

# Unsung Heroes



**Plantation Human Development Trust**

Annual Report 2018

# Unsung Heroes

At PHDT we have been uplifting lives and creating chances for individuals and families ever since our inception. And while we had a successful year we owe it to our team that tirelessly work with enthusiasm and passion to make years like this a possibility.

Behind the scenes, hard at work are the unsung heroes of PHDT. Those who go the extra mile to ensure that some of the most underprivileged plantation families are given a roof over their heads and the opportunity to be a part of a community that lives, works and grows together. The team has given their all to ensure that their own whose quality of life are far greater than they have experienced before.

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## Vision

To be the leading human development Organisation trusted for excellence, providing sustainable development programs to continuously improve the quality of life in the plantations.

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## Mission

To improve

- integrated services beneficial to plantation sector and it's environs
  - social economic and spiritual well being
  - knowledge and self confidence
  - occupational health and safety dimensions
  - talents and capabilities of the beneficiaries by bench marking against the best practices
  - productivity of the sector
- 

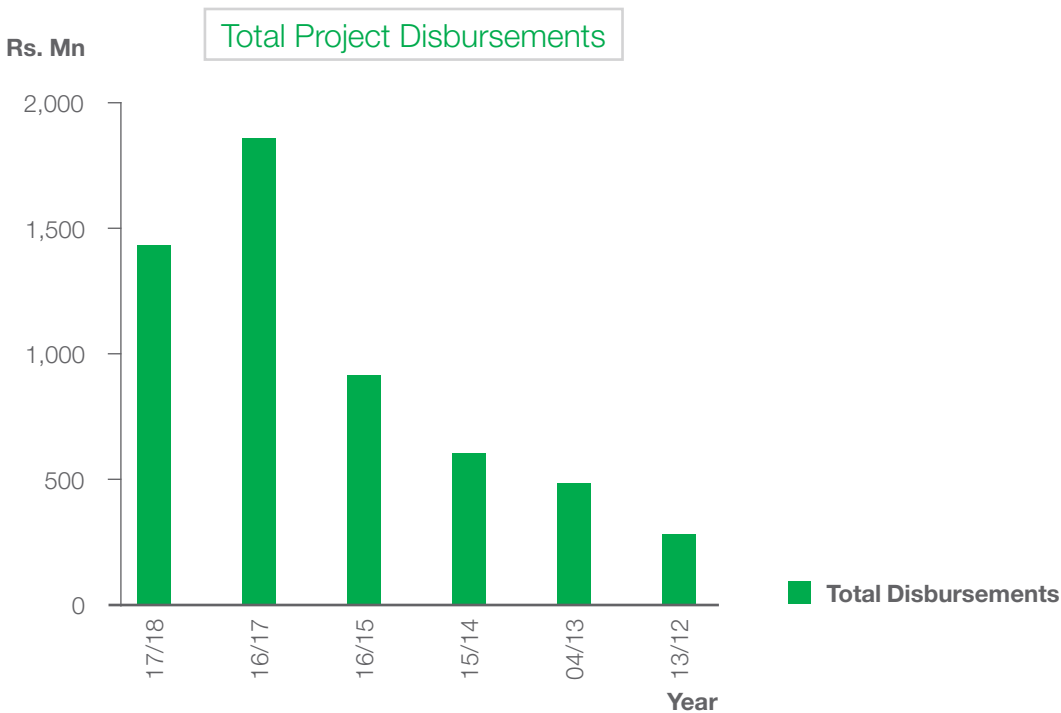
## Values

- We will adopt an open door policy
  - We will ensure equity and fairness to our stakeholders
  - We will make people feel valued and demonstrate integrity
  - We will promote our team work through dedication and active listening
  - We will work and achieve our objectives as one family
  - We will ensure the stakeholder satisfaction through our dedicated activities
  - Marking against the best practices
  - Productivity of the sector
-



# Financial Highlights

	2018 Rs: Mn	2017 Rs: Mn
Results for the year		
Levy Income	139.56	141.80
Total Recurrent Expenses	127.39	131.70
Excess from Activities	12.17	10.10
Other Income & Gains	6.22	28.60
Other Expenses	(59.46)	(47.30)
Project Administrative Income	76.13	82.07
Finance Cost	(1.15)	(1.89)
Finance Income	5.13	1.81
Excess / Deficit Before Tax	39.05	73.41
Taxation	(6.46)	(7.27)
Excess / Deficit for the year	32.59	66.14
Project Disbursements	1,419.71	1,852.71



**Rs. 1,420 Mn**

Disbursement 2018

**Rs. 140 Mn**

Levy 2018

# Highlights of Events

## 26th Anniversary

26 years of community service by the PHDT was commemorated at Head office and regional offices through religious observances with the participation of all staff.

## Annual General Meeting

The 25th Annual General meeting was held on 23rd March 2018 at the Coconut Cultivation Board Auditorium



## Launching of "Tikiri Shakthi" High Protein Bar

The project for Nutrition was launched for 2018 under the patronage of Hon Dr Rajitha Senaratne, Minister of Health.



## CEO's Forum

CEO's of the Regional Plantation Companies were invited for an update of the ongoing and new activities. This is an interactive session where the RPC's was able to discuss matters relating to project activities carried out in their relevant states. There were three such meetings held during 2018.



## Diploma Awarding Ceremony

415 Diploma Holders who successfully completed the Diploma Course in Early Childcare Development received their certificates in recognition of their educational achievement.



## Agreement Signing of Disaster Housing

A Memorandum of Understanding was signed with the Divisional Secretariat, Kotmale for the construction of 101 houses in Wedamulla Estate for families affected by landslides.





“Heroes who are hard at work behind the scenes ensuring that every process goes smoothly,,



## Chairman's Message



“After having served the plantation community for 25 years we are looking forward to meeting the challenges ahead to continue to serve the plantations,,

# Chairman's Message

It gives me great pleasure to pen a few words for the Annual Report for the year ended 31st December 2018, on behalf of the Board of Directors of the Plantation Human Development Trust (PHDT).

It is a time to analyse the past and look towards the future. As you all know the PHDT has been the beacon of light and the leading human development Organisation engaged in uplifting and enriching the economic, social, health and spiritual development of the plantation community in their endeavors to enter the mainstream of society. It was created parallel to the privatisation of the management of Plantations to look after the housing and social welfare of plantation workers as a tripartite body to foster a partnership between the employers, employees and the Government. The PHDT has been initially supported by Donors including the Governments of The Netherlands and Norway through the Plantation Development Support Programmes whose excellent progress has been recorded for the Estate Community. Further, we have been ably supported by the Government Ministries, Trade Unions, Regional Plantation Companies, Donors and many other Institutions for the past 25 years to provide sustainable services to continuously enhance the quality of life of the plantation community which contributes immensely to the National Economy.

In 2018, the year under review, PHDT has disbursed funds to the tune of Rs. 1.3 Bn to continue its core activities such as housing projects, re-roofing, water, sanitation, road development, health and nutrition programmes, childcare and education programmes, capacity building and mobilisation programmes, strengthening of Estate Worker Housing Cooperative Societies (EWHCS), training & awareness programmes, etc. While the need to develop the quality of life of the plantation community has still not been met fully, the Ministry of Hill Country New Villages, Infrastructure & Community Development moved in with resources to meet the future challenges whilst welcoming the other supporting Ministries, Regional Plantation Companies, Trade Unions and other Institutions to help to continue the work and achieve the PHDT's concept of creating a "happy family" living with dignity. It is with pride I highlight that the PHDT is accomplishing its targets to achieve its ultimate goals.

After having served the plantation community for 25 years we are looking forward to meeting the challenges ahead to continue to serve the plantations. Though we have accomplished the tasks entrusted to us over the years we are yet more to achieve as 75% of the plantation community continue to live in the line rooms while social poverty is yet to be eradicated.

It is of paramount importance that the Regional Plantation Companies fulfill their commitment to discharge their obligation to pay the levy along with the arrears which stands at a staggering Rs: 300Mn in order to support the going concern of your Company.

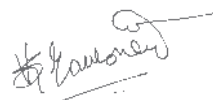
PHDT continues to be recognised for its financial transparency and clarity at the Annual Report Awards by the Institute of Chartered Accountants of Sri Lanka and the South Asian Federation of Accountants (SAFA). We were also recognised at the Social Dialogue (SD) Excellence Awards 2018 for small scale service sector organisations in the SD and Workplace Co-operation competition conducted by the Department of Labour and the Ministry of Labour and Labour Relations.

It is my duty to thank our Donors, Government Ministries, Regional Plantation Companies, Trade Unions and all other stakeholders for their dedication and cooperation extended to the PHDT.

On this AGM I also take this opportunity to extend my gratitude to all my colleagues on the Board for their support extended. I must commend and thank the Director General, Internal and Regional Directors of PHDT and the staff who have always supported and facilitated the activities of the PHDT and for the cooperation extended at all levels.

Finally I thank the Hon Palani Thigambaram M P Minister of Hill Country New Villages, Infrastructure and Community Development for the valuable guidance and directions given to steer through and promote social welfare facilities to the plantation community.

I am confident the PHDT will continue to be the leading human and social welfare development organisation, providing its services to elevate the quality of life of the plantation community thereby increase national production and uplift the economy of "Mother" Sri Lanka.



V. Puththirasigamoney  
Chairman

## Director General's Message



“

Twenty six years of operating in a sector such as ours that is constantly and rapidly evolving is an achievement that I am particularly proud of. We are honoured to be here, and even more so to have done it on the back of our consistent strong values of underwriting discipline and high-quality service. , ,



# Director General's Message

“Before you become a leader, success is all about growing yourself. After you become a leader, success is about growing others.”

We have come a long way since incorporation of the PHDT in 1992 achieving several milestones in rendering our services for the upliftment of the community Life, Health Facilities in the Plantation Sector and implementing the Projects to improve their living standards and conducting today its 26<sup>th</sup> Annual General Meeting.

My thinking is that the employers who are effectively linking their social missions to their employee's daily work are differentiating themselves in the market and generating enormous returns. Taking the necessary steps to ensure every employee knows how they fulfill the mission, achieve the vision, and execute one or more company strategies through his or her daily job really pays off. It's sad, really, how a negative workplace can impact our lives and the way we feel about ourselves. The situation is reaching pandemic heights when most people go to work at jobs they dislike, supervised by people who don't care about them, and directed by senior leaders who are often clueless about where to take the company and all these create major impact on profitability, sustainability or the bankruptcy of the company. But I am proud to have an efficient group of employees who are dedicated and professionally qualified in our area of work.

I really appreciate all my employees for their patience, commitment and support while the company reconstructing and streamlining was in process. Input from every single staff in Head Office and the Seven Regions was valuable for the well-being of our company. They are disciplined, committed and still determined to work in all the fuss and noise. I am really happy to have them as my team members.

Now that things have become smooth, I would believe that all of them would show the same patience and strength. Such dedication is needed for the well-being of the company. Their willingness to take every challenge is admirable to me. My request is, please continue with what you are doing and make further improvements for desirable results and reach for better every day.

Their excitement and energy matter to us. They always come up with new ideas, which help us. They add enthusiasm to the team. Always their contribution inspires us. Their innovative ideas act as solution to the hindrances faced by the company. To me their diligence, self-motivation as well as dedication have been a source of inspiration for the rest of the team.

Twenty six years of operating in a sector such as ours that is constantly and rapidly evolving is an achievement that I am particularly proud of. We are honoured to be here, and even more so to have done it on the back of our consistent strong values of underwriting discipline and high-quality service.

This was illustrated in our recent results, where our best rating was uplifted to positive in a service sector environment that has been incredibly challenging. This achievement is a recognition of our prudent underwriting strategy and the dynamic teamwork of our employees. We have made impressive progress in our Livelyhood Development Management Techniques and smoothly transitioned into an improved internal organisational structure all the while raising our profile and prominence in the industry.

All these achievements were possible even with the backdrop of a very difficult year, due to the political turbulence in the last quarter of the year and with lot of uncertainties to keep pressure on meeting our projected targets followed by heavy losses from natural catastrophes in the third quarter. Despite this, PHDT upheld our focus on quality and continuity in our service and showed exhibited the talent in mitigating exposure in spite of all these obstacles. The work was filled with hindrances like recession, cost cutting of the company and layoffs. Thanks to their understanding and continuous confidence, these employees did not let that deter them from hard work and they continued to serve us.

We are making a profound social impact in the community we serve in the plantation sector, and will continue to do so today and into the future. PHDT has weathered many different types of storms. But our brand has never been stronger or more relevant. Our pipeline of new project activities and breakthrough innovation has never been more robust. Our long-term commitment to delivering an elevated partner experience is unwavering. I can assure you that we will continue to lead and manage the PHDT through the lens of humanity, doing everything we possibly can to continue to make your plantations and the plantation families proud of our company and all we stand for. We will positively manage through today's challenging environment just as we have positively navigated through challenging moments in the past whilst focusing and preparing ourselves for requirements/challenges ahead of us. Not until You just told us, we've completely redeveloped our internal project and strategy logistics and communication systems to increase

accountability and transparency within our leadership team or that we've begun the process of developing a new strategic plan that will guide us through our next five years for further improvement and fast track the process of implementation of the Projects.

I want to take this opportunity to thank everyone for all their efforts throughout the year. The success of our company is built on the efforts of our employees and in this past year, we have enjoyed many successes. Thank you for the dedication and commitment that each and every one of you has shown to us.

We've come through a year that was filled with both challenges and victories. How reassuring it has being to know that we can count on all of you regardless of what faces us. On behalf of the Plantation Human Development Trust, please allow me to extend my personal and genuine appreciation to each and every one of you for your valuable contributions to this organisation. Working with you in this past year has been a pleasure and we're proud to have you all with us.

We offer our best wishes and happiness to you and your families as we all look forward to a successful 2019.



**L.R. Perera**  
*Director General*

## Board of Directors



Mr. V. Puththirasigamoney  
(Chairman)



Mr. S.K.L. Obeyesekere



Mr. D.S. Seneviratne



Mr. G.D.V. Perera



Mrs. W.L.M.A. Liyanage



Mr. J.M. Kariapperuma



Mr. B. Bulumulla



Mrs. W.M.D.T Wickremasinghe



Dr (Mrs.) S. Subaskaran



Mr. S. Wijekumaran

# Board of Directors

## Mr. V. Puththirasigamoney

Mr. V. Puththirasigamoney, had been a Honorary Professor (Emeritus) of two universities in India and holds Diploma in Industrial Law (Sri Lanka), Diploma in Business Administration (India), Diploma in Strategic InfoTech (Italy) and completed a Special Study on Minorities and American Constitution in America.

As a Trade Unionist, he has held various positions including Deputy General Secretary of LJEWU and Administrative Secretary and Vice President of CWC and now the Senior Advisor of NUW. In political career his is the most senior Upcountry Tamil Politician, who was elected as Deputy Mayor of Nuwara Eliya in 1983 and as Member of Provincial Council in 1988 and has held the Office of Deputy Chairman and Minister of Education(T), Trade, Tourism, Industries and other portfolios of the Province up to 1999 and appointed to Parliament in 2000 and held office of the Secretary of Parliamentary Friendship Association of many countries including USA, Switzerland, Australia, Cyprus besides other positions and the Deputy and Acting Minister of Justice and Law Reforms up to 2010. Also, served in the Working Committee of the United National Party appointed by Late President J.R. Jayawardena as the youngest member in 1984 and served up to 2001.

He is appointed to serve as a Member of Tertiary and Vocational Education Commission at present by H.E. the President in 2015.

Served as a Director/Board Member of the Tea Research Board for 6 years and Lanka Estate Development Ltd. for 6 years.

Represented Sri Lanka as the Youngest Workers' Delegate ever in 1984 and as Workers' Advisor continuously from 1981 to 1992 at International Labour Conference, Geneva. Also, as the Advisor to the Hon. Minister of Labour in 2014.

Traveled widely around the world to many countries representing Sri Lanka, participated and presided over many conferences, workshops and seminars.

He is the Patron of Nuwara Eliya District Cricket Association and Football League.

Chairman of Hill Country Sports Federation; Patron of Dimbulla Athletic and Cricket Club and Past Pupils Association of Holy Trinity College; President of Scout Association of Nuwara Eliya District; Past President and Zonal Chairman MJF of Lions Club International, Nuwara Eliya; Justice of Peace (Sri Lanka); Ambassador of Peace (Korea) and hold several positions in sports, social, cultural and religious organisations.

## Mr. S.K.L. Obeyesekere

Was a founder member of the Plantation Housing & Social Welfare Trust (PHSWT) first established on 18th September 1992 later re-named as Plantation Human Development Trust (PHDT) on 10th October 2002.

Since Privatization of Plantations and the formation of Regional Plantation Companies Mr. Obeyesekere functioned as the Chief Executive Officer of two RPCs over a period of 25 years since 1992. He is a Fellow of the National Institute of Plantation Management in Sri Lanka and counts over 45 years' experience in the Industry having commenced his career as a Management Trainee and then rising to the position of Chief Executive Officer.

Mr. Obeyesekere is a past Chairman of the Planters' Association of Ceylon and the Plantation Employers' Services Group of the Employers Federation of Ceylon. He served as an elected member of the Ceylon Rubber Traders' Association & the Ceylon Tea Traders Association and is a nominated Council Member of the Employers' Federation of Ceylon. He is a member of the National Labour Advisory Council (NLAC).

He serves in the Boards of National Institute of Plantation Management, Ceylon Tea Museum, Plantation Human Development Trust and the Tea Smallholder Factories PLC of John Keells Group.

Currently he functions as the Secretary General of the Planters' Association of Ceylon.

**Mr. D.S. Seneviratne**

Mr. Seneviratne is a Fellow of the Institute of Chartered Accountants of Sri Lanka (FCA) and a Fellow of the Institute of Certified Management Accountants (FCMA) with over 30 years of post-qualifying experience in Finance, General Management & Commercial operations in the corporate sector.

At present, he is a Director at Hayleys Plantation Services (Pvt) Ltd. and Director/ Chief Executive Officer of Talawakelle Tea Estates PLC. He serves as a Committee Member of the Committee of Management of Ceylon Planters' Provident Society.

He served as a member of the Steering Committee on IAS 41 – Agriculture of the Institute of Chartered Accountants of Sri Lanka and the Chairman of the CSR Steering Committee of Ceylon Chamber of Commerce. He also served as a Trustee of the Plantation Trust Fund.

**Mr. G.D.V. Perera**

He commenced his career in planting with Mackwoods Estates & Agencies Limited in 1971. With the nationalisation of Estates, he worked as an Estate Manager and Visiting Agent and was subsequently promoted as a Director of Janatha Estates Development Board in the Nuwara Eliya Region. He has provided his services to the prestigious Commonwealth Development Corporation (CDC) of UK on Tea Projects in Tanzania and was resident there. After the privatization of the management of Regional Plantation Companies, he returned to Sri Lanka and joined Forbes Plantation Management Services Ltd., as a Plantation Director of Balangoda Plantations Limited in 1993. He joined Lankem Tea & Rubber Plantations (Pvt) Limited (LT&RP), Managing Agents in 1996 and was appointed to the Directorate of LT&RP in 2002. He was appointed to the Boards of Kotagala Plantations Limited and Agrapatana Plantations Limited in 2006. Director, Union Commodities(Pvt) Ltd.

He is a past Chairman of the Planters' Association of Ceylon and is a Member of the Ceylon Institute of Planting and a Fellow of the National Institute of Plantation Management.

**Mrs. W.L.M.A.Liyanage**

Mrs. Liyanage obtained her first degree BSc Business Administration (Special) Finance from the University of Sri Jayewardenepura and completed Masters in Financial Economics from the University of Colombo. In addition to that, she is an Associated Member of Chartered Institute of Management Accountants–UK. Further to being a member of the Sri Lanka Accountancy Service, she is also the Assistant Director Finance of the Department of Development Finance in the Ministry of Finance and Mass Media.

**Mr. J.M. Kariapperuma**

Director/Chief Executive Officer of Horana Plantations PLC since December, 2013 and serves in the Board of Directors of Vallibel Plantation Management Ltd., and Uni Dil Packaging Ltd.

He is in continuous service for 35 years in the Plantation Industry of which 26 years in the Senior Management capacity in the Corporate Sector.

He has functioned as Head of Produce/Marketing at Hapugastenne Plantations PLC and Udapussellawa Plantations PLC managed by Finlays Tea Estates Lanka Ltd., as well as the Manufacturing Advisor of Balangoda Plantations PLC.

He is commissioned as a Professional Officer in the Sri Lanka Army Volunteer Force as Lieutenant Colonel and also has successfully completed a course in General Management Programme conducted by the Business School of National University of Singapore.



# Board of Directors

## Mr. B. Bulumulla

Mr. Bhatiya Bulumulla has 33 years of experience in the plantation sector, out of which 20 years in Elpitiya Plantations PLC. He was an Asst. Manger, a Manager and a Group Manager in State Plantations Corporation, Kotagala Plantations and Bogawantalawa Plantations respectively, before joining Elpitiya Plantations PLC in 1999.

He was appointed as Deputy Chief Executive Officer of the Company in 2011, and promoted to the position of Chief Executive Officer of Elpitiya Plantations PLC in 2013. He also was appointed as an Executive Director at Aitken Spence Plantations Management PLC in 2017 and Executive Director at Elpitiya Plantations PLC in 2018. He also hold the position of Managing Director of Elpitiya Dianhong Jin Ya Tea Co (Pvt) Ltd, and a Director at EPP Hydro Power (Pvt) Ltd.

He holds a Diploma in Plantation Management from National Institute of Plantation Management, B.Sc (honours) Degree in Plantation Management awarded by Wayamba University and hold MSc. in Environment Science from Open University of Colombo.

He is a Fellow member of National Institute of Plantation Management, a visiting lecturer at NIPM and Wayamba University, and an Honorary Board member of Estate Staff Provident Society and a Council Member of Plantations Services Group of Employer Federation of Ceylon.

## Mrs. W.M.D.T. Wickremasinghe

Mrs. W. M. D. T. Wickremasinghe, a Member of Sri Lanka Administrative Service, in possession of a B.Sc. (Special) Degree from the University of Peradeniya, is an Additional Secretary (Development) to the Ministry of Plantation Industries. She also serving on the Board of Directors of Sri Lanka Tea Board, and Export Development Board.

She holds MSc in Natural Resource Management from the University of Peradeniya and MSc in Public Policy Australia.

## Dr (Mrs.) S. Subaskaran

Dr. (Mrs.) Saseela Subaskaran is a Consultant Community Physician, currently working as the Acting Director of Estate and Urban Health Unit of Ministry of Health, Nutrition and Indigenous Medicine. Apart from her MBBS Medical Degree from University of Jaffna, Dr. Subaskaran has Master and Doctor of Medicine Degrees from University of Colombo. She had completed overseas training for a period of two years in the Barts and The London School of Medicine and Dentistry of Queen Mary University of London in the United Kingdom.

She served as a Medical Officer in Colombo South Teaching Hospital and Medical Officer of Health in Mundal Medical Officer of Health area in Puttalam district. In addition, she worked in the Health Promotion Bureau and Family Health Bureau.

## Mr. S. P. Vijekumaran

Mr. S. P. Vijekumaran, who is representing the Lanka Jathika Estate Workers Union is currently performing as the National Organiser of the Union.

He was appointed as the Assistant Secretary of LJEWU from 2003 to 2014; Regional Director of Uva Province; Assistant Secretary of National Trade Union Federation; Treasurer of The Power Foundation; President of Sri Lanka Security Services Union. He also, served as the Private Secretary to late Hon. K. Velayudam (Member of Parliament and Member of Uva Provincial Council) from 2002 to 2004.

Mr. Vijekumaran represented Sri Lanka as the worker delegate at the International Labour Conference held in Geneva in 2003 and 2006.

He holds Diplomas in Trade Union Workers Education and Curriculum Development and in Political Science and Social Mobilisation.

## Head Office Directors



Mr. R.Y. Kulatunga  
*(Director Finance & Administration)*



Dr. P.H.S. Ananda  
*(Director Health)*



Mr. T. G. A. Pandikorala  
*(Director Engineering)*



Mr. B. C. Ramasundara  
*Deputy Project Director (ECDP)*

## Regional Directors



*Mr. C.U.B. Ranasinghe  
Kegalle Region*



*Mr. R.V.A.N.P. Wijeratne  
Hatton Region*



*Mr. L.P.A.N. Senaratne  
Badulla Region*



*Mr. A.S.B. Ekanayake  
Ratnapura Region*



*Mr. A.H.W. Munaweera  
Kandy Region*



*Mr. K.A.D.G. Kulanayake  
Nuwara Eliya Region*

# Housing and Infrastructure

Continuing its efforts on improving the standard of living of the Community in the Plantation Sector, the Plantation Human Development Trust implemented the construction of housing and related infrastructure Projects in the year 2018 as well utilising the funds of the Government of Sri Lanka channeled through the Ministry of Hill Country New Villages, Infrastructure and Community Development.

Housing has been identified as the most demanding issue for the community who are still in occupation of the line houses with a square area of approximately 200 sq. ft. which were constructed over 150 years ago as there is a sizable stock of line houses remaining in Plantations despite individual new housing units provided over the past years.

## Completion of Carryovers Projects:

Identifying the need to accelerate the construction of houses based on the funds allocated through the Ministry of HCNVI & CD, nearly 1,286 housing units were completed in the year 2018 with each unit being comprised of a living room area, two rooms, a veranda and a kitchen, together with a separate tiled bathroom provided with direct water supply and electricity connections for each house hold.

## New Innovations

The Pilot Project on Pre-fab housing undertaken for the first time in the Plantation Sector at Strathdon Estate of Hatton Plantations PLC reached the completion level of 50 Housing Units under Stage – I and the preliminary work on the balance 50 units under Stage – II has commenced.

## Infrastructure for Housing:

Infrastructure development is essential to improve the life style of the community and make them comfortable, and several such Projects in the respective Regions where new housing projects are located were completed and handed over to the community.

Region	Water	Roads
Galle	04	02
Ratnapura	04	02
Badulla	01	0
Kegalle	03	07
Kandy	06	07
Hatton	03	09
N'Eliya	06	09
Total	27	36

## Other Special Infrastructure Projects:

In addition to the focusing on replacement of line-type housing with individual new housing units and providing new infrastructure Projects, PHDT fulfilling its commitments, several other infrastructure development Projects which were approved in the latter part of the previous year and carried over to 2018 covering the estates in all Regions as listed in Table below were completed.

Region	Concrete Roads	New Latrines	Water Projects	Upgrading Play Grounds and Volley Ball Courts	Others	Upgrading Child Development Centers	Community Centers and Cultural Halls
Galle	15	47	04	0	0	02	03
Ratnapura	06	20	23	01	04	03	0
Badulla	33	60	7	02	08	02	02
Kegalle	18	52	06	0	04	04	05
Kandy	14	58	05	02	01	03	01
Hatton	38	75	05	08	08	02	0
N'Eliya	42	35	9	10	07	0	03
Total	166	347	59	23	32	16	14

# Housing and Infrastructure



## Re-Roofing – (Carryover from Last Year)

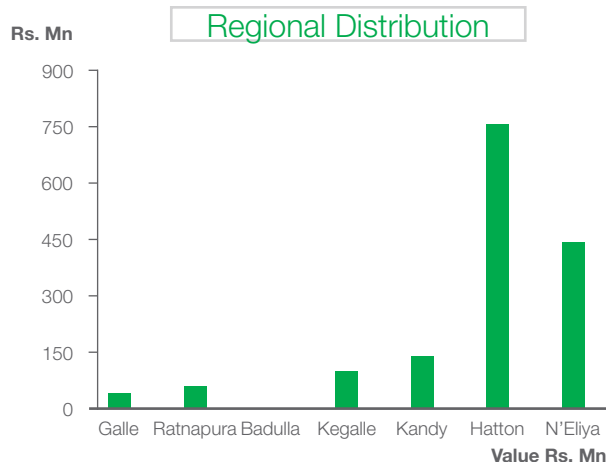
The existing line houses which need replacing of decaying and old corroded roofing sheets are re-roofed as an interim measure until the new houses are provided and the work worth of Rs.76 Mn. allocated last year covering the seven Regions have been completed as shown in the Table below.

Region	No Of Units
Galle	162
Ratnapura	143
Badulla	161
Kegalle	160
Kandy	166
Hatton	267
N'Eliya	410
Total	1469

## Green Gold Housing Programme – Year 2018

The Ministry approved in September 2018 a total of 1514 housing with an allocation of Rs.1514 Mn. covering PHDT Regions.

Region	Projects	Units	Value Rs: Mn
Galle	02	35	35
Ratnapura	01	55	55
Badulla	0	0	0
Kegalle	05	99	99
Kandy	08	143	143
Hatton	37	745	745
N'Eliya	22	437	437
Total	75	1514	1514



Out of these 1514 Units; 175 units have been identified as Owner Driven Projects where PHDT actively participated in land survey, clearance, site preparation and obtaining the land releases from the respective plantation companies and the Ministry of Plantation Industries.



## Execution of 2018 Housing Programme

Certain modifications to the structural plan of the housing unit were considered in order to improve the standards of construction with the concurrence of the Ministry of Hill Country, New Villages, Infrastructure & Community Development.

For the smooth execution of construction of Houses in 2018 Projects and to maintain the high standard of work, uniformity, prevent using inferior quality materials etc., certain new methods such as centrally procuring & supplying of roofing materials, aluminum windows and paints etc., are now being implemented successfully.



The sub-contractors were selected on regional recommendations and centrally screened and assessed for their financial, logistics and manpower capabilities before awarding.

**Progress of 2018 Housing Projects:**

Although the preliminary arrangements were made towards the end of 3rd quarter of last year to commence these projects, the progress of almost all the projects slowed down due to the Political turbulence in the country since late October 2018 and followed up with the protests by the Plantation Community on the wage hike negotiations. Even the selection of beneficiaries and finalisation halted due to the situation prevailed in the Plantation Districts. Fear psychosis created in the minds of the Contractors led the situation to abandon or go slow on their construction sites. The delays in obtaining the funds through the Ministry since end of 3rd quarter of last year on claims submitted after having completed the different stages of construction, cash crunch situation faced by the contractors led to the very slow progress of the construction despite PHDT intervening to assist them to move on with the work.

Nevertheless PHDT is determined to complete all these Projects in hand successfully before end of Third quarter - 2019 and hand over the houses to the Community with all completed infrastructure facilities.

Simultaneously arrangements are made to implement the infrastructure projects for these house holders with the approval of the Ministry of HCNVI & CD.

**Indian Housing Programme**

Construction of 14,000 houses for the plantation community under the patronage of the Government of India is underway. PHDT is involved in land clearance working alongside with other implementing agencies.





# Health and Nutrition Activities

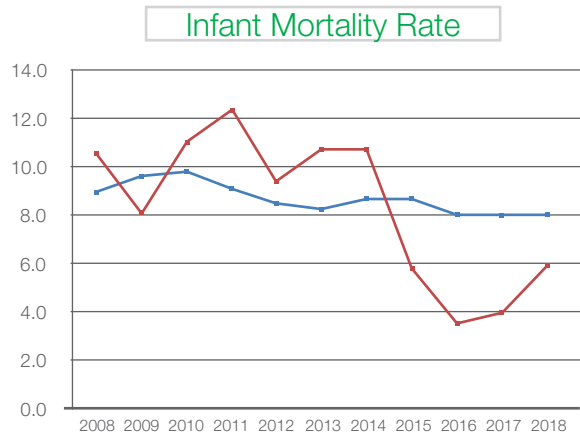
Since formation of the Plantation Human Development Trust 25 years ago, it catered to the workers and their families through many Health programmes, activities to promote health, prevent diseases and healthy lifestyle, contribute to innovative efficient, sustainable health systems and to facilitate high quality, safe health care. We have given special attention to Health & Welfare services delivered to the Plantation Community for the last 25 years and wish to continue with much efficiency and improved quality and commitment to uplift the health status of the community contributing to the productivity and sustainability of the industry in future.

Maternal care, child development, child protection early child care and development activities, health education, nutrition awareness and cooking demonstrations, women empowerment, training programmes for Estate Health staff, activity specific awareness for the Estate managers are some major activities Organised and carried out by Health Division. Elimination of Plantation sector Child Malnutrition is continued, with collaboration of Ministry of Hill Country and New Villages.

In addition, introduced a system of grading of child development centers in Estates to uplift the standard of early education in children live in Plantation equal to the national standards.

Health awareness together with maternity care and enhanced institutional deliveries have helped to bring down the maternal death rate to a great extent. It is observed high prevalence of low birth weight and child malnutrition in spite of improvement in other health indicators. Child malnutrition is more prominent among the 2 to 5 year age group. This is mainly due to poor weaning practices after a good breast feeding. Infant death rate is also parallel to the national levels compared to previous decades. Health Ministries, UN Agencies, Non-Governmental Organisations, Donors etc, continue to assist the PHDT for the successful implementation of health and child care programmes to date.

Health indicators Comparison – National vs Estate



	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
*National	9.0	9.7	9.9	9.1	8.5	8.2	8.7	8.7	8.0	8.0	8.0
Estate	10.6	8.1	11.1	12.5	9.4	10.8	5.8	3.5	3.9	5.9	5.9

## Tikiri Shakthi

We at PHDT with the collaboration of the Ministry of Hill country, New Villages & Community development provided a Nutri Bar under the brand name of “Tikiri Shakthi” to the estate children to overcome undernourishment. These bars were distributed through the Child development Centers in the estates. Total investment on this project was Rs. 44 Mn. This high protein nutri bar was designed with 50g of weight and 10 – 12g of protein. It was encouraging to note that there is a reasonable weight gain and increased activity among children.



### Antenatal Clinics

Several Antenatal Clinics were conducted to make the community aware on Leptospirosis, Dengue and Rabies for the Health Staff during the year under review.

### Eye Screening Programs

Senior citizens in estates who have contributed to the industry has been provided with essential services even after retirement, one of the most important activity conducted was eye screening of plantation community providing vision correction and referrals of those who required cataract surgery to hospitals.



### Nutritional Programme

In collaboration of the Presidential Task Force, a Workshop on developing action plan for implementation of the special nutrition programme was held successfully to improve the Nutritional status of the Plantation community, chaired by the Additional Secretary to His Excellency the President and selected stakeholders.

### Breast feeding initiative activities



Plantation sector mothers return to work after a brief maternity leave, leaving their babies at home or at Child Development Centers (CDC), which provide child care services to a great extent with the available facilities. As exclusive breast feeding is essential during the first year of life and thereafter, it is very much important to provide breast feeding facility at CDC to encourage mothers to continue breast feeding while at work.

Though most of the CDCs had some area to breast feed their children, they lack standard facilities required for a breast feeding corner.

As PHDT is committed to provide best of services for children joined with Save the Children to provide comfort and basic requirements while maintaining the privacy for the breast feeding mothers refurbishing a breast feeding area in selected 25 estates as a pilot project with a plan to expand to another 75 estates with children below one year. This improved facility will encourage mothers to come for work early keeping their children healthy while contributing to sustain the industry.

# Health and Nutrition Activities

## Apprentice Pharmacist Training

Apprentice Pharmacist programme was initiated with the approval of the Ministry of Health, the above programme has been completed successfully. 35 candidates passed the examination and the certificates awarding ceremony also been held.

## Steering Committee Meeting on Plantation Health

Objective of the programme is to discuss Health related activities, Health related problems faced by the Regional Plantation Company in the Estate sector.



## Tobacco and Alcohol Prevention Programme

Baseline survey on Tobacco & Alcohol consumptions pattern in the plantation sector has been conducted in the Badulla region in collaboration of the National Authority on Tobacco and Alcohol (NATA).

Both tobacco and alcohol can be highly addictive and have long-ranging health consequences. The effects of mixing tobacco and alcohol can include a shortened life span, interpersonal problems, and respiratory problems.

Both tobacco and alcohol are legal and widely available, making them easier to abuse. Plantation Community are vulnerable and are to be addicted to alcohol and tobacco and this is a major challenge to the success of prevention programmes. The regional wise have been conducted Prevention programmes for the drugs prevention national week in order to aware the community the health consequences and progression of the poverty due to the usage of alcohol.

## Awareness on HIV / AIDS Prevention

An estimated 37,600 HIV infections are diagnosed each year, according to the most recent data. The Federal approach to reducing new HIV infections is based on the best available scientific evidence and modeling studies have informed decisions about the allocation of resources with regard to the strategies employed, geography, and the populations at greatest risk. In short, this data has indicated that the best way to prevent new HIV infections is to ensure timely diagnosis and engagement in care and treatment for those who are living with HIV to increase the percentage of persons with HIV who have achieved viral suppression; target prevention resources to the places with the largest burden of disease and populations at greatest risk; and ensure that the most effective prevention strategies are prioritised and widely implemented

This programme has been conducted in selected Estates in the Galle region to enhance the knowledge on HIV/Aids and to prepare a work plan to implement the project at Estate Level in collaboration with the Aids foundation.

## Quarterly Review Meetings for EMA/ PFWO/CDO

Objective of above is to assess health activities/programs carried out in the estate during the particular quarter, and to study the performance and take appropriate action and to discuss how to overcome the situation where applicable.

In order to improve the health and social status of the estate community, periodical review of activities conducted and performed by Plantation Health and Social Staff is important and compulsory. Periodical Review will improve the quality and quantity of work performed and will make a forum to discuss short comings, sharing experience, lessons learnt and to obtain expert opinions to the grass root level health performers. We have been conducted programmes separately to EMA/PFWO & CDOs.

## Awareness Programme on Tuberculosis

Tuberculosis (TB) is an infectious disease usually caused by the bacterium *Mycobacterium tuberculosis* (MTB). Tuberculosis generally affects the lungs, but can also affect other parts of the body. Awareness programs has been conducted by regions to the community aware methods of spreading TB, symptoms of TB, how to take treatments in order to prevent spreading of TB and maintain healthiest life. As it is a chronic disease which affects the productivity of individuals. It is very much essential to have knowledge on prevention and voluntarily exposure early investigation and for treatment in case of cough for more than two weeks.

### Awareness Programmes on Prevention of Child Abuse

Every year more than 3 million reports of child abuse. It's a terrible epidemic that we at Child help are dedicated to put an end to. To do this, we need to first increase awareness of the issue itself. A Programme has been conducted to make aware types of abuse and how to prevent in order protect children.

### Awareness on Child Accident and First Aid Training

At present we observed that child accidents are high in the plantations, therefore parents' were made aware of the kind of accidents and prevention. Basic first aid training was given to face such situations.

### Oral Hygiene Programmes

This programme has been conducted for the community to pay special attention to regular maintenance of oral hygiene. Programme has given many benefits to the community. All regions have conducted awareness programmes and screening programmes at estate level to improve oral hygiene among the adults & children in Plantation with the assistance of Dental Surgeons in the regions. Many cases of Pre- cancerous lesions have been found and referred for specialised care.



### Orientation Programme for Managers – Cancer Awareness

Cancer Control Unit - Colombo and Regional Dental Unit with PHDT sconduted the orientation programme for GGMs, RGMs, Estate Managers and Asst. Managers in Kegalle.

### National Maternal Mortality Review

This programme has been conducted by the Ratnapura region Specialists from Health Department, Consultant Gynecologists. Consultant Physicians, RDHS & MOMCH From Ratnapura, MOH'S & PHMS, Ratnapura District, Doctors from Ratnapura General Hospitals, to address maternal death and how to prevent.

### Occupational Health and safety

The promotion and maintenance of the highest degree of physical, mental and social well-being of workers in all occupations, prevention among workers of adverse effects on health caused by their working conditions, protection of workers in their employment from risks resulting from factors adverse to health, placing and maintenance of workers in an occupational environment adapted to physical and mental needs, adaptation of work to humans includes and main purpose to conducted programme to the factory workers and Estate Health staff.



# Early Childhood Development Project (ECDP) in Plantations

## Overview

The Early Childhood in human being is commenced as at the birth up to the age of five years. Monitoring and managing the milestones to the 0-5 year olds are very important period and plays a vital role in ensuring the holistic development of the children. Investing in early education is a life time investment and benefits accrued (ECE) are diverse. Equal access to early education will result in equal earning opportunities for individuals from multiple backgrounds. In addition, children will be better prepared for formal education, improving learning outcomes while accelerating human capital accumulation.

Recognising the importance of early childhood care and development, the government of Sri Lanka has embark upon the Early Childhood Development

(ECD) project with the assistance of the World Bank. The five year project has been focused to complete by mid-2021. The objectives of the project are to enhanced the equitable access to and improve the quality of early childhood development services to improve the quality of ECD provision in Sri Lanka, ECD Project supports quality management, improvement of ECD facilities, provision of teaching-learning materials, and the training of ECD teachers, teacher assistants, and trainers.

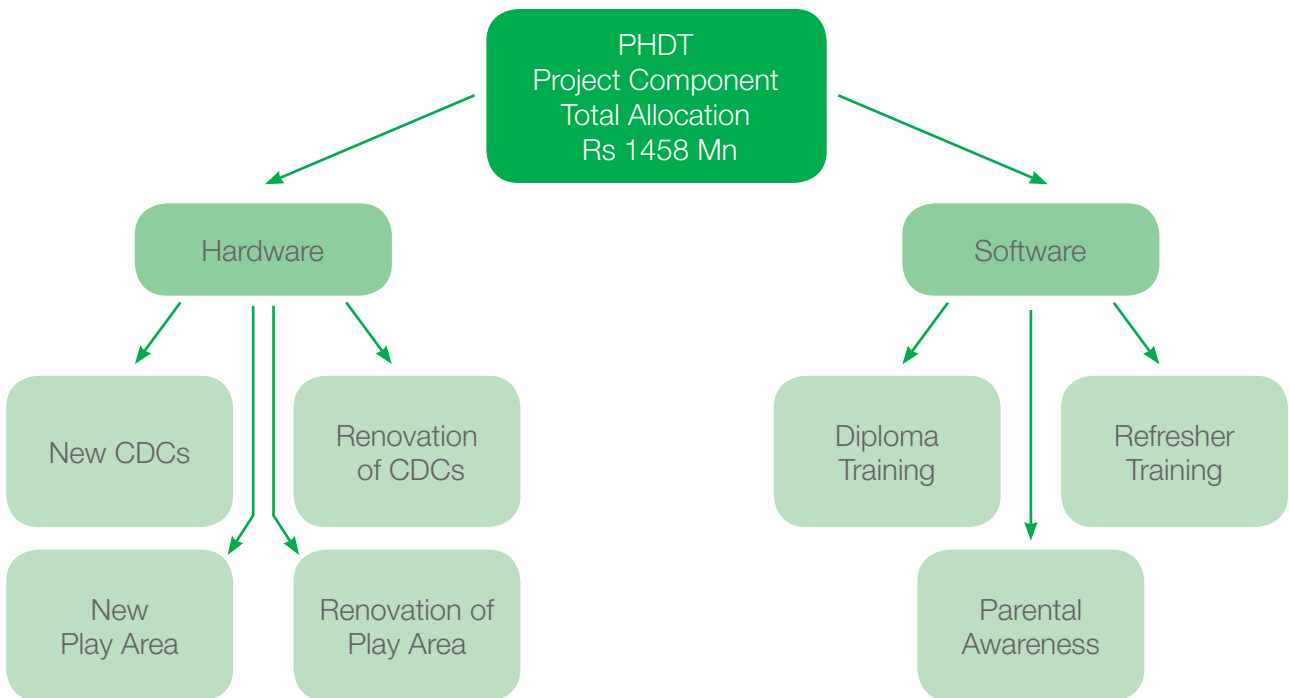
## ECD Project in Plantations

Centre-based Early Childhood Development (ECD) programs for children in the plantation sector are underdeveloped and require more assistance including CDC facilities to be improved at large. ECD Project in the plantation has been implemented

by the Plantation Human Development Trust (PHDT) and carries out activities through an agreement with Ministry of Women & Child Affairs. PHDT mainly serves to nearly one million community residential in the Plantations including nearly 70,000 children under 5 years with the facilitation of 1392 Child Development Centres (CDC) and 1290 Child Development Officers (CDOECD project has brought the hope of better early childhood care and development opportunities for factually marginalised plantation population.

While spear heading the activities in the Plantations, in the year 2018, PHDT is effectively implementing the third year of the ECD project under 2 main components, which consists of

- (i) Hardware Activities
- (ii) Software Activities and facilities covers all the Regional Plantation Companies in the plantation sector.



**Hardware Activities**

Activity	2016-2020	
	Total no of Units	Total Allocation
		(Rs / Mn)
Construction of New CDCs	140	910
Renovation of CDC's	175	227.5
Construct new play areas	175	61.25
Renovate existing play areas	210	52.5
<b>Total</b>	<b>700</b>	<b>1,251.25</b>

**Construction of New CDC**

Activity	2016	2017	2018
	No of units completed	No of units completed	No of units completed
New CDCs	20	8	Not awarded
Renovation CDCs	35	35	6
New Play Areas	35	35	21
Renovation Play Areas	42	42	25
<b>Total units</b>	<b>132</b>	<b>120</b>	<b>52</b>

**Construction Work is in Progress**

Construction of New CDC



Elston Estate-Ratnapura Region



# Early Childhood Development Project (ECDP) in Plantations



Brownlow Estate-Hatton Region

## Renovation of CDC



## Play Areas



**Approved Software Budget (2016-2020)**

No	Activity	No. of Programs	Allocation per Unit (Rs/ Mn.)	Total Allocation
1	Diploma Programmes for CDOs	15	3.2	41.6
2	Refresher Training for CDOs	51	0.5	25.5
3	Awareness Program for Parents	350	0.05	17.5
	Total			84.6

**Software Activity Achievement**

Activity	2016	2017	2018	Total achieved (cumulative)
	Achieved	Achieved	Achieved	
CDO Diploma	3	4	2	9
Parental awareness	70	350	165	585
Refresher Training		carry forwarded to 2018	5	5

**Diploma Awarding Ceremony-2018 (For 416 CDOs) held at BMICH**





# Early Childhood Development Project (ECDP) in Plantations

## CDO Diploma Programme



## Refresher Training Programme for CDOs



## Parental Awareness Programme



# Water and Sanitation

Improving sanitary conditions of the Plantation community has become a priority need. The pollution of natural water sources in the plantation sector due to lack of proper sanitation facilities has led to many bowel diseases affecting those living in downstream villages as well. PHDT continue to strive to fulfill the needs of the community to have piped borne safe drinking water.

## Water and Sanitation Project Funded by the World Bank (WaSSIP)

World Bank Assisted Water Supply and Sanitation Improvement Project (WaSSIP) is implemented by the Sri Lankan Government with the assistance of the World Bank to increase access to safe drinking piped borne water services and improve sanitation facilities.

The Ministry of Hill Country New Villages, Infrastructure & Community Development along with the Plantation Human Development Trust (PHDT) assist the Ministry of City Planning & Water Supply to implement this project in the plantations of Nuwara Eliya District. The project provides access to piped borne water and improve sanitation to the Estate population as well as to rural areas, observing a demand responsive approach. The project is targeting around 15,000 families (60,000 people) to gain access to safe water through approximately 40 mega projects in selected Estates. A Tariff system is designed and structured and introduced to cover all operation and maintenance costs.



## Water, Sanitation & Hygiene Project Funded by the European Union (WASH)

PHDT partnered with the Institute of Social Development to implement a project to improve the Health status to implement the project Reaching the Unreached Estates and Surrounding Communities on Equitable Water, Sanitation, Hygiene (WASH) for improved health and nutrition. The Government of Sri Lanka has agreed with the European Union to Sri Lanka and the Maldives to assist in the project through its government entities one of which is the Ministry of Hill Country New Villages, Infrastructure and Community Development.

The project will span over a period of 4 years and will concentrate in the Uva & Central Provinces.



## Provision of New Latrines

Improving sanitary conditions of the plantation community by providing individual latrines has become a priority need. The common latrine concept has been changed and individual latrines are provided to each family and to date we have covered 55%. This enables proper upkeep, privacy for females, protection of environment etc.



# Estate Worker Housing Corporative Societies (EWHCS)

## Empower the Plantation Community

The resident Plantation workers/community have been significantly empowered by the Estate Worker Housing Cooperative Societies (EWHCS) units which are now available in all Estates managed by RPC's by providing them loans, creating job opportunities, access to many goods and services, etc., within their respective estates.

The EWHCS was first established in 1993, by the Plantation Human Development Trust (PHDT) in collaboration with the Department of Cooperative Development mainly with the intention of disbursing funds to construct houses for estate residents. The 425 EWHCS units functioning in the country (which include units located at both Regional Plantation Company and State-managed estates) having a deposit base of over 475Mn. Nearly 80% of the loans have been provided for housing purposes, while agricultural, emergency festivals and for income generation purposes have also been granted. EWHCS now has its own bank - the "Vathusevaka Nivasa Samupakara Samithiya (Vanisa) Bank" - which among others provides agricultural and small business loans including other interest-free loans to its members.

The plantation workers as members form the EWHCS, and have demonstrated that they now have substantial capacity to fulfil their financial and other needs. In 2017, EWHCS units had a membership of over 188,000 - a 91% growth from the 98,000 members at the inception in 1993. The EWHCS has emerged as a leading community-based organisation (CBO) in the country and many units, located at Regional Plantation Company estates (RPCs) who receive strong support from the RPCs, have improved their rankings in recent years based on criteria determined by the Plantation Human Development Trust (PHDT) and monitored by their Regional Offices.

Of the total 412 EWHCS units 223, or approximately 54%, are ranked A+ (the highest ranking), A and B, reflecting the benefits from the strong support given to these EWHCS units by their RPCs in terms of capacity building, mobilisation of resources, etc., In addition to providing loans, EWHCS units now even operate retail/welfare shops, barber saloons, communication Centre's etc., within the respective estates, thus creating employment opportunities and also providing convenient access to many services to the estate residents. The PHDT has also entered into partnerships with multinationals and other leading private sector organisations to provide estate residents easy access to products and services with the appointment of EWHCS as sub dealers, to improve their quality of life and their health, nutrition, sanitation, hygiene, etc.,

The EWHCS units have also been recently active in female empowerment with the establishment of women's groups to facilitate training on household cash management, livelihood development, childcare, etc., leading to the creation of a happy family.

The significant strengthening of the Estate Worker Housing Cooperative Society over the years reflects how the estate community has been gradually empowered and are now capable of fulfilling many of their own needs.

The Regional Plantation Companies have always supported the EWHCS units in any possible capacity and will continue to do so. It is important that all stakeholders contribute to these efforts to improve the self-sufficiency of the estate community.

The Estate Manager serves ex-office as the President of the Estate's EWHCS and committee which comprises estate workers, providing the necessary guidance and

	"No.Of EWHCS"	Rating					Total
		A+	A	B	C	D	
Galle	56	9	32	15	0	0	56
Rathnapura	59	17	23	13	4	2	59
Badulla	63	20	23	10	5	5	63
Kegalle	52	8	18	18	8	0	52
Kandy	59	10	7	14	14	14	59
Hatton	64	3	1	14	32	14	64
Nuwara Eliya	71	0	0	8	36	27	71
<b>Total</b>	<b>424</b>	<b>67</b>	<b>104</b>	<b>92</b>	<b>99</b>	<b>62</b>	<b>424</b>
		16%	25%	22%	23%	15%	

direction. The RPCs continue to assist the initiatives of the cooperatives by allocating space within buildings in the estate for storage purposes, providing security for welfare shops and particularly in capacity building with regard to financial management, accounting, auditing, etc.,

The Plantation Human Development Trust (PHDT) through their seven Regional Offices located in Galle, Ratnapura, Badulla, Kegalle, Kandy, Hatton and Nuwara Eliya have also played a vital role in developing the EWHCS network since its inception, with the support of the Department of Co-operative Development and their Provincial network, governed under their By-Laws. The PHDT recently introduced amendments to these By-Laws in collaboration with the Department of Co-operative Development to cater to the current and future activities of the EWHCS for its development and sustenance

Several measures are currently underway to further improve the operations of EWHCS units in the country, including automation of their financial records for greater discipline and accountability. With the assistance of various stakeholders including the RPCs and the PHDT, the EWHCS has gone far as beyond its initial mandate with regard to housing and have been developed over the years to make a significant contribution to uplift the quality life of the community. Some have even been recognised for their excellence by winning Presidential Awards presented on International Cooperative Days after competing with other Co-operative Societies in the country.

The EWHCS units have also been recently active in female empowerment with the establishment of women’s groups to facilitate training on household cash management, livelihood development, childcare, etc., leading to the creation of a happy family.





# Social & Recreation

## Celebration of Women's Day Programme

International Women's days was held in the month of March therefore Awareness programme on cooking demonstrations were held successfully for Women in the Plantations.



## Inter Plantation Volleyball Tournament

The plantation community specially the youth have the talent but not the opportunity and facilities to improve and show case their sporting skills. The PHDT has introduced many sports activities particularly Volleyball which is popular among the youth.

Inter Plantation Volleyball Championship for Men and Women was conducted by the PHDT Regions in collaboration with the Regional Plantation Companies & the Estate Management.







“Heroes who put the plans together in making housing for all a reality,,



# Head Office Staff









# Nuwara Eliya Region



Nuwara Eliya Regional Staff



## Housing

### Green Gold Housing Project

Improving the quality of life of the Plantation community pivots around improved housing facilities and the Ministry of Hill Country New Villages, infrastructure & Community Development their support for the construction of 437 units of new houses at a value of Rs. 523.68 million and the work is in progress. These houses are spread across 19 estates of RPCs viz. Agalawatte Plantations PLC, Agarapatana Plantations Ltd, Kegalle Plantations PLC, Talawakelle Tea Estates PLC, Maturata Plantations Ltd, Kelani Valley Plantations PLC, Udupussellawa Plantations PLC, Elpitiya Plantations PLC and Hatton Plantations PLC,



Green Gold Housing opening ceremonies were held in the above estates with the active participation of the estate management, staff and the beneficiaries. The occasion was graced by the Hon. Palani Thigambaram, Minister of Hill Country New Villages, infrastructure & Community Development as Chief Guest along with State Minister of Education Hon. V.S.Radhakrishnan, Hon. Member of Parliament M.Thilagaraj, Provincial Council members and Pradeshiyasaba members as the guests.



### Special and Other Projects

We were allocated 173 special & 611 other projects at a value of Rs. 164.18 Million which included Concrete Roads, Community Centers, Cultural Halls, Water, Sanitation, ECDP and etc.,





# Nuwara Eliya Region



## Re-roofing

As an interim measure to improve the existing worker housing, the re-roofing programme has been continued from 2017 with 141 units under Phase I, and 284 units under Phase-II and the work is completed.



## Health Activities

Several programmes have been conducted to enhance the knowledge on malnutrition, drug abuse, child abuse and non communicable diseases. Community was given awareness on early childhood care and development, sanitation and hygiene. Health camps, special nutrition programmes have been conducted during the year.

The region also conducted EMA, PFWO and CDOs Quarterly Review Meetings in the year 2018

We give Nutri Bars for 2-5 years plantation children. Expenditure for the Programme is Rs. 3.3 Mn. We give awareness on “prevention on iron deficiency and how to overcome” for The Estate Medical Assistants. We give parental awareness for Under 5 Years children’s parents and pregnant mothers. 8 programmes conducted in selected estates (Fernlands, New Peacock, Waltrim, Luckyland, Pedro, Holyrood, Concordia and Courtlodge). Expenditure for the Programme is Rs.450,000.00.

### Objectives of Parental Awareness

1. Early Childhood Care & Development
2. How to bring up a Healthy Child
3. How My Child Developed
4. Ensuring safety Practices
5. Effects of parenting practices on Children’s Personality Development





### Mobilisation

During the year 2018 the following training programmes conducted for Managers RPC wise held with the participation of the Regional Plantation Companies on the following areas of EWHCS functions.

- Rules and regulations.
- Auditing

9 RPC's, 64 Managers participated towards the training. This was conducted with the coordination of Asst. Commissioner of Co-operatives Nuwara Eliya.



During the year the following RPC's Cluster Review meetings were conducted.



Agalawatte PLC, Udapusellawa PLC, Kegalle PLC, Hatton PLC ,Kelani valley PLC , Agarapathana Ltd.

Steering committee on plantation health was conducted twice during the year and the following matters were discussed.

- PHM Housing Projects
- EMA and MOH misunderstanding
- Misunderstanding between PHM and CDO
- EMA Prescribing medicines

# Nuwara Eliya Region

The Managers were given awareness on GGH and the following matters were discussed during the awareness meeting.

- Selection of beneficiaries
- Selection of land
- Benchmarks of claim procedures
- Construction defects etc.,

The following estates fishlinks for the ponds in the Estates-Logie, Waltim, Liddesdale

An EWHCS committee was formed for the harvesting of fish. The matured fish is to be distributed among the beneficiaries to overcome the nutrition deficiency in the estates.

During the year fruit trees were distributed among the beneficiaries of Green Gold Housing Projects.

Inter plantations cricket tournament was held on the 06-July-2018 at the Dimbulla Athletic & Cricket Club. 7 RPCs actively participated in the tournament. The champion team was Talawakelle Tea Estates.

An Art competition was Organised for the pre school children and they were awarded with certificates of appreciations.

Mobilisation meetings were conducted for Green Gold Housing Project beneficiaries.



No	RPC	Estate Visits and Mobilisation Meetings
1	Agarapathana Plantations Ltd	04
2	Agalawatte Plantations PLC	04
3	Elpitiya Plantations PLC	10
4	Hatton Plantations PLC	09
5	Kelani Valley Plantations PLC	16
6	Kegalle Plantations PLC	03
7	Maturata Plantations Ltd	15
8	Talawakelle Tea Estates PLC	16
9	TRI	02
10	Udapusellawa Plantations PLC	18

During the year the following NGO's and INGO's were working hand to hand with us. Palm foundation, Save the children, Fridsro and ISD - Europeon Union and WaSSIP.

EMA's, PFWO's and CDO's trainings reviews, demonstrations were conducted sponsored by the NGO's and INGO's.

PHDT and NAITA jointly Organised on the job training for plantation youths. More than 200 youths were participated and they were given trainings on construction sector, Hotel & Tourism sector, Auto mobile sector & Health service sector. 60 Trainees are on the job training in private hospitals at Colombo and hotels in Nuwara Eliya & Colombo.

17 EWHCS Estates in Nuwara Eliya region to be strengthened with Palm foundation. 1000 Latrines in 12 Estates being implemented with WaSSIP.

## Accolades

Our endeavor to improve quality of life in the plantations was endorsed by the Department of Labour of the Ministry of Labour & Labour relations, having conferred the region with the 'Gold Award' in the small scale category of the service sector organisations at the "Social Dialogue Excellence Award - Social Dialogue and Work Place Cooperation" island-wide competition held in 2018.



# Hatton Region



Hatton Regional Staff



# Hatton Region

## HOUSING PROGRAMME

Allocations worth of Rs. 766 Mn rupees have been made in respect of 766 green gold housing projects to Hatton Region during 2017 by the Ministry of Hill Country New Villages, Infrastructure and Community Development. Of these housing projects, 105 units have been successfully declared open and dedicated to the community in 2017.

### Dickoya Estate, Pool Bank Division – 20 Units



### Strathspey Estate, Ormidale Division – 25 Units





Brownlow Estate, Brownlow Division – 20 Units



Mousakellie Estate, Mousakellie Division – 20 Units





# Hatton Region

## Ingestre Estate, Hornsey Division – 20 Units



## Green Gold Housing Project

### Mahanilu Estate – Mahagala Division - 15 Units

An allocation of Rs. 15 million rupees has been made to Mahanilu estate in 2016 which has successfully been declared open and dedicated to the community on 8th July, 2018.





### Foundation Laying of Green Gold Housing Project 2018

Foundation stones have ceremoniously been laid and commenced the work on 15 housing projects allocated for Hatton Region in 2018.



### Foundation Laying of Indian Housing Project – 5 Projects and 270 Units

The foundation stone was jointly laid by the Minister of Hill country New Villages, Infrastructure and Community Development, Acting High Commissioner of India and Assistant High Commissioner of India in Sri Lanka.





# Hatton Region

## Special Projects

91 Special projects consisting of construction of concrete roads, upgrading play grounds, water supply, construction of cultural hall, supplying materials for Kovils, construction of bridges, construction of a bus stand in Kotagala town, retaining wall,, sanitation, upgrading CDC and re-roofing, worth of Rs. 108 Mn have been allocated to Hatton Region under the funding assistance of the Ministry of Hill country new villages, Infrastructure Community Development. All these projects have been successfully achieved completion.

## Concrete Roads



## Playgrounds





### Water Supply



### Other Projects





# Hatton Region

## Reroofing



## Sanitation





### ECD PROJECTS

Under the World Bank assisted ECD projects, the following have been allocated to the region at an investment of Rs. 40.1 Mn.

Activity	Units
New CDC	6
Upgrading CDC	5
New play area	6
Upgrading play area	5

### NEW CDCS



In 2018 Work volume – 43.5 Million

Activity	Units
New CDC	6
Upgrading CDC	3
New play area	6
Upgrading play area	6

### Sanitation Projects By WaSSIP

1000 Units projects have been allocated to Hatton Region by WaSSIP and following projects have been completed.





# Hatton Region

## Health Activities

### Ayurvedic Clinincs

In collaboration with the Department of Ayurveda, several Health camps have been conducted during the year 2018 in Hatton Region. A total of 546 patients have been screened and treated of which 54 patients have been referred for specialised treatments.



## Tuberculosis Intervention Program

In association with Chest Clinic Nuwara Eliya, a TB Control Awareness Programme was held for estate Health Staff and CDOs.





### Review With Health Staff

In order to review the health related activities conducted, review meetings have been conducted for Estate Medical Assistants, Child Development Officer, Plantation Family Welfare Officers during the year 2018.



### Parental Awareness Program

With the objective of raising awareness to the parents of children attending Child Development centers in the estates, on early child care development, educational programmes have successfully been conducted in project estates under the world bank assisted ECD Project. More than 1235 parents have been participated.

### CDO Diploma Awarding Ceremony

100 Child Development Officers who have successfully completed the Diploma on Early child care and Preschool education and Management offered by the PHDT in 2016 and 2017 have been awarded with certificates ceremoniously.





# Hatton Region



## Women's Empowerment Program

In view of strengthening the principles of social empowerment an awareness programme for 25 women leaders from Bogawanalawa Tea Estates PLC has been conducted



## Steering Committee Meeting

A steering committee meeting was held in the Region co-presided by the Regional Director-PHDT and Regional Director of Health Services – Nuwara Eliya. Senior Managers representing RPCs have participated at this meeting. Many vital issues including the proposal of taking over of health institutions in estate sector by the Government and offering suitable employment to present EMAAs in the estates have been taken up for discussion.

## UNIVERSAL CHILDREN'S DAY – HELD AT NORWOOD GROUND – 1st October, 2018

Accommodated - 963 Children



## TIKIRI SHAKTI Nutri Bar Program

59,730 bars to the value of Rs. 2,628,120.00 have been distributed among all 67 estates.



**Mobilising Activities**

**EWHCS President’s Meeting**

A review meeting was held for the Presidents of EWHCS conducted by ACCD to discuss about the present progress as well as the key issues of the relevant co-operative society. At these Meetings, many issues were taken up for discussion in order to strengthen the EWHCS since this is the only CBO with Government patronage to channel through with Government/Non-government funds when implementing plantation community development projects.



**EWHCS Awareness Programme**

EWHCS Awareness programme for Co-operative clerks was done by the Community Development Officer from Head Office. It was conducted to uplift the present status of EWHCS in every Estate.



**Awareness Programme on Disaster Management & First Aid**

An awareness programme on Disaster Management & First Aid was conducted by the Officer from Disaster Management. In this regard, the officer from Disaster Management explained that how to reduce the disaster level and if it happens, how to proceed with the estate beneficiaries.



**Regional Initiatives**

**New Year Celebration & Day out by the Staff**

The Staff had a new-year party at Regional Office in the Morning and enjoyed a day out to DMC Club Ground at Darawella on 2nd January, 2018, to participate at the Staff Cricket Match with Kelani Valley Plantations Regional Office Staff with the assistance of KVPL Regional Office. Thereafter, a fellowship at the DMC Club hall with variety of activities.





# Hatton Region

## Regional Inter Plantations Six a Side Soft ball Cricket Tournament - 2018

The Regional Inter Plantations Six a Side Soft ball Cricket Tournament - 2018 was successfully held on 7th July, 2018 at Dimbula athletic & cricket club at Radella, Bogawantalawa Tea Estates, PLC emerged the winner of the tournament and selected for the final tournament, 1st Runners-up was the Kotagala Plantations PLC , 2nd Runners-up was the Horana Plantations PLC .



## New Year Festival Celebration at Regional Office Celebrated the Sinhala/Tamil New Year at the Regional Office



## Celebration of 26th Anniversary - PHDT – Hatton





# Badulla Region



Badulla Regional Staff







Disaster Relief Housing Schemes



Bibile Estate



Wewesse Estate

Re-roofing Programme - 2017 - 161 Units completed



ECDP 2017



Aislaby Estate

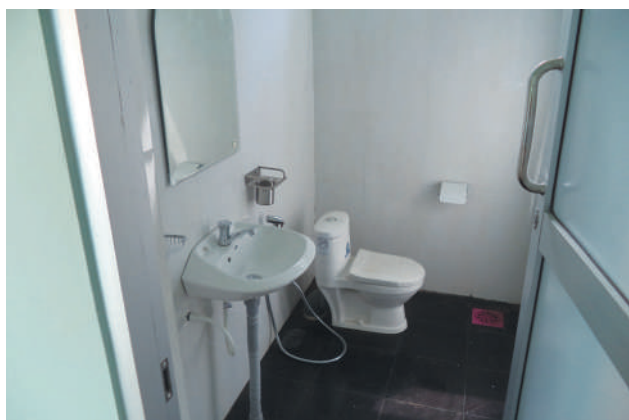
Indian Govt, Donated Housing Programme Foundation Stone Laid At Kumbukkana Division Kumarawatte Estate

Above programme was held at Kumbukkana Division of Kumarawatte Estate RPC of JEDB, on 30th August 2018. High Commissioner of India H.E. Mr. Taranjit Singh Sandhu along with Minister of Hill country New Villages, Infrastructure and Community Development Hon. Palani Thigambaram M.P., Minister of Public Administration, Management and Law & Order Hon. Ranjit Madduma Bandara M.P., and State Minister of Education Hon. V. Radhakrishnan M.P., laid foundation stone for 150 new houses being constructed under the Indian Housing Project.

Members of Parliament and Uva Provincial Council, senior Government officials as well as officials from Plantation Human Development Trust (PHDT), Plantation and Estate Management participated in the ceremony. A large number of people from the Kumarawatte Estate attended the ceremony.

# Badulla Region

## Early Childhood Development Project



## Community Development and Social Mobilisation Activities

### Poverty Elevation Programme

In land fisheries



This programme was held under the funded of Ministry of Hill country New Villages, Infrastructure & Community Development, Poverty alleviation. In land fisheries at estate level. This activity held at Demodera and El-teb estates. Estate management, officials from Aqua culture development authority and Community were participated on this programme.

## Distribution of Tools and Plants





### Progress Review Meeting for the Treasurers of EWHCS

- Programme was conducted with the participation Cooperative Commissioner, Development Officers RD, CDO, PA & Treasurers of EWHCS and the following subjects were discussed at the meeting Responsibility of the treasurer
- Registration of new by-laws
- Maintenance of ledger books Annual audit 2016 & 2017
- Monthly progress report of EWHCSs
- Implementation of projects (Housing, Water, Sanitation, etc;) through EWHCS

Refresher Training on Record Keeping of EWHCS Programme was conducted with the participation Cooperative Development Officers RD, CDO, PA & 27 Animators of EWHCS. The following subjects were discussed at the meeting.

- Important of EWHCS benefit to the members
- Improvement Members Saving and Loan
- Meeting - AGM, Committee
- Under special projects through EWHCS
- Discussion on working rules of EWHCS

### Meeting for Selected EWHCS Office Bearers (One of Each RPCs)

The programme was held with the participation of officials of Co-operative development department and selected office bearers of EWHCSs. Working rules, Guidelines were prepared.



### Preventive and Curative Health Care Activities

#### Tikiri Shakthi Nutri Bar Awareness Programme

This programme was conducted to EMAs, PFWOs & CDOs on 18th January 2018 at PHDT Badulla office Auditorium. There were 116 participants discussions about Tikiri Shakthi Nutri Bar distribution was held.

#### Prevention of Alcohol

Programme in Spring Valley Estate Badulla District on 14th February 2018 under the "BASELINE SURVEY ON ALCOHOL AND TOBACCO CONSUMPTION PATTERNS IN THE PLANTATION SECTOR" with collaboration of National Authority on Tobacco and Alcohol (NATA).

#### Alcohol Prevention Programme

Tobacco & Alcohol prevention Pogramme's second session conducted at Memale Tamil School –Spring Valley estate. Director Health, Health Manager Project - Head office & Health Manager - Badulla region Participated to this and the team from NATA conducted the programme. 97 men and women from the estate participated.



# Badulla Region

## Women’s Day Programme

An Awareness programme about Women’s Health early child care and development at Pingarawa estate. Estate Manager, EMA, PFWO, CDOs and 47 Women Participated for the programme.



## Oral Cancer Screening Programmes

Oral cancer is highly prevalent among estate sector due to the lack of knowledge and awareness of certain practices and habits such as cigarettes smoking, alcohol consumption & betel chewing. To improve oral cancer awareness and practice needs to be inoculate preventive behaviors among the estate community. We managed to Conducted 13 Oral Cancer Screening Programmes. There were high proportion of smokers, alcohol drinkers and betel chewers were screened and identified few individuals with oral cancer. Identified patients were referred to Badulla General Hospital for further treatments. Followed by these programme they too realised the gravity of addiction with certain behaviors and agreed to try their level best to minimize and come out from this agony.

By way of reducing the number of cigarettes smoked per day, frequency of alcohol consumed and betel chewing.



## Nutrition Food Promotion Programmes

A Nutrition awareness programme was conducted on 20th September 2018 at PHDT Badulla regional office for the Child Development Officers With collaboration of the Nestle. The following topics were discussed at this programme.

- Importance of Breast-milk and the Importance of Milk Diet during the Absence of Breast-milk
- Importance of Nutrition during first 1000 Days of Life
- Importance of Complementary Feeding and How to select an appropriate Weaning Diet
- Toddler hood Nutrition and Disadvantages of Selecting Full Cream Milk.
- Allergies and the Quality of Life during Infancy





**Mental Health Awareness Programme**

A mental Health Awareness programme conducted for the estate health and welfare staff and the PHDT staff on 30th October 2018 at PHDT Badulla Auditorium. Dr. Kamal Walgama Psychiatrist Consultant of Provincial General Hospital-Badulla Conducted the programme. Psychiatrist Consultant Dr. Janiki Wijekulasooriya, Mental Health Ward Master of Badulla General Hospital Mr. Kapila Kumara, Psychosocial Officer Mr. Karunarathne Yapa and Psychosocial Officer Mr. Nilantha Rathnayaka also participated to the same.



Alcohol & Tobacco Prevention Awareness Programme Awareness programme conducted on 05th of July 2018 at Uvakellie estate on effect of using Alcohol and how to prevent the effects of Alcohol & Tobacco with the collaboration of Estate Management. Two Separate programmes conducted for Estate workers and School Children.



**NCD Awareness Programme**

Non Communicable disease prevention Awareness programme conducted on 19th October 2018 at Rokattenne / Rosette Estate. Health Education officer from the RDHS Badulla Conducted the program and Estate Asst. Managers, EMA, PFWO ,43 mothers from estate & Health Manager from PHDT Participated to the same.

# Badulla Region



Unilever project



## Parental awareness programmes

The first five years of a child is the most important stage of a child’s development. Parents are playing the most important role in providing a strong foundation for children to develop optimally. Parenting that provides positive affection and high levels of warmth and is responsive in ways that are contingently linked to a young child’s behaviors and development. To enhance the knowledge of parents it is essential to conduct awareness programmes for parents. We have conducted 40 carryover parental awareness programmes under the World Bank ECCD project 2017 within 2018 and 35 programmes of 2018 project. Total 85 of Parental awareness programmes conducted in 2018 among selected 20 estates. The following modules were discussed at the same,

1. How to help your child to achieve his optimal growth and development
2. How my child develops and how can I help develop his intellect and skills
3. Effects of parenting practices on personality development of children
4. Prevention of Domestic violence
5. The role of preschool





Inter plantations' cricket tournament - 2018



The above tournament was held with the participation of 07 Regional Plantation Teams.

- Agarapatana Plt Ltd,
- Balangoda Plt PLC,
- Hapugastenne Plt PLC,
- Madulsima Plt PLC,
- Malwatte Valley Plt PLC,
- Namunukula Plt PLC
- PHDT Badulla.

Champions - Agarapatana Plantations  
Runner - Up - Balangoda Plantations



# Kandy Region



Kandy Regional Staff



## Mobilisation Division:

### Cooperative Awareness Programme:

The Cooperative awareness programme was conducted by the Department of Cooperative Development, Kandy. Discussions were held with the Chairmen of EWHCS on Cooperative audits, New By-Law, monthly progress, income generation programmes, training on book-keeping and EWHCS AGMs. The Officials of the Dept. of Cooperative Development agreed to extend their support to the estates where there are no sufficient or no knowledgeable staff to carry out effective book keeping. They also informed their willingness to visit the estates where there are major issues on EWHCS matters.



### EWHCS Development Programme:

Matters related to EWHCS audit was discussed and a progress review on the Cooperative awareness programme held on the 20th February was also done. With the support of the Department of Cooperative Development, we were able to sort out certain issues in estate cooperatives, except in 6 estates. It was agreed to conduct training programmes on book keeping for the Treasurers of the EWHCS. It was emphasised that the new By-Laws should be applied superseding the old ones.



### Poverty Alleviation Programme :

#### Home Gardening

(Allocation – Rs.261,863/-):

Plants and seeds of vegetable and fruits were distributed with required guidance and advises for 25 estates. Under this programme, health and nutrition awareness were given to the housing beneficiaries as well as the estate community. 20 estates out of 25 have successfully completed the project and the balance are in progress and we are in the process of receiving the progress monthly.

#### Nutritional Food Gardening in CDCs (Allocation – Rs.150,750/-):

10 Child Development Centers were selected and plants were distributed to Rookwood, Loolecondera, Elkaduwa, Pitakanda, Delta, Rothschild, Queensberry, Galamuduna, Goomera and Cottaganga Estates with required awareness and guidance. In addition, garden tools such as hose pipes, mamoties, hand spades, water cans, hand forks and compost manure were distributed to the aforementioned estates.



#### Barron Land Home Gardening (Allocation – Rs.85,950/-)

This project was implemented with the involvement of EWHCS in 2 estates namely Great Valley and Millawana Estates. Millawana Project has been completed upto 95% as at November 2018. With regard to Great Valley Estate, the land has been selected, but plants are yet to be distributed.

# Kandy Region

## Beneficiary Meetings:

These meetings were conducted under Green Gold Housing Programme in order to encourage the beneficiaries to involve in certain activities, to reside in the houses allocated to them by vacating the line rooms, to maintain the houses and its surroundings to standards especially to sanitary and hygienic conditions, to enroll their children in the CDCs, to engage in home gardening programmes, etc.



## Health Division

### Awareness Programme on Oral Cancer:

Two awareness programmes were conducted under the guidance of Professor Saman Nanayakara – Dental Faculty, Kandy, Discussions were held with the Estate Health Staff on Oral Cancer. One Child Development Officer DOs from each of the 60 estates and All Welfare Officers were present. The objective of the programme was to discuss problems related to conducting programmes and high consumption of Tobacco, alcohol & areca nut among the estate community.

RPCs	Estate	Date	No. of Patients	Patients ref. to hospital	Ongoing treatments
PPL	Hellbodde	25.02.2018	159	09	0
EKPL	Elkaduwa	27.05.2018	161	29	0
SLSPC	Hunnasgeria	28.06.2018	96	04	0
PPL	Melfort	25.02.2018	129	59	01

### Screening programme :

The above programmes were conducted for Estate Community as follows.

The objective of the programme was “To reduce cancer surgeries” in the Estate Community.

## Engineering Division

### Green Gold Housing Opening Ceremony at Le Vallon Group Colgrain Division:





### Green Gold Housing 2018 Foundation Stone Laying Ceremony at Le Vallon Group

Forest Division:

The events were taken place on the 4th of May 2018 at Le Vallon Group under the distinguished patronage of the Hon. Palani Thigambaram, Minister of Hill Country New Villages, Infrastructure and Community Development and Hon. Lakshman Kiriella, the Minister of Public Enterprise and Kandy Development.



of foundation stone laying ceremonies should be handled by the PHDT and all infrastructure projects under Indian Govt. funded housing programme should be carried out by the PHDT.



Progress review meetings are held with implementing agencies and Estate Managers to discuss progress and impending issues.

### Indian Government funded Housing Programme

PHDT facilitated discussions with Estate Managers, Implementing Agencies, Ministry Staff s and staff of PHDT on collection on collection of data on land and beneficiary selections, Mobilisation and preliminary works.



The meeting was held with the presence of the Officials of the Indian High Commission, Officials of Ministry of Hill Country New Villages, Infrastructure & Community Development, and Implementing Agencies namely Habitat for Humanity, UN Habitat, SLRC/IFRC, Superintendents of the Indian Housing allocated estates, Officials of PHDT Head Office & PHDT Kandy Regional Office. It was discussed that the preliminary works from land selection upto the process

### Contractors' Project Progress Review Meetings:

Meetings were held for the Contractors with the presence of the Estate Managements and PHDT Officials on Green Gold Housing Project, Special Projects and ECD project construction activities. At these meetings, construction defects and measure for rectifications, financial issues, building materials & transportation issues as well as solutions for same, etc; were discussed. In addition, slip form wall construction method and interlocking method were introduced where advantages and disadvantages were also discussed.

# Kandy Region

## Special Programmes / Activities:

### International World Women’s Day:

International Women’s Day was commemorated in March 2018 and 52 Estate Health staff were present from all the estates coming under the purview of Pussellawa Plantations. The main theme of the programme was the empowerment of the estate youths as well as how to uplift their social standard of the community.

### World Environment Day:

This programme was conducted at Rookwood School with 58 participants present from Rookwood Estate. Rookwood CDC and the school was selected and plants were distributed to the Estate..

### World Forest Day:

We initiated a project campaign with JEDB with a set of selected estates namely Rahatungoda, Rookwood, Hantane, Hope, Loolecondera and Le Vallon, where a seminar was conducted on environmental management and forestry management for all the estate Managers, Assistant Managers, Field Officers and PFWOs. A field training programme was carried out by selecting a piece of barren land and planting forestry method titled “Agro Forestry”, where agricultural crops plus forestry management integrated into one system for a more productive land use and land management. All participants were given the field training and ceremonially inaugurated as the first pilot project and this project will continue as a long term sustainability programme.

### Celebration of Nutrition Month, Drug & Alcohol Prevention Programme:

The above programmes were conducted for child Development Officers and Welfare Officers.

No	RPCs	Date Conducted	No.of Participants
1	KPL & JEDB	22nd June 2018	55
2	PPL & UPL	25th June 2018	53
3	EPL & SLSPC	26th June 2018	43

At this commencement of the Programme, Manager Health PHDT – Kandy explained the objective of the programme & how to reduce low birth weights and how to overcome calcium and iron deficiencies in girls over 10 years.

The Resource persons demonstrated the complementary feeding methods to uplift Nutritional Standards of CDC Children.

At this programme, Tikiri Shakthi Nutri Bar biscuits were distributed to all Estates Health Staff.

### World Children’s Day:

The above programme was conducted on 2nd October 2018 at Elkaduwa estate. The Manager Health – PHDT Kandy, Estate Manager and Health Staff & community were present. A few entertaining activities such as dancing and singing were conducted by the children of CDCs.

### Planters’ Get-Together

A Planters’ Get-Together was Organised for which all the Planters of Kandy Regional Estates were invited. Hon Palani Thigambaram graced this occasion where Certificates of appreciations were awarded to the Managers who successfully completed the construction of houses under the Green Gold Housing Projects.





### “Central Cup – 2018” Soft Ball Cricket Tournament:

The Cricket Tournament was conducted on Sunday the 6th of May 2018 at the Prison Grounds, Pallekelle, for which the Chief Guest was the Director General of PHDT with 50 participants from Estates of JEDB, PPL, SLSPC, KPL & EPL



The Regional Directors of Ratnapura and Galle Regions together with 13 staff from PHDT Kandy including the Deputy Regional Director attended the event. 6 matches were played at the tournament and PPL became the Champions. Trophies and certificates were awarded to the winners and participants.

### Inter Plantation Volleyball Tournament – 2018:

The event was taken place on Saturday 27th of October 2018 at the Aillapperuma Stadium, Kandy, for which 4 teams from Bandarapola Estate (EPL), Mount Jean Estate (JEDB), Rothschild Estate (PPL) and Yatawatte Estate (UPL) participated.

The Chairman Mr. Nalaka Madawala of EPL, DGM Mr. Lakshitha Perera of Kellebokka State Plantations, The Asst. GM Mr. Kuda Gopallawa of Delta Estate, a few Superintendents and Asst. Superintendents were present. Besides, Mr. Sunil Wijesiri (MAHR), Mr. Chandra Egodawela (CSP) and Mr. R Rodrigo (AA) represented the PHDT Head Office. Miss. Sadhana Dissanayake (Acct. Executive) and Mr. Anuruddha Herath (POH) represented Kegalle Region.

At the final match between Rothschild and Bandarapola Teams, Rothschild of PPL became the Champions of the Inter Plantation Volleyball Tournament 2018 and certificates were awarded to the winners and participants.

# Ratnapura Region



Ratnapura Regional Staff



## 1. Health Activities

### Cluster Review Meetings



### Drugs Prevention Programme in collaboration With ADIC



Date: 2018.07.11

Venue: Salawa Estate

Participants: Estates Community

# Ratnapura Region

Quarterly Review Meetings For Child Development Officers



Quarterly Review Meeting for EMAs & PFWOs



1st Quarter	2nd Quarter
Date: 2018.10.18/19/22/23	Date: 2018.12.18/19/20/21
Venue: PHDT – Ratnapura (HPL/PPL/APL)	Venue : PHDT – Ratnapura (HPL/PPL/APL)
Rilhena Range Office (KPL)	Rilhena Range Office (KPL)
Rye Wikiliya Range Office (BPL)	Rye Wikiliya Range Office (BPL)
Time: 9.30 am	Time: 9.30 am
Participants: 118	Participants: 123

1st Quarter	2nd Quarter	3rd Quarter
Date : 2018.04.27	Date : 2018.10.31	Date : 2018.12.14
Venue : PHDT – Ratnapura	Venue : PHDT – Ratnapura	Venue : PHDT – Ratnapura
Time : 9.30 am	Time : 9.30 am	Time : 9.30 am
Participants: 37	Participants: 45	Participants: 41



### Health Steering Committee Meetings



### Awareness Programme on Nutrition for Estates Health Staff in lieu of the Nutritional Month was conducted



Health steering Committee meetings were conducted with participation of

- Estate and Urban health
- PDHS.
- RDHS / Regional staff.
- MOHs.
- PA.
- RPC reps.
- DH – PHDT.
- RD / Regional staff - RTP

### Parental Awareness Programme



# Ratnapura Region



TOT for plantation family welfare officers (two day)



## Estates Covered

- Cecilton Estate
- Clyde Estate
- Galatura Estate
- Hapugastenne ® Estate
- Nonperial Estate
- Poronuwa Estate
- Peenkande Estate
- Aigburth Estate
- Eheliyagoda Estate
- Pussella Estate

Workshop on skills, productivity, working conditions and labour right to plantations youth



## Employment-Improve Education and Training Opportunities on Core Work and Life Skills for Rural Plantation Youth

Orientation meeting for managers



Non formal education for plantation youth





### Remedial education for school dropout youth/ children



#### Selected Estates:

1. Eheliyagoda.
2. Hemingford.
3. Galatura.
4. Balangoda.
5. Meddekande.
6. Springwood.
7. Madampe.
8. Hapugastenne Tea.
9. Rilhena.
10. Endane.

### Capacity Building on Social Dialogue Among Tripartite Constituent

Workshop on Social Dialogue & Collective agreements process for Managers & Superintendents was held



### Workshop for community secretaries



# Ratnapura Region

## Occupational Safety and Health

Orientation meeting for managers.



Cascading occupational safety and Health



OSH workshop for the tripartite stakeholders



## ILS- Effective Implantation of International Labour Law Standards in Tea Plantation Sector

Capacity building workshop for managers & superintendents.





TOT programme on capacity building for estate office staff



Progress reviews Meeting PHDT with estate health and welfare staff



Training activities for plantation workers and youth.



Progress Reviews Meeting PHDT with International Labour Organisation

Final Shearing Meeting for Managers /Assistant Managers & Estate Health Staff



Strengthening of Labour Inspection System in Tea Plantation Sector

Workshop for managers gap analysis of current labour inspection practices in plantation



# Ratnapura Region

## Mobilisation Activities

Several Self-Employment Projects were initiated by the region such as Yogurt Production & Milk toppy Production

### Cooperative Day

96th Cooperative Day was commemorated



### Cataract operation



Estate	No of Patient
Cisilton	07
Riwikiya	08
Total	14

### Green gold housing beneficiary Mobilisation meetings







Training programme on committee orders

Awareness programme on concealing for TOTs



# Ratnapura Region

*Engineering Activities*

*RPC :Hapugastenna Plantations PLC*

*Estate : Hapugastenna Tea*

*No of Units: 15*

*Allocation: 15,000,000.00*



*RPC : Hapugastenna Plantations PLC*

*No of Units: 25*

*Estate : Madampe*

*Allocation: 25,000,000.00*



*RPC :Balangoda Plantations PLC*

*No of Units: 18*

*Estate: Meddekande*

*Allocation: 18,000,000.00*



*RPC : Pussellawa Plantations PLC*

*Estate : Durampitiya*

*No of Units: 32*

*Allocation: 32,000,000.00*





RPC: Balangoda Plantations PLC  
No of units : 32  
Estate : Pettigala  
Allocation: 20,800,000.00



RPC : Hapugastenna Plantations PLC  
No of Units: 20  
Estate : Springwood  
Allocation: 20,000,000.00



## World Bank Early Child Development

Culloden Estate



Doloswela estate



Opatha estate





# Ratnapura Region

## 4. Recreational Activities

### Inter Plantations Cricket Tournament 2018

Inter Plantation Cricket Tournament among 5 Regional Plantation Companies of the Ratnapura Region was conducted with the participation of Balangoda Plantations PLC, Hapugstenne Plantations PLC, Pussellawa Plantations PLC, Agalawatte Plantations PLC and Kahawatte Plantations PLC where Hapugastenne Plantations PLC emerged Champions



### Inter Plantations Volleyball Tournament -2018

Inter Plantation Volleyball Tournament among 5 Regional Plantation Companies Ratnapura Region was conducted with the participation of Balangoda Plantations PLC, Hapugstenne Plantations PLC, Pussellawa Plantations PLC, Agalawatte Plantations PLC and Kahawatte Plantations PLC while Pettigala Estate of Balangoda Plantations was adjudged Champions.





# Kegalle Region



Kegalle Regional Staff



# Kegalle Region

## Activities for Annual Report 2018

### ENGINEERING

#### Construction of Green Gold Housing carry overs from 2017

The construction of the new housing at following three estates, through the Ministry of Hill country New villagers Infrastructure & Community Development have been completed in year 2018. 380 peoples will get the benefit of the new housing built by the PHDT, Kegalle Region.

Estate	Division	Units	Allocation Rs:Mn
Densworth	Densworth	48	48,000,000
Dewalakanda	Duneduine	19	19,000,000
Woodend	Thalapitiya)	8	8,000,000
Total			75,000,000

Infrastructure Water , Roads and other mitigations  
17,683,807

#### Construction of Green Gold Housing – 2018

Estate	Division	Units	Allocation Rs.
Moralioya	Troy	18	18,000,000
Kiriporuwa	Kiriporuwa	15	15,000,000
Prambe	Weatenna	20	20,000,000
Weniwella	Ambanpitiya	01	1,000,000
Eila	Ela	45	45,000,000
Mahaoya	Earnan	10	10,000,000
Total			109,000,000





## Special Projects

We have received following projects through the Ministry of Hill country New villagers Infrastructure & Community Development and have successfully completed in 2018

SN	Activity	Projects	Units	Allocation Rs.
1	Road construction	18	18	11,454,331.00
2	Cultural Hall	5	5	4,265,452.00
3	Water Projects	8	8	6,142,232.00
4	Other Projects	3	3	1,389,017.00
5	Sanitation Project	5	52	3,398,564.00
6	Upgrading. CDC's	6	6	2,633,269.00
	<b>Grand Total</b>			<b>29,282,865.00</b>

## Early Childhood Development Projects – Carry overs from 2017

We have completed 20 projects under the World Bank funded Early childhood Development Project

Activity	Units	Estate	Division	Allocation (Rs.)
New CDC	4	We oya/Polatagama	No: 01	5,590,438.50
		Udabage	Upper	5,590,438.50
		Sunnycroft	Stinford	5,500,000.00
		Etana	Etana	5,500,000.00
Renovation CDC	5	Mahaoya	Mahaoya	1,000,000.00
		Udapola	Udapola	1,000,000.00
		Miyanwita	Kosgahakande	1,000,000.00
		Dewalakande	Dunadin	1,000,000.00
		Kiriporuwa	Kiriporuwa	1,000,000.00
New play area	5	Vincit	Vincit	150,000.00
		Woodend	Woodend	150,000.00
		We Oya	Rubber	150,000.00
		Ganepalle	Upper	150,000.00
		Ambadeniya	Welikanda	150,000.00
Renovation play area	6	Udapolla	Mawattenne	100,000.00
		Noori	No: 1	100,000.00
		Reucastle	Reucastle	100,000.00
		Maliboda	Factory	100,000.00
		Edurapola	West	100,000.00
		Moraliya	Troy	100,000.00
<b>Total</b>	<b>20</b>			<b>28,530,877.00</b>



# Kegalle Region

## ECD Projects for the year 2018

19 projects under Early Childhood Development was entrusted during the year 2018.

Activity	Units	Estate	Division	Allocation (Rs.)
New CDC	5	Kalupahana	Kalupahana	6,950,000.00
		Parambe	Wewatenna	6,950,000.00
		Talduwa	Erract	6,950,000.00
		Densworth	Densworth	6,950,000.00
		Dewalakanda	Dewalakanda	6,950,000.00
Renovation CDC	3	Atale	Pindenioya	1,000,000.00
		Kiriporuwa	Meepitikanda	1,000,000.00
		Ganepalla	Lower	1,000,000.00
New play area	5	Sunnycroft	No.1	150,000.00
		Atale	Pindenioya	150,000.00
		We-Oya	No.2	150,000.00
		Chesterford	Chesterford	150,000.00
		Dewalakanda	Dehiowita	150,000.00
Renovation play area	6	Kiriporuwa	Kiriporuwa	100,000.00
		Doteloya	Morattie	100,000.00
		Miyanawita	East	100,000.00
		Sapumalkanda	Walpola	100,000.00
		Illuktenna	Illuktenna	100,000.00
		We-Oya	Upper	100,000.00
<b>Total</b>	<b>19</b>			<b>39,100,000.00</b>

## Health

### Parental Awareness Programmes

With the financial assistance of World Bank we have facilitated Software programmes to make aware the parents of children attending the Child Development Centers covering the following

- Holistic Development of children
- Brain & Skill Development
- Personality Development
- Gender Base violence
- Early Child Care Development & how to find a suitable Child Development Center for their children.



### Managers Orientation on Tikiri Shakthi

To improve the body weight of 2- 5 year old children in the plantations awareness programs were held in the region in order to educate the nutritional status.

### ILO – SIYB-Plantation Youth Entrepreneurship Development Programme

In order to improve the life style and developing the way to employment of youth this programme was conducted with the assistance of International Labour Organisation and SIYB. Covering the following selected 5 estates.

RPC	Estate	No. of Participants
KPL	Atale	28
Lalans	Densworth	24
KVPL	Kiriporuwa	45
Lalans	Udabage	46
KVPL	We-oya	30



### Awareness on Health & Safety - Atale Estate

On the request of the Management of Atale Estate 40 factory workers were trained on Health & Safety.

### Awareness Programme for School children –Atale Estate

An awareness programme was conducted on Health & Good Habits to for 89 children, 23 parents and 12 teachers.

### Breast Feeding and Young Nutrition Programme

With the assistance of the RDHS - Kegalle a programme on Breast Feeding , nutrition of Infants and young children was conducted.

### Alcohol prevention Programme

To commemorate “Declaration of Drug prevention National Week an awareness programme on alcohol prevention was conducted with the assistance of RDHS office –Kegalle

### Oral Cancer Screening Programme

The prevalence of oral cancer and pre-cancerous lesions are high among the people in estate sector due to the poor oral hygiene, smoking, and consumption of alcohol, betel chewing and poor knowledge.

Early detection of oral cancers could cure or reduce the severity of the condition and we have successfully conducted an Oral Cancer Screening programme for estate community of Dotaloya estate, Kegalle Plantations

With the assistance of Estate Management and the Staff, there were 167 participants (children /youths and adults) and 08 doctors 3 PHIs 02 Pharmacists, 01 Sister 02 Nurses and 03 PHMs participated. The dental mobile unit was used for screening purposes and extractions and filling of teeth. As a result of this screening programme

- 87 patients were directed to hospital clinics (diabetic / chest / Cancer )
- 03 patients were treated for dermatology and made aware on scabies.
- Awareness on dental hygiene
- Detection 01 positive oral cancer patient
- 76 extractions , 42 fillings

### Steering Committee Meeting

Conducted two meetings with the participation of Health Authorities , PHDT and the Plantation companies to discuss on matters mutual on the services to the plantation community .

### First Aid and Child Accidents awareness programmes for Health Staff

Conducted two workshops to improve the knowledge on First Aid and Child Accidents for 86 Health Staff members.

### Managers Orientation on Oral Cancer

With the participation of 39 Estate Managers and assistance of National Cancer Control Unit of Colombo and RDHS – Kegalle we conducted a programme on oral cancer.

### TB Control Programme

35 participants participated on TB Control conducted by Medical Officer of the TB Unit – Kegalle.

### Nutritional Month – PHDT Staff

PHDT Regional Staff was provided training on nutrition goods and bad habits and was provided with Kolakenda and Halapa on this day.

### Quarterly Review Meetings for EMAs, PFWOs and CDOs

Meetings focused on MSWR and Tikirishakthi distribution / GRNs / Maintenance of Nutribar Format/ Food for children / infants/ standard of CDCs

### Cluster Review Meetings for EMAs, PFWOs and CDOs

Discussed progress of Construction activities, Health related programmes, Estate requirements etc. covering all 4 clusters.

### Discussion on Leptospirosis at RDHS

Consultant – Communicable Diseases chaired this meeting and discussed on Communal Diseases in the plantations.

### Community Awareness

Conducted a meeting at Sunycroft Estate with the assistance of AGA Office –Ruwanwella and discussed on Food safety, Kidney diseases and Natural disaster etc.

# Kegalle Region

## Community Score Card programme

Programme conducted by ECCD Unit / Kegalle at Atale Estate and discussed with parents on sustainability of the Child Development Centers

## Mobilisation

### Housing Beneficiary Meeting - 38 Meetings

#### Summary of discussion

1. Orientation Discuss the GGH Housing Plan & Community Mobilisation
2. Community Participation & personal hygiene
3. Improving Savings & participatory approach
4. Home gardening and garbage disposal
5. Waste Water management and happy family concept

### Mobilisation Cluster Review Meeting – 04 Programmes Summary of discussion

1. EWHCS Audits
2. Maintaining Books
3. Meetings (AGMs / Committee meeting)
4. EWHCS monthly report

### Awareness programme on EWHCS Development & Audit For EWHCS Chairman - 01 :Programme

#### Summary of discussion

1. Objectives of the EWHCS
2. Bylaws of the EWHCS
3. The Audit procedures and the importance of Auditing
4. Holding AGM and Committee Meetings.
5. The duties and responsibilities of the President.
6. Awareness on the Cooperative Laws
7. Responsibilities' of the Committee

## EWHCS Audits

08 EWHC's were trained on Utilisation of Project Funds

## EWHCS By -Law Training –

02 Programmes were conducted on the introduction of EWHCS New By Law

## EWHCS Review Meeting

Two review meetings were held during the year.

#### Summary of discussion

1. EWHCS Audit
2. EWHCS New By Law
3. AGM/ Committee Meeting
4. Responsibilities' of the Committee
5. Book Keeping

## Computer Training for EWHCS Officers

Programmes were held on the Improvement of Computer Knowledge to EWHCS Officers in the region

## Special Activities Conducted In The Region

- Distribution of Roofing Sheets to the Estates
- Celebrating New Year Festival – Dharmadeshana and Seth Pirith to invoke blessing
- Celebration of Sinhala / Hindu New Year / Distribution of dried food items to the staff
- Conducted Inter Plantation Cricket Tournament
- Commemoration of Environmental
- Inter Plantation Volleyball Tournament for Estate Worker Staff
- Celebration of 26th PHDT Anniversary with participation of Chairman and Director Genera





# Galle Region



Galle Regional Staff



# Galle Region

## Start of the Year 2018

Start of the year 2018 a Pirith chanting ceremony was conducted by the Regional Director and the staff of PHDT Galle Region on 2nd January 2018. This is an annual event of the PHDT Galle region.

## Hotel Services Course Student's Enrollment

The Galle Region programme for decent work opportunities and economic growth of plantation educated youths was launched on 22nd January 2018, facilitated by the ILO programme,

The 1st batch of Hotel Services course students were enrolled an orientation was conducted for his youth in the presences of the individual estate managers, Parents by the Principal of the Rathnapura Hotel School Mr.Kanishka Jayathunga, This occasion was granted by the ILO Country Director Mrs. Simrin Singh and Miss Tharanga Guruge I.L.O Project coordinator.

## Southern Cup VII - 2018

The six a side soft ball cricket tournament conducted with the seven regional plantation companies under preview of the Galle region of the PHDT together with the PHDT Galle team was conducted for the seventh occasion at the BIO grounds at Koggala, successfully on the 3rd February 2018,



The final encounter between Kotagala Plantations and the Galle PHDT, where the Galle PHDT emerged the champions of the tournament.



## Occupation Safety and Health Work Environment

The PHDT Galle region in collaborated with the National Institute of Occupation safety and Health sponsored by ILO. Conducted a residential 3 day programme for estate assistant managers and the head of factory and the field staff from 6th to 8th February 2018 An the above subjected ,all participant were taken on conducted visit to the Unilever Soap factory to observe a real implementation of occupational safety work environment.

## Tea Plucking Technics Programme

PHDT Galle region with the International Labour Organisation conducted a programme on proper plucking technics for 20 estates workers from Geekiyanakanda, Rayigam and Vogan estates,with resources from the Tea Research Institute - Matugama.





### Awareness of International Labour Standard for Factory and Field Staff.

The PHDT Galle region with International Labour Organisation conducted a program on international labour standard for factory and field staff at Senanayaka Hotel Sorana.

### Awareness of International Labour Standard for Management

A similar programme was conducted for the estate management staff as well on International Labour standards and labour Law, at Citrus hotel Waskaduwa. This was a very effective programme for estate management to enhance their knowledge of Labour Laws.

### Business Development Planning for Estate Youth

PHDT Galle region conducted a Workshop on Business Development Planning for estate youth at the KPL Range office with a view to enhance new ideas in to business.

### Parental Awareness Programme

The Galle region conducted Parental Awareness programmes under the Early Childhood Development Project at the estates, Anningkanda, Indola, Kiruwanaganga, Tennahena, Homadola, Nakiadeniya, Talgaswella, Lelwala, Gikiyanakanda, and Dumbara. 10 estates were covered under 50 programmes.

Areas covered were:

- How to bring up a healthy child.
- Effects of Parenting Practices on Children's Personality Development.
- How my child developed & awareness on raising Children with Special Needs.
- Ensuring Safe and Protective Environment.

### Regional Steering Committee Meetings

The PHDT Galle Region conducted a Regional Steering Committee Meeting at Galle PHDT office. Dr.Mrs. Manel Dewasiri Medical Officer Maternal & Child Health, Dr. Amila Chandrasiri Medical Officer Planning, Dr. Nalin Wijesekara, Medical Officer Non Communal Diseases, Dr. Nirmal Medical Officer Maternal & Child Health, Dr. Elapath, Medical Officer Non Communal Diseases, Mr. Rolly Douglas PA Chairman Galle Talawakelle, Maturata, Elpitiya Plantations Estates managers participated.

### Sharing Meeting

The PHDT Galle region collaborates with ILO conducted a Sharing meeting at Citrus hotel Waskaduwa, 30th May 2018. This is very effective programme for estate management welfare staff and Estate youth,

### Arapolakanda Housing Opening

The PHDT Galle region completed the Arupolakanda Estate housing project consisting of 29 units and was handed over to the beneficiaries with the participation of the Hon. Minister Rajitha Senarathna Minister of Health and Mrs. N.R.Ranjini Sectary of Ministry of Hill Country New Villages Infrastructure and Community Development.

# Galle Region

## The Government declared the nutrition month of June 2018

Coinciding with the Nutrition month “Tikiri Shakthi” Nutri Bar was distributed among the plantation children under the patronage of Hon Rajitha Senarathne – Minister of Health & Indigenous Medicine at ceremony held at Aruppolakanda Estate in June 2018.



## Inter Plantation Company Volleyball Tournament Galle Region - 2018

Inter Plantation Company Volleyball Tournament was held on 07th October 2018 at Galle Municipal Council Grounds with the participation of plantation workers of 05 RPCs Estates. This was Organised by the PHDT Galle Region. Chief Guest of the tournament was Mr. Ravi Meegahawatte, General Manager, Maturata Plantations PLC. Senior staff of Regional Plantation Companies and PHDT main Office graced the grace this occasion.

## Champions of the Tournament:

Watawala Plantations PLC

## Runner – Up:

Maturata Plantations PLC

## Participated Teams.

Elpitiya Plantations Plc  
Watawala Plantations Plc  
Maturata Plantations Plc  
Talawakelle Tea Estates Plc  
Horana Plantations Plc

## Runner – Up Maturata Plantations PLC





Champions of this Tournament Watawala Plantations PLC



Runner – Up Maturata Plantations PLC



Champions of this Tournament Watawala Plantations PLC







“Heroes who believe in giving everyone an equal chance to make their lives brighter,,



# Sustainability

The Plantation Human Development Trust (PHDT) is a tripartite Organisation incorporated in 1992, with the intention to facilitate improving the life styles of the plantation community through social welfare programmes. The three parties in the agreement are the Government of Sri Lanka, Regional Plantation Companies and the major Trade Unions in the plantation sector. This Tri partite arrangement is the foremost strength the organisation possess, as all sectors of stakeholders namely the Government, Employer & Employee jointly agree on the projects carried out for benefit of the community.

The Articles of Association enables the PHDT to provide a wide spectrum of services to the plantation worker community with improvements to Housing & Infrastructure, Water & Sanitation, Health & Childcare, Social Mobilisation and Community Development etc.

The Government represented by the Ministries of Hill Country New Villages, Infrastructure & Community Development – the line Ministry of the Organisation gazetted, Ministry of Health, Nutrition & Indigenous Medicine, Plantation Industries and Finance provides various infrastructure programmes to serve the welfare of the plantation community, which represents almost 5% of the total population in Sri Lanka. These programmes mainly consists of Housing & Reroofing – addressing the basic shelter requirement, providing the free medicine and conducting medical clinics to address their health & nutrition factors, constructing latrines and water and sanitation facilities at their door step to overcome diseases, establishing and development of Estate Worker Housing Co-operative Societies and Community Development Centres with modern facilities, to upgrade their knowledge etc. all of which, are aimed to help them substantially improve their lifestyles.

The PHDT as the main service provider to the plantation worker community has also, expanded its services through various specialised sectors to improve and deliver these services in a more professional manner.

These include the following:

- Approved as an accredited agent to facilitate quality improvements in the plantation sector with ISO Quality Standards by the Sri Lanka Standards Institution (SLSI).
- Registered as a Grade C-6 Contractor with ICTAD for providing more quality construction work to the plantation sector.
- Recognised by the Government of Sri Lanka and registered under the Ministry of Women's Affairs & Child Care Development to conduct National Diploma Courses in Child Development, Pre-school, Education and Management for Child Development Officers.
- Accorded recognition as an approved Training Organisation to Intermediate Students to gain experience and knowledge for examinations conducted by the Institute of Chartered Accountants of Sri Lanka.

Furthermore, health care, personal care and food products of multinational Uniliver Sri Lanka were also introduced through the EWHCS, to enhance the health, nutrition and hygiene of the community.

All these sustainable programmes were successfully operated by the Organisation during the year under review and the additional income generated were ploughed back for the community development programmes specified in the Articles of Association.

# Corporate Social Responsibility

At PHDT, we have always endeavored to conduct our activities responsibly and ethically. Sustainability development, the adoption of best practices and processes that ensures long-term economic, social and environmental sustainability is considered a key business goal of the Company.

We are of the view that integrating Corporate Social Responsibility in to our organisation takes more than stating objectives and building business processes alone. For Corporate Social Responsibility to take root and thrive, we realise that we must develop the necessary capabilities and culture. Continued training of employees and changing mindsets is a key component of a successful Corporate Social Responsibility programme.

Developing a comprehensive Corporate Social Responsibility framework is a dynamic and ongoing process; and we regularly engages and consults with stakeholders and other interested parties on environmental and social issues, especially those concerning the plantations work force.

During the year 2018 some of the Company's key community projects are highlighted below.

## Dengue Prevention

PHDT staff join hand in hand with other Government Agencies in the vicinity to work jointly in carrying out programs to educate Dengue eradication under the patronage of the Central Environmental Authority.

PHDT facilitated distribution of food and other relief items with the assistance of the ministry of Hill Country, New villages, Infrastructure and Community development in the plantations where the community was displaced due to natural disasters.

## World Children's Day

A collaborative event to mark the World Children's Day was held in Hatton under the patronage of the Ministry of Hill country, New Villages Infrastructure and Community Development. This was attended by Children in the estates situated in the Hatton region which included fanfare, entertainment and cultural activities and was a day of interaction and enlightenment.



## Tree Planting Program

A Tree Planting Day to mark the National Environment Week, was conducted in the catchment areas of Dickoya and Green Gold Housing Projects implemented in Chrystlers Farm and Mocha Estates with a participation of over 100 beneficiaries.

Head office staff also participated in this campaign by planting trees in the office premises with participation of the Chairman, Director General & Staff.



# Administration and Human Resources Development

Believing that our employees are our most valuable asset, we make an effort to develop the ability and productivity of our staff at all levels. We encourage a happy work culture, foster relationship with them at every level in the organisation, and make them express their views and share their ideas to bring about improvements in the organisation towards the achievement of the common goals described in our Vision and Mission statements.

Our employees take pride in their work as they are given due respect and by being empathetic and sensitive to each other's needs. We make every endeavour to foster a productive culture throughout the organisation.

## Human Resource Process

### Human Resource Planning and Cadre Budget

- Job analysis including Job description and Job specification
- Recruitment, Selection, Placement and Induction
- Salary Administration
- Personnel Record keeping including Statutory and Customary requirements in terms of Shop & Office Employee Act.
- Transfers
- Disciplinary Procedure
- Training and Development
- Grievance handling
- Industrial Relations
- Termination of Employment, etc.

In addition to the procedures and strategies towards to Human Resource Development, the Administration functions are implemented as given below for the smooth functioning of the organisation covering the areas of Transportation, Stores and Office premises in both Main and Seven Regional offices.

- Effective management of transport functions of the organisation and maintenance of the fleet of vehicles with adequate controls.
- Managing the stores function adhering to the stores procedure.
- Maintenance and good house-keeping of the office premises.
- Ensuring proper management of Office Equipment and Furniture.

- Ensure proper security for the assets of the organisation.
- Establishing proper title to the lease/freehold property of the Company and maintenance of same in an effective manner.

Beyond the HRD and administration functions the organisation has offered welfare measures for all employees as follows:

- Indoor and outdoor medical insurance and personal accident insurance scheme
- Death benefit welfare scheme
- Distress loans and emergency loans scheme
- Sports and recreational activities such as cricket, badminton, carrom tournaments
- Staff annual get together
- Religious programmes
- Annual Celebrations and commemorations.



## Employee Career Development and Rewards

All employees are provided opportunity to enhance their job skills and expertise in their positions. The Administration and HRD division shows the career path to go up the ladder achieving their goals

## Development of skills and competency of employees

All employees were provided the opportunity to participate for both in-house and out-door training programmes, workshops etc. in addition to the orientation and awareness programmes for new recruits, PHDT conducted training programmes/workshops for all staff in the Main Office and Regions to develop positive attitudes and self-motivation.

# Administration and Human Resources Development

## Key Performance Indicators (KPI)

In order to assess the performance of employees PHDT has developed Key Performance Indicators (KPI) to assess the employees. This exercise is carried out on monthly basis and submitted to the Board. Based on this evaluation employee performance is identified and those who have excelled are awarded with appreciations.

## Grievance Procedure

Categories of staff members

Staff members of the organisation are mainly categorized in to the following broad categories.

1. Directors - Director General, Directors (Internal & Regional)
2. Executives - Managers, Accountants, Asst. Managers, Mobilisers, Project Implementation Officers (Engineering), Project Officers (Health) & other Officers, Accounts Executives, Computer Programmers and Secretaries.
3. Support Staff - Computer Operators, Confidential Stenographers, Stenographers, Project Assistants, Clerks, Data Entry Operators, Office Assistants/Aides and Drivers.
4. Project Specialist & Consultants

## Staff Welfare

During the year we conducted the following activities for our staff members.

### Sinhala and Hindu New Year Celebrations

All staff of PHDT celebrated the dawn of "Sinhala & Hindu New Year in April according to the office culture. Head office staff was joined with the regional staff via skype at these celebrations.



## Annual Avurudhu Ulela

The annual Avurudhu Festival was held in Ratnapura where staff of Head Office and all regions participated. It was a day of interaction and fanfare and many traditional "Avurudhu Kreedas" were the highlights of the day.



## Staff Annual Get-together





# Corporate Governance

## Board Effectiveness

The Board of PHDT have ultimate responsibility for the management, general affairs, direction, performance and long-term success of our operations as a whole and the responsibility of the Directors is collective, taking into account their respective roles as Executive Chairman and Non-Executive Directors. The Directors are Non-Executive Directors who essentially have a supervisory role. A list of our current Directors, their profiles are set out on page 14.

The Directors acknowledge their responsibility for the Company's corporate governance with and is committed to act with integrity. Transparency, and fairness in all its dealings while emphasis is placed on development of systems and procedures.

Directors are provided with monthly performance reports and Board Minutes in advance. There is a clear distinction on the responsibilities between the Chairman and the Management to ensure that there is a balance of power and authority. The Chairman is responsible to ensure Board effectiveness while the Management headed by the Director General is responsible for the operations and organisational effectiveness and implementation of Board policies.

A minimum of twelve meetings are planned throughout the calendar year to consider, the strategy of the Company and discuss strategic, transactional and governance matters that arise. Meetings of the Boards may be held in the PHDT main Office at Battaramulla. The Chairman sets the Boards' agenda, ensures the Directors receive accurate, timely and clear information, and promotes effective relationships and open communication between the Directors. In 2018 the Board met physically in January, February, April, May, June, July, August, September, October, and November and considered important corporate events and actions,

such as:

- developing and approval of the budgets,
- oversight of the performance of the business;
- review of risks and internal risk management and control systems;
- authorisation of major transactions;
- nominations for Board appointments, review of corporate responsibility and sustainability.

## Remuneration Committee

The Remuneration Committee meeting for the year 2018 was held on 5th October 2018. The Committee comprised four Board Directors headed by Mr. V. Puththirasigamoney, the Chairman of PHDT. The Committee together with the Director General reviewed the cadre requirements, evaluated the staff performances and also, recommended the remuneration packages for year 2018 based on industry levels and also, keep the optimum staff strength in order to fulfil the organisation requirements.

## External Audit

The Company has engaged the services of Ms Ernst & Young as the independent external auditors to conduct an audit to obtain reasonable assurance on whether the financial statements and relevant disclosures are free from material misstatements. Ms Ernst & Young in addition to the audit services also provides non audit services but would not compromise with the independence of the auditor. There were no disagreements with the Company's External Auditors on any matter of accounting principles or practices, financial statement disclosures or auditing scope or procedures in the period under review.

## Statutory Payments

The Board of Plantation Human Development Trust, confirmed that all statutory payments such as EPF, ETF, CPPS, ESPS, PAYE, Stamp Duty, Gratuity Payments and Taxes etc. have been made in time, which were reviewed by them on quarterly basis.

## Accountability

The selection and application of accepted Accounting Standards and preparation of Financial Statements with proper disclosures in order to get clear picture on transactions occurred during the year, with continuous reviews by the Board of Directors were carried out, to ensure the proper coverage of stakeholders' interest in all aspects of operations.

## Create Value of Stakeholders

Diversified projects identified in different sectors, such as Housing & Infrastructure, Water & Sanitation, Healthcare, Nutrition, Child care, Capacity Building, Community mobilisation etc. were undertaken by the organisation during the year under review focusing on the co-values and objectives, which are more important and add value to improve the life styles of the community and derive more returns to stakeholders.

# Corporate Governance

## Improvement of Credibility and Transparency of Financial Statements

Continuous reviews and developments were undertaken in order to improve the credibility and transparency of the financial statements during the year under review complying with The Sri Lanka Accounting Standard for Small and Medium-Sized Entities (SLFRS for SMEs)

The ISO 9001:2008 achieved in 2012, which streamlined the systems and records with great clarity in communication, continues to help the organisation to obtain accurate information in time.

## Going Concern

The Board of Directors of Plantation Human Development Trust are satisfied, that the organisation has adequate resources to continue its operations in the foreseeable future. The Financial Statements for the year 2018 has been prepared based on the Going Concern Concept.

## Applications for SLFRS for SMEs

The Financial Statements for the year ended 31st December 2018 has been prepared under the standards of SLFRS.

## Auditors Report

The Auditors Report on the Financial Statements for the year ended 31st December 2018 is given on Page 114.

## Internal Controls

Continuous measures have been taken to strengthen the system of internal controls by evaluation of the adequacy of the controls in place and taking measures to improve its efficiency.

## Manual of Procedures

The Company has its own rules and procedures laid down in its Manual of Operations which is reviewed from time to time the latest being in the year 2018.

## Annual General Meeting

The 26th Annual General Meeting will be held at the Auditorium of the Ministry of Mahaweli Development & Environment, "Sobadam Piyasa", No. 416/C/1, Robert Gunawardena Mawatha, Battaramulla on 29th March 2019 at 2.30pm.

## Environmental Protection

Adequate measures were taken by the management to conduct their operations in an environmental friendly manner. New systems and procedures were implemented through the Quality Management System.

ISO 9001:2008 with less paper and more IT oriented controls and recording systems. Internal discussions and communications are made through "Skype" and e-mails to reduce stationery and related costs.

ISO Steering Committee had various internal meetings and awareness programmes on emphasizing these issues to all respective parties in order to streamline the new systems and enhance operational efficiency.

PHDT Main Office and Regional Offices had also, participated various regional/national environmental programmes Organised by the Government or other reputed organisations to commemorate national events and extend our support for Environmental Protection by actively participating to make these events a success.



# Risk Management in Addressing Uncertainties

Effective risk management is very critical for the going concern and the sustainability of the organisation. In order to mitigate risk factors we have identified areas of risks for proactive action.

## Operational Risk

Plantation Human Development Trust was formed by the Government to co-ordinate and facilitate the social welfare programmes in estates, in 1992, as a part of the restructuring programme of Plantation Sector after privatization. The Board of Directors of the organisation meet regularly every month to discuss the status of the progress of work, future plans and work/areas to be attended urgently to minimise the operational risks. The Regional Offices are also, given authority to attend to urgent matters arising at regional level, to maintain the Operational Risk at minimum level. Our decision and success in achieving and maintaining ISO 9001:2008 Quality Management System for the Main & Regional Offices were with the intention of minimizing the risk as well.

Development of a Project Management Information System has strengthened the monitoring of project implementation on a real time basis with advanced statistical methodology.

## Financial Risk

Our services were rendered in various forms in the year 2018, to uplift the lifestyles of plantation community. All transactions were recorded in accordance with accepted accounting principles to give a clear picture to stakeholders. These contributed to reduce the financial risk and present proper financial statements, which were recognised by the Institute of Chartered Accountants of Sri Lanka and the South Asian Federation of Accountants (SAFA)

Cash flows and forecasts are monitored on a weekly basis and analysed for any variances for corrective action.

## Human Risk

Even though all employees are having contractual employment, it is renewable where there is no risk in job security. The Organisation has an effective human resource policy and procedures, which applies to HR activities of an employee from the recruitment to resignations. All employees are having a work plan and performance objectives that identify the tasks/activities and expected results for the Organisation goals. These are measured form Key Performance Indicators.

The organisation looks at the risk on staffing competent professionals competing with the demand of job market to prevent high employment turn-over. This risk has been identified the Organisation provides opportunity for existing employees to become a professionals in their respective fields of speciality having enhancement and enrichment of their job functions. Also the Organisation has a process for regularly reviewing staffing needs and have established a clear grievance procedures.

## Communication Risk

Plantation Human Development Trust provides its services to plantation community as identified in the Articles of Association, which is almost 5% of the total population in the country. These services are rendered through seven Regional Offices, covering almost all estates in the country.

# Risk Management in Addressing Uncertainties

Authority is delegated to Regional Offices to make positive participation in every issue in order to provide a meaningful contribution to the community. Professionals at Main Office do regular visits, discussions with relevant authorities at higher level, conducting awareness programmes and having monthly regional review programmes with respective officers, to minimise the communication gap at both ends. Regular update of database and IT networking facilities between the Main & Regional Offices ensure accurate and speedy communications.

## Information Technology risk

PHDT implement an IT policy to maintain confidentiality and integrity of data. System backups, virus protection and day today monitoring of the organisation's network and databases ensure loss of data / data corruption. All service level agreements with the system providers are duly signed up and maintained.

## Risk of Changes in Perception

The perception among all stakeholders and plantation community about PHDT is mainly based on the welfare services provided for improving the lifestyles of the community by upgrading infrastructure and technologies. PHDT has actively endeavoured to provide such services in more ways through different funding institutions to cover all basic infrastructure requirements, since its inception in 1992.

The estate community needs continuous changes in keeping with the country's development and they too need to be a part of this process. There is a risk by not filling this gap effectively, which otherwise might lead to the existing workers outer-migrate. The Board of Directors with the existing Management has identified this requirement as priority to provide these requirements with the help of Government/Non-Government funding agencies. The PHDT has obtained services of External Consultants to formulate a "Way forward" with the sole objective of empowering the plantation worker community for the betterment of their livelihood and the Organisation to be a catalyst in this process.



# Report of the Board of Directors on the Affairs of the Company

The Board of Directors of the Plantation Human Development Trust (the "Company"), a Company limited by guarantee incorporated in Sri Lanka under the Companies Act No.17 of 1982, and have re-registered, as per the Companies Act No.7 of 2007, present their Annual Report of the Board of Directors, the Financial Statements and the Report of the Auditors thereon, for the financial year ended 31st December 2018.

The Financial Statements have been prepared in accordance with the Sri Lanka Accounting Standards as required by Sri Lanka Accounting and Auditing Standards Act No. 15 of 1995 and the Companies Act No.7 of 2007.

The Board of Directors wish to inform the members that there has been no change during the accounting period in the nature of the business of the Company. The Company does not have subsidiaries.

## Principal Activities

The principal activities of the Company ("Trust") involves implementing and monitoring of social development activities for the workers in the estates. Social development activities involve the improvement of health and welfare, alleviation of poverty, facilitation of housing and residential quarters, advancement of education and knowledge, enhancement of the quality of life and the betterment of their living standards.

Review of Performance for the year ended 31st December 2018 and Future Developments

A review of the Company's performance during the year with comments on financial results for the year ended 31st December 2018 and future developments is contained in the Chairman's and Director General's Review. These reports, together with the Financial Statements reflect the State of Affairs of the Company.

## Financial Statements

Section 168 (b) of the Companies Act require that the Annual Report of the Directors include Financial Statements of the Company completed and signed in accordance with Section 151 of the Act.

The requisite Financial Statements of the Company are given on pages 116 to 132 of the Annual Report.

## Auditor's Report

The Auditor's Report on the Financial Statements is given on page 117 of the Annual Report.

## Accounting Policies

Accounting policies adopted in preparation of financial Statements are given on pages ..... to .... of the Annual Report. There were no material changes in the Accounting Policies adopted.

## Interest Register

The Company maintains an Interest Register and the particulars of those Directors who were directly or indirectly interested in a contract of the Company are stated therein.

## Donations

There were no donations made by the Company during the said financial year.

## Director's Interest in Contracts

General Notice of Director's interest in compliance with Section 192 of the Companies Act No.07 of 2007 have been duly given and recorded at meetings of the Board of Directors of the Trust.

## Directors Remuneration and other benefits

Directors remuneration in respect of the Company for the financial year ended 31st December 2018 is given in note 20 to the Financial Statements.

## Board of Directors

The following were the Board of Directors of the Company as at the end of the said financial year.

1. Vadivel Puththirasigamoney
2. Shanthi Kumar Lalith Obeyesekere
3. Dilantha Stephen Seneviratne
4. Ganegodage Dhamitha Vaamaka Perera
5. (Ms.) Weliveriya Liyanage Manori Anurada Liyanage
6. Janak Manuja Kariyapperuma
7. Bhathiya Bulumulla
8. (Ms) Wickremasinghe Mudiyansele Dhammika Tharangani Wickremasinghe
9. Sinnathamby Petchimuthu Vijekumaran
10. Dr. (Ms) Saseela Subaskaran

Mr. Sinnathamby Petchimuthu Vijekumaran was appointed a Director of the Company, representing the Lanka Jathika Estate Workers Union in place of Mr. Murugiah Ravindran with effect from 23rd March 2018.

# Report of the Board of Directors on the Affairs of the Company

Dr. (Ms) Saseela Subaskaran was appointed a Director of the Company representing the Ministry of Health, Nutrition and Indigenous Medicine in place of Dr. Chulanee Gunasekera with effect from 23rd March 2018.

The Board wishes to place on record the Company's sincere appreciation to Mr. Murugiah Ravindran and Dr. Chulanee Gunasekera for their valuable contribution extended to the Board during their tenure in office.

The Ceylon Workers Congress by their letter dated 13th November 2018 revoked the nomination of Mr. S. Arullsammy as their Nominee on the Board.

The Ministry of Hill Country New Villages, Infrastructure and Community Development by their letter dated 27th November 2018 nominated Mr. S. Arullsammy as their Nominee to the Board in place of Mr. V. Puththirasigamoney.

Pursuant to Article 69 of the Articles of Association of the Company Hon. S. M. Chandrasena M.P, Minister of Plantation Industries by his letter dated 9th November 2018 appointed Mr. S. Arullsammy as Chairman of the Company.

The Ministry of Hill Country New Villages, Infrastructure and Community Development nominated Mr. V. Puththirasigamoney as Director to the Board revoking the appointment of Mr. S. Arullsammy with effect from 21st December 2018.

Pursuant to Articles 69 of the Articles of Association of the Company Hon. Navin Dissanayake, M.P, Minister of Plantation Industries by his letter dated 7th January 2019 appointed Mr. V. Puththirasigamoney as Chairman of the Company.

Mr. S. Arullsammy, passed away on 06th January 2019.

That Board wishes to place on record the Company's sincere appreciation to the late Mr. S. Arullsammy for his valuable contribution extended to the Company during his long tenure in office.

A resolution for the appointment of Mr. Ponniah Sivarajah, Nominee of the Ceylon Workers Congress, who is 74 years of age, will be proposed at the Annual General Meeting in terms of Section 211 of the Companies Act No. 07 of 2007. Mr. Ponniah Sivarajah's appointment is recommended by the Directors.

## Nominee Director

Ms. W. M. L. A. Liyanage nominated as representative of the Secretary to the Treasury (on behalf of the Ministry of Finance) completes her two year term in office during the year. Secretary to the Treasury (on behalf of the Ministry of Finance) has re-nominated Ms. W. M. L. A. Liyanage as their nominee.

## Retirement of Directors

1. In terms of Article 55 of the Articles of Association, Mr. D. S. Seneviratne retires by rotation and the Plantation Management Committee of the Planters' Association of Ceylon has recommended his re-election to the Board of Directors.
2. In terms of Article 55 of the Articles of Association, Mr. J. M. Kariyapperuma retires by rotation and the Plantation Management Committee of the Planters' Association of Ceylon has recommended his re-election to the Board of Directors.

## Auditors

The Financial Statements for the year ended 31st December 2018 have been audited by Messrs Ernst & Young, Chartered Accountants. In accordance with the Companies Act No.07 of 2007, a resolution relating to the appointment of auditors and authorizing the Directors to determine their remuneration will be proposed at the forthcoming Annual General Meeting.

The Auditors Messrs Ernst & Young, Chartered Accountants were paid Rs.1,292,866/82 (2017 – Rs.1,237,599/38) as audit fees by the Company.

As far as the Directors are aware, the Auditors do not have any relationship (other than that of an Auditor) with the Company other than those disclosed above. The Auditors also do not have any interest in the Company.

## Annual General Meeting

The Twenty Sixth Annual General Meeting of the Company will be held at the Auditorium of the Ministry of Mahaweli Development & Environment, "Sobadam Piyasa", No. 416/C/1, Robert Gunawardena Mawatha, Battaramulla on 29th March 2019 at 2.30pm.

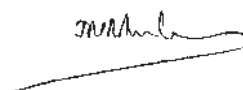
By order of the Board of  
Plantation Human Development Trust



Director



Director



S S P Corporate Services  
(Private) Limited Secretaries

Dated on this day of 28th February 2019



# Our Milestones

## 1992 Company Registration

- Plantation Housing & Social Welfare Trust (PHSWT) was set up and incorporated in Sri Lanka under the Companies Act No. 17 of 1982 on 18th September 1992.

## 1993

- Commencement of Social Welfare Programme II funded by Governments of Netherlands and Norway for Roof Plus Housing.
- Establishment of Estate Worker Co-operative Housing Societies (EWHCS).

## 1996

- Credit & Savings Project for estate worker community.
- Self Help Housing Projects - Twin Cottages with the assistance of NHDA, SMIB & IRDP.
- Initiated Family Planning Service in the plantation sector funded by UNFPA.

## 1997

- Development of Creches - "Ideal Creches" Programme.

## 1998

- Commencement of Plantation Development Support Programme (PDSP) funded by Governments of Netherlands & Norway for Self Help Housing – Single Housing.
- Participatory Nutrition Improvement Project (PNIP) with UNICEF.
- Development of Creches under UNICEF Phase II & EIDP – "Pullemadu" to Creche.

## 1999

- Introducing Self Help Latrines Programme & Safe Drinking Water Project.
- "Mahila Shakthi" Programme to empower women and improve their social and economic status.

## 2000

- Promoting Community Based Organisations(CBOs)/ Micro Financing.
- Providing basic and essential drugs to estates with the assistance of Health Ministry and UNICEF.
- Providing 8 Nos. fully equipped Ambulances to estates.

## 2001 New Office

- PHSWT moved to its newly built Office at No. 427/14, Robert Gunawardena Mawatha, Battaramulla, on 4th January 2001.
- Introducing motorcycle loan scheme for estate health and welfare staff.
- Training of Estate Medical Practitioners (EMAs) on Early Child Care Development Programme of UNICEF.

## 2002 Change in Name

- Organisation was re-named as Plantation Human Development Trust on 20th October 2002.
- Recruitment of Trainee Midwives.

## 2003

- Launching of Vanisa Savings scheme.

## 2004

- Introducing "Vanisa" Savings Account.
- Inter Plantation Volley Ball Tournaments.
- Construction of Elders Homes.

## 2005

- 650 Cataract eye operations for estate community done at Kandy General Hospital with the patronage of Asst. High Commissioner of India in Sri Lanka.
- Distribution of 21 Nos. fully equipped Ambulances to Estates.

## 2006

- Introducing "Southern Cup" Cricket Tournament to Plantations

# Our Milestones

## 2007

- Construction of E-kiosk Centres
- Issuing of Birth Certificates for plantation community

## 2008 Diploma Registration

- PHDT further registered as Training Institute for Awarding Diploma Certificates on Child Development and Pre-school Education and Management.
- Construction of 320 units of Field Rest Rooms; 35 units of Factory Rest Rooms, upgrading of 284 units of staff quarters, minor upgrading of 124 tea factories under the Plantation Development Programme of Ministry of Plantations Industries (with the assistance of ADB/JBIC)

## 2009 ISO Facilitator

- PHDT is appointed by the Sri Lanka Standard Institute(SLSI) as an Agent to facilitate the certification process to award ISO standard for Plantation Sector.
- Distribution of Nebulizers to estates

## 2010

- Commencement of New Life Housing Programme.
- Registered as Grade C6 Contractor with ICTAD

## 2011

- Distributor of Rice Flour to plantations by National Food Promotion Bureau.

## 2012 ISO Certification

- PHDT was awarded the ISO 9001:2008 Quality Management System Certification by the Sri Lanka Standard Institution, who is the accredited body in Sri Lanka for the International Standards Organisation.
- Establishing of Steering Committee on plantation health.

## 2013 Training Institute

- PHDT was recognised as an approved Training Institute at Strategic Level by the Council of the Chartered Accountants of Sri Lanka, on the recommendation of the Student Training & Development Committee.

## 2015

- Commencement of 100 Day Housing Programme
- Introducing personal hygiene project in plantations in collaboration with Unilever Sri Lanka - "Wathupraja Ruwa Suwa Sevaya".
- international range of foods, personal and home care products through
- Introducing of Gas Cylinders, cookers and accessories on easy payment scheme to estate community through "Wathupraja Dewi Neguma" Plantations Project in collaboration with Laugfs Gas PLC.

## 2016

- Commencement of Green Gold Housing Programme and Township Housing Programmes.
- Commencement of Indian Housing Programme
- Training of Apprentice Pharmacists.

## 2017

- Introducing "Tikiri Shakthi" Nutri Bar - Elimination of malnutrition birth weight in plantation sector"

## 2018

- Introducing Farmer Driven Housing Programme
- Awarding Diplomas to Child Development Officers



# Stakeholder Composition

## Government Ministries

- Ministry of Hill Country New Villages, Infrastructure & Community Development
- Ministry of Plantation Industries
- Ministry of Finance
- Ministry of Health, Nutrition & Indigenous Medicine

## State Owned Organisations

- Janatha Estates Development Board
- Sri Lanka State Plantations Corporation
- Elkaduwa Plantations Ltd

## Regional Plantation Companies

- Agalawatte Plantations
- Agrapatana Plantations
- Balangoda Plantations
- Bogawantalawa Tea Estates
- Chilaw Plantations
- Elpitiya Plantations
- Hapugastenne Plantations
- Hatton Plantations
- Hoarna Plantations
- Kahawatte Plantations
- Kegalle Plantations
- Kelani Valley Plantations
- Kotagala Plantations
- Kurunegala Plantations
- Madulsima Plantations
- Malwatte Valley Plantations
- Maskeliya Plantations
- Maturata Plantations
- Namunukula Plantations
- Pussellawa Plantations
- Talawakelle Tea Estates
- Udapussellawa Plantations
- Watawala Plantations

## Donors

### Plantation Community

### Trade Unions

### Private Members

- Central Hills Plantations (Pvt) Ltd
- Comany Management & Investments (Pvt) Ltd
- Gartmore Group
- Green Field Bio Plantations (Pvt) Ltd.
- Stassen Bio Tea Project
- Tea Research Institute of Sri Lanka
- Lalan Rubbers (Pvt) Ltd.

# Awards for Excellence

1) PHDT was awarded with “Compliance Award” for the Annual Report 2017, at the Annual Report Awards 2018 conducted by the Institute of Chartered Accountants of Sri Lanka.



Social Dialogue & Workplace Cooperation Awards 2018

PHDT Nuwara Eliya Region was awarded with “Gold Award” in the small scale of the service sector organized by Social Dialogue and Workplace Cooperation Unit Human Resource Development Division Department of Labour, Ministry of Labour, Foreign Employment and Petroleum Resources Development.



2) PHDT awarded was awarded with “Certificate of Merit” for the Annual Report 2017 by the South Asian Federation of Accountants (SAFA) for transparency, accountability and governance in the published Annual Reports.







“Heroes who will continue their work in the community to uplift the lives of many ,,

## Financial Reports

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# Financial Calendar

## Interim Reports

1st Quarter ending	31.03.2018	25.05.2018
2nd Quarter ending	30.06.2018	26.07.2018
3rd Quarter ending	30.09.2018	26.10.2018
Annual Accounts Year Ended	31.12.2018	28.02.2019

## Meetings

26th Annual General Meeting	29th March 2019
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# Independent Auditors' Report



Ernst & Young  
Chartered Accountants  
201 De Saram Place  
P.O. Box 101  
Colombo 10  
Sri Lanka

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Fax Gen : +94 11 2697369  
Tax : +94 11 5578180  
eysl@lk.ey.com  
ey.com

## Independent Auditor's Report to the Members of Plantation Human Development Trust

### Report on the Audit of the Financial Statements

We have audited the financial statements of Plantation Human Development Trust, which comprise the statement of financial position as at 31 December 2018, and the statement of comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

### Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the Company as at 31 December 2018, and of its financial performance and cash flows for the year then ended in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities (SLFRS for SMEs).

### Basis for Opinion

We conducted our audit in accordance with Sri Lanka Auditing Standards (SLAuSs). Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Company in accordance with the Code of Ethics issued by CA Sri Lanka (Code of Ethics) and we have fulfilled our other ethical responsibilities in accordance with the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with Sri Lanka Accounting Standards for Small and Medium -sized Entities, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

## Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SLAuSs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Partners: W R H Fernando FCA FCMA M P D Cooray FCA FCMA R N de Saram ACA FCMA Ms. N A De Silva FCA Ms. Y A De Silva FCA W K B S P Fernando FCA FCMA  
Ms. K R M Fernando FCA ACMA Ms. L K H L Fonseka FCA A P A Gunasekera FCA FCMA A Herath FCA D K Hulangamuwa FCA FCMA LLB (Lond) H M A Jayasinghe FCA FCMA  
Ms. A A Ludowyke FCA FCMA Ms. G G S Manatunga FCA Ms. P V K N Sajeewani FCA N M Sulaiman ACA ACMA B E Wijesuriya FCA FCMA

Principal T P M Ruberu FCMA FCCA

A member firm of Ernst & Young Global Limited



As part of an audit in accordance with SLAuSs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

### Report on Other Legal and Regulatory Requirements

As required by section 163 (2) of the Companies Act No. 07 of 2007, we have obtained all the information and explanations that were required for the audit and, as far as appears from our examination, proper accounting records have been kept by the Company.



28 February 2019  
Colombo

# Statement of Financial Position

As at 31 December 2018	Notes	2018 Rs.	2017 Rs.
<b>Assets</b>			
<b>Non-Current Assets</b>			
Property, Plant and Equipment	3	23,413,228	34,183,918
Levy and Other Receivables	4	3,019,133	3,555,868
		<b>26,432,361</b>	<b>37,739,786</b>
<b>Current Assets</b>			
Levy and Other Receivables	4	961,144,525	924,601,496
Investments	5	1,261,756	1,180,609
Cash and Cash Equivalents	10	194,854,110	228,331,359
		<b>1,157,260,391</b>	<b>1,154,113,464</b>
<b>Total Assets</b>		<b>1,183,692,752</b>	<b>1,191,853,250</b>
<b>Reserves and Liabilities</b>			
<b>Reserves</b>			
Project Reserves		4,469,274	4,469,274
General Reserves		1,615,251	1,615,251
Accumulated Fund		139,920,908	107,327,002
<b>Total Reserves</b>		<b>146,005,433</b>	<b>113,411,527</b>
<b>Non-Current Liabilities and Deferred Income</b>			
Interest Bearing Loans and Borrowings	6	1,640,220	5,848,243
Retirement Benefit Liability	7	24,297,078	24,901,243
Deferred Grants	8	114,135,854	118,654,687
		<b>140,073,152</b>	<b>149,404,173</b>
<b>Current Liabilities</b>			
Interest Bearing Loans and Borrowings	6	6,430,593	7,412,362
Trade and Other Payables	9	888,160,317	914,976,466
Income Tax Payable		3,023,257	6,648,722
		<b>897,614,167</b>	<b>929,037,550</b>
<b>Total Reserves and Liabilities</b>		<b>1,183,692,752</b>	<b>1,191,853,250</b>

These financial statements are in compliance with the requirements of the Companies Act No. 07 of 2007.



Director Finance

The Board of Directors is responsible for these Financial Statements. Signed for and on behalf of the Board by,



Director



Director

The Accounting Policies and Notes on pages 120 through 130 form an integral part of the Financial Statements.

28 February 2019  
Colombo



# Statement of Income and Expenditure

Year ended 31 December 2018	Notes	2018 Rs.	2017 Rs.
Income for Recurrent Expenses	11	139,567,581	141,896,024
Total Recurrent Expenses		(127,392,298)	(131,707,010)
Excess from Activities		12,175,283	10,189,014
Other Income and Gains	12	6,221,565	28,603,707
Other Expenses		(59,463,881)	(47,379,653)
Project Administrative Income	13	76,137,235	82,078,978
Finance Cost	14.1	(1,150,929)	(1,887,919)
Finance Income	14.2	5,136,875	1,808,262
Excess Before Tax		39,056,148	73,412,389
Income Tax Expense	16	(6,462,242)	(7,270,321)
Excess for the Year		32,593,906	66,142,068

The Accounting Policies and Notes on pages 123 through 135 form an integral part of the Financial Statements.

## Statement of Changes in Reserves

Year ended 31 December 2018	Project Reserves Rs.	General Reserves Rs.	Accumulated Fund Rs.	Total Rs.
As at 1 January 2017	4,469,274	1,615,251	41,184,934	47,269,459
Excess for the Year	-	-	66,142,068	66,142,068
As at 1 January 2018	4,469,274	1,615,251	107,327,002	113,411,527
Excess for the Year	-	-	32,593,906	32,593,906
As at 31 December 2018	4,469,274	1,615,251	139,920,908	146,005,433

The Accounting Policies and Notes on pages 123 through 135 form an integral part of the Financial Statements.



# Statement of Cash Flows

Year ended 31 December 2018	Note	2018	2017
<b>Cash Flows From / (Used in) Operating Activities</b>		Rs.	Rs.
Excess Before Tax		39,056,148	73,412,389
Adjustments for,			
Depreciation	3	16,466,627	19,972,606
Loss/(Profit) on Disposal of Property, Plant and Equipment	12	-	(1,400,000)
Finance Costs	14.1	1,150,929	1,887,919
Finance Income	14.2	(5,136,875)	(1,808,262)
Provision for Bad and Doubtful Receivables		44,213,358	24,486,724
Amortization of Lease Rental		536,735	536,735
Long Outstanding Debtor Write-off		-	3,669,695
Transfer from Grant		-	(14,942,681)
Payable Write Back		-	(6,870,915)
Bad Debt Write Off		-	1,061,118
Provision for Defined Benefit Plans	7	2,108,987	6,952,909
Operating Income before Working Capital Changes		98,395,909	106,958,237
(Increase) / Decrease in Trade and Other Receivables		(80,756,386)	(415,082,772)
Increase / (Decrease) in Trade and Other Payables		(27,314,647)	536,366,126
Increase / (Decrease) in Deferred Grant	8	(4,518,833)	(8,644,576)
Cash Generated from Operations		(14,193,957)	219,597,015
Defined Benefit Plan Costs Paid	7	(2,214,654)	(3,872,730)
Finance Costs Paid	14.1	(1,150,929)	(1,887,919)
Income Tax Paid		(10,087,707)	(305,936)
Net Cash from/(Used in) Operating Activities		(27,647,247)	213,530,430
<b>Cash Flows From / (Used in) Investing Activities</b>			
Acquisition of Property, Plant and Equipment	3	(3,348,207)	(1,042,248)
(Investments)/Withdrawal in Investments	5	(81,147)	(140,903)
Proceeds/from Disposal of Property, Plant and Equipment		-	1,400,000
Finance Income	14.2	5,136,875	1,808,262
Net Cash Flows From / (Used in) Investing Activities		1,707,521	2,025,111
<b>Cash Flows From /(Used in) Financing Activities</b>			
Payments under Finance Lease Liabilities	6.1	(7,537,523)	(8,402,932)
Net Cash Flows (Used in) Financing Activities		(7,537,523)	(8,402,932)
		(33,477,249)	207,152,609
<b>Cash and Cash Equivalents at the Beginning of the Year</b>	10	228,331,359	21,178,750
<b>Cash and Cash Equivalents at the End of the Year</b>	10	194,854,110	228,331,359

The Accounting Policies and Notes on pages 123 through 135 form an integral part of the Financial Statements.

# Notes to the Financial Statements

## 1. Corporate Information

### 1.1 General

Plantation Human Development Trust is a Company limited by guarantee, incorporated and domiciled in Sri Lanka. The registered office of the Organisation is located at 427/14, Robert Gunawardene Mawatha, Battaramulla.

### 1.2 Principal Activities and Nature of Operations

Project activities involve implementing and monitoring of social development activities including mainly, Health and Welfare, Elimination of Poverty, Housing and Residential facilities and water etc., in order to empower and sustain the plantation community, future generation, strengthen the management and worker relationships, and empower themselves through an interdependency process to become self-reliant, and attain quality of their lives.

### 1.3 Parent Undertaking

The Organisation does not have parent and undertaking on its' own.

### 1.4 Date of Authorization for Issue

The Financial Statements of Plantation Human Development Trust for the year ended 31 December 2018, covering the period 01 January 2018 to 31 December 2018, were authorized for issue in accordance with a resolution of the Board of Directors on 28 February 2019.

## 2. General Policies

### 2.1 Basis of Preparation

These Financial Statements have been prepared in accordance with the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) issued by the Institute of Chartered Accountants of Sri Lanka.

The functional currency of the Organisation is Sri Lankan Rupees. The Financial Statements of the Organisation are presented in Sri Lankan Rupees. The Financial Statements have been prepared on a historical cost basis unless otherwise indicated.

#### 2.1.1 Statement of Compliance

The Financial Statements of the Company, which comprise the Statement of Financial Position, Statement of Income and Expenditure, Changes in Reserves and Cash Flows together with Accounting Policies and Notes to the Financial Statements have been prepared in accordance with Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs).

The preparation and presentation of these Financial Statements are in compliance with the requirements of the Companies Act No.07 of 2007.

### 2.1.2 Comparative Information

The accounting policies have been consistently applied by the Company and are consistent with those used in the previous year except disclosed in note 21 to these Financial Statements.

### 2.1.3 Significant Accounting Judgments, Estimates and Assumptions

The preparation of Financial Statements in conformity with Sri Lanka the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) requires management to make judgment, estimates and assumption that affect the application of accounting policies and the reported amounts of assets, liabilities, income, expenses and the disclosure of contingent liabilities. However, uncertainty about these assumptions and estimates could result in outcomes that require material adjustment to the carrying amount of the assets or liabilities affected in future periods.

The key items which involve these judgments, estimates and assumptions are discussed below.

### Depreciation of Property, Plant and Equipment

The provision for depreciation is calculated using straight line method over the useful life of the assets. The useful life of an asset is defined in terms of the asset's expected utility to the entity. The useful life of an asset may be shorter than its economic life. The estimation of the useful life of an asset is a matter of judgement based on the experience of the entity with similar assets. Estimation made over the useful life of the assets is disclosed in Note 2.1.8 to these Financial Statements.

### Impairment

The impairment of Property Plant and Equipment is disclosed in Note 2.1.9 to these Financial Statements.

### Taxes

Refer Note 2.1.14 to these Financial Statements.



#### 2.1.4 Going Concern

The Directors have made an assessment of the Company's ability to continue as a concern and is satisfied that it has the resources to continue in operations for the foreseeable future. Furthermore, management is not aware of any material uncertainties that may cast significant doubt upon the Organisation's ability to continue as going concern. Therefore, the Financial Statements continue to be prepared on the going concern basis.

### 2.2 Significant Accounting Policies

#### 2.1.5 Revenue Recognition

- a) **Levy Income**  
Levy income is recognised on an accrual basis.
- b) **Interest Income**  
Interest income is recognised as interest accrues, taking into account the effective yield of the asset.
- c) **Project Management Fee**  
Management Fee is recognised on an accrual basis.
- d) **Other Income**  
Other income is recognised on an accrual basis.

Net gains and losses of a revenue nature on the disposal of property, Plant and Equipment have been accounted for in the income and expenditure statement, having deducted from proceeds on disposal, the carrying amount of the assets and related selling expenses.

Gains and losses arising from incidental activities to main income generating activities and those arising from a group of similar transactions which are not material, are aggregated, reported and presented on a net basis.

#### 2.1.6 Grants

Grants are recognised at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions, if any, will be complied with. When the grant relates to an expense item it is recognised as income over the periods necessary to match them to the costs to which it is intended to compensate on a systematic basis.

Grants related to assets, are deferred in the Statement of Financial Position and credited to Statement of Income and Expenditure over the useful life of the asset.

#### 2.1.7 Expenditure Recognition

Expenditure are recognised in the Statement of Income and Expenditure on the basis of a direct association between the cost incurred and the earning of specific items of income. All

expenditure incurred in the running of the organisation and in maintaining the property, plant and equipment in a state of efficiency has been charged to Statement of Income and Expenditure.

For the purpose of presentation of the Statement of Income and Expenditure the directors are of the opinion that "function of expenses" method presents fairly the elements of the Organisation's performance, and hence such presentation method is adopted.

#### Finance Cost and Other Cost

Interest expenses and other expenses are recognised on an accrual basis.

#### 2.1.8 Property, Plant and Equipment

##### Cost

Property, plant and equipment are stated at cost less accumulated depreciation and impairment. The cost of an item of property, plant and equipment comprise its purchase price and any directly attributable costs of bringing the asset to working condition for its intended use. Where an item of property, plant and equipment comprises major components having following different useful lives, they are accounted for as separate items of property, plant and equipment.

Buildings	25 Years
Computer and Peripherals	3 Years
Electrical and Electronic Equipment	5 Years
Other Office Equipment	8 Years
Wooden Furniture	8 Years
Steel Furniture	8 Years
Office Fittings	8 Years
Motor Vehicles	4 Years

##### Subsequent Expenditure

Expenditure incurred to replace a component of an item of Property, Plant and Equipment that is accounted for separately, including major inspection and overhaul expenditure, is capitalized. Other subsequent expenditure is capitalized only when it increases the future economic benefits embodied in the item of Property, Plant and Equipment. All other expenditure is recognised in the Statement of Income and Expenditure as an expense as incurred.

##### Depreciation

The provision for depreciation is calculated by using a straight line method on the cost of all Property, Plant and Equipment.

# Notes to the Financial Statements

Depreciation of an asset begins when it is available for use whereas depreciation of an asset ceases at the earlier of the date that the asset is classified as held for sale and the asset is derecognised.

The appropriateness of the useful lives, residual value and the depreciation rates are assessed annually.

## Derecognition

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or loss arising on de-recognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the Statement of Income and Expenditure in the year the asset is derecognised.

### 2.1.9 Impairment of Non-Financial Assets

At each reporting date, property, plant and equipment and inventory 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 recognised immediately in Statement of Income and Expenditure.

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 recognised for the asset (group of related assets) in prior years. A reversal of an impairment loss is recognised immediately in Statement of Income and Expenditure.

### 2.1.10 Financial Assets

Financial assets within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) have been recorded at transaction price unless the transaction is a financing transaction. Financing transactions are recorded at present value of future cash payments discounted at the market rate for a similar debt instrument.

The financial assets include cash and short-term deposits, Levy and other Receivables.

### a) Cash and Cash Equivalents

Cash and 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 and cash equivalents consist of cash in hand. Investments with short maturities i.e. three months or less from the date of acquisition are also treated as cash equivalents.

### b) Levy and Other Receivables

Levy and Other Receivables are stated at the amounts they are estimated to realise.

At the end of each reporting period, the carrying amounts of Levy 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 recognised immediately in Statement of Income and Expenditure.

### c) Investments

Investments include investments in Fixed Deposits and Treasury Bills and stated at amortized cost.

### 2.1.11 Financial Liabilities

Financial liabilities within the scope of Section 11 of the Sri Lanka Accounting Standards for Small and Medium-Sized Entities (SLFRS for SMEs) have been recorded at transaction price unless the transaction is a financing transaction. Financing transactions are recorded at present value of future cash payments discounted at the market rate for a similar debt instrument

The financial liabilities include Interest Bearing Loan and Borrowing and Trade and Other Payable.

### Other Payables and Accruals

Other Payables and Accruals are stated at their cost.

### a) Finance Leases

Finance leases, which transfer to the Organisation substantially all the risks and benefits incidental to ownership of the leased item, are capitalised at the inception of the lease at the fair value of the leased property or, if lower, at the present value of the minimum lease payments. Lease payments are apportioned



between the finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are charged to the Statement of Income and Expenditure.

Capitalised leased assets are depreciated over the shorter of the estimated useful life of the asset and the lease term, if there is no reasonable certainty that the Organisation will obtain ownership by the end of the lease term. The depreciation policy for depreciable leased assets is consistent with that for depreciable asset that are owned as described in 2.1.8 above.

### 2.1.12 Employee Benefits

#### a) Defined Benefit Plan – Gratuity

Defined benefit obligation of the Organisation is determined through a management estimate carried out internally by the Organisation. The resulting difference between brought forward provision at the beginning of the year and the carried forward provision at the end of the year is dealt within the Statement of Income and Expenditure.

The Organisation is liable to pay gratuity in terms of Gratuity Act No. 12 of 1983, the liability for the gratuity payment to an employee arises only on the completion of the 05 years of continued service with the Organisation.

The gratuity liability is not externally funded.

#### b) Defined Contribution Plans – Employees' Provident Fund and Employees' Trust Fund

All employees are eligible for Employees' Provident Fund and Employees' Trust Fund contributions in line with the prevalent statutes and regulations. The Organisation contributes 12% and 3% of gross employee emoluments to EPF and ETF respectively.

### 2.1.13 Provisions

Provisions are recognised when the Organisation has a present obligation (legal or constructive) as a result of a past event, where it is probable that an outflow of resources embodying economic benefits will be required to

settle the obligation and a reliable estimate can be made of the amount of the obligation. When the Organisation expects some or all of a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain. The expense relating to any provision is presented in the Statement of Income and Expenditure net of any reimbursement.

### 2.1.14 Taxation

Income tax expense represents the sum of the tax currently payable and deferred tax.

#### a) Current Taxes

Current income tax assets and liabilities for the current and prior periods are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted by the reporting date.

The provision for income tax is based on the elements of income and expenditure as reported in the Financial Statements and computed accordance with the provisions of the relevant tax legislations.

#### b) Indirect Taxes

Plantation Human Development is gazetted under the Gazette No-2103/33 of the Democratic Socialist Republic of Sri Lanka (Extra ordinary) published on 28 December 2018. The Management believes that the Company is a Gazetted and listed under the Ministry of Hill country, New Villages, Infrastructure and Community Development the inflows received is considered as donations. Therefore, the Company doesn't carry out a business activity as such the inflows are not liable for indirect taxes.

#### c) Deferred Taxation

Deferred Tax is not recognised in the financial statement since the temporary differences are not material.

# Notes to the Financial Statements

Year ended 31 December 2018

## 3. Property, Plant and Equipment

### 3.1 Gross Carrying Amounts

	Balance as at 01.01.2018 Rs.	Additions Rs.	Disposals Rs.	Balance as at 31.12.2018 Rs.
At Cost				
Building	62,336,200	-	-	62,336,200
Computer and Peripherals	39,480,327	1,319,741	(1,237,406)	39,562,662
Electrical and Electronic Equipment	14,530,816	138,428	(757,414)	13,911,830
Other Office Equipment	2,980,036	755,910	(6,009)	3,729,937
Wooden Furniture	5,340,776	-	(24,173)	5,316,603
Steel Furniture	3,341,943	12,758	(27,765)	3,326,936
Office Fittings	400,111	115,200	-	515,311
Motor Vehicles	62,581,519	-	-	62,581,519
	190,991,728	2,342,037	(2,052,767)	191,280,998
<b>Assets on Finance Lease</b>				
Motor Vehicles	54,448,160	3,353,900	-	57,802,060
	54,448,160	3,353,900	-	57,802,060
<b>Total Gross Carrying Amount</b>	<b>245,439,888</b>	<b>5,695,937</b>	<b>(2,052,767)</b>	<b>249,083,058</b>

### 3.2 Depreciation

	Balance as at 01.01.2018 Rs.	Charge for as at the Year Rs.	Disposals Rs.	Balance as at 31.12.2018 Rs.
At Cost				
Building	45,002,672	1,258,307	-	46,260,979
Computer and Peripherals	38,204,150	1,243,689	(1,237,406)	38,210,433
Electrical and Electronic Equipment	13,823,242	254,214	(757,414)	13,320,042
Other Office Equipment	2,376,225	128,515	(6,009)	2,498,731
Wooden Furniture	5,020,588	73,875	(24,173)	5,070,290
Steel Furniture	3,276,875	35,257	(27,765)	3,284,367
Office Fittings	345,330	21,131	-	366,461
Motor Vehicles	58,380,510	2,293,612	-	60,674,122
	166,429,592	5,308,600	(2,052,767)	169,685,425
<b>Assets on Finance Lease</b>				
Motor Vehicles	44,826,378	11,158,027	-	55,984,405
	44,826,378	11,158,027	-	55,984,405
<b>Total Depreciation</b>	<b>211,255,970</b>	<b>16,466,627</b>	<b>(2,052,767)</b>	<b>225,669,830</b>



### 3.3 Net Book Values

	2018 Rs.	2017 Rs.
At Cost		
Building	16,075,221	17,333,528
Computer and Peripherals	1,352,229	1,276,177
Electrical and Electronic Equipment	591,788	707,574
Other Office Equipment	1,231,206	603,811
Wooden Furniture	246,313	320,188
Steel Furniture	42,569	65,068
Office Fittings	148,850	54,781
Motor Vehicles	1,907,397	4,201,009
	<b>21,595,573</b>	<b>24,562,136</b>
Assets on Finance Lease		
Motor Vehicles	1,817,655	9,621,782
	<b>1,817,655</b>	<b>9,621,782</b>
<b>Total Carrying Amount of Property, Plant and Equipment</b>	<b>23,413,228</b>	<b>34,183,918</b>

3.4 During the financial year, the Company acquired Property, Plant and Equipment to the aggregate value of Rs.5,695,937/- (2017 -Rs.1,042,248/-) Cash payments amounting to Rs.3,348,207/- (2017 - Rs.1,042,248/-) were made during the year for purchase of Property, Plant and Equipment.

Year ended 31 December 2018

### 4. Levy and Other Receivables

	2018 Amount Receivable Within 1 Year Rs.	2018 Amount Receivable After 1 Year Rs.	2018 Total As at 31.12.2018 Rs.	2017 Amount Receivable Within 1 Year Rs.	2017 Amount Receivable After 1 Year Rs.	2017 Total As at 31.12.2017 Rs.
Levy Receivables	345,319,456	-	345,319,456	323,575,791	-	323,575,791
Less: Allowances for Doubtful Debts	(195,214,064)	-	(195,214,064)	(154,842,140)	-	(154,842,140)
	150,105,392	-	150,105,392	168,733,651	-	168,733,651
Other Receivables	809,817,447	-	809,817,447	752,313,671	-	752,313,671
Advances and Prepayments	1,221,686	3,019,133	4,240,819	3,554,174	3,555,868	7,110,042
	<b>961,144,525</b>	<b>3,019,133</b>	<b>964,163,658</b>	<b>924,601,496</b>	<b>3,555,868</b>	<b>928,157,364</b>

### 5. Investments

	2018 Rs.	2017 Rs.
Fixed Deposits	1,261,756	1,180,609
	<b>1,261,756</b>	<b>1,180,609</b>

# Notes to the Financial Statements

## 6. Interest Bearing Loans and Borrowings

	2018 Amount Repayable Within 1 Year Rs.	2018 Amount Repayable After 1 Year Rs.	2018 Total As at 31.12.2018 Rs.	2017 Amount Repayable Within 1 Year Rs.	2017 Amount Repayable After 1 Year Rs.	2017 Total As at 31.12.2017 Rs.
Finance Leases (Note 6.1)	6,430,593	1,640,220	8,070,813	7,412,362	5,848,243	13,260,605
	6,430,593	1,640,220	8,070,813	7,412,362	5,848,243	13,260,605

### 6.1 Finance Leases

	As at 01.01.2018 Rs.	New Leases Obtained Rs.	Repayments Rs.	As at 31.12.2018 Rs.	Current as at 31.12.2018 Rs.	Non-Current as at 31.12.2018 Rs.
Gross liability	15,099,807	2,846,052	(8,688,441)	9,257,418	7,360,050	1,897,368
Finance Charges allocated to future periods	(1,839,201)	(498,322)	1,150,918	(1,186,605)	(929,457)	(257,148)
	13,260,606	2,347,730	(7,537,523)	8,070,813	6,430,593	1,640,220

## 7. Retirement Benefit Liability

	2018 Rs.	2017 Rs.
Retirement Benefits Obligation - Gratuity		
Balance as at 1 January	24,901,243	21,821,064
Provision for the Year	2,108,987	6,952,909
Transferred to Current Liability	(498,498)	-
Payments made During the Year	(2,214,654)	(3,872,730)
Balance as at 31 December	24,297,078	24,901,243

## 8. Deferred Grants

Foreign and Local As Property, Plant and Equipment At Cost	Balance as at 01.01.2018 Rs.	Additions During the Year Rs.	Disposal During the Year Rs.	Balance as at 31.12.2018 Rs.
Gross Carrying value	128,034,227	-	-	128,034,227
Less : Accumulated Depreciation	(113,043,160)	(1,752,839)	-	(114,795,999)
Net Carrying value	14,991,067	(1,752,839)	-	13,238,228



## Recoveries

	Balance as at 01.01.2018 Rs.	Loan Recovered Rs.	Settlements Rs.	Balance as at at 31.12.2018 Rs.
Social Welfare Programme 11(Reroofing)	2,604,110	63,192	-	2,667,302
Plantation Development Support Programme	23,120,378	1,315,228	-	24,435,606
Health Motor Bike - PDSP	15,777,468	26,457	-	15,803,925
Estate Infrastructure Development Programme	33,251,133	4,974,314	(7,204,751)	31,020,696
National Housing Development Authority	39,800	-	-	39,800
	74,792,889	6,379,191	(7,204,751)	73,967,329

## As Funds

	Balance at 01.01.2018 Rs.	Adjustments During the year Rs.	Fund Recovered During the year Rs.	Management Fee Rs.	Disbursements Rs.	Balance as at 31.12.2018 Rs.
Projects	(696,155,183)	2,736,880	1,460,783,297	(108,384,038)	(1,419,711,284)	(760,730,329)
Net	(606,371,227)					(673,524,772)
Reclassified to						
Receivables	725,025,914					787,660,625
	118,654,687					114,135,853

## 9. Trade and Other Payables

	2018 Rs.	2017 Rs.
Construction Activity Payable	868,137,026	894,545,003
Other Payables	9,462,676	6,932,960
Sundry Creditors including Accrued Expenses	10,560,615	13,498,503
	888,160,317	914,976,466

## 10. Cash and Cash Equivalents in the Cash Flow Statement

Components of Cash and Cash Equivalents

## 10.1 Favorable Cash and Cash Equivalents Balances

	2018 Rs.	2017 Rs.
Cash and Bank Balances	163,935,846	178,209,233
Investment in REPO	30,918,264	50,122,126
	194,854,110	228,331,359
Unfavorable Cash and Cash Equivalents Balances		
Bank Over Draft	-	-
	-	-
Total Cash and Cash Equivalents for the Purpose of Cash Flow Statement	194,854,110	228,331,359

# Notes to the Financial Statements

	2018	2017
	Rs.	Rs.

## 11. Income for Recurrent Expenditure

Levy Income from Regional Plantation Companies	139,567,581	141,896,024
	<u>139,567,581</u>	<u>141,896,024</u>

## 12. Other Income and Gains

Levy Income from Plantation Small Holders' Companies	2,975,076	2,863,780
Profit on Disposal of Property, Plant and Equipment	-	1,400,000
Sundry Income	3,246,489	2,526,331
Transferred from Grant	-	14,942,681
Long Outstanding Payable Write Back	-	6,870,915
	<u>6,221,565</u>	<u>28,603,707</u>

## 13. Project Administrative Income/ (Expenditure)

Project Management Fee	127,893,167	127,283,627
Project Administrative Expenditure	(51,755,932)	(45,204,649)
	<u>76,137,235</u>	<u>82,078,978</u>

## 14. Finance Cost and Income

### 14.1 Finance Cost

Finance Charges on Lease Liabilities	1,150,929	1,887,919
	<u>1,150,929</u>	<u>1,887,919</u>

### 14.2 Finance Income

#### Income from Investments :

-Interest on Government Securities	2,678,151	1,445,790
-Interest on REPO	2,283,141	-
-Interest on Fixed Deposits	94,207	156,450
-Interest on Savings Deposits	81,376	206,022
	<u>5,136,875</u>	<u>1,808,262</u>

## 15. Net Income / (Expenditure) Before Tax

Stated after Charging		
Audit Fees	1,009,260	947,359
Employees Benefits including the following	83,209,394	84,614,870
- Defined Benefit Plan Costs - Gratuity	1,182,700	4,951,829
- Defined Contribution Plan Costs - EPF & ETF	9,109,584	9,903,756
Depreciation	14,713,788	16,906,822
Legal Expenses	229,410	215,700



	2018	2017
	Rs.	Rs.

## 16. Income Tax Expense

Current Income Tax	7,128,100	7,270,321
Adjustments in Respect of Current Income Tax of Previous Year	(665,858)	-
Income Tax Expense Reported in the Income Statement	6,462,242	7,270,321

### 16.1 Reconciliation Between Current Tax Expense and the Product of Accounting Income

Profit from Trade Business (Note 16.2)	48,991,010	101,064,703
Finance Income (Note 14.2)	5,136,875	1,808,262
Total Statutory Income	54,127,885	102,872,965
Less : Tax Losses	-	(29,669,750)
Income Liable for Income Tax	54,127,885	73,203,215
Tax Free Allowance	-	(500,000)
Taxable Income / (Tax Loss)	54,127,885	72,703,215
Income Tax at 10%	1,124,510	7,270,321
Income Tax at 14%	6,003,590	-
Current Tax Expense	7,128,100	7,270,321

### 16.2 Profit from Trade Business

Excess / (Deficit ) Before tax	39,056,144	73,412,389
Disallowed Expenses	20,337,065	37,420,192
Allowable Expenses	(10,402,199)	(9,767,878)
	48,991,010	101,064,703

### 16.3 Reconciliation of Tax Losses

Losses Brought Forward	-	29,669,750
Losses Utilised During the Year	-	(29,669,750)
Losses Carried Forward	-	-

## 17. Commitments and Contingencies

The Company does not have significant commitments and contingences as at reporting date.

## 18. Assets Pledged

Leased assets having a carrying value of Rs.1,817,655/- (2017 - Rs.9,621,782/-) are pledged as security for the related finance lease.

## 19. Events Occurring After The Reporting Date

There are no significant events occurred after the reporting date.

# Notes to the Financial Statements

## 20. Related Party Disclosures

Details of significant related party disclosures are as follows:

### 20.1 Transactions with Related Entities

The Directors of the Trust are also Directors of the following one or more companies with which the Trust had the following transactions during the year.

Related Party	Levy Receivable	
	2018 Rs.	2017 Rs.
Agrapatana Plantations PLC	43,952,740	9,420,315
Kotagala Plantations PLC	31,401,481	6,486,663
Talawakelle Tea Estate PLC	554,215	6,199,608
Watawala Plantations PLC	-	-
Madulsima Plantations PLC	-	4,211,448
Balangoda Plantations PLC	-	5,394,894
Maturata Plantation PLC	-	3,433,250
Elpitiya Plantation PLC	-	-
Horana Plantation PLC	2,945,914	2,487,954

### 20.2 Transactions with Key Management Personnel of the Trust

The Trust has paid Rs.2,024,500/- to the members of the Board of Directors during the year (2017 -Rs.645,000/-) as sitting allowances and no emoluments have been paid to the members of the Board of Directors.

## 21. Comparative Information

The presentation and classification of the financial statements of the previous year have been amended as follows for better presentation and to be comparable with those of the current year.

	As reported in 31.12.2017 Rs.	Adjustments Rs.	Amended for 31.12.2017 Rs.
<b>Non-Current Assets</b>			
Levy and Other Receivables	-	3,555,868	3,555,868
<b>Current Assets</b>			
Levy and Other Receivables	971,520,771	(46,919,275)	924,601,496
Investment	51,302,735	(50,122,126)	1,180,609
Cash and Cash Equivalentents	178,209,233	50,122,126	228,331,359
	1,201,032,739	(43,363,407)	1,157,669,332
<b>Current Liabilities</b>			
Trade and Other Payables	958,339,873	(43,363,407)	914,976,466
	958,339,873	(43,363,407)	914,976,466

The above reclassification do not have an impact on equity and the statements of profit or loss .



## Detailed Statement of Deferred Grants

### Statement I

DEFERRED GRANTS	Balance	Additions	Disposal	Balance
Foreign and Local	as at	During the	During the	as at
As Property, Plant and Equipment	01.01.2018	Year	Year	31.12.2018
At Cost	Rs.	Rs.	Rs.	Rs.
Gross Carrying value	128,034,227	-	-	128,034,227
Less : Accumulated Depreciation	(113,043,160)	(1,752,839)	-	(114,795,999)
Net Carrying value	14,991,067	(1,752,839)	-	13,238,228

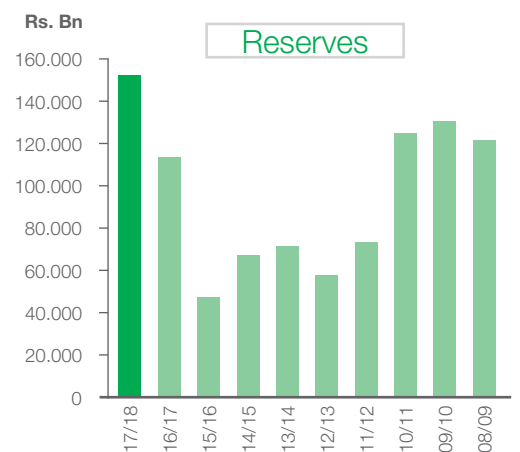
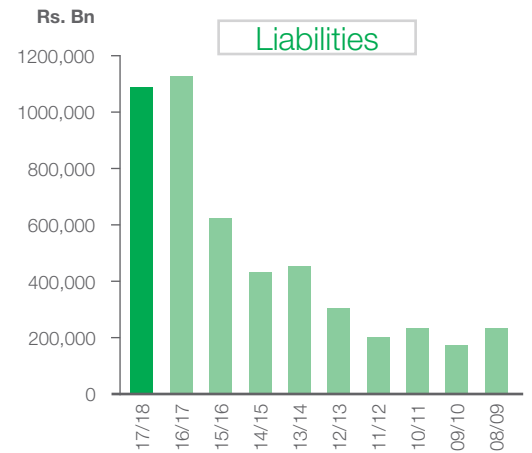
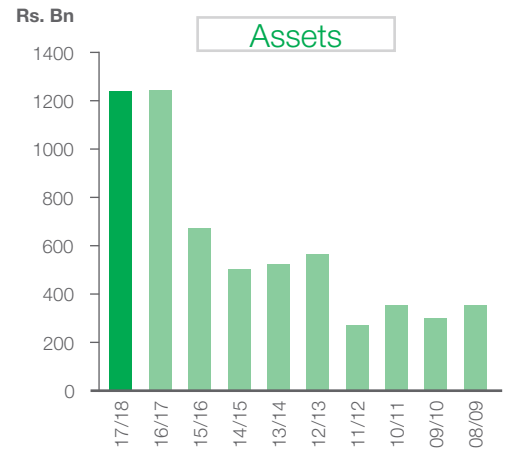
Recoveries	Balance as at	Loan	Settlements	Balance as at
	01.01.2018	Recovered		31.12.2018
	Rs.	Rs.	Rs	Rs.
Social Welfare Programme 11(Reroofing)	2,604,110	63,192	-	2,667,302
Plantation Development Support Programme	23,120,378	1,315,228	-	24,435,606
Health Motor Bike - PDSP	15,777,468	26,457	-	15,803,925
Estate Infrastructure Development Programme	33,251,133	4,974,314	(7,204,751)	31,020,696
National Housing Development Authority	39,800	-	-	39,800
	74,792,889	6,379,191	(7,204,751)	73,967,330

# Detailed Statement of Deferred Grants

As Funds	Balance as at	Adjustments	Fund Received	Management		Balance as at
	01.01.2018	During the year	During the year	Fee	Disbursements	31.12.2018
	Rs.	Rs	Rs.	Rs.	Rs.	Rs.
Ministry of Hill Country New Villages Infrastructure & Community Development						
Infrastructure Projects	(127,018,122)	(8,589,589)	217,507,032	(4,926,279)	(169,063,538)	(92,090,496)
New Life Housing Project	(349,169)	-	5,143,554	(232,882)	(4,256,795)	304,708
100 Day Housing Project	(73,192,408)	-	121,652	-	(11,249)	(73,082,005)
Township Project	(9,264,952)	-	-	(12,429)	(207,147)	(9,484,528)
Green Gold Housing Project	(512,328,114)	11,672,652	1,051,202,861	(72,641,184)	(1,075,378,792)	(597,472,577)
Indian Housing Project	(2,800,299)	-	28,411,328	(30,571,264)	(10,570,785)	(15,531,020)
	(724,953,064)	3,083,063	1,302,386,427	(108,384,038)	(1,259,488,306)	(787,355,918)
Palm Foundation Project	-	-	150,000	-	(5,620)	144,380
Wash Project	-	-	208,320	-	(16,500)	191,820
PHDT Funds	4,891,686	-	-	-	-	4,891,686
Early Child Development Project	(72,850)	-	152,953,440	-	(152,855,220)	25,369
UNICEF Grant	284,277	-	-	-	-	284,277
International Labour						
Organisation Project	4,068,750	-	3,947,110	-	(6,281,716)	1,734,144
Diploma Funds for CDOs	136,281	-	-	-	-	136,281
Projects with Ceylon						
Workers Congress	4,009,539	-	-	-	-	4,009,539
World Health Organisation	772,383	-	-	-	-	772,383
Burnet Institute	1,327,697	-	-	-	-	1,327,697
SCI Project	4,006,839	(346,183)	1,138,000	-	(1,053,647)	3,745,009
Uniliver	836,853	-	-	-	(10,275)	826,578
Provincial District Health Services	8,536,426	-	-	-	-	8,536,426
	(696,155,183)	2,736,880	1,460,783,297	(108,384,038)	(1,419,711,284)	(760,730,329)
Net Balance of Grants	(606,371,227)					(673,524,772)
Reclassified to Receivables						
Infrastructure Projects	127,018,122					92,090,496
New Life Housing Project	349,169					-
100 Day Housing Project	73,192,408					73,082,005
Township Project	9,264,952					9,484,528
Green Gold Housing Project	512,328,114					597,472,577
Indian Housing Project	2,800,299					15,531,020
Early Child Development Project	72,850					-
	118,654,687					114,135,854

# Ten Year Summary

	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009
	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000	Rs. '000
<b>Operational Results</b>										
Recurrent Expenditure & Lew	139,567	141,896	136,116	138,461	139,026	126,861	119,202	111,157	103,430	98,603
Gain / (Loss) on Project Activities	76,137	82,078	15,903	4,290	9,420	(4,227)	(26,682)	(1,368)	6,617	16,388
Income / (Loss) Before Tax	39,056	73,412	(20,230)	(3,317)	15,339	(15,364)	(50,728)	(5,351)	(1,935)	20,550
Income Tax Expenses	6,462	7,270	35	(369)	(1,656)	(352)	(276)	432	964	1,247
Income / (Loss) After Tax	32,594	66,142	(20,195)	(3,686)	13,683	(15,716)	(51,004)	(5,783)	(2,899)	19,303
<b>Reserves</b>										
Project Reserves	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469	4,469
General Reserves	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615	1,615
Accumulated Fund	139,921	107,327	41,185	61,381	65,066	51,382	67,099	118,103	123,887	115,363
	146,005	113,411	47,269	67,465	71,150	57,466	73,183	124,187	129,971	121,447
<b>Liabilities</b>										
Non Current Liabilities	140,073	149,404	177,728	205,580	206,009	146,311	155,435	125,314	144,462	193,459
Current Liabilities	897,614	929,037	441,511	226,132	240,611	153,413	43,706	101,305	28,817	36,208
	1,037,687	1,078,441	619,239	431,712	446,620	299,724	199,141	226,619	173,279	229,667
<b>Assets</b>										
Non Current Assets	26,432	37,739	53,114	70,966	83,093	43,295	78,704	100,525	96,847	95,121
Current Assets	1,157,260	1,154,113	613,394	428,211	434,677	313,895	193,620	250,283	206,402	255,993
	1,183,692	1,191,853	666,508	499,177	517,770	357,190	272,324	350,808	303,249	351,114

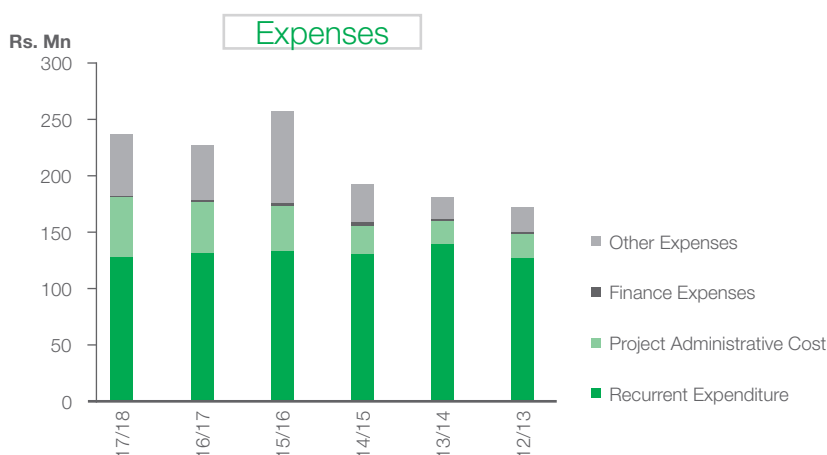
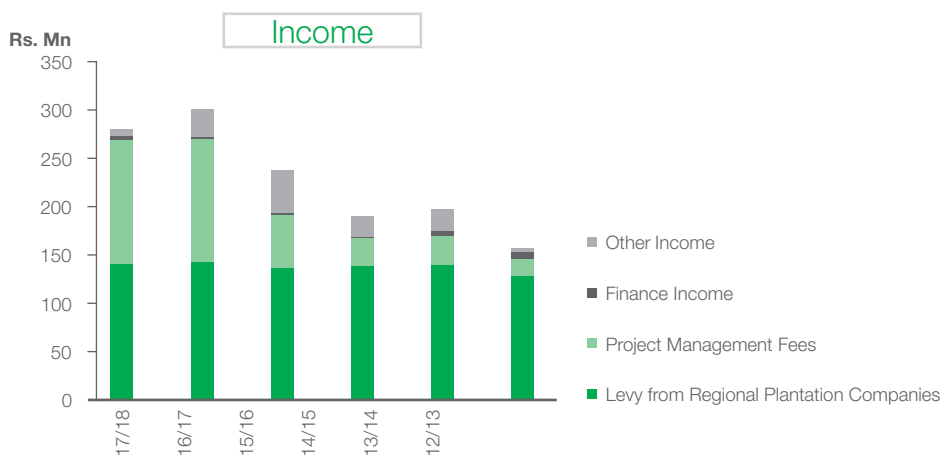




# Graphical View of Financial Statements

## Income Statement

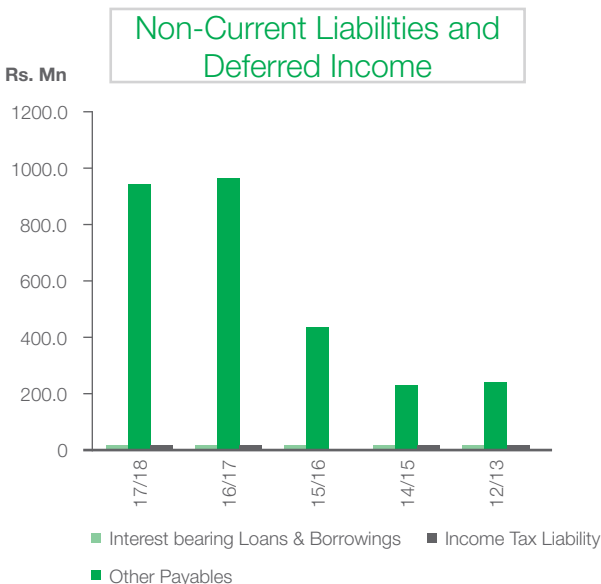
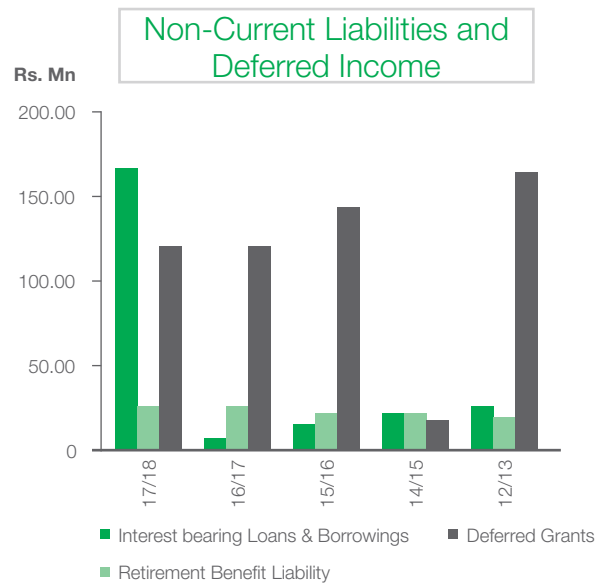
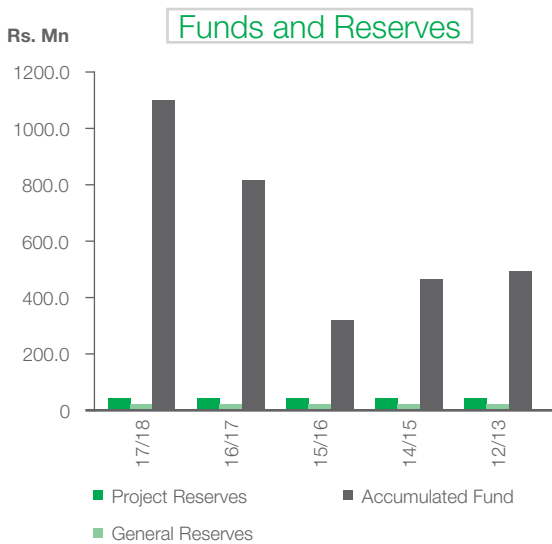
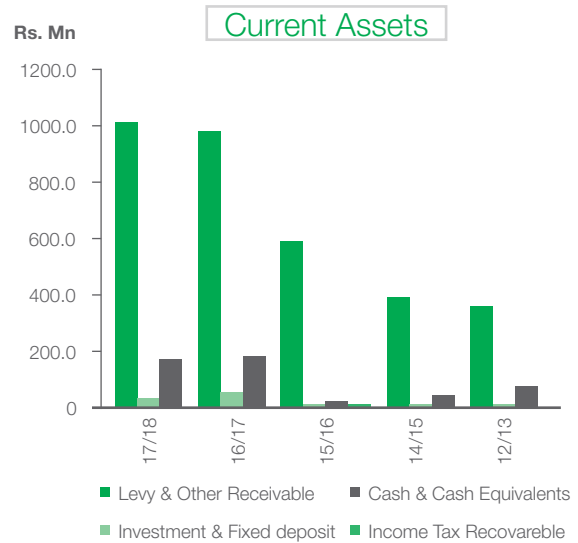
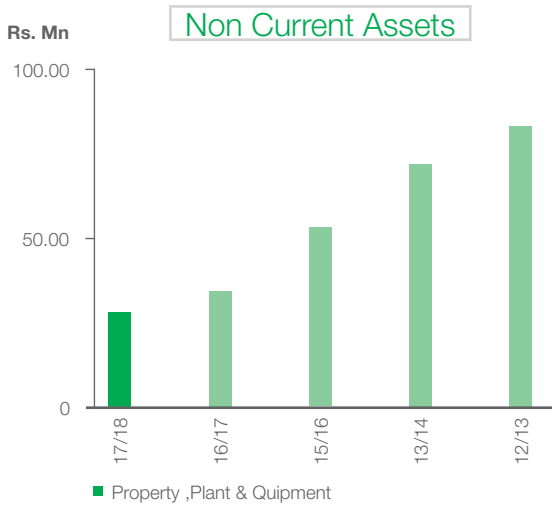
	2018 Rs: Mn	2017 Rs: Mn	2016 Rs: Mn	2015 Rs: Mn	2014 Rs: Mn	2013 Rs: Mn
<b>Income</b>						
Levy from Regional Plantation Companies	139.6	141.9	136.1	138.5	139.0	127.0
Project Management Fees	127.8	127.2	55.5	29.2	30.9	17.6
Finance Income	5.1	1.8	0.5	1.1	4.1	6.2
Other Income	6.2	28.6	43.7	20.6	22.0	5.7
	<b>278.7</b>	<b>299.5</b>	<b>235.7</b>	<b>189.4</b>	<b>196.0</b>	<b>156.5</b>
<b>Expenses</b>						
Recurrent Expenditure	127.7	131.7	133.7	130.5	139.0	127.0
Project Administrative Cost	51.8	45.2	39.6	24.9	21.5	21.8
Finance Expenses	1.1	1.8	2.6	3.3	1.1	0.5
Other Expenses	59.5	47.3	80.0	34.0	19.0	22.5
	<b>239.7</b>	<b>226.0</b>	<b>255.9</b>	<b>192.7</b>	<b>180.6</b>	<b>171.8</b>
<b>Income Before Tax</b>	<b>39.0</b>	<b>73.5</b>	<b>(20.2)</b>	<b>(3.3)</b>	<b>15.4</b>	<b>(15.8)</b>



**Balance Sheet**

	2018	2017	2016	2015	2014
	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn	Rs: Mn
<b>Non Current Assets</b>					
Property ,Plant & Equipment	23.41	34.18	53.11	70.96	83.09
Levy & Other Receivable	3.02	3.56	-	-	-
	26.43	37.74	53.10	70.96	83.00
<b>Current Assets</b>					
Levy & Other Receivable	961.14	924.60	586.19	382.61	357.87
Investment & Fixed deposit	1.26	1.18	1.03	0.89	4.13
Cash & Cash Equivalents	194.85	228.33	25.84	44.71	72.67
Income Tax Recoverable			0.31		-
	1,157.26	1,154.11	613.39	428.21	434.68
<b>Total</b>	<b>1,183.70</b>	<b>1,191.85</b>	<b>666.51</b>	<b>499.18</b>	<b>517.77</b>
<b>Funds and Reserves</b>					
Project Reserves	4.47	4.47	4.47	4.47	4.47
General Reserves	1.61	1.61	1.61	1.61	1.61
Accumulated Fund	139.92	107.33	41.18	61.38	65.07
	146.00	113.41	47.27	67.47	71.15
<b>Non-Current Liabilities and Deferred Income</b>					
Interest bearing Loans & Borrowings	1.64	5.85	13.66	20.30	25.57
Retirement Benefit Liability	24.30	24.90	21.82	20.28	18.39
Deferred Grants	114.13	118.65	142.24	164.99	162.04
	140.07	149.40	117.73	205.58	206.00
<b>Current Liabilities</b>					
Interest bearing Loans & Borrowings	6.43	7.41	12.67	5.95	6.69
Other Payables	888.16	914.98	428.84	220.13	233.63
Income Tax Liability	3.02	6.65	-	0.05	0.29
	897.61	929.03	441.51	226.13	240.61
<b>Total</b>	<b>1,183.70</b>	<b>1,191.85</b>	<b>666.51</b>	<b>499.18</b>	<b>517.77</b>

# Graphical View of Financial Statements





# Notice of Meeting

Notice is hereby given that the Twenty Sixth Annual General Meeting of the members of the Plantation Human Development Trust will be held at the Auditorium of the Ministry of Mahaweli Development & Environment, "Sobadam Piyasa", No. 416/C/1, Robert Gunawardena Mawatha, Battaramulla on 29th March 2019 at 2.30pm for the following purposes

## Agenda

1. Call meeting to order and read the notice convening the meeting.
2. Chairman's Address (Pls. Ref pg. 08 of the Annual Report).
3. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor's Report and the Audited Accounts for the year ended 31st December 2018.
4. To re-elect Mr. D. S .Seneviratne who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
5. To re-elect and Mr. J. M. Kariyapperuma who retires by rotation in terms of Article 55 of the Articles of Association as a Director.
6. To consider and if thought fit to pass the following Ordinary Resolution pertaining to the appointment of Mr. Ponniah Sivarajah, as a Director who is over 70 years of age, in compliance with Section 211 of the Companies Act No. 07 of 2007 and whose appointment has been recommended by the Board.

### Ordinary resolution

"That the age limit of 70 years referred to in Section 210 of the Companies Act No. 07 of 2007 shall not apply to Mr. Ponniah Sivarajah, Director, who is 74 years of age. (having reached 70 years of age on 10th April 2014) and accordingly that Mr. Ponniah Sivarajah be and is hereby appointed a Director of the Company in terms of Section 211 of the Companies Act No. 07 of 2007"

7. Re-appoint the Auditors and authorise the Directors to determine their remuneration.

By Order of the Board of Directors of the  
**PLANTATION HUMAN DEVELOPMENT TRUST**  
 S S P CORPORATE SERVICES (PRIVATE) LIMITED  
 SECRETARIES

01st March 2019

### Note:

1. If you are unable to be present at the meeting, please complete the Form of Proxy or Appointment of Corporate Representative format enclosed and return same to the Company's Secretaries, S S P Corporate Services (Private) Limited, No.101, Inner Flower Road, Colombo 3, not less than 48 hours before the scheduled time of meeting.
2. In terms of Article No.39 "A proxy need not be a member of the Company"  
 (i.e. the Trust)

# Corporation / Trade Union / Company Acting by Representative

Article 43 of the Articles of Association of the Plantation Human Development Trust provides for Corporations acting by Representatives at Meetings.

“Any Corporation, Trade Union or Body Corporate which is a member of the Company may, by resolution of its Directors or other Governing Body authorise such person as it thinks fit to act, as its representative at any General meeting of this Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the corporation, etc. which he represents as if he were an individual member of the Company.”

At any meeting of the Company the production of a copy of such resolution certified by the Chairman or by one Director or the Secretary of such corporation, etc. as being a true copy of the resolution shall be accepted by the Company as sufficient evidence of the validity of the representative’s appointment and his right to vote. A representative so appointed shall not be deemed to be a proxy.

**Specimen Resolution :**

Name of Body Corporate : .....  
(hereinafter referred to as “us”) resolved “That (insert full name of person acting as Representative) .....  
.....  
failing whom .....  
failing whom .....  
be and is hereby authorised to represent us at the Annual General Meeting of the Plantation Human Development Trust to be held on 29th March 2019 at 2.30 p.m. and at any adjournment thereof.

Certified true copy

**NAME OF BODY CORPORATE**  
*Signature and Designation*  
(Use rubber stamp)

Note: If you wish to appoint your Representative, please issue a certified copy of the relevant resolution to such Representative, who should produce same at the Annual General Meeting.

# Form of Proxy

I/We ..... of ..... being a member/ members of the Plantation Human Development Trust, hereby appoint.

- |  |                |
|--|----------------|
| Mr. Vadivel Puththirasigamoney                                       | or failing him |
| Mr. Shanthy Kumar Lalith Obeyesekere                                 | or failing him |
| Mr. Dilantha Stephen Seneviratne                                     | or failing him |
| Mr. Ganegodage Dhamitha Vaamaka Perera                               | or failing him |
| Ms. Weliveriya Liyanage Manori Anurada Liyanage                      | or failing her |
| Mr. Janak Manuja Kariyapperuma                                       | or failing him |
| Mr. Bathiya Bulumulla  | or failing him |
| Ms. Wickremasinghe Mudiyanseleage Dhammika Tharangani Wickremasinghe | or failing her |
| Dr. (Ms.) Saseela Subaskaran   | or failing her |
| Mr. Sinnathamby Petchimuthu Vijekumaran                              | or failing him |

Mr/Ms.....of ..... as my/our Proxy to vote for me/us and on my/our behalf at the Annual General Meeting of the Company to be held on 29th March 2019 at 2.30 p.m. and at any adjournment thereof and every poll which may be taken in consequence thereof.

Please mark X in appropriate cages below

ITEM	For	Against
1. To receive and consider the Report of the Board of Directors on the Affairs of the Company, Independent Auditor's Report and the Audited Accounts for the year ended 31st December 2018	<input type="checkbox"/>	<input type="checkbox"/>
2. To re-elect Mr. D. S. Seneviratne as a Director who retires by rotation in terms of Article 55 of the Articles of Association.	<input type="checkbox"/>	<input type="checkbox"/>
3. To re-elect Mr. J. M. Kariyapperuma as a Director who retires by rotation in terms of Article 55 of the Articles of Associations.	<input type="checkbox"/>	<input type="checkbox"/>
4. To appoint Mr. Ponniah Sivarajah who is over 70 years of age as a Director of the Company by passing the Ordinary Resolution set out in the Notice of Meeting	<input type="checkbox"/>	<input type="checkbox"/>
5. To re-appoint Auditors and to authorize the Directors to determine their remuneration.	<input type="checkbox"/>	<input type="checkbox"/>

As witness my/our hand/s this ..... day of ..... Two Thousand and Nineteen.

Signature of Member .....

Note : Instructions as to completion are given overleaf.



### Instructions as to Completion of Proxy

1. Kindly complete the form of proxy by filling in legibly your full name and address, signing in the space provided and filling in the date of signature.
2. If the proxy form is signed by an Attorney, the relative power of attorney should also accompany the proxy form for registration, if such power of attorney has not already been registered with the Company.
3. In the case of a Company/Corporation, the proxy must be under its Common Seal, which should be affixed and attested in the manner prescribed by its Articles of Association/Statute.
4. The completed form of proxy should be deposited at the office of the Company's Secretaries, S S P Corporate Services (Private) Limited No. 101, Inner Flower Road, Colombo 3, not less than 48 hours before the time appointed for the holding of the meeting.

Article 43 of the Articles of Association of the Plantation Human Development Trust provides for Corporations acting by Representatives at Meetings.

“Any Corporation, Trade Union or Body Corporate which is a member of the Company may, by resolution of its Directors or other Governing Body authorise such person as it thinks fit to act, as its representative at any general meeting of this Company, and the person so authorised shall be entitled to exercise the same powers on behalf of the corporation, etc. which he represents as if he were an individual member of the Company.”

At any meeting of the Company the production of a copy of such resolution certified by the Chairman or by one Director or the Secretary of such corporation, etc., as being a true copy of the resolution shall be accepted by the Company as sufficient evidence of the validity of the representative's appointment and his right to vote. A representative so appointed shall not be deemed to be a proxy.

A FORMAT for appointment of a Representative is also enclosed.

# Corporate Information

## Name of the Company

Plantation Human Development Trust

## Legal Form

A Company limited by guarantee incorporated in Sri Lanka under the Companies Act No. 17 of 1982 and re-registered under the Companies Act No. 7 of 2007.

## Registration No.

GA 78

## Registered/Head Office

No. 427/14, Robert Gunawardena Mawatha,  
Battaramulla, Sri Lanka.

Tel. 011-2887497-9, 2887500, 5234300-2

Fax 011-2888619, 2887476

Web Site: [www.phdt.org](http://www.phdt.org)

## Board of Directors

- Mr. V. Puththirasigamoney  
Ministry of Hill Country New Villages, Infrastructure & Community Development
- Mr. S.K.L. Obeyesekere  
Planters' Association of Ceylon
- Mr. D.S. Seneviratne  
Talawakelle Tea Estates PLC
- Mr. G.D.V. Perera  
Agrapatana/Kotagala Plantations PLC
- Mrs. W.L.M.A. Liyanage  
Ministry of Finance
- Mr. J.M. Kariyapperuma  
Horana Plantations PLC
- Mr. B. Bulumulla  
Elpitiya Plantations PLC
- Mrs. W.M.D.T. Wickremasinghe  
Ministry of Plantation Industries
- Dr. (Mrs.) S. Subaskaran  
Ministry of Health, Nutrition & Indigenous Medicine
- Mr. S.P. Vijekumaran  
Lanka Jathika Estates Workers Union

## Auditors

M/s. Ernst & Young  
Chartered Accountants  
No. 201, De Saram Place  
Colombo 10

## Secretaries

SSP Corporate Services (Pvt) Ltd.  
No. 101, Inner Flower Road  
Colombo 3

## Bankers

Bank of Ceylon  
Hatton National Bank PLC

## Regional Offices

### Galle

C/o Walahanduwa Estate, Walahanduwa.  
Tel. 091-2245754/2222424, 5635810-3

### Ratnapura

Paradise, Kuruwita, Ratnapura.  
Tel. 045-2262497/2262102, 5624820-3

### Badulla

Hingurugama Complex, Badulla.  
Tel. 055-2226205/2226248, 5635830-3

### Kegalle

Sir Francis Molamure Mawatha, Ranwala, Kegalle.  
Tel. 035-2222485/2222486, 56244840-3

### Kandy

No.1, Balakotuwa Camp Road, Pallekelle, Kundasale.  
Tel. 081-2421679/2422284, 5635850-3

### Hatton

No. 243/1, Main Street, Dickoya.  
Tel. 051-2222988/2222792, 5678860-3

### Nuwara Eliya

No. 56, St. Andrew's Drive, Nuwara Eliya.  
Tel. 052-2222681/2223757, 5678870-3

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Plantation Human Development Trust  
Robert Gunewardena Mawatha, Battaramulla