

Director Generals Message

We are very happy being able to provide a great opportunity for our stakeholders to communicate in a fast and interactive manner with the Government Factory. Our vision is to become unique organization, national institution of excellence for metal and wood working products, works and repair, as well as renovation and improvement especially for **the** Government Sector. Our resources have been **used from** a long period to facilitate in skill development of craft level apprentices free of charge as a service in the Mechanical Engineering field in collaboration with National Apprentice and Industrial Training Authority, Technical Colleges, and with Higher Education Institutions. We wish to extend these training facilities with new technologies for filling skill gaps in the construction industry and for betterment of trainees, obtaining National Vocational Qualification as well.

With the decision of restructuring of our department in 2016 by the Cabinet of Ministers we managed to provide engineering services especially to Irrigation Sector competing with the private sector with a cost effective manner than ever before. Turnover of the year 2017 is Rupees 128 million more than the Turnover of 2016. We are an ISO 9001:2008 quality certified organization and our quality management system is to be changed to ISO 9001:2015 in this year in order to improve the performance of the organization giving priority to customers' perspectives and for future growth.

Change is inevitable, **and** it is the universal truth. However, managing change for achieving development results is a great challenge for **organizational** leaders. Therefore creating leaders in each level of an organization is the key to success for achieving expected results. Changing from Zero Budget to Performance based Budget in 2018 has been a good move. During the last two years we managed to utilize the full allocation of the approved budget based on the performance management. Hence majority of our development proposals have been approved by the Parliament for 2018.

Transformation from zero budgets to performance Budget is an *experimental* period for us. The development of a "performance culture" is a challenge: it requires capacity development, firm leadership, and political will, over a prolonged period of time. **We have identified that the following five essential components are important to follow in order to achieve development results; i.e.** Setting goals and agreeing on targets and strategies; allocating the available resources to activities that will contribute to the achievement of the desired results; monitoring and evaluating whether the resources allocated are making the intended difference; reporting on performance to the stakeholders, particularly the public; and feeding back information into the decision-making process.

Therefore with the understanding of importance of information management systems, we have been able to get the approval from the Cabinet of Ministers with the recommendation of Department of

National Planning for implementation of a medium term project from 2018 to 2020 for introducing/establishing an information system for monitoring and managing resources transparently and accountably adhering to the government policy, under “Development Assistance Programme” in the 2018 Govt. Budget.

Technology transfer and capacity development are also in the forefront in our agenda for achieving development results. Majority of our development proposals have been approved by the Treasury for 2018 in keeping with development policy framework, allocating Rupees 204 millions, especially for technology transfer. Modern Machinery and Equipment such as Plano Miller, CNC Machine Center, and Overhead Crane will be purchased to replace very old and obsolete machines. Accuracy, multitasking, solutions for shortage of skilled craftsmen, handling and carrying out big and complicated operations than before, efficiency, safety, reliability, energy saving, new customers, new products, increase turn over, productivity, and delighted customers are the intended advantages of Technology transfer and transformation.

We managed to rehabilitate our vehicles, machinery, plants, and equipment required for production operations improving operational ease utilizing full capital expenditure allocations under zero budget concepts in both years 2016 and 2017. Human resources development has been the key to achieve capacity development and easing to reach development results. Allocation approved by the treasury for 2017 was doubled in 2018 for capacity development and training needs plan has been prepared and being implemented. In addition to the above we are in the process of developing a Team for Research and Development activities with the success achieved last year resulting in the Budgetary allocation of 2017 being doubled for 2018.