





Vision

To be the centre of excellence in providing training and conducting consultancy and research on plantation management



Mission

To elevate the professional competence of all human assets in the plantation industry towards perfection through quality training



Quality Policy

National Institute of Plantation Management, the only government institute for developing of plantation staff, committed to reach excellence in education, training, research and consultancy to achieve our vision.

To ensure this, we

- Recruit, develop and retain the best and suitable resource persons and facilitators with the right attitude
- Provide modern, appropriate and adequate infrastructure
- Maintain effectiveness & efficiency in all our teaching, learning, practical

- training and Quality Management System (QMS) processes to focus on improving our quality and productivity
- Maintain up to date curriculum to cater to the changing needs in Sri Lanka and in the world
- Promote risk-based thinking in our QMS
- Committed to meet applicable requirements such as statutory, regulatory and other requirements, as well as manage the institute in a socially and ethically responsible manner

We strictly comply with the ISO 9001:2015 Quality Management System requirements and continually improve same.





A.L.A. Asoka Siriwardana Chairman

As the key educator of the Sri Lankan plantation industry sector, the NIPM plays its designated role by continuously assessing, upgrading, and enriching the all-round competencies of personnel engaged in the sector as well as newcomers. In my view, every plantation industry employee from the bottom of the pyramid to the highest echelons must be a well-trained professional adhering to the highest standards of performance and governance.

Relevant to the above mission, I proudly announce the publication of the NIPM Prospectus 2023 in advance with the goal of sharpening the most powerful weapon available to our plantation industry. Our prospectus is not only a wish list but a sure promise to be delivered by our dedicated team.

We offer state-of-the-art infrastructure facilities conducive for interactive self-learning in an environment of knowledge sharing ably supported and guided by internal and external professionals competent in imparting superior knowledge and skills. Our focus is not limited to theoretical aspects but also on the development of a student's personality and overall perspective through extracurricular activities and attitudinal changes. Most crucially, we endeavour to inculcate an empowered, innovative can-do attitude.

The NIPM is more than just a place to learn. It gives a unique opportunity to grow by equipping students with the knowhow they need to achieve excellence in the spheres of personal as well as professional performance. Our alumni are also given opportunities to draw from our strengths and develop further on a continuous basis in tandem with changing industry dynamics. That is the NIPM's contribution to nation building amidst prevailing global turbulence.

I'd like to take this opportunity to express my gratitude to all our stakeholders and well-wishers to gather around the institute in support of realizing our mission and express my best wishes for a successful academic year fulfilling the prospectus.



Dr. Prasad DharmasenaDirector / Chief Executive Officer

Greetings from the National Institute of Plantation Management, Sri Lanka for the academic year 2023. We all have come a long way to make the journey glorious by contributing in the true spirit of our motto" Centre for Excellence" through various outright and noble activities. Our Institute has made a positive contribution to bring solidity and progress in the arena of plantation crop technology and management over the past 42 years and it has the potential for even greater accomplishments in the years ahead.

We have many remarkable memories to prop up the magnanimity of institute with its current stature. There is no yardstick to measure a human capital base other than making a qualitative assessment of its multidimensional activities. Education, being one of the most important areas of human capital development which can be studied, analyzed and visualized to have a feeling about how a human capital has been performing. It is needless to mention here that in today's fast-moving world, technical education has taken a large share of the entire education sector and all of us knowingly or unknowingly, are part of this system which is undergoing radical changes. We, at NIPM, are making our earnest and humble attempt to cope up with this trend. Having started our journey in 1979, it has been our constant endeavor to upgrade, modify and improve upon our standards to match the contemporary needs.

The Institute endows with adequate skilled human resources equipped with the knowledge and technical skills to cater the global challenges in the plantation industry. Consequently, the scope of the institute is widened as an independent degree awarding institute to provide adequate opportunities for the professional and academic development of employees in plantation industry within the framework of knowledge society to inculcate values, motivation and skills in the art of modern planting. It has been our endeavor to incorporate as many innovations as much as possible in the design and implementation of our training/academic programmes.

Learning and growth at NIPM of plantation management and crop technology are not confined to classroom and academic experiences. Participants have to experience in rich and varied extracurricular and co- curricular activities too. While we feel proud of our achievements, we are not contented. Our vision is to be the centre of excellence and emerge as a top-ranking plantation management and technology institute in Asia. Thus, on the journey, our top priority during the academic year 2023 will be accorded to outreach and extension activities besides making best possible resource personals and useful resource material available to the planters and other participants.

In conclusion, I would like to note that the prospective planters and crop management professionals espouse in continuing studies through various virtual and contact classes due to the present crisis. Nevertheless, we are on a mission to inculcate versatility in the development of the dynamic and branded personalities of NIPM in the academic year 2023 too, despite with all challenges, through our well-designed academic as well as professional preparations.

Finally, I wish you all a successful academic year.

he National Institute of Plantation Management is under the purview of the Ministry of Plantation which is the professional body of the Government of Sri Lanka, established in 1979 by NIPM Act No. 45 of 1979 with focus to elevate professional and academic qualifications amongst Plantation Management & Supervisory personalities in the industry. The Institute is empowered to award certificates to those who successfully complete the educational courses. NIPM is the only professional institute in the plantation industry which is empowered by the amendment of Act No 5 of 1987 to award professional memberships to eligible professionals in the industry. The academic mainstream is available for management of Small Holder ventures with the same criteria. Wide opening is made available for young school leavers to join the NIPM and gain competency theoretically and practically on inhouse training at plantations and other related organizations.

Highly professionalized lectures and trainers with super flux course material set out by competent Staff at the institute along designed agendas suited for progressive course enhancement of knowledge of educationists positively. Empowered qualified professional scientists too, are assigned in lecturing where needed nationally and internationally.

The Board of Governors do monitor and supervise each and every activity executed by NIPM with dignity in academic criteria as a high degree professional and academic body appointed by the Ministry of Plantation.

NIPM arguably offers impetus to the nation through its well-earned progressive path.

The institute assists to increase productivity of the human factor by developing their competencies and attitudes.

The NIPM is located 05 km away from the Athurugiriya interchange or 05 km away from the Kaduwela interchange of the outer expressway. Its location 24 km away from the commercial city of Colombo provides ideal ecosurrounding for training and allied activities.

Facilities available

The NIPM has made available infrastructure facilities to the best state-of-the environment. digitalized laboratories. accommodation facilities with restaurants, air conditioned auditoriums for student comfort also paramount importance.

The institute has all the infrastructure facilities required for an Educational Institute/Campus. Its head/main office situated at Athurugiriya has three (03) lecture halls, a printing unit, an audio visual section, a library with over 4000 books, a large auditorium which has seating facilities for 200 persons at a time, a hostel with accommodation facilties for 60 persons, office premises, and 8.5 acres of land.

The NIPM maintains a regional centre at Bogawanthalawa, to cater to up country human resource and skill development including the small holding sector as well.



The National Institute of Plantation Management is unique in its manifesto and invites exuberantly those interested in professional management with academic credentials, to set themselves in for career progress and deliver optimum results oriented finality to the organization each individual is assigned.

Board of Governors

As per the Act the Board of Governors comprises the following members;

• Ex-Officio Member

- Chairman, National Institute of Plantation
 Management
- Director, National Institute of Plantation Management
- Director ,Tea Research Institute
- Director, Rubber Research Institute
- Director, Coconut Research Institute

Appointed Members

- A representative of the Tea Small Holdings Development Authority
- A representative of the Planters' Association of Ceylon
- One (01) representative of the Ministry of Plantation
- A representative of the Ministry of Finance
- A representative of the Federation of Tea Small Holdings Development Societies
- A representative of the Private Tea Factory Owners' Association
- A representative of the Thurusaviya Fund
- A representative of Coconut the Growers' Association
- Two (02) union representatives nominated by the Minister of Plantation.

Academic Functions of the Institute

(1) Conducting academic courses

Degree

B.Tech. in Plantation Crop Technology & Management

2)

(3)

(4)

National Diploma

- Plantation Extension Management
- Plantation Crop Technology
- Plantation Management & Technology

Professional Programmes

- Tea Manufacture Factory **Practices**
- Rubber Manufacture & Factory Practices
- Language Proficiency

Advanced Certificate Courses

- Plantation Accounting & Financial Management
- Tea Tasting
- Organic Agriculture and Plantation Management

Certificate Courses

- Plantation Book-keeping & Accounting
- Micro Finance

NVQ Courses

- Tea Factory Officer
- Tea Field Officer

Conducting training programmes in different subjects relating to plantation management

- Various workshops, seminars, webinars, symposium etc.
- Skill Development Programmes
- Smallholder Development **Programmes**
- Technical Development **Programmes**
- Management Development **Programmes**
- Staff Development Programmes

Providing research and consultancy services in plantation management and conducting aptitude tests / examinations for selectina and promoting employees for public and private sector organizations.

Issuing publications (plantation journals, newsletters, student manuals of training programmes, text books and other periodicals etc.)

(5) Conferring professional membership eligible plantation executives. (Honorary Member, Fellow Member, Associate Member and Student Member)

Academic Board

NIPM has a well-established Academic Administrative System. The supreme body of the Academic Administrative System is the Academic Board.

Academic Board Members

- Director / CEO NIPM
- Representative from Line Ministry in the capacity of Senior Assistant Secretary or above officer
- Head of Academic Affairs NIPM
- Two Technical Experts from Plantation Industry
- Snr. Asst. Secretary or Above Officer Ministry of Higher Education
- Snr. Asst. Secretary or Above Officer Ministry of Skill Development & Vocational Training
- A Representative from University Grant Commission (UGC)
- A Representative from Tertiary and Vocational Education Commission (TVEC)
- Director Tea Research Institute
- Director Rubber Research Institute
- Director Coconut Research Institute
- Director Sugar Research Institute
- Head of Examination NIPM



Physical Resources Supporting the Delivery of Programmes

The physical environment of an educational institute plays a vital role especially as it caters to the education of students. To support the successful delivery of the courses, NIPM maintains required amenities and facilities to meet the standards.

NIPM is in line with the modern day students' requirements with its physical environment facilities.

Lecture Rooms and Facilities

All lecture halls are equipped with modern teaching aids for comfortable learning environment for the students to acquire knowledge without any disturbance. The lecture halls have the space capacity ranging from 30 to 60 students. The auditorium consists of a 200 seating capacity.





Library and Information Services

Library services required by the NIPM students emphasize electronic access to various research collections. This plan optimizes the 'anytime, anywhere' concept of access to digital resources, while maintaining convenient access to print materials.



Laboratory Facilities

NIPM has one computer laboratory with facilities including the Internet. There are 30 computers available for students for their educational purposes with all modern facilities.

Learning Center

The institute has a learning center in fulfilling practical needs of current diploma students and prospective planters in the country in order to familiarize with all tea manufacturing operations. This Centre is equipped with modern tea manufacturing machineries and an excellent tea tasting room, which can accommodate 20 students at a time.





Accommodation Facilities

The Institute has adequate accommodation facilities that are required for an educational and training Institute. Hostel facilities can be provided for 60 persons.

Regional Centre

Bogawanthalawa Regional Centre

The regional Centre of NIPM which is located in Theresia Estate, Bogawanthalawa is an improved center with modern facilities. Auditorium with a capacity for nearly 100 persons and two medium size lecture halls which can be accommodated around 50 in each are available. The hostel at Bogawanthalawa provides accommodation facilities for nearly 70 people at a time.



Management Staff of the Institute



Mr. A.L.A. Asoka Siriwardana Chairman



Dr. Prasad Dharmasena Director / CEO

Staff Officers of NIPM

Academic Division



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



Mr. P.H. Jayathilake Training Specialist (Actg. & Fin.Mgt)



Mrs. Ruvini N. Lokuhetti Training Specialist (Mgt.)



Mr. Lahiru Kulasekera Training Officer (Agri. Econ)



Mr. Chanaka Weerakoon Training Officer (Mgt)



Mr. N.S. Hettiarachchi Librarian



Mrs. Shermila Makawita Development Officer



Mr. M. L. R. Jayantha Administrative Officer



Mr. L. Bandaranayake Hostel Manager



Mr. Manjula Bandara Hostel Manager

Accounts / Finance & Audit Division



Mr. L. D. J. Priyantha Accountant



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

NIPM Team

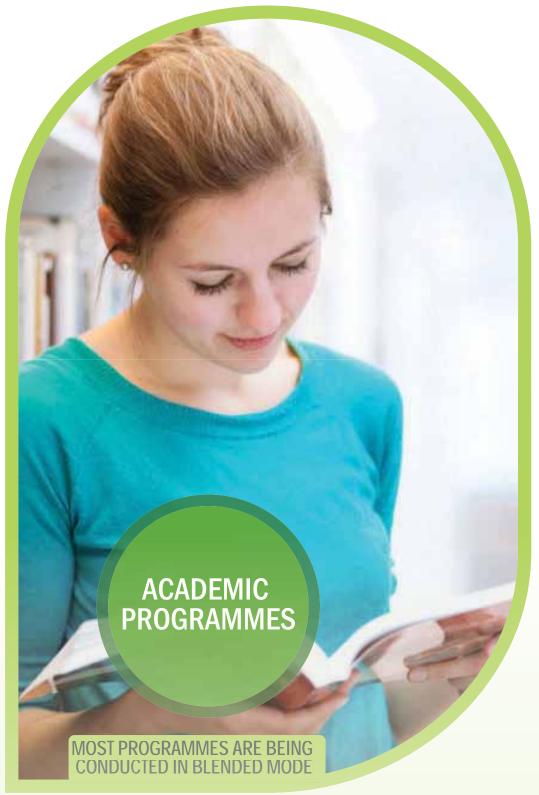


PROSPECTUS 2023

Contents

Vision/Mission	1
Quality Policy/Environment Management Policy	2
Chairman's Message	3
Director's Message	4
About NIPM	6
Academic Board	9
Physical Resources Supporting the Delivery of Programmes	10
NIPM Staff	12
Contents	15
Academic	17
Professional Programmes	32
International Programmes	35
Technical Development Programmes	39
Management Development Programmes	43
Skill Development Programmes	47
Worker Development Programmes	53
Workshops	55
Staff Development Programmes	57
Small Holder Programmes	59

PROSPECTUS 2023





National Diploma in Plantation Management (NDPM) - ND 01

DURATION Eighteen (18) months

MEDIUM English

VENUE **Athurugiriya** NIPM and other crop related

institutes

FEE Rs. 135 ,000/- per

participant, payable in three (03) installments.

November 2023

COORDINATOR Mrs. S. N. Illanganthilake

(Tel. No. 070-3455785)

and English at not more than two (02) sittings and

 Passed G.C.E.(A/L) examination with three subjects at not more than two sittings and one (01) year experience in the Plantation/ Agriculture related sectors

Or

- Executives attached to Plantation/ Agriculture related organization or an Owner/ Manager of a private estate/ factory with 3 years' experience and
- Passed G.C.E.(O/L) examination in six subjects with Mathematics, Science and English at not more than two (02) sittings

ENTRY QUALIFICATIONS

Any person wishes to gain a reputed qualification in Agriculture and Plantation Management who have the following qualifications and experience

 Passed G.C.E.(O/L) examination in six subjects with Mathematics, Science and English at not more than two (02) sittings and two (02) years experience in the Plantation/ Agriculture related sectors

Or

 Passed G.C.E.(O/L) examination in six subjects with Mathematics, Science

OBJECTIVES

- To upgrade professional and managerial skills of plantation executives towards their career development in the plantation sector.
- To improve productivity and quality of output in the plantation sector by enhancing technical and managerial competence
- To prepare candidates towards obtaining Degrees

COURSE CONTENT				
General Management	3 Credits	General Aspects of Tea and Tea Agronomy	4 Credits	
Human Resource Management	3 Credits	Tea Technology	2 Credits	
Strategic Management and Marketing	2 Credits	General Aspects of Rubber and Rubber Agronomy	4 Credits	
Basic Botany and Plant Science	3 Credits	Rubber Technology	1 Credit	
Agronomy and Plant Ecology	3 Credits	Coconut Agronomy and Processing	3 Credits	
Plant Protection and Fertilizer Management	3 Credits	Coconut Processing	1 Credit	
Plantation Machinery and Bio-system Engineering	1 Credit	Animal Science and Livestock Development	1 Credit	
Gis and Remote Sensing	2 Credits	Export Agriculture Crops	2 Credits	
Quality Management	2 Credits	Sugar Agronomy & Processing	1 Credit	
Research Methodology - Case Study	8 Credits	Cashew Agronomy & Processing	1 Credit	
Social Development	3 Credits	Oil Palm Agronomy & Processing	2 Credits	
Accounting and Financial Management	5 Credits	Total	60 credits	

The exemptions will be given to the participants who have successfully completed the following courses conducted by NIPM

COURSE	EXEMPTED MODULE OF NDPM
Certificate Course in Accounting and Financial	Accounting & Financial
Management (CCAFM)/ Advanced Certificate Course in	Management
Plantation Accounting, Financial & Cost Management	
(AAPAFM)	
Professional Programme in Tea Manufacture and Factory	Tea Technology
Practices	
Professional Programme in Rubber Manufacture and	Rubber Technology
Factory Practices	

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

NDPM will be conducted in blended mode where lectures are conducted in physical mode and online mode.

Modules conducted in physical mode - Lectures will be conducted in every first and third weekend (including Friday),

Modules conducted in online mode - Lectures will be conducted in every weekend (including Friday)

National Diploma in Plantation Extension Management (NDPEM) - NVQ Level 05 - ND 02

DURATION : 24 months

MEDIUM : Sinhala / English

VENUE : NIPM - Athurugiriya and other crop related

institutes

FEE : Rs. 135,000/- (Can be paid

in 5 installments)

TIMING : April 2023

COORDINATOR : Mrs. Ruvini N. Lokuhetti

Tel. No. 070-3455784

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

Both online and Physical Lectures will be arranged over two weekends per month.

ENTRY QUALIFICATIONS

NVQ Level 4 Certificate in the relevant field or Passed G.C.E. A/L (Science/ Agri./Tech) or Passed G.C.E. A/L (other streams) with 2 years working experience in the relevant field) or those who are entitled to receive the NVQ Certificate. [Candidates who have not qualified A/L, with plantation sector experience are able to get NVQ 3/4 Certificate under RPL (Recognition of Prior Learning) system of NAITA]

OBJECTIVES

To upgrade the academic status of extension personnel by using the following methods in order to be better equipped in handling crop-based extension programmes

- Training on theoretical and practical aspects of extension activities
- Providing better understanding and wider knowledge in relevant fields, to identify obstacles/problems and suggest remedial measures
- To prepare candidates towards obtaining the Degrees

- Introduction of Plantation Export Agricultural and other Potential Crops
- Tea Cultivation
- Rubber Cultivation
- Coconut Cultivation
- Sugarcane Cultivation
- **Export Agriculture Crops Cultivation**
- Other potential crops (gliricidia, cashew, other Palm Crops) cultivation
- Extension education
- Introduction to management
- Workplace information management
- Workplace communications management

- Extension programme development
- Development of communication and teaching Aids
- Extension programme implementation
- Machinery and equipment for cultivation and primary Processing
- Introduction to field Research & adaptive Trials
- Finance management and accounting
- Fundamental of social economics, social psychology and rural sociology
- Planning and schedulina Work Workplace



National Diploma in Plantation Crop Technology (NDPCT) NVQ Level 05 - ND 03

DURATION : 01 year - Course work (Full time)

06 months - On the Job training

MEDIUM : English

VENUE : NIPM - Athurugiriya

FEE : Rs. 130,000/- per participant

TIMING : September 2023

COORDINATOR: Mr. Chanaka Weerakoon

Tel. No. 071-9708664/ 076-1497732

Entry qualifications

G.C.E (A/L) examination three (03) passes (in any stream)

Or

those who have NVQ level 4 in the relevant field

OBJECTIVES

- To develop competencies of students in plantation crop technology
- To prepare candidates towards obtaining a Degrees

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, field visit and assessments.

COURSE CONTENT-Semester I

- Principles of Plantation Crop Technology
- Basic Agricultural Science
- Functions of Soil Related to Plantation Crops
- Crop Production Technologies
- Tea Cultivation I
- Tea Processing I
- Rubber Cultivation I
- Rubber Processing I

- Coconut Cultivation I
- Coconut Processing I
- Cashew Cultivation & Processing I
- Export Agriculture Crop Production I
- Introduction to GIS and Remote Sensing
- Performance in the Workplace
- Workplace Communication Management
 - Tamil & English Language

COURSE CONTENT-Semester II

- Agro Meteorology & Soil Science
- Introduction to Management & Organization
- Nursery Management
- Land Soil & Water Management
- Principles of Plant Protection

- Principles, Operation & Maintenance of Agricultural Machinery & infrastructure
- Agricultural Extension Education
- Workplace Information Management
- Planning & Scheduling Work at Workplace



Diploma in Plantation Management & Technology (DPMT) **Planter Trainee - ND 04**

DURATION

: One (01) year -Theory (Full time) Six (06) months -Practical

MEDIUM

: English

VENUE

: NIPM - Athurugiriya (Stage I) Pre-arranged RPC's Estate (Stage II)

FEE:

Stage I - Rs. 350,000/per participant

Stage II - Rs. 25,000

per month has to be paid to the estate for food accommodation and during six (06) months in-plant training period.

TIMING

: September 2023

COORDINATORS : Mr. Manjula Bandara Tel. No. 071 949 2422

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations, assessments.

Entry qualifications

School leavers who are interested to pursue a career in the plantation industry

Those with the following qualifications

G.C.E. (O/L) Examination in six (06) subjects with three (03) credit passes including Maths, Science & English Language in not more than two sittings.

and G.C.E. (A/L) Examination three (03) passes (in any stream)

or

A diploma in agriculture from a recognized institution.

OBJECTIVES

- To introduce plantation management and provide training in theoretical, technical and managerial aspects of plantation agricultu re with a view to developing a competent planter.
- To assist plantation companies in identifying and selecting appropriate young candidates as Asst. Managers / Asst. Superintendents.

COURSE CONTENT

- Basic Science
- Overview of the Plantation Industry
- **Basic Plant Science**
- Languages English Tamil
- Plantation Ethics and Culture
- Tea Cultivation
- Tea Manufacture
- **Rubber Cultivation**
- Rubber Manufacture
- **Coconut Cultivation**
- Coconut Processing
- Oil Palm Cultivation and Processing
- Sugarcane Cultivation and Processing
- Research Methodology
- Report Writing

- Cashew Cultivation & Processing
- Agroforestry Systems for Plantation Industry
- **Export Agricultural Crops**
- **Animal Husbandry**
- Management
- Social Development and Quality of Work I ife
- Plantation Accounting and Financial Management
- Information Technology
- GIS & Remote Sensing
- Occupational Health & Safety
- Agricultural Engineering
- **Quality Management and Standards**

COURSE CONTENT - Stage II

Creeper Training

Advanced Certificate Course in Plantation Accounting, Financial & Cost Management (ACCPAFM) - CC 01

DURATION : Fifteen (15) months (Three

(03)days per month including Friday, Saturday &

Sunday)

MEDIUM : English

: NIPM - Athurugiriya / Regional **VENUE**

Centre Bogawantalawa

FEE : Rs. 60,000/- per participant

> This programme can be arranged at respective regions. Cost per participant is negotiable for a group of minimum of 20 participants.

TIMING : March 2023

COORDINATOR: Mr. Manjula Bandara

Tel. No. 071 949 2422

Entry qualifications

School leavers and any other interested parties

OBJECTIVES

- To upgrade knowledge and skills of executives and non-executives for effective supervision and better Financial Management to achieve higher productivity and maximize profitability.
- To develop and understand the concepts involved in Accounting & Financial Management
- To enhance the performance in their respective careers in the Plantation Industry.
- To increase productivity in the applying modern sector by Accounting & Financial Management techniques.

COURSE CONTENT

MODULE I Financial Accounting MODULE IV **Auditing & Taxation**

MODULE II Cost Accounting MODULE V Management Accounting

MODULE III Plantation Accounting MODULE VI Information Technology

METHODOLOGY

Lectures, demonstrations, group discussions.

The module on Financial Management of the NDPM will be exempted for those who possess this certificate



Advanced Certificate Course in Tea Tasting - CC 02

DURATION : 6 months

(1st and 3rd weekend of the

month)

MEDIUM : English

VENUE : NIPM - Athurugiriya

FEE Rs. 90,000 /- per participant

TIMING : August 2023

COORDINATOR : Mr. Lahiru Kulasekera

Tel. No. 071-0831465

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

Entry qualifications

Personal attached to Tea Manufacture and Marketing or school leavers with G.C.E (A/L) or equivalent qualification

OBJECTIVES

- To provide a wide spectrum of knowledge in tea tasting
- To serve as an entry qualification to Tea Taster position
- To enhance the skills in tea tasting
- To produce professionals in the tea tasting field

- Introduction to the Tea Industry
- Introduction to Tea Tasting
- Tea Chemistry Relevant to Tea Tasting
- Tea Value Chain and its Functioning
- Tea Manufacturing Relevant to Tea Tasting
- Role of Tea Taster
- Tea grades and Tea grading
- Tea Value Addition
- Tea Terminology
- Practical Tea Tasting and Sensory Skills

- Record Keeping
- Tea Pricing and Auction Procedure
- Role of Tea Broker, Buyer and Exporter in the Tea Value Chain
- Food Safety and Certifications Related to tea
- Regulations in the Tea Industry
- Health Benefits of Tea
- New Trends in Tasting
- **Business Communication**

Advanced Certificate Course in Organic Agriculture and Plantation Management (ACCOAPM) - CC 03

DURATION : 24 days (3 months)

MEDIUM : English / Sinhala

VENUE : NIPM- Athurugiriya

: Rs. 30,000 /-FEE

per participant

TIMING : March 2023

COORDINATOR: Mr. Prasad Kasthuriarachchi

Tel. No. 0714970829

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

Entry qualifications

Any person wishes to gain a reputed qualification in Organic Agriculture and Plantation Management

OBJECTIVES

To acquaint the participants with the latest issues and recent innovations in organic agriculture. This course would offer the theory and practical oriented understanding of the technologies for improving organic agricultural practices, production and quality of organic produce.

- Introduction to Organic Agriculture and Management
- Principles and Practices of Organic Agriculture and Plantation Management for Sustainable Crop Production
- Transition from Conventional Into Organic Farming Systems
- Design and Management of Organic Farming Systems

- Soil Nutrient Management and Recent Developments Organic Nutrient in Management
- Pest, Disease and Weed Management in Organic Farming Systems
- Organic Product Certification, Processing, and Marketing Strategies



Certificate Course in Book-Keeping and Plantation Accounting (CCBA) - CC 04

DURATION : 12 months (one weekend per

month, residential)

MEDIUM : English/Sinhala/Tamil

VENUE : NIPM - Athurugiriya

FEE : Rs. 45,000/- per participant

* This programme can be arranged at respective regions. Cost per participant is negotiable for a group of minimum of

20 participants.

TIMING : September 2023

COORDINATOR : Mrs. Sagari Induka

Tel. No. 077 1515398

Entry qualifications

Non- executives attached to plantation and agro-based industries or any interested parties

OBJECTIVES

- To impart knowledge and develop skills of estate staff engaged in book-keeping and accounting.
- To improve the quality of record keeping and provide necessary information to management for effective decision making.

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

COURSE CONTENT

Module 1 - Financial Accounting Module 4 - Auditing & Taxation

Module 2 - Cost Accounting Module 5 - Information Technology

Module 3 - Plantation Accounting

Certificate Course in Microfinance - CC 05

DURATION : 10 days (05 weekends)

MEDIUM : Sinhala/English

VENUE : NIPM - Athurugiriya

FEE : Rs. 50,000/- per participant

: November 2023 TIMING

COORDINATOR : Mr. Manjula Bandara

Tel. No. 071 949 2422

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

Entry qualifications

Staff attached to Microfinance industry & any interested parties attached to similar industry.

OBJECTIVES

- To understand the concept and principles of Microfinance
- To enhance self-confidence and the ability to critically evaluate Microfinance and develop solutions from moral, professional and the academic perspectives
- To instill a problem solving attitude and business ethics in the practices of Microfinance

- Principles of Microfinance
- Legal Environment of Microfinance
- Accounting for Microfinance
- Delinquency & Credit Risk

- Managing People of the Microfinance Industry
- Performance Evaluation of the Microfinance Industry

Tea Field Officer - NVQ Level 04 - CC 06

DURATION : 12 months (residential)

06 months - theory & practical 06 months - on the job training

MEDIUM : Sinhala / English

VENUE : NIPM, Bogawanthalawa

FEE : 1,25000/- per participant

TIMING : September 2023

COORDINATOR : Mrs. Shermila Makawita Tel. No. 070 6398105

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

Entry qualifications

School leavers who are willing to pursue a career in the plantation sector as Tea Field Officers

ELIGIBILITY

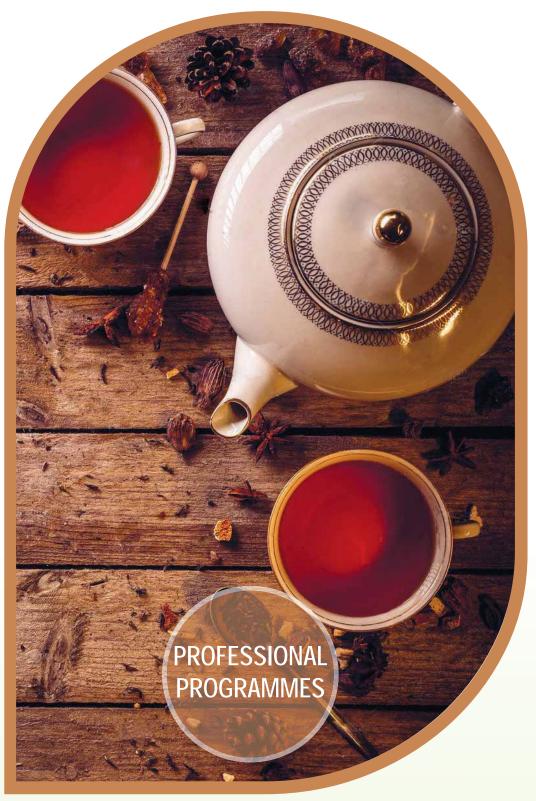
G.C.E. (O/L) examination Age Limit - below 23 years

OBJECTIVES

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

- Tea Nursery Techniques
- **New Clearings**
- Mature Areas
- Administrative and Operational Records at Divisional Level
- Plucking of Green Leaf

- Handling of Green Leaf and Post-Harvest Conditions
- Perform Supervisory/ Administrative **Functions**
- **Development of Human Resources**



Professional Programmes

Professional Programme in Tea Manufacture and Factory Practices - PE 01

DURATION

: Pre examination training -

09 days (full time, residential)

- Written examination 04 weeks the pre-examination after training.
- Oral examination 04 weeks after the written examination.

MEDIUM

: English

VENUE

: NIPM - Athurugiriya

FEE

: Rs. 53,000/- per participant

TIMING

: July 2023

COORDINATOR: Mr. Chanaka Weerakoon Tel. No. 071-9708664 076-1497732

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, field visit and assessments.

TARGET GROUP

Executives and Proprietors with at least two (02) years experience in the Tea Industry.

OBJECTIVES

- To impart theoretical/practical knowledge in tea manufacture, factory management, quality improvement and marketing.
- To prepare candidates towards professional obtaining membership of NIPM

The module on tea technology of the NDPM will be exempted for those who possess this certificate

- Basic Sciences
- Introduction to Tea Industry and Tea **Technology**
- Green Leaf Handling in Relation to Tea Manufacture
- Withering
- Rolling and Roll Breaking
- Rolling Programme
- Fermentation
- CTC Manufacture
- Drying, Sifting, Grading and Packing

- Tea Tasting Terminology
- Marketing of Made Tea
- Management and Record Keeping
- Costs, Cost Control and Labour Deployment
- Tea Factory and Machinery Maintenance
- **Energy Management**
- Industrial Health and Safety
- Tea Quality Management
- Factory Machinery Maintenance

Professional Programmes

Professional Programme in Rubber Manufacture and Factory Practices - PE 02

DURATION

: Pre examination training -

07 days (full time, residential)

- Written examination 04 weeks after the pre-examination training
- Oral examination 04 weeks after the written examination

MEDIUM

: English

VENUE

: NIPM - Athurugiriya and

RRI - Agalawatta

FEE

: Rs. 40,000/- per participant

TIMING

: June 2023

COORDINATOR

: Mr. Nirosh Hettiarachchi Tel. No. 071-3215840

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

TARGET GROUP

Executives proprietors and with at least two (02) years experience in the rubber industry.

OBJECTIVES

- To theoretical/ impart knowledge practical and skills in rubber manufacture. factory management, quality improvement and market requirements
- To prepare candidates towards obtaining professional membership of NIPM

The module on rubber technology of the NDPM will be exempted for those who possess this certificate

- General Aspects of Rubber Industry
- Composition & Preservation of Latex
- Chemicals Used in Raw Rubber Processing
- Latex Weighing and Metrolac Reading
- Drying Towers & Crepe Rubber Manufacture
- Ribbed Smoked Sheet (RSS) Manufacture and Their Defects
- **Smoking and Smoke Houses**
- Defects in Sheet Rubber Manufacture
- Centrifuged Latex
- Manufacture of Rubber Products
- Latex Based Products
- **Dry Rubber Based Products**

- Value Added Grades/Special Grades
- Rubber Wood Industry
- Technically Specified Rubber (TSR)
- **Rubber Discolourations**
- Defects in Grading and Packaging of Rubber
- **Effluent Treatment and Disposal**
- Domestic and Global Trends in Marketing of Rubber
- Factory Management, Industrial Health, Factory Hygiene and Fafety
- Rubber Machinery and Maintenance
- **Quality Management**
- Cost Control & Labour Deployment



Professional Programmes

Language Proficiency Examination - PE 03

DURATION : (a) Written Test

> - 01 day (non-residential) (b) Oral Test

- 01 day (non-residential)

VENUE : NIPM - Athurugiriya

: Rs. 25,000/- per participant FEE

TIMING : September 2023

COORDINATOR' : Mr. Lahiru Kulasekera Tel. No. 071-0831465

METHODOLOGY

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments.

TARGET GROUP

Plantation Executives

OBJECTIVES

- To test the proficiency in written and spoken Sinhala, Tamil and English languages
- To prepare candidates towards obtaining professional membership of NIPM.

A special Seminar for assisting in preparation of the examination will be arranged participantion in compulsory for that seminar. An additional cost will be charged for the seminar



International Programmes

Diploma in Plantation Management - IP 01

This Diploma provides an enhanced understanding of main concepts of plantation agriculture and management techniques related to plantation agriculture on customer requests. This is a professional qualification for those who want to start their career or uplift knowledge in plantation industry in their country.

DURATION : Nine (09) Months

MEDIUM : English

FEE : US\$ 2200

TIMING : June 2023

COORDINATOR: Mrs. S. N. Illanganthilake

Tel. No. +94 70-3455785

COURSE CONTENT

- Overview of Global Plantation Industry
- Agriculture Biology
- Tea Agronomy & Processing
- Rubber Agronomy & Processing
- Sugarcane Agronomy & Processing
- Coconut Agronomy & Processing
- Ancillaries Crop Agronomy & Processing
- Plantation Forestry
- Plantation Eco Tourism
- Plantation Machinery & Innovation
- Organic Farming and Sustainable Agriculture
- **Environment Management in Plantations**
- Applications of GIS & Remote Sensing in **Plantations**
- Quality Management and Value Addition of Crop
- International Marketing Strategies
- Dissertation

Target Group

- Those who want to start their career should have passed in GCE A/L or equal qualification
- Those who want to uplift knowledge in plantation industry should have Minimum one experience year Agriculture Plantation and agriculture
- Those who have other any qualifications accepted the management of NIPM

Objectives

- To understand plantation agriculture concepts effectively
- To use plantation resources effectively
- To gain knowledge of all applications of plantation agriculture
- To develop the skills of participants to cater for employment in a challenging Agriculture and Plantation sectors

Methodology

Lectures. demonstrations. practical sessions, group discussions, presentations and assessments.

International Programmes

Professional Programme In Practical Tea Tasting - IP 02

This professional programme in practical Tea tasting is particularly designed to uplift the skills of the participants (live in every nook and corner) will learn the standard tasting techniques and learnt to critically evaluate, recognize and comment on several famous Ceylon teas.

DURATION : **35 hours** (Within a month)

MEDIUM : English

FEE : US\$ 2000

TIMING : June 2023

COORDINATOR : Mr. Lahiru Kulasekera

Tel. No. +94 71-0831465

Target Group

For personnel who are interested in Tea Tasting

Objectives

- To provide wide spectrum of knowledge in Tea Tasting
- To identifying art of Tea Tasting
- To share experiences in Tea Tasting
- To enhance the skills in Tea Tasting

Methodology

Lectures, demonstrations, practical sessions, group discussions, presentations and assessments (online).

- Introduction of Green Leaf Physiology and Bio Chemistry
- Tea "Supply Chain" / " Value Chain" Process
- Tea Manufacture Relevant to Tea Taste
- Introduction to the Nomenclature of Tea and Tasting Terminology
- Market Requirement of Tea
- Tea Tasting & Market Price
- Demonstration of Tea Tasting and Experience Sharing

PROSPECTUS 2027



Technical Development Programmes

Tea Tasting & Grading - T 01

DURATION : Six (06) days

MEDIUM : Sinhala / English

: NIPM - Athurugiriya and

at selected brokers' /

buyers' firms

FEE : Rs. 40,000/- per participant

> (inclusive of lectures, practicals, training materials and full board

facilities)

TIMING : March 2023

COORDINATOR : Mr. Lahiru Kulasekera

Tel. No. 071-0831465

Target Group

Personnel attached tea manufacture & marketing

Objectives

To enhance the knowledge & skills of participants in tea grading, tasting and marketing

- Introduction to International Market Requirements of Made Tea
- Introduction to Tea grading and Tasting
- New Techniques of Tea Grading
- Value Addition & Marketing of Made Tea
- Practical Session on Grading of Made Tea
- Practical Session on Tea Tasting
- Relationship Between Tea Grading / Tea Tasting & Market Price

Jechnical Development Programmes

Certificate Course In Tea Packaging and Quality Assurance - T 02

DURATION : 14 days

MEDIUM : Sinhala / English

: NIPM - Athurugiriya

FEE : Rs. 38,000/- per participant

(inclusive of lectures, Training materials)

TIMING : May 2023

COORDINATOR : Mr. Chanaka Weerakoon

Tel. No. 071-9708664

076-1497732

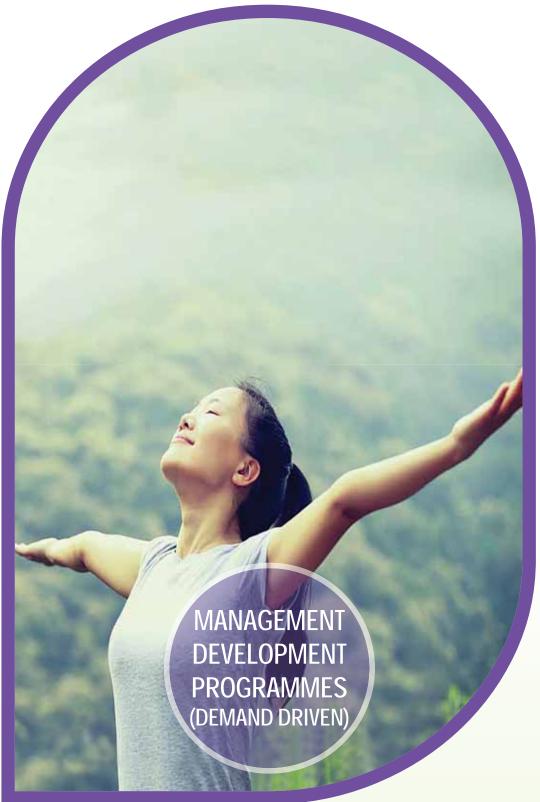
Target Group

Working professionals. entrepreneurs, school leavers, and any other interested party

Objectives

To provide knowledge & skills on various materials, processes, governing laws, and regulations involved in the packaging of products and also to create professionals packaging from design conception

- Basic Principles of Tea Packaging
- Tea packaging characteristics
- Tea packaging materials
- Tea packaging design and marketing
- Tea packaging standard and quality control
- Practical Session on Tea Tasting



The Art of Enjoying Work - MD 01 (Attitude Development Programmes)

DURATION : One (01) day

MEDIUM : English / Sinhala

VENUE NIPM - Athurugiriya Regional Centre - Bogawantalawa / any

other requested place

FFF Rs. 7,000/- per participant

> (inclusive of lectures, training materials and full board facilities) * This programme can be arranged at respective regions. Cost per participant negotiable for

minimum of 20 participants

TIMING At the requests of plantation

sector / other organizations

COORDINATOR : Mrs. Ruvini N. Lokuhetti

Tel. No. 070-3455784

COURSE CONTENT

- Understanding Attitudes & Recognize the Importance of Attitudes
- Learning the Power of Attitude and Develop Towards a "Yes, I can" Approach
- Meditating and Relaxation
- Trust Building
- Creative Thinking
- Team Building
- **Problem Solving**
- Fun and Entertainment Activities

Target Group

Personnel attached to any public / private sector organizations

Objectives

- To strengthen the knowledge of skills participants towards developing positive attitudes
- To re-engineer the thought processes of participants to become more effective in a challenging work environment

Training methodology

practical workshop with experiential learning group and individual assignments, group work, OBT activities, games, success stories, discussions and many more best training techniques.

Contents and duration can be changed according to the requirements of the clients.

Areas

Leadership Development Change Management Development of Communication Skills Personal Development

Productivity & Quality Management Techniques - MD 02

DURATION : One (01) day

MEDIUM : English / Sinhala

VENUE : NIPM - Athurugiriya, NIPM -

Bogawanthalawa

FEE : Rs. 7,000/- per participant

(inclusive of lectures, training materials and full board facilities)

* This programme can be arranged at respective regions. Cost per participant negotiable for a minimum of 20 participants.

TIMING : At the requests of plantation

sector / other organizations

COORDINATOR: Mrs. Ruvini N. Lokuhetti

Tel. No. 070-3455784

Target Group

Personnel attached to any public/ private sector organizations

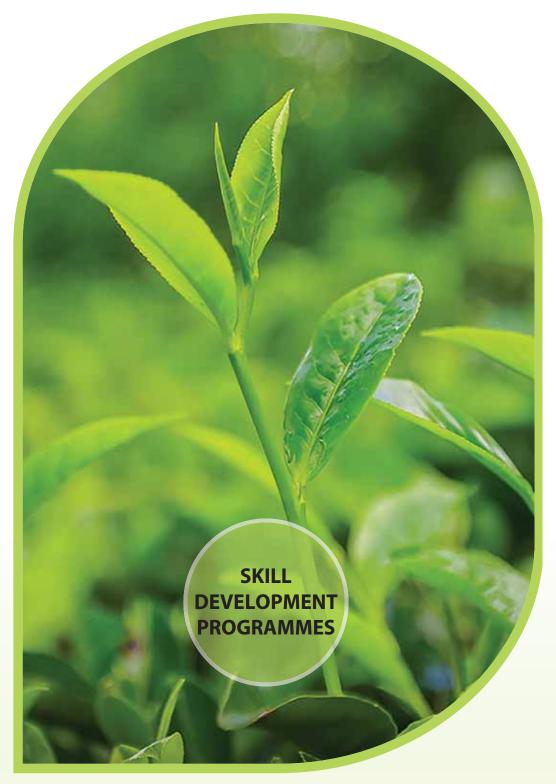
Objectives

To provide participants with learning opportunities to acquire competencies that will enable them to use various techniques for improving productivity & quality in their respective organizations

- Concept of Quality Control & Productivity
- Measurement of Productivity and Quality
- Factors Influencing Productivity and Quality
- Productivity Improvement Techniques
- 5 "S"
- KAIZEN
- Significant and Methods of Quality Control Content and duration can be changed according to the requirements of the clients



PROSPECTUS 2023



Skill Development of Plantation Field Officers - SDP 01

DURATION : Ten (10) days

> (inclusive of Saturday & Sunday; residential)

MEDIUM : English / Sinhala / Tamil

VENUE : NIPM - Athurugiriya /

> Regional centre -Bogawanthalawa

FEE : Rs. 45,000/- per participant

: March 2023

(inclusive of lectures, practical, course materials, field visits and full board

facilities)

COORDINATOR : Mr. Manjula Bandara Tel. No. 071 949 2422

Target Group

Field staff attached to Tea, Rubber. Coconut Plantations, Oil Palm, Export Agriculture and Allied Crops

Objectives

- To upgrade skills in using modern methods and techniques for improving productivity
- To improve planning, organizing effective utilization and resources

COURSE CONTENT

Technical Module

TIMING

- General Aspects of Plantation Crops (Tea, Rubber, Coconut & Oil palm)
- Nursery Techniques, Pre and Post Planting Practices and Aftercare (Tea, Rubber, Coconut)
- Land Preparation and Fertilizer Application (Tea, Rubber, Coconut)
- Pest, Disease and Weed Control (Tea. Rubber, Coconut)
- Harvesting Techniques (Tea. Rubber. Coconut)

- Inter-Cropping and Infilling
- Caring and Protection Adult Plant
- Transportation of Harvest
- Inter Cropping

Management Module

- Management of Change
- Labour Planning and Utilization
- Aspects of Worker Welfare and Safety
- Leadership and Motivation
- **Effective Communication**

Skill Development of Tea Factory Officers - SDP 02

DURATION : Five (05) days

MEDIUM : Sinhala / Tamil / English

VENUE : NIPM - Athurugiriya /

Regional centre

-Bogawantalawa

FEE : Rs. 30,000/- per participant

(inclusive of lectures, visits to tea factories, buyers house, course materials, full board facilities and transport)

TIMING : February 2023

COORDINATOR: Mr. Chanaka Weerakoon

Tel. No. 071 970 8667 076 149 7732

Target Group

Tea Factory Staff attached to Tea Industry.

Objectives

- upgrade the skills and To capabilities of Tea Factory Officers in relation to quality and productivity in tea manufacture
- To familiarize participants technologies with modern and improved methods in manufacture, tea factory management and create awareness of market expectations

COURSE CONTENT

Technical/ Management/ Marketing Modules

- General Aspects of Tea Manufacture
- Tea Manufacturing Process
- Recent Advanced Methods in Tea Processing
- Energy Management in Tea Factories
- **CTC Manufacture**
- Machinery and Machinery Maintenance
- 5 S system, T.Q.M. and HACCP Certification
- Tea Tasting and Chemical Composition of Tea

- Productivity Improvement, Employee Relations and Worker Motivation
- **Inventory Control and Management**
- Record Keeping Procedures
- **Cost Control Techniques**
- Effective Communication in Tea Factory Management
- Marketing Requirements of Made Tea
- Value-Addition and Innovative Marketing
- Tea Auction Procedures



Skill Development Programmes

Skill Development of Rubber Factory Officers - SDP 03

DURATION : Five (05) days (residential)

MEDIUM : Sinhala / Tamil / English

: NIPM - Athurugiriya & VENUE

RRI - Ratmalana

FEE : Rs. 30,000/- per participant

(inclusive of lectures, practical, course materials, field visits, full board facilities

and transport)

TIMING October 2023

: Mr. Nirosh Hettiarachchi COORDINATOR

Tel. No. 071 321 5840

Target Group

Rubber factory staff attached to rubber plantations

Objectives

- To upgrade the knowledge and know-how in processing latex
- To introduce modern scientific techniques and methods for upgrading operations of rubber factories
- To plan and organize utilization of resources within the factory for improving quality, productivity and profitability

COURSE CONTENT

Technical Module

- Natural Rubber Latex
- Chemicals used in Rubber
- Coagulation of Rubber Latex
- Manufacture of Rubber Latex
- **Drying Towers**
- Manufacture of RSS
- Smoking and Smoke House
- Sorting, Grading and Packing of Rubber
- Maintenance of Machinery
- Manufacture and uses of Centrifuged Latex
- Disposal of Effluent

- Energy Management in Rubber Factories
- Quality Control in Rubber Manufacture and ISO 9000 Standards

Management Module

- Cost control and Inventory Management
- Industrial Relations and Industrial Safety
- Record Keeping and Presentation of Factory Information
- Value Addition and Innovation for Market Competitiveness
- Communication Effective and Interpersonal Relationships
- **Total Quality Management**

Skill Development Programme for Coconut Industrialists - SDP 04

DURATION : 3 Days (Residential)

MEDIUM : Sinhala / Tamil / English

: NIPM - Athurugiriya VENUE

FEE : Rs. 20,000/- per participant

(inclusive of lectures, Training

materials)

TIMING : July 2023

COORDINATOR: Mr. Chanaka Weerakoon

Tel. No. 071-9708664

076-1497732

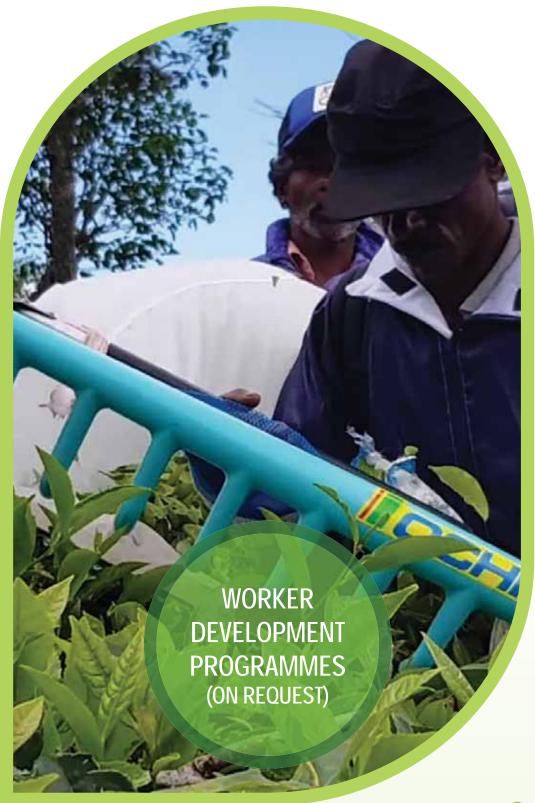
Target Group

Estate Owners, Superintendents, Executives, Managers, OICs, Factor Production Officer, Supervisors, Field Officers and Technical Officers engaged in the manufacture and / or processing of coconut products and any other interested party

Objectives

To improve the theoretical/practical knowledge and skills in cultivation, processing and marketing of coconut products

- Coconut Industry in Sri Lanka
- Fundamental of coconut palm
- Coconut Nursery
- New/re/Under Planting coconut
- Coconut and soil
- Caring for adult coconut palms
- Coconut processing



Worker Development Programmes

Tea Plucking and Use of Shears - WT 01

DURATION : One (01) day (04 hours)

ETHODOLOGY : Lectures, video presentations and practical demonstrations

MEDIUM. : Sinhala and Tamil

VENUE : Respective estates proposed plantation by

companies

: Rs. 30,000/- per programme

(For 50 participants)

TIMING : Monthly - at the request of

plantation companies

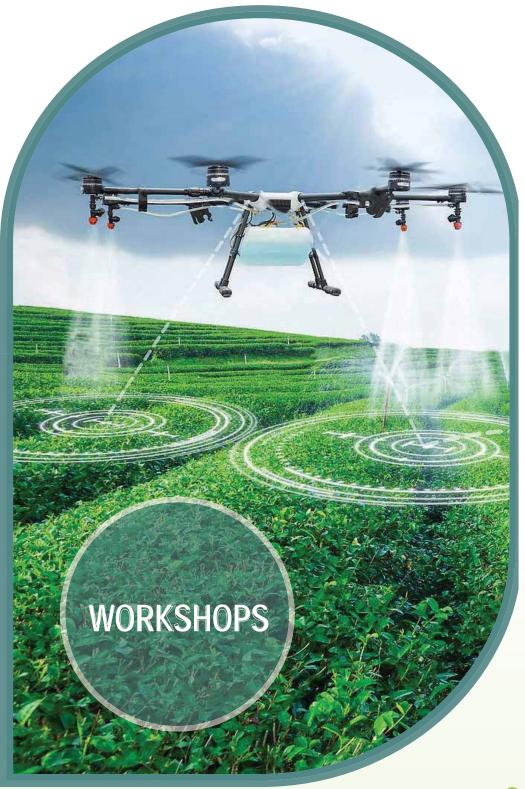
Target Group

Pluckers, Plucking Supervisors and Leaders of Plucking gangs

Objectives

- To organize and manage work to ensure that plucking is in accordance with laid down standard operational practices
- To improve plucking skills
- To enhance harvesting efficiency and optimize field productivity
- To sustain health of tea bush
- To create awareness of the relationship between quality of green leaf and made tea

- Fundamentals of the Tea Bush
- Importance of Plucking
- Growth Pattern of Flush
- Crop in Relation to Weather
- Common Errors in Plucking
- Effective / Scientific Plucking Methods and use of Shears
- Worker Motivation & Concept of Team Work



Workshops

New Workshops - 2023

- Wildlife Management in Plantation Eco System
- Sustainable Forestry & Wood Management in Plantation Industry
- Identification of Diseases in Plantations using Drone System
- Social Etiquette & Ethics
- Strategic Management Techniques for the Sustainable Plantation Industry





Staff Development Programmes

- Awareness Programme on Disciplinary Procedures.
- Workshop on Public Procurement Procedures
- Application of Office Procedures
- How to Answer Commonly Occurred Audit Queries
- Id¾hd, , mf, åk ydf. dkql < ukdl rKh
- rdcldB, msieli\$ï§ wkq ukh l < hq =\\limbfoia</p>
- rdcld3 lghq=i|yd úoHqa;emE, Ndú;fh§ ms:meEhhq=uq\$l;sydwdpdrO¾u
- rdcld3 lghq=i|ydf,&k.;;emE, l<ukdlrKfha§msmeEhhq=uQ4 l;s

- M, odhSi d, i <ukdi rKh</p>
- .egiji<ukdirKhisfiYşmahi%
- /iànil<ukdirKYşamlıl%
- jD;aħôú;fhaid½l;āhi|ydj¾0khlr.;hq=kdnl;ā.Kdx.
- dia, I we. h3 Iñgqyd m%imdok Iñgji, ka iÿjk ÿ¾j,;dyd m&dohkavju Ir.ek\$u

COORDINATOR : Mrs. Shermila Makawita Tel. No. 070 6398105





Small Holders Programmes

Programmes for Small Holders

MEDIUM : Sinhala / Tamil

VENUE : In appropriate regional

locations

FEE : All expenses related to these

programmes will be met by

government funds

Further Details : Head / Academic Affairs

Tel. No. 0112-798772,

0112-770232

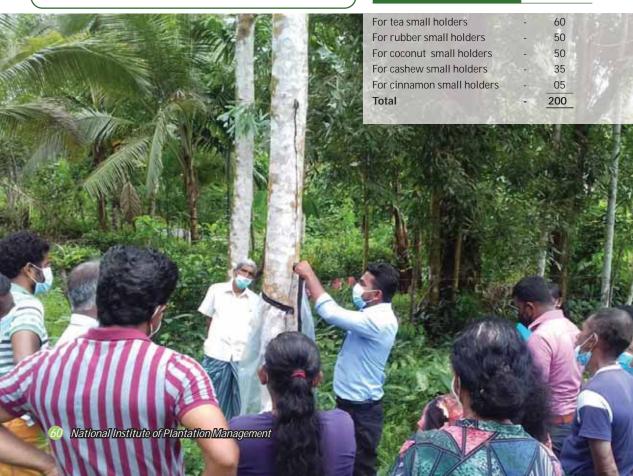
Target Group

Smallholders who are involved in cultivation of perennial crops such as tea, rubber, coconut, sugarcane, cashew etc.

DURATION

One (01) day (06 hours) Demand driven subject areas important to small-holders will be offered.

No of Programmes to be offered



List of NIPM Publications

English Medium	Price (Rs.)	Postage Per Copy
Engineering Aspects of Tea Processing (Revised Edition)	500.00	100.00
2. Training Manual for Tea Pluckers	50.00	80.00
3. Training Manual for Rubber Tappers	150.00	80.00

Sinhala Medium	Price (Rs.)	Postage Per Copy
1. úoHd; val f; ao fk, 6	200'00	150'00
2' o^fk,klalskai ydmydlicpv;£md;	150'00	100'00
3'rn¾ l& lmkhokai ydmgybljcpr;£md;	150'00	100'00
4' f;aksambkfha;dlakksilädj,s	400'00	150'00
5' f; al ¾uoka,Yo,d ks;0oBkab. al i,;d	500'00	150'00
j³/0kh m yşk(cp v;£md;		

Tamil Medium	Price (Rs.)	Postage Per Copy
Training Manual for Tea Pluckers	50.00	80.00
2. Training Manual for Rubber Tappers	150.00	80.00

Cheques should be drawn in favour of the National Institute of Plantation Management. The book will be mailed upon realization of your remittance. Kindly contact the Librarian if you wish to purchase any of these publications.

> NATIONAL INSTITUTE OF PLANTATION MANAGEMENT M.D.H. JAYAWARDENA MAWATHA, ATHURUGIRIYA, SRI LANKA.

> > Tel. No.: 011 2770232, Fax: 011 2798776 E-mail: nipm@sltnet.lk Web: www.nipm.gov.lk

National Institue of Plantation Management M.D.H.Jayawardena Mw.,

Athurugiriya, Sri Lanka

 $Tel: 011-2770230 \ / \ Fax: 0112-2798775 \ / \ 6$ $E-mail: nipm@sltnet.lk \ / \ nipm1979@gmail.com$ $www: nipm.gov.lk \qquad \textbf{f} \quad Nipm \ Athurugiriya$