stated at the lower of cost and selling price less costs to complete and sell. Cost is calculated using the first-in, first-out (FIFO) method.

2.10 Financial Instruments

2.10.1 Financial Assets

Trade and other receivables

The financial assets are recognized initially at the transaction price. Subsequently they are measured at transaction cost less provision for impairment. Services are made on normal terms and most of services are made on the basis of normal credit terms, and the receivables do not bear interest.

Where credit is extended beyond normal credit terms, receivables are measured at amortized cost using the effective interest method. At the end of each reporting period, the carrying amounts of trade and other receivables are reviewed to determine whether there is any objective evidence that the amounts are not recoverable. If so, an impairment loss is recognized immediately in profit or loss.

Cash & Cash Equivalents

Cash & Cash Equivalents are defined as cash in hand demand deposits and short term highly liquid investments, readily convertible to known amounts of cash and subject to insignificant risk of changes in value.

For the purpose of Cash Flow Statement, Cash & Cash Equivalents consist of cash in hand & deposits in banks net of outstanding bank overdraft investments with short maturities. i.e Three months or less from the date of acquisitions are also treated as Cash Equivalents.

Other financial assets

Other short term financial assets comprise investments in equity securities/ investments in fixed or savings deposits. They are recognized initially at transaction price.

After initial recognition, investments in equities that are publicly traded or for which the fair value can be measured reliably, are measured at fair value with changes in fair value recognized in profit or loss. Fair value is determined using the quoted bid price at the reporting date.

If there is an indication of possible impairment, the carrying amount is reduced to management's best estimate of the amount that the Entity would receive for the asset if it were to be sold at the reporting date.

Other investments are subsequently measured at cost less any impairment.

2.10.2 Held-to-Maturity Investment (HTM)

Non-derivative financial assets with fixed or determinable payments and fixed maturities are classified as hold-to-maturity when the institute has the positive intention and ability to hold them to maturity. After initial measurement, held to maturity investments are measured at amortized cost using the effective interest rate (EIR) methods less impairment. The EIR amortization is included in finance income in the statement of comprehensive income. The losses arising from impairment are recognized in the statement of comprehensive income in financial costs. Investments in Fixed Deposit have been classified under HTM investment.

2.10.3 Financial liabilities

Financial liabilities are initially recognized at the transaction price (including transaction costs).

Trade payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest.

Interest bearing liabilities

Interest bearing liabilities are subsequently measured at amortized cost using the effective interest method.

2.11 Employee benefits

2.11.1 Defined Contribution Plans

A defined contribution plan is a post-employment benefit plan under which an entity pays fixed contribution into a separate entity and will have no legal or constructive obligation to pay further amounts. Obligations for contribution to Employee Provident and Employee Trust Funds covering all employees are recognized as an expense in profit or loss as incurred.

The Institute contributes 12% and 3% of gross emoluments of employees as Provident Fund and Trust Fund contributions respectively.

2.11.2 Defined Benefit Plans

Provision has been made in the accounts for gratuities payable under the payment of Gratuity Act No.12 for employees who have had five year continued service to the Institute.

3. KEY SOURCES OF ESTIMATION UNCERTAINTY

3.1 Contingent Liabilities

There are no Contingent Liabilities as at the reporting date.

4. EVENTS OCCURRING AFTER THE REPORTING PERIOD

There are no material events occurring after the reporting period that require adjustment or disclosure in the financial statements.

5. APPROVAL OF FINANCIAL STATEMENTS

These financial statements were approved by the Council and authorized for issue on 01st July, 2016.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

Notes		Income		Expenditure		Excess/(Losses)	
		Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
(06)	REVENUE						
	<i>Study Course</i>						
	FCHRM (Foundation Course in HRM)	36,279,411.68		11,630,621.01		24,648,790.67	
	CCHRM (Certificate Course in HRM)	83,429,600.33		22,757,217.61		60,672,382.72	
	PQHRM (Professional Qualification in HRM)	156,661,497.40		61,831,099.81		94,830,397.59	
	Seminars & Workshops	13,257,411.85		10,005,982.96		3,251,428.89	
	NDTD - National Diploma in Training & Development	3,965,846.65		2,961,462.38		1,004,384.27	
	PCGD - Programme in Career Guidance & Development	6,123,639.41		4,128,421.50		1,995,217.91	
	Assignments - Business School	237,908.00		141,400.00		96,508.00	
		299,955,315.32		113,456,205.27		186,499,110.05	
(6.1)	Income from Committees						
	National HR Conference Committee	18,980,381.36		19,872,662.55		(892,281.19)	
	Marketing & Media Committee	-		3,022,246.13		(3,022,246.13)	
	Consultation & Research Committee	1,745,437.26		929,025.32		816,411.94	
	Young Members Forum	195,600.00		2,311,638.67		(2,116,038.67)	
	HR Night	1,756,750.00		2,176,431.30		(419,681.30)	
	Library Development & Publication Committee	-		670,221.01		(670,221.01)	
	International Affairs Committee	-		4,946,365.75		(4,946,365.75)	
	Finance & Administration Committee	-		65,661.50		(65,661.50)	
	Business School Committee	-		21,398.82		(21,398.82)	
	HR Service Providers' Exhibition Committee	971,431.37		865,062.20		106,369.17	
	Membership Development & Member Services Committee	40,147.06		1,309,824.88		(1,269,677.82)	
	Strategy Formulation & Implementation Committee	-		522,954.89		(522,954.89)	
	Audit & Legal Affairs Committee	-		550,911.00		(550,911.00)	
	CSR & Career Guidance	-		883,210.86		(883,210.86)	
	IT Committee	-		8,752.11		(8,752.11)	
	Committee to Active College of Past Presidents	-		7,100.00		(7,100.00)	
	HR Quiz	2,165,101.26		2,813,338.77		(648,237.51)	
	Corporate Affairs, Premises Development & Expansion Committee	-		18,160.13		(18,160.13)	
		25,854,848.31		40,994,965.89		(15,140,117.58)	



NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

Notes		2016		2015	
		Rs.	Cts.	Rs.	Cts.
(07)	OTHER OPERATING INCOME				
	Interest Income	4,027,357.31		3,439,402	
	Sundry Income	557,877.40		848,401	
	Dividend Income	14,686.01		29,466	
	Membership Fees	1,159,718.44		1,155,949	
	Hall Hire Income	1,613,322.95		2,582,574	
	Profit/(Loss) on Fair Value Adjustment of Equity Shares	(234,073.90)		99,776	
		7,138,888.21		8,155,567	
(08)	FINANCE & OTHER COSTS				
	Interest on Loans	7,821,391.03		-	
	Bank Charges	337,220.00		226,470	
	Bank Charges on accepting Credit Card Payments	898,786.34		759,610	
		9,057,397.37		986,080	
(09)	RECONCILIATION OF EXCESS OVER INCOME TO INCOME TAX EXPENSE				
	Excess of Income Over Expenditure before Taxation	17,284,809.27		40,402,379	
	Income does not form Part of Business	(4,042,043.32)		(3,468,868)	
		13,242,765.95		36,933,511	
	Aggregate Disallowable Items	20,154,200.83		31,983,133	
	Aggregate Allowable Items	(25,595,707.02)		(27,140,242)	
	Profit from Business (Exempt from Tax)	7,801,259.76		41,776,402	

The Profits and Income other than Profits and Income from dividends or interest are exempt from Income Tax under - Section 07(b) of the Inland Revenue Act No. 10 of 2006.

Taxable Income					
	Income from Interest	4,027,357.31		3,772,176	
		4,027,357.31		3,772,176	
	Tax Rate		12%		12%
	Liable Tax on Interest	483,282.88		452,661	
	Total Tax	483,282.88		452,661	



NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH, 2016

(10) PROPERTY, PLANT & EQUIPMENT

Freehold Assets	Balance as at 01.04.2015		Additions		Disposals		Balance as at 31.03.2016	
	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
Land	142,213,406.00		-		-		142,213,406.00	
Building	242,441,892.75		-		-		242,441,892.75	
Plant & Machinery	18,441,533.30		-		-		18,441,533.30	
Furniture & Fittings	15,846,678.75		3,980,914.25		-		19,827,593.00	
Library Books	3,442,437.47		425,557.00		-		3,867,994.47	
Office Equipment	40,577,142.48		22,602,497.90		(803,169.61)		62,376,470.77	
Computer Equipment	11,973,173.30		2,673,700.00		-		14,646,873.30	
Total Cost	474,936,264.05		29,682,669.15		(803,169.61)		503,815,763.59	

Depreciation	Balance as at 01.04.2015		Depreciation		Disposals		Balance as at 31.03.2016	
	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
Building	44,412,041.06		6,061,047.36		-		50,473,088.42	
Plant & Machinery	18,441,533.30		-		-		18,441,533.30	
Furniture & Fittings	6,933,147.53		1,511,631.17		-		8,444,778.70	
Library Books	-		-		-		-	
Office Equipment	24,961,089.91		6,254,293.20		(331,357.45)		30,884,025.66	
Computer Equipment	8,359,772.77		2,020,737.41		-		10,380,510.18	
Total Depreciation	103,107,584.57		15,847,709.14		(331,357.45)		118,623,936.26	

	WDV as at 01.04.2015		WDV as at 31.03.2016	
	Rs.	Cts.	Rs.	Cts.
Total Assets	474,936,264		503,815,763.59	
Total Depreciations	(103,107,585)		(118,623,936.26)	
WDV	371,828,679		385,191,827.33	



NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH, 2016

Notes		2016	2015
		Rs. Cts.	Rs.
(11)	OTHER FINANCIAL ASSETS		
	Available for Sale Financial Assets (11.1)	321,680.80	550,277
	Held to maturity Financial Assets (11.2)	53,712,794.06	50,578,540
	Investments in Savings Accounts (11.3)	13,427,186.65	24,023,197
		67,461,661.51	75,152,014

Notes		Number of Shares as at 31.03.2016	Market Value as at 31.03.2016 Per Share	Fair Value as at 31.03.2016 (Total)	Fair Value as at 31.03.2015 (Cost)
		Rs. Cts.	Rs. Cts.	Rs. Cts.	Rs. Cts.
(11.1)	Available For Sale Financial Assets (Investment in QPC)				
	Company Name				
	Ceylon Investment Co.				
	- Registered Under CDS	143	52.70	7,536.10	12,922
	- Non-Registered Under CDS	5,961	52.70	314,144.70	537,355
		6,104		321,680.80	550,277

Notes		2016	2015
		Rs. Cts.	Rs.
(11.2)	Held to Maturity Financial Assets		
	HNB Fixed Deposits	16,712,794.06	25,578,540
	Sampath Bank Fixed Deposit	25,000,000.00	25,000,000
	Pan Asia Bank - Fixed Deposits	12,000,000.00	-
		53,712,794.06	50,578,540

Notes		2016	2015
		Rs. Cts.	Rs.
(11.3)	Investment In Savings Accounts		
	Commercial Bank - Savings Account	108,584.08	146,321
	National Savings Bank - Savings Account	8,143.64	7,756
	Hatton National Bank - Savings Account	13,310,458.93	23,869,119
		13,427,186.65	24,023,197

NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH, 2016

Notes		2016		2015
		Rs.	Cts.	Rs.
(12)	TRADE & OTHER RECEIVABLES/PREPAYMENTS			
	Security Deposits	1,037,500.00		1,037,500
	Advance A/C	1,521,280.20		1,791,950
	YMF Current Account	988.65		989
	Receivable Study Courses & Seminars (12.1)	36,869,904.53		18,370,485
	Distress Loans	671,202.00		505,852
	Receivable Sponsorship & Others	1,993,289.43		1,034,416
	Receivable Interest Income	2,363,549.53		385,832
	Hall/Stall Booking - NHRC & Exhibition	2,636,990.09		2,037,509
	Prepayments	2,126,794.30		1,623,144
	Kandy Rent Deposit	1,786,750.00		807,938
	Galle Rent Deposit	1,200,000.00		1,200,000
	Refundable Deposit - Kurunegala	1,080,000.00		-
		53,288,248.73		28,795,614
(12.1)	Receivable Study Course & Seminars	37,261,424.09		18,762,005
	Impairment for receivables	(391,519.56)		(391,520)
	Net receivable balances	36,869,904.53		18,370,485
(13)	CASH & CASH EQUIVALENTS			
	Petty Cash	34,894.00		60,114
		34,894.00		60,114
(14)	ACCUMULATED RESERVES			
	Balance at the beginning of the Year	271,446,171.67		225,703,403
	Income over Expenditure during the year	16,801,526.39		39,949,718
	Transferred from Other Funds	-		5,793,051
	Balance at the end of the Year	288,247,698.06		271,446,172



NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH, 2016

Notes		Balance as at 31.03.2015		Addition		Utilization/ Transfers		Balance as at 31.03.2016	
		Rs.	Cts.	Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
(15)	FUNDS - OTHER								
	Library Fund	678,651.53		-		-		678,651.53	
	Jayantha Jayaratna Gold Medal	146,321.47		10,449.61		(48,187.00)		108,584.08	
		824,973.00		10,449.61		(48,187.00)		787,236	

Notes		2016		2015
		Rs.	Cts.	Rs.
(16)	INTEREST BEARING LOANS & BORROWINGS			
	Long Term Loans			
	Hatton National Bank - Term Loan-Payable within 01 Year	10,000,800.00		10,000,800
	Hatton National Bank - Payable after 01 Year	79,998,400.00		89,999,200
		89,999,200.00		100,000,000

Securities

Registered Primary floating mortgage bond for Rs. 100 Mn over the immovable property at No. 35/1, Vijayakumaranatunga Mawatha, Colombo - 05.

(17)	RETIREMENT BENEFIT OBLIGATIONS			
	Balance at the beginning of the Year	5,344,664.50		3,637,588
	Provision for the year	1,672,425.50		1,707,077
	Payments during the year	(191,840.00)		-
	Balance at the end of the Year	6,825,250.00		5,344,665

(18)	DEFERRED INCOME			
	(PQHRM) - Professional Qualification in Human Resource Mgt.	59,044,131.52		47,116,110
	(CCHRM) - Certificate Course in Human Resource Mgt.	13,549,679.00		10,863,223
	(FCHRM) - Foundation Course in Human Resource Mgt.	3,228,081.00		3,731,656
	(NDTD) - National Diploma in Training & Development	2,191,521.00		1,563,816
	(PCGD) - Programme in Career Guidance and Development	152,207.00		143,000
		78,165,619.52		63,417,805



NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH, 2016

Notes	2016		2015
	Rs.	Cts.	Rs.
(19)	ACCRUED EXPENSES		
	Stamp Duty Payable	44,000.00	32,950
	Audit fee Payable	250,000.00	220,000
	EPF Payable	29,429.99	619,442
	ETF Payable	7,357.50	95,859
	NBT Payable	872,109.48	740,842
	ESC Payable	259,950.60	223,400
	PAYE Payable	160,294.00	174,720
	Advance Received	858,386.47	2,054,992
	Library Refundable Deposits	1,276,827.43	1,175,827
	Other Accrued Expenses	29,590,591.41	22,835,932
		33,348,946.88	28,173,963
(20)	RETENTION PAYABLE		
	10% Retention Payable	716,184.29	272,554
(21)	INCOME TAX PAYABLE/(OVERPAYMENT)		
	Balance at the beginning of the Year	(58,848.23)	(1,663,004)
	Provision for the year	483,282.88	452,661
		424,434.65	(1,210,343)
	Less : Tax Credits		
	Paid during the year	-	-
	WHT Receivable	(418,990.33)	(169,203)
	Economic Service Charge	(2,465,217.65)	(696,175)
	Income Tax (Overpaid)/Payable	(2,459,773.33)	(2,075,720)
(22)	BANK OVERDRAFTS		
	Hatton National Bank	13,279,289.80	10,897,834
		13,279,289.80	10,897,834



NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH 2016

Notes

(23) COMMITMENTS AND CONTINGENCIES

(a) Capital Commitments

There were no capital expenditure commitments as at 31st March 2016 which require adjustment to or disclosure in the Financial Statements.

(b) Financial Commitments

There were no financial commitments as at 31st March 2016 which require adjustment to or disclosure in the Financial Statement.

(c) Contingent Liabilities

There were no contingent liabilities as at 31st March 2016 which require adjustment to or disclosure in the Financial Statement.

(24) EVENTS OCCURRING AFTER THE REPORTING PERIOD

There have been no material events occurring after Statement of Financial Position date which require adjustment to or disclosure in the Financial Statement.



NOTES TO THE FINANCIAL STATEMENTS

AS AT 31ST MARCH 2016

(25) RELATED PARTY TRANSACTION

Payments are made in the ordinary course of business to any member of the Institute for certain specified activities. During the reporting period, the following members of the Council have been involved in such activities at the request of the Council on behalf of the Institute.

Payments made to Council Members during the Reporting period (Financial Year)

	Name of the Council Member	Transactions	2015/2016	
			Rs.	Cts.
1.	C. Gannile	Lecture / Examination/ Paper Marking Payment for Consultancy Assignment Amounts Payable to IPM***	443,200.00 138,863.00 41,625.00	
2.	Shanaka Fernando	Lecture / Examination/ Paper Marking	381,750.00	
3.	Kumar Kirinde	Lecture / Examination/ Paper Marking	151,100.00	
4.	Aruna Dayanatha	Lecture / Examination/ Paper Marking Membership Interview panel	201,665.00	
5.	Indika Abeyesuriya	Lecture / Examination/ Paper Marking	95,400.00	
6.	Rohan Kaduwela	Lecture / Examination/ Paper Marking	172,800.00	
7.	Dillon Gomez	Lecture / Examination/ Paper Marking	1,110,287.50	
8.	Namal Jayaweera	Lecture / Examination/ Paper Marking Amounts Payable to IPM***	65,000.00 126,093.14	
9.	Priyankara Senevirathne	Lecture / Examination/ Paper Marking	108,600.00	
10.	U.A.C. Obeyesekera	Lecture / Examination/ Paper Marking Payment for Consultancy Assignment	365,942.50 22,137.00	
11.	Manoj Keppetipola*	Lecture / Examination/ Paper Marking Amounts Payable to IPM***	387,662.50 111,000.00	
12.	G. Weerathunga*	Lecture / Examination/ Paper Marking Payment for Consultancy Assignment Payment for Seminar and Workshop Inquiry Committee Panel member fee Amounts Payable to IPM***	412,012.50 371,000.00 80,000.00 40,000.00 41,625.00	
13.	Ajith R.De Costa**	Lecture / Examination/ Paper Marking	152,387.50	
14.	L S Peiris**	Invigilation / Examination	26,100.00	

* Transactions relating to these council members were considered from August 2015 to 31st March 2016 as they were appointed to the Council on August 2015.

** Transactions relating to these council members were considered from April 2015 to 31st July 2015 as they were not in the Council after July 2015.

*** These outstanding balance from Council members were relating to participation for HR Auditors programme conducted by IPM Sri Lanka.

DETAILED INCOME & EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31ST MARCH, 2016

	Notes	2016	2015
		Rs. Cts.	Rs.
Revenue	(A)	299,955,315.32	255,898,347
Direct Expenses		(113,456,205.27)	(97,479,329)
Gross Profit		186,499,110.05	158,419,018
Committee Income/(Loss)	(A-1)	(15,140,117.58)	(9,673,485)
Other Operating Income	(B)	7,138,888.21	8,155,567
		178,497,880.68	156,901,101
Administration Expenses	(C)	(123,293,277.98)	(99,003,642)
Promotional Expenses	(D)	(28,862,396.06)	(16,509,000)
Finance & Other Expenses	(E)	(9,057,397.37)	(986,080)
		(161,213,071.41)	(116,498,722)
Excess of Income over Expenditure - before Taxation		17,284,809.27	40,402,379
Taxation		(483,282.88)	(452,661)
Excess of Income Over Expenditure - after Taxation		16,801,526.39	39,949,718



ADDITIONAL NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

Notes		Income		Expenditure		Excess/(Losses)	
		Rs.	Cts.	Rs.	Cts.	Rs.	Cts.
(A)	REVENUE						
	Study Courses						
	FCHRM (Foundation Course in HRM)	36,279,411.68		11,630,621.01		24,648,790.67	
	CCHRM (Certificate Course in HRM)	83,429,600.33		22,757,217.61		60,672,382.72	
	PQHRM (Professional Qualification in HRM)	156,661,497.40		61,831,099.81		94,830,397.59	
	Seminars & Workshops	13,257,411.85		10,005,982.96		3,251,428.89	
	NDTD - National Diploma in Training & Development	3,965,846.65		2,961,462.38		1,004,384.27	
	PCGD - Programme in Career Guidance & Development	6,123,639.41		4,128,421.50		1,995,217.91	
	Assignments - Business School	237,908.00		141,400.00		96,508.00	
		299,955,315.32		113,456,205.27		186,499,110.05	
(A.1)	Income from Committees						
	National HR Conference Committee	18,980,381.36		19,872,662.55		(892,281.19)	
	Marketing & Media Committee	-		3,022,246.13		(3,022,246.13)	
	Consultation & Research Committee	1,745,437.26		929,025.32		816,411.94	
	Young Members Forum	195,600.00		2,311,638.67		(2,116,038.67)	
	HR Night	1,756,750.00		2,176,431.30		(419,681.30)	
	Library Development & Publication Committee	-		670,221.01		(670,221.01)	
	International Affairs Committee	-		4,946,365.75		(4,946,365.75)	
	Finance & Administration Committee	-		65,661.50		(65,661.50)	
	Business School Committee	-		21,398.82		(21,398.82)	
	HR Service Providers' Exhibition Committee	971,431.37		865,062.20		106,369.17	
	Membership Development & Member Services Committee	40,147.06		1,309,824.88		(1,269,677.82)	
	Strategy Formulation & Implementation Committee	-		550,911.00		(550,911.00)	
	Audit & Legal Affairs Committee	-		522,954.89		(522,954.89)	
	CSR & Career Guidance	-		883,210.86		(883,210.86)	
	IT Committee	-		8,752.11		(8,752.11)	
	Committee to Active College of Past Presidents	-		7,100.00		(7,100.00)	
	HR Quiz	2,165,101.26		2,813,338.77		(648,237.51)	
	Corporate Affairs, Premises Development & Expansion Committee	-		18,160.13		(18,160.13)	
		25,854,848.31		40,994,965.89		(15,140,117.58)	



ADDITIONAL NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

Notes		2016		2015	
		Rs.	Cts.	Rs.	Cts.
(B)	OTHER OPERATING INCOME				
	Interest Income	4,027,357.31		3,439,402	
	Sundry Income	557,877.40		948,177	
	Dividend Income	14,686.01		29,466	
	Membership Fees	1,159,718.44		1,155,949	
	Hall Hire Income	1,613,322.95		2,582,574	
	Profit/(Loss) on Fair Value Adjustment of Equity Shares	(234,073.90)		-	
		7,138,888.21		8,155,567	



ADDITIONAL NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

Notes	2016		2015	
	Rs.	Cts.	Rs.	Cts.
(C) ADMINISTRATIVE & ESTABLISHMENT EXPENSES				
Professional Charges	4,243,863.83		358,600	
Medical Expenses - Outdoor	629,037.44		528,244	
Staff Incentives on Attendance	94,000.00		95,000	
Printing & Stationery	977,949.75		1,101,259	
Advertising Expenses	470,342.23		581,023	
Postage Charges	373,181.37		322,516	
Water Bills	558,305.19		474,800	
Communication Charges	1,393,778.07		1,105,072	
Electricity	8,818,895.33		8,457,832	
Salaries & Wages	39,473,133.74		34,225,216	
Allowances - Transport & Mobile	5,848,483.59		5,273,141	
Casual Labour Charges	839,791.00		1,218,125	
Overtime/Out of Pocket Allowances	1,870,978.93		1,697,077	
E.P.F.	4,741,338.29		4,048,981	
E.T.F.	1,185,334.57		1,003,118	
Travelling Expenses	839,853.54		701,029	
Staff Training & Development	2,044,321.10		660,472	
Office Maintenance	504,228.63		868,157	
Office Equipment Maintenance	2,348,536.64		1,249,294	
Building Maintenance	5,940,478.44		3,113,454	
AGM Expenses	1,845,043.67		1,587,108	
Audit Fees	398,386.80		339,637	
Ex-gratia Payments	7,826,281.09		4,274,127	
Janitorial	1,930,572.20		1,872,452	
Insurance - Building/Property	433,053.74		297,552	
Insurance - Medical	615,230.47		679,749	
Depreciation	15,847,709.14		13,748,563	
Gratuity Provision	1,672,425.50		1,707,077	
Impairment for Course Fees Receivables	-		1,131,062	
Staff Welfare	2,889,427.36		1,881,569	
Miscellaneous Expenses	159,243.42		74,106	
Municipal Rates	284,040.00		224,910	
Library Expenses	177,740.96		258,606	
Hiring Land for Parking	-		862,500	
Stamp Duty	113,675.00		97,375	
Institutional Expenses	676,810.36		351,194	
Fuel for Generator	39,950.00		600	
Membership Development Expenses	109,409.63		120,434	
Subscription Fees	59,357.64		84,032	
Security Charges	3,299,329.04		1,886,942	
ISO/5S Implementation Expenses	848,671.21		441,635	
Office Rent - Regional Centers	299,000.00		-	
For All Religious Festivals	572,089.07		-	
	123,293,277.98		99,003,642	

ADDITIONAL NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31ST MARCH, 2016

Notes		2016		2015	
		Rs.	Cts.	Rs.	Cts.
(D)	PROMOTIONAL EXPENSES				
	Programme Calendar	1,093,021.60		1,372,451	
	Award Ceremony	2,028,745.94		3,028,482	
	Exhibition/Career Guidance & Business Devl. Outstation	18,427,109.90		5,591,236	
	Advertisement Expenses	1,850,371.73		1,619,146	
	Web Maintenance & Development	164,640.00		11,250	
	Sponsorships	461,000.00		181,000	
	Awarding of Degrees/HR Definition Launch	32,790.49		462,994	
	Brochures & Promotional Materials	4,454,846.40		1,462,386	
	Business Leaders' Forum	-		2,435,389	
	Compliments & Gifts/Donations	213,250.00		247,500	
	IPM Chartered Status Exp.	136,620.00		97,166	
		28,862,396.06		16,509,000	
(E)	FINANCE COSTS				
	Interest on Loans	7,821,391.03		-	
	Bank Charges	337,220.00		226,470	
	Bank Charges on accepting Credit Card Payments	898,786.34		759,610	
		9,057,397.37		986,080	



ANNEXURES

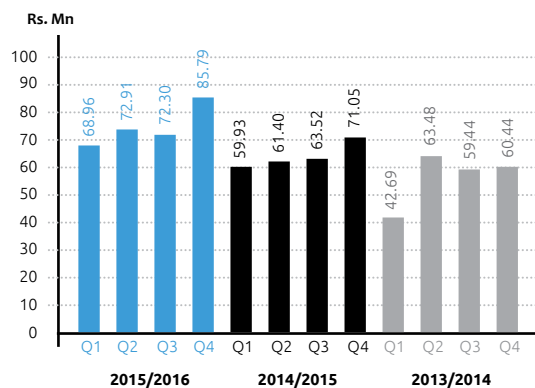
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FINANCIAL PERFORMANCE

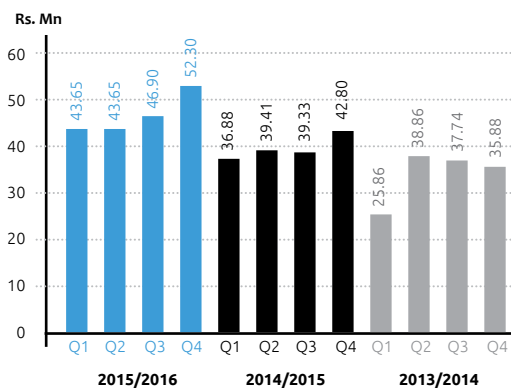
QUARTERLY BASIS

For the Quarter ended	2015/2016					2014/2015					2013/2014				
	Q 01 Rs. Mn	Q 02 Rs. Mn	Q 03 Rs. Mn	Q 04 Rs. Mn	Total Rs. Mn	Q 01 Rs. Mn	Q 02 Rs. Mn	Q 03 Rs. Mn	Q 04 Rs. Mn	Total Rs. Mn	Q 01 Rs. Mn	Q 02 Rs. Mn	Q 03 Rs. Mn	Q 04 Rs. Mn	Total Rs. Mn
Income Statement															
Turnover	68.96	72.91	72.30	85.79	299.96	59.93	61.40	63.52	71.05	255.90	42.69	63.48	59.44	60.44	226.05
Gross Profit	43.65	43.65	46.90	52.30	186.50	36.88	39.41	39.33	42.80	158.42	25.86	38.86	37.74	35.88	138.34
Net Surplus	6.67	3.58	1.26	5.29	16.80	11.79	10.23	9.05	8.88	39.95	4.03	12.99	9.60	7.68	34.30
Balance Sheet															
Total Assets	473.53	477.43	473.36	511.37		323.40	335.68	342.65	480.38		271.00	289.97	291.74	331.88	
Total Equity	279.43	283.01	282.21	289.03		244.28	254.51	263.62	272.27		199.66	214.88	224.38	232.16	
Key Performance Indicators															
Gross Profit Ratio	63.30	59.87	64.87	60.96		61.54	64.19	61.92	60.24		60.58	61.22	63.49	59.36	
Net Surplus Ratio	9.67	4.91	1.74	6.17		19.67	16.66	14.25	12.50		9.44	20.46	16.15	12.71	
Current Ratio	1:0.32	1:0.37	1:0.41	1:0.39		1:0.34	1:0.37	1:0.27	1:0.30		1:0.19	1:0.38	1:0.38	1:0.39	
Quick Ratio	1:0.29	1:0.33	1:0.37	1:0.36		1:0.30	1:0.27	1:0.24	1:0.27		1:0.15	1:0.34	1:0.34	1:0.36	

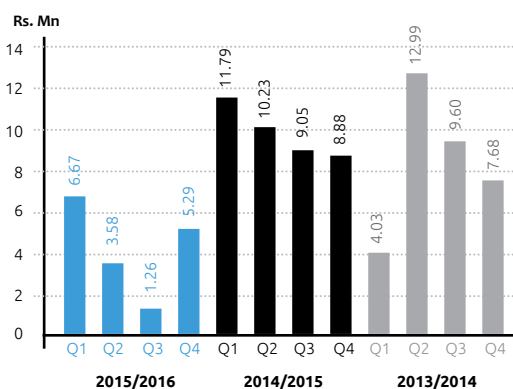
Turnover



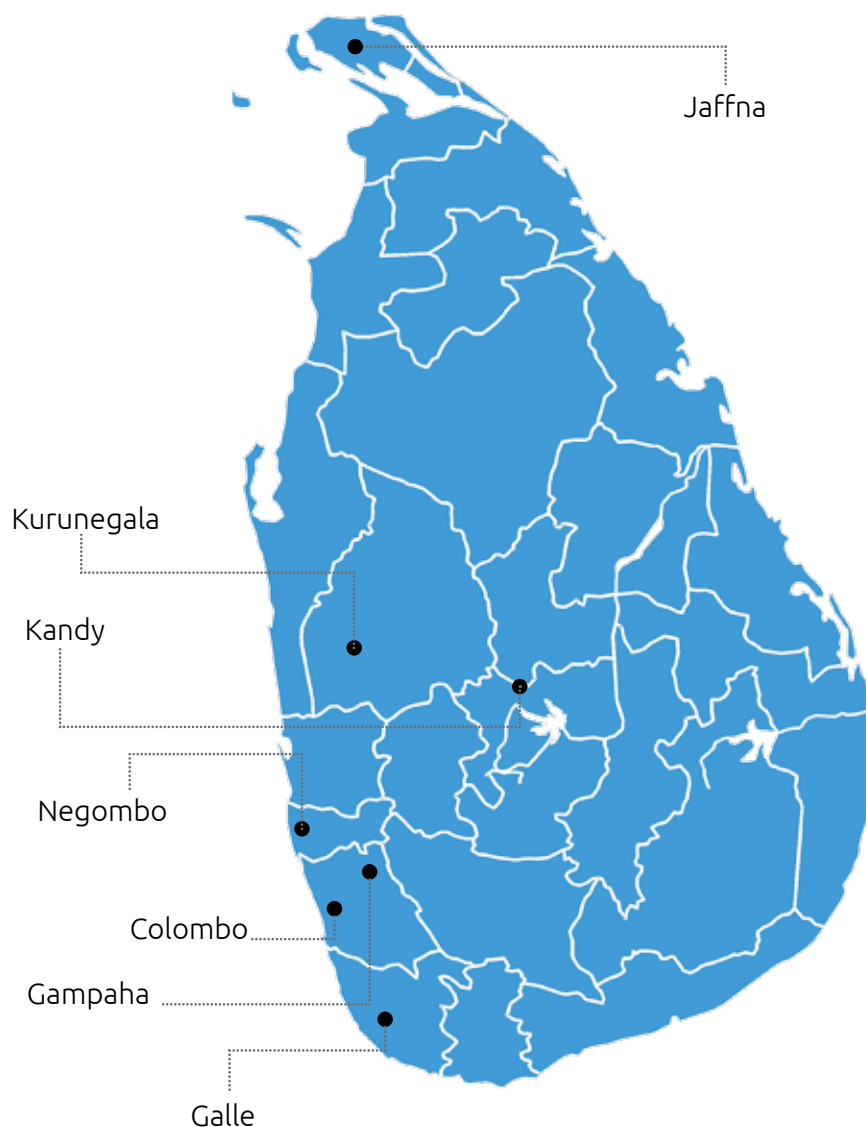
Gross Profit



Net Surplus



REGIONAL CENTRES



IPM KANDY REGIONAL CENTRE
No. 155 A, William Gopallawa Mw.,
Kandy.
Tel. : 081 2238030-1
Email : ipmkandy@ipmlk.org

IPM GALLE REGIONAL CENTRE
No. 114, Wakwella Rd, Galle.
Tel. : 091 22 311 06, 091 22 311 16
Email : ipmgalle@ipmlk.org

IPM KURUNEGALA REGIONAL CENTRE
Jayawansha Building, 6th Floor, No. 64,
Colombo Road, Kurunegala
Tel. : 037 2231992, 037 2231990
Email : ipmkurunegala@ipmlk.org

IPM GAMPAHA STUDY CENTRE
Institute of Professional Training &
Development (IPTD)
No. 49/1/2, 2nd Floor, Gampaha-Yakkala
Rd, Gampaha.
Tel. : 033 3338486, 033 2234244,
Fax : 033 2234244
Email : iptdgmp@gmail.com

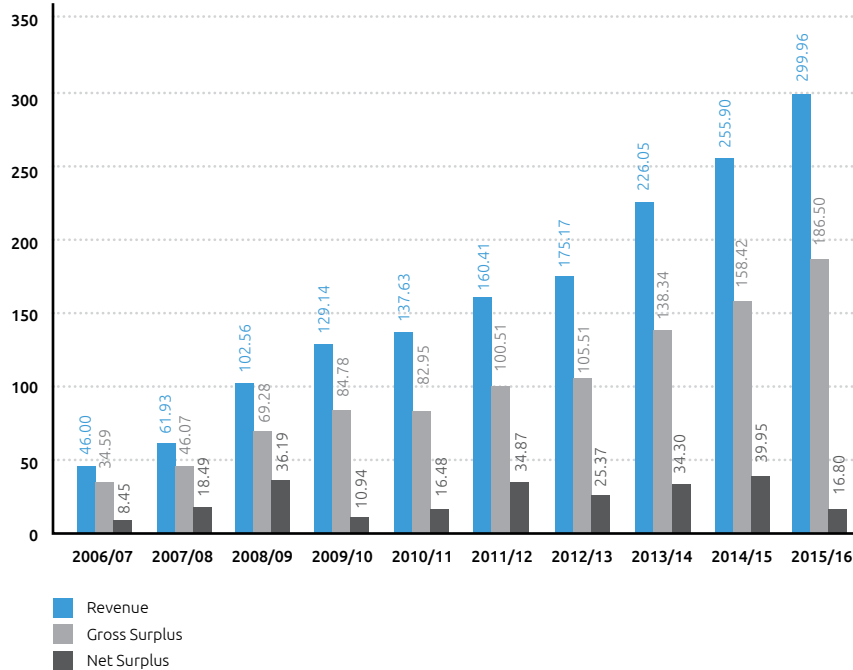
IPM JAFFNA STUDY CENTRE
IIS City Campus,
No. 200, Sivan Pannai Road, Jaffna.
Tel. : 021 4900900, 021 2228060,
Email : info@iis.edu.lk,

IPM NEGOMBO STUDY CENTRE
No. 349/2, AIMS College Building, Main
Street, Negombo.
Tel. : 071 4196752, 076 5304697
031 7388001-2
Email : aimsnegombo@gmail.com

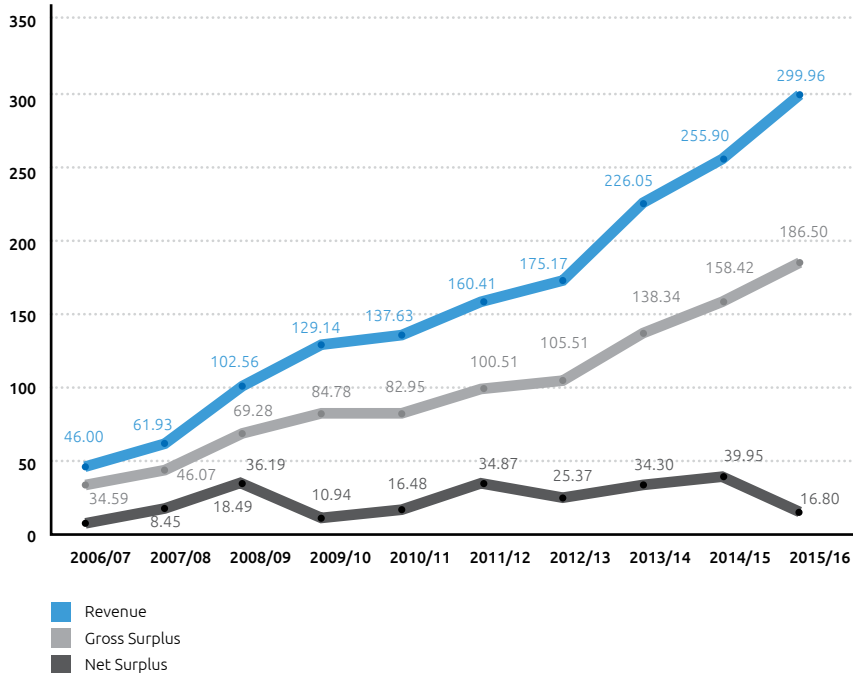
PERFORMANCE REVIEW

FINANCIAL PROGRESS FOR THE LAST 10 YEARS

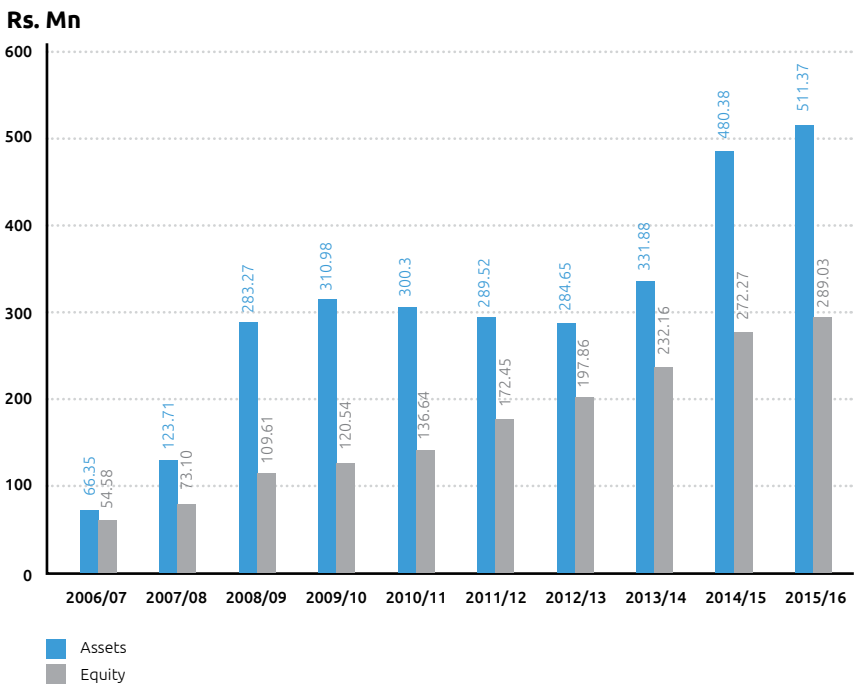
Rs. Mn



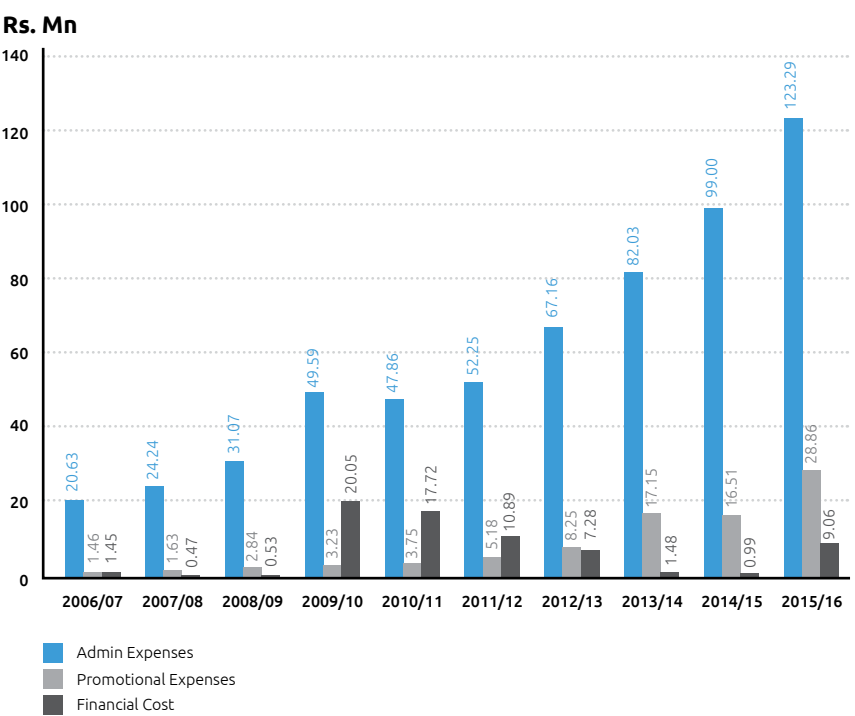
Rs. Mn



ASSETS & EQUITY FOR LAST 10 YEARS

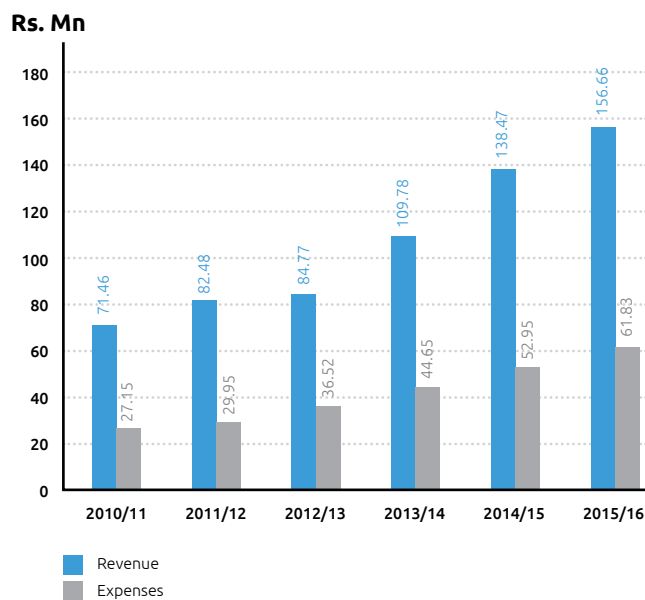


ADMINISTRATION & OTHER EXPENSES FOR LAST 10 YEARS

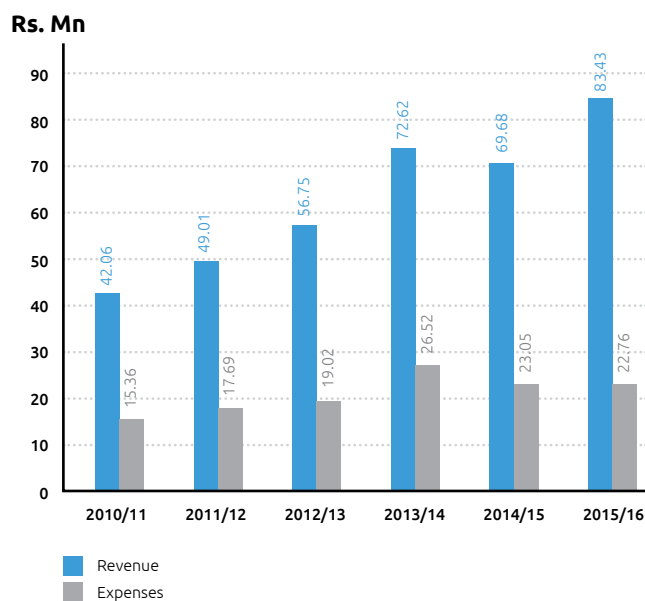


STUDY COURSES & SEMINARS - INCOME & EXPENDITURE COMPARISON FOR LAST 6 YEARS

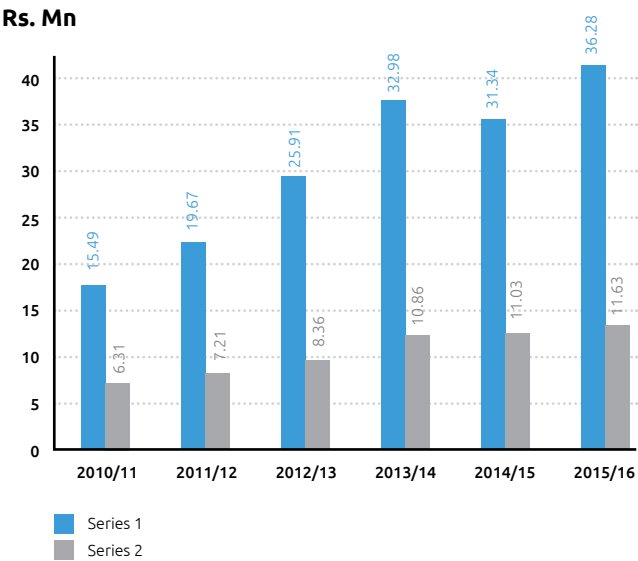
PROFESSIONAL QUALIFICATION IN HRM (PQHRM)



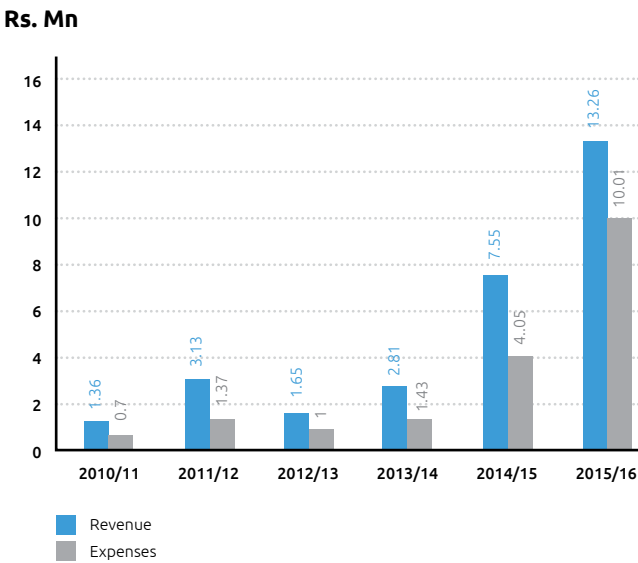
CERTIFICATE COURSE IN HRM (CCHRM)



FOUNDATION COURSE IN HRM (FCHRM)

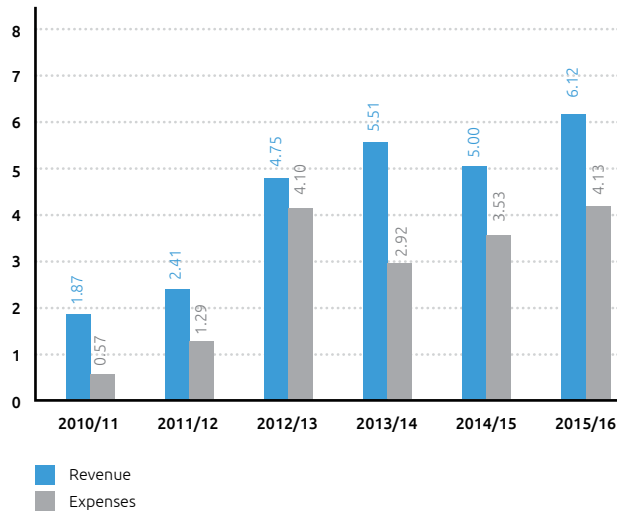


SEMINARS



PROGRAMME IN CAREER GUIDANCE & DEVELOPMENT (PCGD)

Rs. Mn



MILESTONES

(1959 - 2016)

1959

The Institute of Personnel Management (IPM) is founded with the objective of nurturing and developing the profession of Personnel Management.

1960

A committee comprising 14 'Subscriber Members' and headed by eminent personality Sir Cyril De Zoysa, adopts the IPM Constitution.

1962

The 'Handbook of Personnel Management' is compiled by Dr. D.S. Bandarage. This was considered as the premier guide to Personnel Management in Sri Lanka for many years.

1976

IPM is incorporated as a professional educational institution by Parliamentary Act No. 24 of 1976.

1985

The First-ever National HR Conference is organised by IPM in order to share and gain industry knowledge, exchange views, share best practices and to build professional connections. Over the next three decades, the event would become Sri Lanka's flagship HR learning conference and South Asia's largest HR event.

1992

IPM is registered with the Tertiary and Vocational Education Commission (TVEC) of Sri Lanka as an Institute authorized to conduct courses and examinations in Personnel Management.

2000

The official foundation stone laying ceremony of 'IPM House' Colombo 5 is held under the auspices of our Executive Council Members and other dignitaries.

2001

'IPM House' is officially opened by the then IPM President Mr. U.A.C. Obeyesekere on 31st July 2001 realising a long cherished dream of the IPM Membership and HR fraternity of Sri Lanka.

2003

IPM Learning Centre and Library is officially launched. The library would later grow to be Sri Lanka's biggest collection of books and publications with regard to Human Resource Management.

2005

The Professional Qualification in Human Resource Management (PQHRM) is officially launched meeting a timely need for an advanced qualification in HRM in Sri Lanka.

IPM Sri Lanka was elected as the President, Asia Pacific Federation of Human Resource Management (APFHRM) and as Board Member of the World Federation of People Management Associations.

2006

The IPM Kurunegala Regional Study Centre is opened to cater to the Human Resource Management educational needs of the North Western (Wayamba) region.

2007

IPM Sri Lanka was appointed as the Vice President, Asia Pacific Federation of Human Resources Management representing the Indian Sub-Continent.

2008

Signed an MOU with the Open University of Sri Lanka (OUSL) to design and implement the MBA in HRM.

IPM Sri Lanka was elected as the Secretary General, Asia Pacific Federation of Human Resource Management.

Signed an MOU with Australian Human Resources Institute (AHRI) and PMSM Indonesia to enhance professional development activities.

IPM Sri Lanka successfully completed the second phase of the 'headquarters building expansion project' with the addition of its new wing, equipped with state-of-the-art lecture halls, office infrastructure, and amenities. The ceremonial opening of the new wing took place on 01st June 2008.

2009

The IPM Members' Lounge is launched offering an array of exclusive benefits for IPM Members.

A Memorandum of Understanding (MoU) is signed with the Australian Human Resource Institute (AHRI) for mutual collaboration.

The IPM Gampaha Regional Study Centre is opened to cater to the Human Resource Management educational needs of the Gampaha area.

2010

IPM commences HRM courses in Jaffna through its Jaffna Regional Study Centre, meeting a timely need for HRM education in Sri Lanka's war-torn Northern Province.

IPM launches BA (Hons) Leadership and Management Degree from the Northumbria University, UK.

2012

IPM receives ISO 9001:2008 Certification from the Sri Lanka Standards Institution (SLSI) recognizing the Institute's capacity for the design, development and conducting of professional educational programmes on Human Resource Management and for the undertaking of HRM Consultancies.

IPM wins the 'Taiki Akimoto 5S Merit Award' from the Japan Sri Lanka Technical and Cultural Association (JASTECA). IPM Sri Lanka thus became the first professional HRM Institute to be honoured with this prestigious award.

A Memorandum of Understanding (MoU) is signed with the World University Service of Canada (WUSC) for mutual collaboration.

2013

IPM wins Gold Award for its Annual Report under the 'Small and Medium-sized Entities Category' at the 49th Annual Report Competition organised by the Institute of Chartered Accountants of Sri Lanka (ICASL).

IPM wins Silver Award at SLIM Brand Excellence Awards 2013.

IPM records the highest number of Graduates in a single year (489) since its inception.

The IPM Kandy Regional Centre is opened to cater to the Human Resource Management educational needs of Sri Lanka's Central Province.

A Memorandum of Understanding (MoU) is signed with the University of Wolverhampton, UK.

The IPM Negombo Regional Study Centre is opened to cater to the Human Resource Management educational needs of the Negombo area.

2014

IPM launched its very own definition for Human Resource Management. The new definition is considered to be a significant milestone in IPM's journey and clarifies a number of aspects critical to HRM, especially in the Sri Lankan context.

The IPM Galle Regional Centre is opened to cater to the Human Resource Management educational needs of Sri Lanka's Southern province.

A Memorandum of Understanding (MoU) is signed with CA Sri Lanka for mutual collaboration.

A Memorandum of Understanding (MoU) is signed between IPM Sri Lanka, NIPM India and BSHRM Bangladesh for the formation of the South Asian Association of Human Resources (SAAHR).

IPM Sri Lanka is categorized as "Human Resource Development" under the 'Schedule of Professions' of the Organization of Professional Associations (OPA) of Sri Lanka. Accordingly, IPM Sri Lanka will be entitled to nominate a "Representative Member" to serve on the Executive Council and Forum meetings of the OPA.



2015

Purchased a property in extent of 40 perches, located almost adjacent to the IPM Building.

Won the 'Certificate of Merit' at the SAFA (South Asian Federation of Accountants) Best Presented Annual Report Awards 2013 for the year 2013 in the 'Non-Governmental Organisations Category' (including NPOs).

Awarded the prestigious Special Commendation Award for the Service Sector under the small scale category at the National Productivity Awards.

Initiated to Establish a Study Centre in Kurunegala.

2016

Upgraded PQHRM syllabus was re-launched.

The revamped Kandy Regional Centre was opened.

Introduced the first ever Certified HR Auditor Programme in Sri Lanka in collaboration with TV Rao Learning Systems (TVRLS) India.

Fellow Member & Past President, IPM Sri Lanka, Mr. U.A.C. Obeyesekere, bestowed 'APFHRM Professional of the Year 2015 Award' at the APFHRM Regional HR Conference held in Singapore in November 2015.

NOTICE OF MEETING

Notice is hereby given that the Annual General Meeting of the Institute of Personnel Management Sri Lanka will be held on 30th July 2016 from 3:30 pm onwards at HR House No.43, Vijaya Kumaranathunga Mawatha, Colombo 05, for the following purposes:

1. Consideration and adoption of the Annual Report of the Institute
2. Consideration and adoption of the Audited Statement of Annual Accounts of the Institute for the year ended 31st March 2016
3. Consider any other resolutions that were submitted conforming to specific period of time given and recommended by the Council
4. Installation of the New President in office
5. Election of an Auditor for the Institute for the Financial Year 2016/2017
6. Election of Office Bearers for the Governing Council 2016/2017

By order of the Governing Council.



C. Gannile, FIPM

Honorary Secretary

Institute of Personnel Management Sri Lanka (Inc.)

CORPORATE INFORMATION

Name of the Institute

Institute of Personnel Management Sri Lanka (Inc.)

Legal Form

Founded in 1959

Incorporated by Act of Parliament No. 24 of 1976

Registration Number of the Institute

P01/0362

Registered Address

"HR House",
43, Vijaya Kumaranatunga Mawatha,
Narahenpita, Colombo - 05

Contact Details

Tel : +94 11 2199988, +94 11 2768278, +94 11 2809902

Fax : +94 11 2819988, +94 11 2199975

Email : ipminfo@ipmlk.org

Web : www.ipmlk.org

Auditors

B.R. De Silva & Company,
Chartered Accountants,
No. 22/4, Vijaya Kumaranatunga Mawatha,
Narahenpita, Colombo - 05

Bankers

Hatton National Bank PLC,
Head Office Branch,
HNB Towers,
479, T.B. Jayah Mawatha, Colombo - 10

