

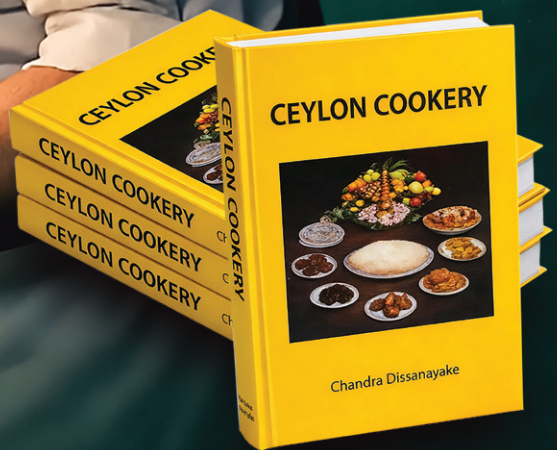
SLITHM talk MAGAZINE

Volume 23
JULY-DECEMBER
2025

Sri Lanka Institute of Tourism & Hotel Management

SLITHM BECOMES CUSTODIAN OF THE ICONIC
CEYLON COOKERY A LANDMARK IN PRESERVING
SRI LANKA'S CULINARY HERITAGE

THIS MILESTONE STANDS AS A PROUD
TESTAMENT TO SLITHM'S ONGOING
COMMITMENT TO NURTURING
EXCELLENCE IN HOSPITALITY
EDUCATION WHILE HONORING THE
NATION'S CULTURAL ROOTS



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TOURISM & HOTEL MANAGEMENT**

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Sri Lanka Institute of Tourism & Hotel Management



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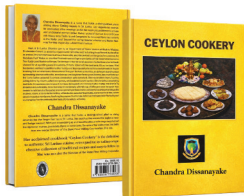
Bachelor of Hotel & Resort Management. (Hons.)

Eligibility:

GCE Advanced Level with Three passes

**NEXT INTAKE:
Commencing Mid-Year
(June / July - 2026)**

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CUSTODIAN OF THE ICONIC
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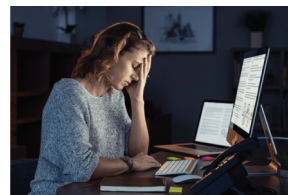
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July - December 2025

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Editor's Message



Ganga Walpola

Assistant Director - Librarian

Editor - SLITHM Talk Magazine

It is with great pleasure and pride that I present this edition of SLITHM Talk Volume 23, covering the period from July to December 2025 a time defined by remarkable progress, meaningful engagement, and exceptional achievements for the Sri Lanka Institute of Tourism & Hotel Management (SLITHM).

Throughout this period, SLITHM further strengthened its position as the nation's premier institution for tourism and hospitality education. A diverse range of academic programs, professional training initiatives, industry partnerships, and ceremonial events were successfully conducted, reflecting our unwavering dedication to academic excellence, professional growth, and the advancement of Sri Lanka's hospitality sector. Among the highlights were the organization of important institutional events, student development programs, industry-linked workshops, and cultural and religious observances that reinforced our values of discipline, unity, and professional integrity. These activities not only enhanced the learning experience of our students but also strengthened our relationships with stakeholders in the tourism and hospitality sector.

SLITHM Talk (July–December 2025)

We take great pride in the achievements of our students and staff, whose dedication and hard work have brought recognition to SLITHM both locally and internationally. Their accomplishments stand as a true testament to the high standards of education, leadership, and teamwork fostered within our institution.

This edition of SLITHM Talk volume 23 celebrates these milestones and reflects our collective efforts toward excellence. I extend my heartfelt appreciation to the management, academic and non-academic staff, students, and industry partners for their unwavering support and invaluable contributions to the continued growth and success of SLITHM.

As we look ahead, let us remain steadfast in our commitment to innovation, professionalism, and excellence. Together, we can ensure that SLITHM continues to produce exceptionally skilled professionals who will play a vital role in advancing Sri Lanka's tourism industry.

Warm regards,

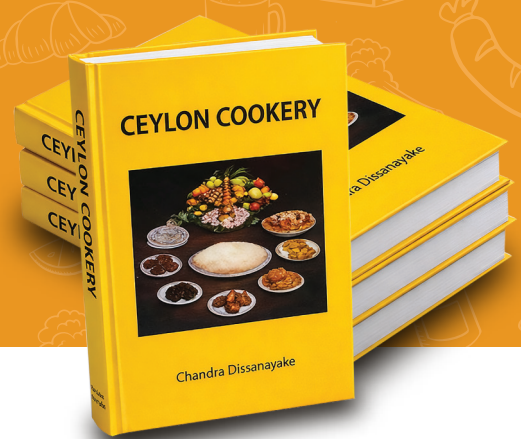


IMANI GAMAGE

Information Coordinator
Library Assistant -(Trainee)

SLITHM Becomes Custodian of the Iconic Ceylon Cookery :

A Landmark in Preserving Sri Lanka's Culinary Heritage



The Sri Lanka Institute of Tourism and Hotel Management (SLITHM), the country's premier government approved institute for tourism and hospitality education established in 1964 under the Ministry of Tourism, has reached a historic milestone in preserving Sri Lanka's rich culinary legacy.

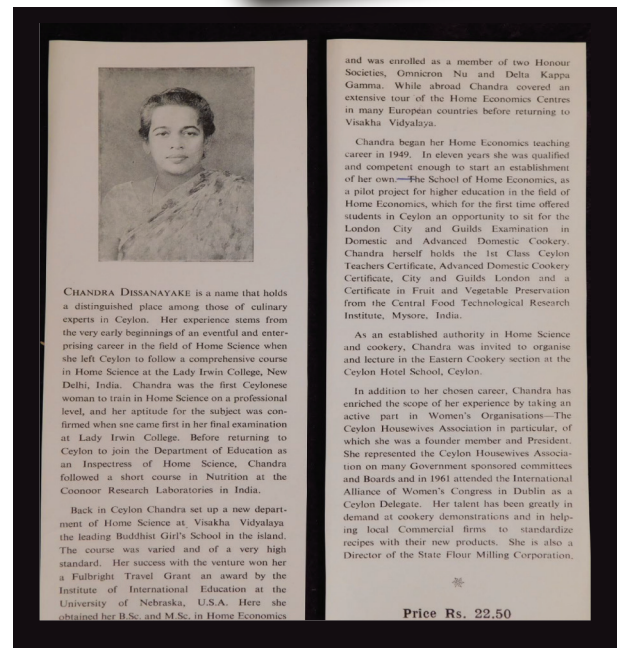
In a landmark development, SLITHM has officially become the full copyright holder of the renowned culinary publication Ceylon Cookery, one of the most treasured books documenting the authenticity and heritage of Sri Lankan cuisine.

The complete ownership and literary rights of the book were graciously transferred by Ms. Shanilka Dharmakirti of Warriewood, New South Wales, Australia—the sole legal heir and granddaughter of the late Mrs. Chandra Dissanayake, who originally compiled and authored the celebrated work. As the exclusive copyright holder, Ms. Dharmakirti's decision to entrust SLITHM with the full ownership of Ceylon Cookery represents a significant and symbolic act of cultural preservation.

First published decades ago, Ceylon Cookery has long been regarded as a cornerstone of Sri Lankan culinary literature. The book captures traditional recipes, cooking methods, and the authentic flavors that define the island's diverse food culture. It stands not merely as a cookbook but as a living record of Sri Lanka's gastronomic identity, passed down through generations.

This historic transfer of ownership marks a turning point in safeguarding and promoting Sri Lanka's culinary heritage on a national platform. With SLITHM now serving as the custodian of this iconic publication, the institute is uniquely positioned to preserve, reproduce, and integrate its invaluable content into culinary education, research, and tourism promotion.

The initiative ensures that future generations of chefs, hospitality professionals, and food enthusiasts will continue to learn from and be inspired by



the authentic traditions documented in Ceylon Cookery. It also strengthens Sri Lanka's cultural narrative in the global tourism and hospitality arena, highlighting the nation's rich food heritage as an integral part of its identity.

This milestone stands as a proud testament to SLITHM's ongoing commitment to nurturing excellence in hospitality education while honoring the nation's cultural roots. The preservation of Ceylon Cookery under SLITHM's guardianship is not only a tribute to the late Mrs. Chandra Dissanayake's legacy but also a lasting gift to Sri Lanka's culinary future.

Through this historic agreement, Sri Lanka takes a meaningful step forward in ensuring that its authentic flavors, traditions, and culinary wisdom continue to thrive for generations to come.

Ceylon Cookery: From Timeless Heritage to a Living Legacy for the Future

First published in 1968, Ceylon Cookery stands as one

of the most authoritative and beautifully produced guides to traditional Sri Lankan cuisine. More than a cookbook, it is a cultural document an enduring record of the island's culinary wisdom, refined through generations and preserved through meticulous scholarship by its original compiler, the late Mrs. Chandra Dissanayake.

Bound in near-fine red durable cloth boards, the original volume remains in remarkable condition, bearing only the slightest imperfections from the time of binding. Its trimmed dust jacket preserves both the front cover panel and the author's biography, now laid in loosely, adding to its historical charm. The book is richly illustrated with numerous photographs in both color and black and white, complemented by elegant line drawings that bring Sri Lanka's food traditions vividly to life.

A brief survey of the illustrations reveals no fewer than eighteen color plates, featuring evocative themes such as *a Traditional Sinhala New Year Array, Fruits Used as Acids for Curries, and Varieties of Sweetmeats and Plantains*. Spanning 471 pages and complete with a glossary and index, the volume's pages remain clean, and its paper quality is notably superior for a locally produced publication of its era.

This particular copy carries tangible traces of its journey through time: two period Ceylon tourist and commercial bookmarks are sewn in with threads, offering an authentic provenance detail that enriches its historical character. Even a casual perusal of its intricate and exotic combinations of ingredients provides an uplifting glimpse into a culinary tradition both sophisticated and deeply rooted in cultural identity.

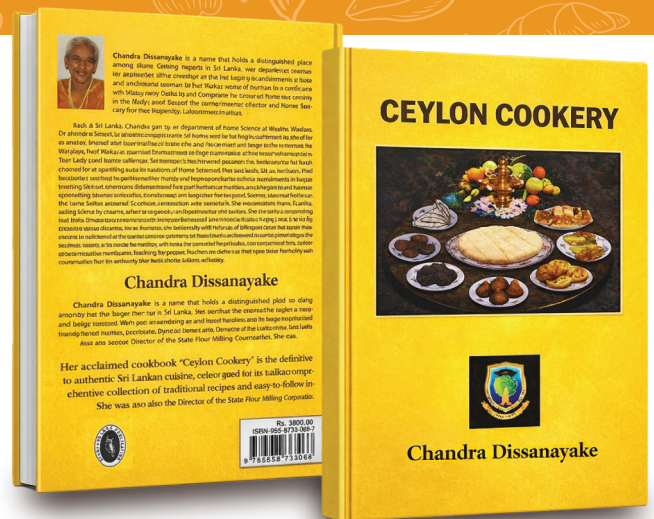
A Legacy Preserved for Generations

From its first appearance in 1968 to its rebirth under SLITHM's guardianship in 2025, Ceylon Cookery has traveled a remarkable journey. What began as a lovingly compiled guide to home cooking now stands as a national culinary treasure entrusted to Sri Lanka's foremost hospitality institution.

This historic transition ensures that the flavors, techniques, and cultural narratives embedded in Sri Lankan cuisine will endure—not merely as memories of the past, but as inspiration for the future.

A Historic Transfer of Ownership

In 2025, full ownership of this important literary and culinary work was formally transferred to the

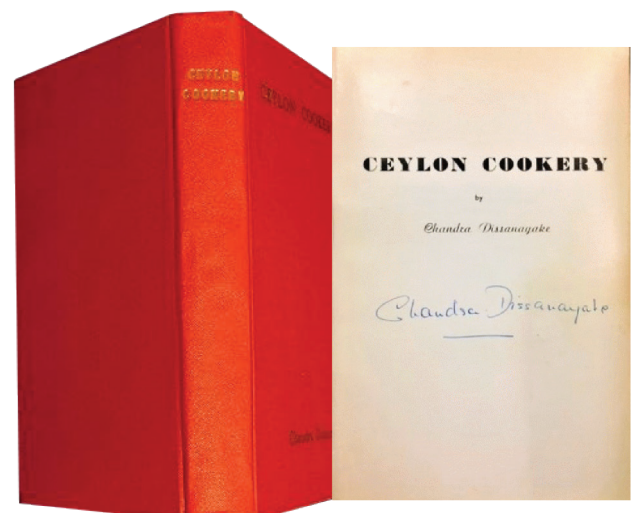


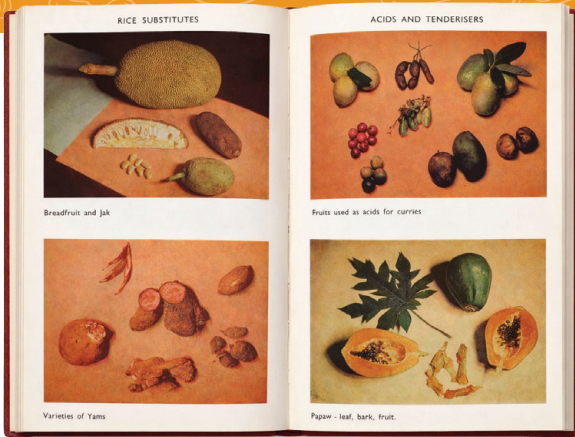
Sri Lanka Institute of Tourism and Hotel Management (SLITHM) by the author's granddaughter, Ms. Shanilka Dharmakirti of Warriewood, New South Wales, Australia—the sole legal heir and copyright holder. This momentous decision conferred exceptional authenticity and historical significance upon SLITHM's role as custodian of Ceylon cookery.

With this transfer, SLITHM is now positioned to present this culinary legacy anew to the modern world. Under the agreement, Ms. Dharmakirti granted SLITHM the sole and exclusive rights to print and publish Ceylon Cookery and all future editions, impressions, translations, and abridged versions of the book. This partnership marks a major step forward in safeguarding and revitalizing traditional Sri Lankan culinary knowledge for future generations.

Future Development and Global Reach

The agreement empowers SLITHM not only to preserve the original work but also to expand its reach and





relevance. Future editions may include modern interpretations, translations into multiple languages, and abridged versions designed for students, researchers, and international audiences. This ensures that Ceylon Cookery will continue to inspire chefs, hospitality professionals, and food enthusiasts both locally and globally.

SLITHM will also have the right to use the name, logo, and official emblems of the partnering party in its publications without prior written approval, strengthening the institutional authority of all future editions. All knowledge, designs, research findings, developments, and improvements resulting from this historic transfer will belong to the respective contributing party, ensuring ethical stewardship and intellectual integrity.

Through this initiative, Ceylon Cookery is transformed from a treasured historical volume into a living educational resource—one that bridges past and present, tradition and innovation. It reflects not only the refinement of Sri Lankan gastronomy but also the nation’s commitment to protecting its cultural heritage through structured education and responsible publication.



Secret of Ceylon Cookery

Fish Ambul Thiyal



A preparation usually made with different varieties of tuna fish or any blood fish with goraka added as acid, which acts as a preservative. This preparation if done well, can be kept for 3-4 months, over the hearth or near the hearth.

Ingredients (for 8 portions)

1 lb. fish

2 oz. olive oil or corn oil

5-6 pieces goraka

Juice of 1 lime and Salt

1. Wash and cut fish into convenient sizes. Then wash fish with lime juice. Do not damage fish.
2. Cut the goraka into very fine pieces, Powder the salt or use table salt.
3. Take a dry chatty and rub 1 oz. of olive, sprinkle some of the cut goraka over it and then sprinkle salt over it.
4. Arrange a few slices of fish. Proceed as before until the remaining fish has been arranged. Sprinkle the remaining 1 oz. of olive over the arranged layer.



SLITHM on mission

Hospitality Multitasker Programme

The hospitality and tourism sector continues to be one of the most dynamic contributors to global economic development, demanding a workforce that is both versatile and professionally skilled. In Sri Lanka, the Sri Lanka Institute of Tourism & Hotel Management (SLITHM) plays a central role in shaping this workforce by offering industry-focused training programmes tailored to modern hospitality needs. Among these, the Hospitality Multitasker Programme stands out as a comprehensive foundation course designed to cultivate multi-skilled individuals capable of performing efficiently across several operational departments.

The Sri Lanka Institute of Tourism & Hotel Management (SLITHM), in collaboration with the Department of Samurdi Development, announces the launch of the ‘Sathkaraye Shrama Sena – Hotel Operations Multitasker Programme’ on 3rd September, 2025.



This pioneering initiative is built on a strong Public–Private Partnership (PPP) model, bringing together the expertise of government institutions, private training providers, and industry stakeholders. The program is specially designed to develop the essential skills of the younger generation, preparing them as multi-skilled professionals to serve the fast-growing SME establishments in Sri Lanka’s tourism and hospitality sector. Currently, 35 franchise institutes covering all



districts have joined hands with SLITHM under this program, ensuring wide access to training opportunities for youth across the country.

Key Highlights of the Programme includes:

1. Public–Private Partnership model
2. NVQ Level 3 Certification
3. On-the-job training opportunities
4. Nationwide promotion campaign to encourage youth participation and awareness.



This programme was developed in response to the growing demand for flexible, cross-trained employees who can adapt to the fast-paced and service-driven nature of the tourism industry. Students enrolled in the Hospitality Multitasker Programme receive hands-on

training in key areas such as front office operations, housekeeping, food and beverage service, and basic kitchen practices. By promoting both technical competence and service excellence, the programme equips participants not only with practical abilities but also with the professional attitude required to thrive in a customer-centric environment.

Advantages for Hospitality establishments

- ✓ Operational Flexibility: Multi-skilled staff can easily shift between departments based on daily needs.
- ✓ Reduced Labor Costs: Employers can manage operations efficiently with fewer specialized staff.
- ✓ Higher Productivity: Cross-trained employees improve workflow and reduce delays in service delivery.
- ✓ Better Service Quality: Staff trained in customer care ensures consistent, high quality guest experiences.
- ✓ Crisis Support: During staff shortages or emergencies, multitaskers help maintain smooth operations.



- ✓ Professional Reliability: Graduates trained under SLITHM standards bring discipline and professionalism.
- ✓ Increased Guest Satisfaction: Efficient and friendly service contributes to positive reviews and repeat visitors.

The Hospitality Multitasker Programme at SLITHM plays a crucial role in shaping the future of Sri Lanka's tourism and hospitality sector. By producing multi-skilled, confident, and service-oriented professionals, the programme strengthens the operational stability and service excellence of hospitality establishments across the country. Its benefits extend beyond individuals, contributing to the overall competitiveness and resilience of the tourism industry.

With rising global expectations for quality hospitality, the programme ensures that Sri Lanka remains a destination known for warmth, professionalism, and exceptional service. As tourism continues to expand, initiatives like the Hospitality Multitasker Programme will remain essential in supporting sustainable industry growth and creating meaningful career opportunities for the nation's youth.



Kilinochchi



Mathale



Nuwaraeliya



Matara



Puttalam





THE VISION BEHIND THE SLITHM'S NEXT ERA

Mr. Wasantha Manthripala -Director General/CEO SLITHM

Mr. Wasantha Manthripala is an alumnus of Trinity College, Kandy and holds a Master's Degree in Applied Economics from the University of Peradeniya. In addition to his Master's Degree, he has earned two Postgraduate Diplomas: one in Transportation from the University of Moratuwa and another in Business Statistics from the University of Sri Jayawardenepura. He also completed his Bachelor's Degree in Economics, Statistics, and Commerce with a Second-Class Upper Division at the University of Peradeniya.

With over two decades of experience, Mr. Wasantha has gained extensive exposure across various sectors, including Transportation, Export Marketing, Product Development, Supply Chain Development, and Vocational Education. He has also contributed significantly to academic administration and lectured in Economics and International Trade at both the Open University & the University of Sri Jayawardenepura and private and public institutions. Additionally, Wasantha has held Executive Management positions for over 25 years, serving in both public and private sectors.

As the past Registrar of the Sri Lanka Institute of Tourism & Hotel Management (SLITHM), he played a vital role in shaping the institution's administrative and academic direction. During a transformative period for Sri Lanka's tourism industry, his leadership was marked by a

commitment to modernizing administrative systems, elevating training standards, and strengthening the institution's ability to meet global expectations.

He worked closely with academic and industry stakeholders to ensure that SLITHM remained relevant, competitive, and aligned with evolving industry needs. His influence extended beyond routine administration; he helped guide policy implementation, supported curriculum enhancement, and ensured that students had access to a more robust and industry-focused educational environment.

Beyond his formal roles, he is widely regarded as an individual who thrives at the intersection of academia, industry, and national development. Colleagues and students alike describe him as a mentor who brings clarity, discipline, and a deep sense of purpose to every task.

His broad sectoral experience enables him to approach challenges with a multidisciplinary perspective, while his academic grounding provides the analytical depth essential for informed decision-making. Whether leading institutional reforms, lecturing in a classroom, or contributing to national vocational education initiatives, he carries with him a quiet yet steady belief in the power of education to transform lives.

Questions posed by the SLITHM Talk Magazine to Director General/CEO **Mr. Wasantha Manthripala**

1. You worked as the Registrar at SLITHM. Now you have returned as its Director General/CEO. How does it feel to lead the very institution where you once worked as a team member?

It is truly a pleasure to return to SLITHM as the Director General, especially at a time when the tourism and hospitality industry is experiencing significant growth. Having previously served as the Registrar, I have a deep understanding of the institution's strengths, its potential, and the dedication of its team.

My many years of experience in both academia and administration have equipped me with the insight and leadership needed to guide SLITHM forward. I am confident that this background will help me steer the organization toward achieving its institutional goals while also contributing meaningfully to the broader national objectives for the industry.

2. Looking back at your early days here, what key experiences or lessons shaped your leadership philosophy today?

Looking back at my early days at SLITHM, the experiences and knowledge I gathered played a significant role in shaping my leadership philosophy. Working closely with diverse teams and understanding the operational and academic aspects of the institution helped me develop a leadership approach that is adaptable, collaborative, and aligned with present-day trends. These early insights continue to guide me as I lead the organization toward future growth and excellence.

3. What are some of the biggest changes you've observed at SLITHM and in Sri Lanka's hospitality education landscape since your first tenure?

Over the years, I have witnessed significant developments both within SLITHM and in Sri Lanka's broader hospitality education landscape. One of the most notable achievements is SLITHM obtaining degree-awarding status, enabling us to offer the Bachelor's Degree in Hotel & Resort Management. This marked an important milestone for us as the premier government institution dedicated to tourism and hotel management education.



We have also aligned our programmes with the national NVQ Level framework by introducing NVQ Level 5 and 6 Diplomas, in addition to our existing portfolio of courses. This has strengthened the quality, structure, and recognition of our qualifications.

Another important area of progress is the development of our provincial schools. We have worked to expand their capacity and increase the range of programmes they offered, ensuring wider access to hospitality education across the country. Looking ahead, we are exploring opportunities to establish new schools in regions where there is a growing demand for skilled labour in the industry.

These advancements reflect SLITHM's commitment to meeting national workforce needs and elevating the standards of hospitality education in Sri Lanka.

4. Sustainability is becoming a core theme in hospitality. How does the institute curriculum incorporate sustainable practices?

Our curriculum is designed to support the long-term growth of the tourism and hotel management fields. Since tourism is closely connected to sustainable practices, we incorporate

sustainability into various course modules instead of treating it as a separate subject. Students learn about responsible tourism, environmental management, community involvement, and efficient hotel operations. Fieldwork, case studies, and partnerships with the industry strengthen their understanding of how to apply sustainability in real world hospitality settings. This approach prepares students to become professionals who can promote lasting environmental, social, and economic sustainability in the sector.

5. As the head of the institution, what role does the Director General play in fostering growth, innovation, and organizational excellence?

As the Chief Executive Officer, the Director General plays a pivotal role in driving the institution's growth, innovation, and overall excellence. The DG provides strategic leadership, sets the institutional vision, and ensures that objectives are met. They oversee the administration and conduct of business, promote a culture of innovation, ensure operational efficiency, strengthen stakeholder relationships, and uphold high standards of governance, accountability, and performance across the organization.

6. SLITHM has played a key role in shaping Sri Lanka's tourism workforce. How do you see the institute contributing to national tourism revival?

SLITHM continues to play a vital role in Sri Lanka's tourism revival by strengthening and expanding the country's tourism workforce. The institute actively introduces new programmes, updates its existing curricula, and upgrades its facilities to meet evolving industry demands. It also maximizes the use of available resources, expands school operations, and establishes new schools in regions addition to our existing schools to increase the supply of skilled professionals entering the sector. In addition, SLITHM works closely with private training institutes to conduct collaborative programmes such as the Hotel Operations Multitasker Programme to address the rising demand for skilled labour and further enhance the quality of training offered. Through these combined efforts, SLITHM ensures a steady pipeline of competent, industry-ready talent to support the nation's tourism recovery and long-term growth.

7. How does SLITHM prepare students for the modern hospitality industry, which is increasingly technology-driven and global?

SLITHM prepares students for the modern, technology-driven global hospitality industry through expert guidance, updated training, and strong national and international partnerships. The Board of Management, consisting of professionals with extensive experience in Tourism and Hotel Management, provides essential input on emerging technologies and the skills required by the industry. SLITHM continuously updates its curriculum to incorporate modern hospitality systems, digital tools, and industry-relevant competencies. The institute also facilitates student participation in international competitions, giving them global exposure and the opportunity to benchmark their skills against international standards. Additionally, SLITHM organizes local



observation tours to help students gain firsthand awareness of the rapidly developing technologies used within the industry. Through close collaboration with local stakeholders and linkages with foreign institutions, SLITHM ensures that students are well-prepared to excel in today's competitive and technology-driven hospitality environment.

8. The future of SLITHM lies in its dedicated employees. How do you inspire and empower your team to take on the challenges and responsibilities that come with driving the institute's mission forward?

The future of SLITHM depends greatly on its knowledgeable, experienced, and skillful employees, and I am committed to inspiring and empowering them to drive the institute's mission forward. Although the organization is currently operating with a shortage of staff, we are taking steps to fill these vacancies and conducting a comprehensive HR audit to identify the actual employee and resource requirements, especially as our operations have expanded and new programmes have been introduced. This growth demands additional academic and non-academic staff, along with the necessary institutional resources. To improve efficiency and reduce administrative burdens, we are prioritizing the digitalization of key functions, enabling staff to focus more on developmental and value-adding work. Furthermore, we are in the process of establishing a Staff Training Unit to

provide both local and international training opportunities, ensuring continuous professional development and equipping our team with the latest knowledge and skills needed to meet emerging industry challenges with confidence.

9. What strategies are you implementing to strengthen SLITHM's educational background, international collaborations and Industry partnerships?

SLITHM is actively pursuing strategies to strengthen its educational foundation, international collaborations, and industry partnerships. The institute is working to establish strong linkages with renowned international institutions to enhance its programmes and provide greater exposure for both academics and students. Under the guidance of the Academic Affairs Board, SLITHM is planning student exchange programmes and joint academic initiatives with partner institutions, fostering cross-border learning and the sharing of best practices. These efforts are complemented by ongoing collaborations with industry stakeholders, ensuring that the curriculum remains relevant and aligned with evolving global hospitality and tourism standards. Through these strategic initiatives, SLITHM aims to provide high-quality education while preparing students and staff to thrive in a competitive, international environment.

10. When future generations of hospitality professionals look back, what impact or legacy would you like your leadership at SLITHM to be remembered for?

I want my leadership at SLITHM to be remembered for creating an environment that promotes collaboration among employees, teaches people to be inclusive and understand their contribution to the collective success of the organization. I will create this environment by using a participative leadership style. This means that I will help every employee (academic and non-academic) feel respected, be able to share their thoughts and ideas about how we can improve the success of our organization and its customers, and be



encouraged to bring their unique skills to the table. I want to create a culture of decision making where all decisions will be made based on group input and ideas, encouraging an innovative approach to all activities, and providing support for professional development for every employee. I hope that future hospitality professionals will remember SLITHM as an organization that not only produced graduates with exceptional educational qualifications and industry related skills but that also provided opportunities for those graduates to grow as leaders and innovators within the organization through the support of teamwork, involvement, and the creation of a community.

11. What changes or improvements have you introduced since taking leadership of the institution?

Since taking over the position of Director General, my biggest achievement has been providing an enabling and team-spirited work atmosphere to all the employees. I have ensured timely intervention in maintaining seamless operations of the institute and established good liaison with industry partners to bring our programs in line with current industry needs. Likewise, I observed some longstanding structural issues within the institution and implemented immediate plans for resolving them. I focused on conflict management and addressed disparities among staff to foster a more cohesive and productive workplace.

12. What message would you like to convey to young people considering a career in hospitality?

Due to its natural beauty and rich cultural heritage, Sri Lanka has immense potential for the tourism and hospitality sector. The industry has seen phenomenal growth over the years and has grown into one of the leading industries in the Sri Lankan economy. Since the end of the 30-year civil war, significant investments have been made in tourism, creating a steadily increasing demand for skilled professionals.

The hospitality industry provides excellent employment opportunities both locally and internationally. SLITHM is the gateway to success for youngsters seeking a successful career. Founded in 1964, we pride ourselves on being in the forefront in providing diverse courses, from craft-level training to degree level, with more emphasis on practicality than mere theoretical knowledge. Our mission is to produce highly skilled professionals who are ready to meet the evolving demands of the industry.

If Sri Lankan youth are prepared accordingly and are genuinely passionate about the field, hospitality can be a bright and promising career for them.



Mihiruchi Gamage
Assistant Lecturer-F/O

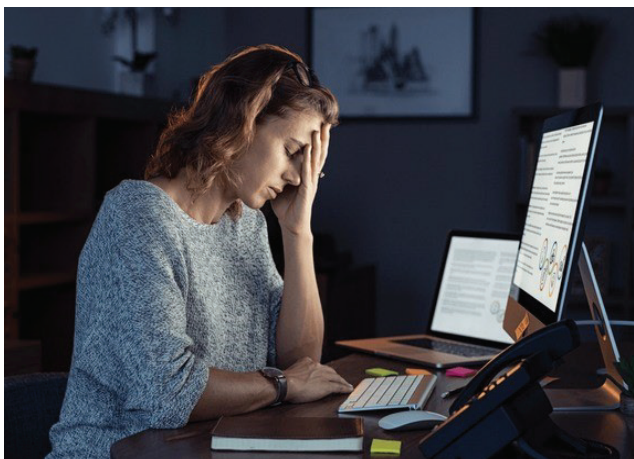
Working Life Effects Which Causes Depression

What is work related Depression

Work-related depression can be caused by a lack of control over your job, an excessive workload, a toxic or unsupportive work environment, poor work-life balance, and job insecurity. Other factors include poor management, lack of support, harassment, discrimination, and isolation.

Factors contributing to work-related depression

- **Lack of control:** Feeling like you have little say in how or when you do your work, or a lack of autonomy, can contribute to stress and depression.
- **Excessive workload:** Overworking and having to meet unrealistic expectations or deadlines can lead to burnout.
- **Toxic work environment:** A workplace with harassment, bullying, discrimination, conflict, or a general lack of trust and support can be detrimental to mental health.
- **Poor work-life balance:** Long hours and an inability to disconnect from work can negatively impact your personal life and lead to isolation.
- **Job insecurity:** Worrying about job security or the possibility of being laid off can create significant anxiety and stress.
- **Isolation:** Especially in remote work situations, a lack of social connection with colleagues can lead to feelings of loneliness.
- **Role ambiguity:** Not having a clear understanding of your role, responsibilities, or objectives can be a significant source of stress.
- **Mismatch between job and values:** Working a job that doesn't align with your personal values or career goals can lead to feelings of demoralization and dissatisfaction.
- **Poor working conditions:** This includes both poor physical conditions and working long, inflexible, or irregular hours.





Work life can significantly contribute to depression through factors such as high-stress environments, burnout, poor management, job insecurity, and a lack of work-life balance. These issues can create a toxic and demoralizing atmosphere, ultimately impacting a person's mental and physical health.

Work environment and culture

- **Toxic workplace:** An environment with negative behaviors like bullying, manipulation, and gossip can harm employees' mental health. Poor communication, a culture of blame, and a lack of psychological safety cause feelings of distrust, fear, and hostility.
- **Poor management:** Negative or unsupportive managers who engage in micromanagement, favoritism, or unclear communication can cause low morale and disengagement. Inconsistent or overly critical leadership can erode employee confidence and contribute to stress.
- **Discrimination and harassment:** Experiencing mistreatment due to gender identity, race, sexual orientation, disability, or religion is a major risk factor for developing depression. Workplace bullying and harassment can also cause anxiety and feelings of hopelessness.
- **Social isolation:** Remote or hybrid work can lead to loneliness and isolation for some individuals. A lack of social interaction with colleagues can exacerbate feelings of sadness and disconnectedness.

Workload and expectations

- **Burnout:** Chronic workplace stress can lead to burnout, which is a state of emotional, mental, and physical exhaustion. If left unaddressed, burnout can develop into or worsen depression. Symptoms often include cynicism, hopelessness, and reduced performance.

- **Excessive workload:** Heavy workloads, tight deadlines, and long hours can overwhelm an employee's ability to cope, increasing their risk of depression.
- **Lack of work-life balance:** An inability to disconnect from work can blur the boundaries between personal and professional life, leading to chronic stress and mental health issues.
- **Unrealistic expectations:** Managers who set unachievable goals or have vague expectations can cause feelings of incompetence, stress, and frustration.

Job security and career development

- **Job insecurity:** The fear of losing a job can cause intense stress, anxiety, and depression. Worries about one's financial future and livelihood can take a significant toll on mental well-being. Research has shown a strong link between job insecurity and a higher likelihood of depression.
- **Underpayment:** Feeling underpaid or undervalued can lead to demoralization and resentment, negatively impacting an employee's mental health.
- **Lack of purpose:** When a job does not align with a person's personal values or career goals, it can create a sense of disconnect and demoralization. This can lead to increased depressive symptoms.

No career advancement: A lack of promotional opportunities can stifle motivation and contribute to feelings of being stuck or undervalued.

Strengthening the SLITHM Spirit: Out Bound Training- 2025

The SLITHM annual Outbound Training programme was held at the Laya Resort in Kukuleganga on the 15th and 16th of November 2025, bringing together participants for two days of interactive learning and experiential activities. This programme aimed to strengthen teamwork, leadership, communication, and problem-solving skills through a series of structured outdoor challenges and group exercises. Participants were able to step outside their usual work



environment and engage in activities that encouraged collaboration, built confidence, and enhanced trust among team members. The natural surroundings of Kukuleganga created an ideal setting for personal reflection, stress relief, and the development of a positive mindset. Overall, the training not only improved individual and group performance but also contributed to stronger workplace relationships and a more motivated, cohesive workforce.

Out Bound Training- 2025



A Minute with a
legend

“ I believe a good guide must possess high aesthetic taste. ”

Mr. KARU PEIRIS



1. Could you briefly introduce yourself and describe your journey in the Sri Lankan tourism industry?

I was born and educated in Colombo, spending my entire professional life in an urban environment. For 30 years, from 1969 to 1999, I worked in the computer department of the Sri Lanka Insurance Corporation, a role I took after being selected through an aptitude test when the country's first computer was introduced. After retiring at age 55, I was invited by a friend, Bandula Wijeyaratne, to work at the 'Committee to Investigate into Election Violence 2002 and later the National Heritage Commission under the Prime Minister's office. While working there, Professor Senaka Bandaranayake, the chairman of the Commission, recognized my interest and knowledge in history, cultivated during my university days, and suggested that I obtain a National Guide license, even facilitating my leave from the course.

When I first came to the Tourist Board for the course, I already had a vast knowledge of Sri Lankan history, monuments, and archaeology were my favourite subjects at university. Great historians such as Professor Lakshman S. Perera and Professor Thilak Hettiarachchi have taught us Sri Lanka's history very well. I was also taught by Professor Indrani Munasinghe and Professor Lona Devaraja, who taught me colonial period history, and Dr. Tikiri Abeysinghe, especially the Portuguese ruling period. So, I came in with considerable historical knowledge, which I say with pride. The necessary literature and appreciation to intensify guidance activities were learned from a group of scholars at the University, including Professor Sarachchandra, Professor Sucharitha Gamlath, Dr. M.B. Ariyapala, and Professor Ariya Rajakaruna, etc., who were the learned scholars of the past and even present.



But I knew nothing about the tourism industry or what 'guiding' actually was. Mr. P. P. Hettiarachchi was the one who taught me everything in tour guiding and other subjects related to tourism. At that time, he was a director of SLITHM and also a lecturer in the institute. "During that six-month guiding course, I learned what guiding is and how to apply history, monuments, culture, and archaeology to it. Guiding in Sri Lanka is mainly about culture, which is a combination of history, Buddhism, and a system of manners. I passed the guiding exam with high marks and have worked since about the year 2001.

2. What inspired you to move into teaching at SLITHM?

Later, a lecturer named Walter Silva appreciated my knowledge. He insisted that I should take over teaching history. I was a bit nervous, but I had no fear of teaching because, back in 1967, right after university, I had lectured for external degree students. When I started teaching guides, I moved away from the dry, 'academic' style. I used storytelling and appreciation of moments, historical places, ancient monuments, etc. Our history is full of stories such as the Sinhabahu story, King Pandukabhaya, King Devanampiyatissa, King Dutugemunu, King Vasabha, etc, and you can build the history through these stories. When I talk about King Kassapa, I don't just say he killed his father. I explain that it was Migara's idea to take revenge on King Dhatusena that led to it, and that Kassapa created Sigiriya to atone for that sin.

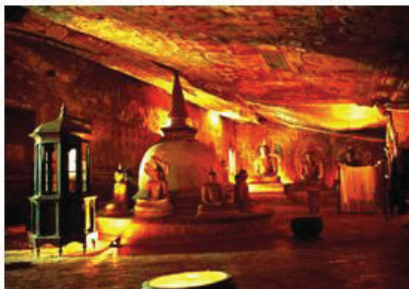
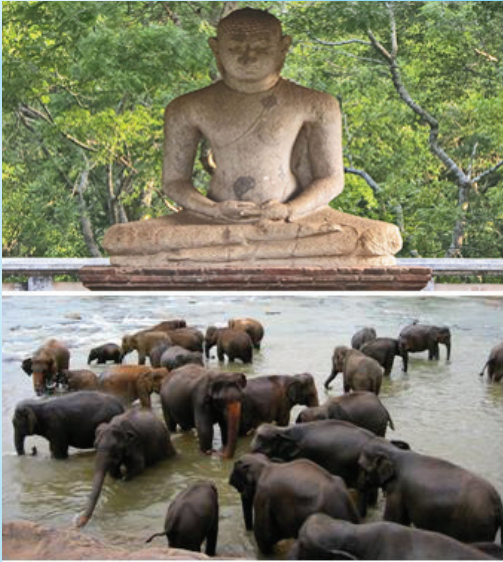
3. Over your more than twenty years in the industry, what major changes have you observed in Sri Lanka's tourism sector?

In the old days, people didn't have much interest in tourism. Guiding was seen as a 'low-class job' of just following 'white people' around to get something out of them. But our generation, especially those trained by people like Mr. P. T. Silva and Mr. Hettiarachchi, turned it into an academic profession. Then came the concept of being 'Unofficial Ambassadors' for Sri Lanka. The title of 'Guide Lecturer' gave guides a sense of pride.

4. What do you believe distinguishes an excellent tour guide from an average one?

To define who a 'good guide' is, there are two groups of people who judge us. One is the guests who come from various countries, like the French market, the American market, or the Indian market, and the other is the travel companies.

From the company's perspective, if they don't hire a guide for a second tour, then that guide isn't considered good in their eyes. Often, guests might write 'Excellent' on an accommodation recommendation sheet, but then later send an email to the company pointing out the guide's weak points; I learned this through my involvement in training programs. A good guide is someone who works so well that companies, even those abroad, specifically ask for them by name year after year.



A good guide must have cultural sensitivity. Language is important, but you must understand the cultural nuances of the words you use. I remember a Japanese-speaking guide who showed a group a statue of the Buddha's Parinirvana (passing away) and told them the Buddha 'died.' The guests were very angry because he didn't use the proper term; he lacked that cultural depth.

Role of Guide

In the modern world, a guide's role is even more complex because of the internet. You cannot lie to tourists anymore, and you cannot just 'invent' history, because they come to Sri Lanka having already researched the facts online. Therefore, a good guide must be honest and deeply knowledgeable. I believe a good guide must possess high aesthetic taste. There is a principle that for a person's character to be high, their tastes must be high; if a guide lacks this, they cannot transfer that sense of appreciation to the guest. Guiding is not just about reciting dates or saying 'this was built in this year'. A good guide shows the unseen side of the 'why' behind the creation. Instead of just saying King Kassapa killed his father, you explain the human emotion, how he was inspired to become a king, and the subsequent 'atonement' he sought by creating the beauty of Sigiriya. You use storytelling

to make history come alive, whether it's the story of Pandukabhaya or King Vasabha, so that the guests remain interested and remember what they've learned. While subject knowledge is essential, a good guide must also have human intelligence. This is why I advocate for 'Aesthetic Appreciation' in our training, learning to enjoy a song, a novel, or a film. This elevates a guide's thinking and humanity, making them more than someone just looking for a commission or material value.

Ultimately, a guide is a teacher; the title ' Guide Lecturer ' reflects this. To improve the image of the country, a guide must first improve their own image and conduct themselves with the dignity of an unofficial ambassador.

5. What common mistakes do new tour guides make, and how can they avoid them?

However, there are weaknesses. First, the pay is too low, even for a top English guide; it's about Rs. 5,000. Second is the accommodation. At night, chauffeur guides are often put in unhygienic dormitories with drivers. Many drivers drink heavily because they get free liquor on tours, and the noise means the guide gets no rest to perform the next day. National guide lecturers also do not



receive facilities at the same accommodation where their tourist groups stay. This also inconveniences the guides. Also, many now enter the field just for material values and commissions rather than passion.

6. How do you see the future of tour guiding in Sri Lanka over the next 10 years?

For the future, subject knowledge must increase, but so must human intelligence. I've always said we should include 'Aesthetic Appreciation' in the course, learning to enjoy a song, a novel, or a film because that elevates a person's thinking and humanity. Promoting spiritual tourism is very important. One of the most precious treasures of Sri Lanka is pure Theravada Buddhism. It can be used to promote spiritual tourism throughout the world. Guides should be trained for this. On the other hand, in Sri Lanka, Buddhism and history are inseparable. Many foreigners come specifically to learn about Buddhism.

Finally, we have an 'intangible culture'. Once, while guiding British tourists in Galle, some of my former students ran up and worshipped me. The tourists were shocked; they asked why this happened. I explained that in our culture, after parents, the highest respect goes to the teacher. A guide is essentially a teacher. There were two teachers from that country in the group, and they

said that the lack of such respect in their country was a cause for concern.

7. What do you think about the impact of technology in this field?

Regarding technology, I see it as a "double-edged sword". While tourists use Wikipedia and AI for facts and locations, technology cannot replace the philosophical depth a guide offers. However, technology is useful for logistics, like wake-up calls and scheduling.

8. What has been the most rewarding part of your career so far?

Personally, I have found much more satisfaction in my life after age 60 than in my previous career. Since retiring, I have written eight books, including advanced handbooks for guides and texts on Buddhism and heritage. Ultimately, a guide is a teacher who must constantly update their knowledge to maintain the image of the nation.

Interview Conducted by:
Thushan Hansaka

Asst. Lecturer
Travel and Tourism





THE FORTRESS RESORT & SPA
SRI LANKA

THE FORTRESS RESORT & SPA, SRI LANKA



Chinthana Bandara
General Manager

Located on the beach near Koggala, minutes away from the historic port city of Galle, a UNESCO World Heritage site. The external design of the hotel is conceptualized as a colonial fortress set in tropical garden overlooking the sea. The interiors are a clever blend of chic modern design and traditional Sri Lanka motifs.

The hotel was opened in 2007 and was one of the first deluxe boutique properties to open in Sri Lanka in the last decade. The Hotel is owned by La Fortress PLC a public quoted company that is listed on the Sri Lanka Stock Exchange.

The hotel comprise 53 rooms, including 2 residential suites; each room is designed with either a private courtyards or a balcony with a sea or garden view. All rooms feature 7ft by 7ft super king beds, 24 hour personalized butler service to guests staying in the suites.

Also, feature three conventional restaurants. Salty Snapper overlooking the ocean serve fresh seafood delicacies. White Restaurant offers everything from international and Sri Lankan cuisine to wood-fired pizzas. Duo (Surf & Turf) for fine dining. 'T' Lounge, a venue dedicated to enjoying Sri Lankan tea, and Sea Lounge the main and Lounge Bar. The Spa Naturel with Ayurveda Centre offers a range of international and ayurvedic therapies, beauty treatments. Leisure facilities include a free flowing Swimming Pool, a fully equipped gymnasium, a yoga pavilion and a meeting room.

Aspiring to become a hotel manager involves preparing thoroughly. This preparation ensures about your

management style, experience and suitability for the position.

The hospitality industry includes many career paths and options for those who enjoy interacting with people and providing them with the support they need. One of these options is a career in hotel management, which involves operating and overseeing the hotel property and its location.

A realistic, yet optimistic overview of how the hospitality industry and institutions will adapt and survive, this time with invaluable insights from Mr. Chinthana Bandara, General Manager – The Fortress Resort & Spa - Koggala, in Sri Lanka range from the importance of soft skills such as empathy and communication to team management.

Q.01 What made you decide to pursue a career in the hospitality industry?

My decision to pursue a career in the hospitality industry stemmed from a deep passion for service and human interaction. From a young age, I was fascinated by how hotels and resorts could create memorable experiences for guests. The idea of playing a part in shaping those experiences whether it's through a warm welcome, personalized service, or a unique cultural offering really appealed to me.

The dynamic nature of the industry also attracted me. Hospitality is always evolving, and I find it exciting to adapt to new trends, technologies, and customer expectations.



Q.02 Can you tell me about your first job in the hospitality industry?

My first job in the hospitality industry was as a trainee housekeeping attendant. It was a very challenging experience, especially in the beginning. I remember there were times when I had to work long hours, sometimes up to 72 hours continuously without any breaks. It was physically and mentally demanding, but I never gave up. I was determined to do my best and push through the challenges.

I always focused on exceeding the expectations of both the guests and the management. Despite the tough conditions, I took great pride in the work I did, ensuring that every area was spotless and every detail was taken care of. This experience taught me resilience, time management, and the importance of teamwork. It also gave me a solid foundation in understanding the operations of the hotel and how each department plays a vital role in delivering a great guest experience.

Q.03 In your opinion, what is the most challenging aspect of a hotel manager's job?

In my opinion, the most challenging aspect of a hotel manager's job is balancing the competing demands of both guests and staff, while ensuring the hotel operates smoothly and profitably. Guests have high expectations, and meeting those expectations consistently, day in and

day out, can be a real challenge, especially when managing large volumes or during peak seasons. At the same time, it's essential to maintain a motivated and efficient team. As a hotel manager, you have to lead by example, ensuring that your staff feels supported, engaged, and valued, which in turn reflects in the guest experience. The key is finding that balance between delivering exceptional guest experiences while also nurturing a positive work environment for your team.

Additionally, navigating financial pressures and operational challenges, such as keeping costs down without compromising quality, adds another layer of complexity. It requires strategic planning, quick thinking, and adaptability to ensure both short-term success and long-term sustainability.

Q.04 How do you plan to uphold Quality Assurance within the hotel?

Upholding quality assurance within the hotel is a top priority for me. To ensure consistent high standards, I believe in creating a strong foundation of clear procedures and training that all team members can follow. First, I make sure that every department is aligned with the hotel's quality standards, from housekeeping to front desk to food and beverage. Regular training sessions are crucial to ensure that all staff members understand the importance of quality and are equipped to meet guest expectations.

I also believe in frequent monitoring and evaluation. This includes regular inspections of rooms, facilities, and





services to identify areas for improvement. We also encourage guest feedback through surveys and direct communication, as it's essential for understanding their needs and addressing any concerns promptly.

Another critical aspect is empowering the team to take ownership of quality. I encourage a culture of accountability where everyone from management to the front-line staff feels responsible for upholding the standards. I also make sure that we celebrate successes and recognize exceptional service, which helps motivate the team to maintain and exceed those standards.

Finally, quality assurance isn't just about following guidelines it's about continuously improving. I implement regular audits and feedback loops to ensure that we're not only meeting standards but also innovating and adapting to new trends to enhance guest experiences

Q.05 What cost-saving measures have you implemented at your hotel?

Cost saving measures are crucial to maintaining profitability without compromising the quality of service. At The Fortress Resort & Spa, we have implemented several strategies to optimize our expenses while ensuring guest satisfaction remains high. One of the key initiatives we have introduced is the use of a biomass boiler for energy generation. This has helped reduce our reliance on traditional energy sources and has made a significant impact on reducing our energy bills, while also promoting sustainability. In addition to this, we have installed energy efficient technologies such as LED lighting, smart thermostats all of which contribute to lower energy consumption across the hotel.

We have also focused on minimizing paper usage and promoting digital alternatives. We have significantly reduced printouts by transitioning to digital systems for internal communications and guest services, which not only helps cut costs but also supports our environmental efforts. We have implemented a 'minimum paper usage'

policy to ensure that staff use paper only when absolutely necessary, and we have adopted digital guest information and booking systems to minimize waste. To complement these initiatives, we have introduced a 'switch off' policy in all departments, where staff are encouraged to turn off lights, equipment, and appliances when not in use. This small action collectively makes a big difference in our energy savings.

Additionally, we have streamlined our supply chain by building strong relationships with local suppliers, reducing transportation costs, and minimizing waste by sourcing fresh, locally produced goods. Our efficient inventory management ensures we only purchase what's necessary, helping us avoid overstocking and wastage. In terms of staffing, we have cross-trained employees to take on multiple roles during peak times, reducing the need for excess temporary staff, and we use scheduling software to optimize staffing levels during low-demand periods.

Lastly, our sustainability efforts continue to appeal to eco-conscious travelers, and we are proud to contribute to a greener future while reducing operating costs.

Q.06 Can you describe a strategy you have used to reduce operational costs without impacting the quality of service in the hotel?

One strategy I have implemented to reduce operational costs while maintaining high service standards is optimizing labor efficiency through careful scheduling and task prioritization. During peak times or high-demand seasons, it's critical to ensure that we have the right number of staff on hand without overstaffing. By using advanced scheduling tools and closely analyzing historical data, we can predict busy periods more accurately and adjust staffing levels accordingly. This way, we ensure that service levels are maintained while controlling labor costs. Another method we have used is renegotiating contracts with our suppliers. By conducting regular reviews of

vendor relationships, we have been able to secure better rates and bulk discounts for products and services we rely on frequently, such as cleaning supplies, linens, and food. This has allowed us to reduce expenses without sacrificing the quality of the products we use.

We also focus on streamlining our operational processes to reduce waste and improve efficiency. For example, we implemented a more efficient housekeeping process, where we identified the most effective cleaning practices and tools, reducing time spent on each room without compromising cleanliness. This increases productivity while ensuring that rooms meet the highest standards of cleanliness for our guests. Lastly, technology has played a role in improving

operational efficiency. We have adopted property management systems that allow us to better track inventory, optimize energy use, and enhance communication between departments. This ensures we're not over-ordering supplies, reduces unnecessary energy consumption, and speeds up response times to guest needs, all of which contribute to lowering costs.

Overall, the key is to carefully assess all areas of operations, make data driven decisions, and empower the team to contribute ideas for continuous improvement. This helps us find efficiencies, reduce waste, and maintain a high level of service for our guests.



Executive Chef – Harsha de Silva

At the **White Restaurant** we serve an exceptional menu featuring both **traditional local dishes** and **modern Asian cuisine**. Whether you're looking to indulge in Sri Lankan specialties or savor contemporary Asian flavors, which promise a culinary journey that will delight your senses. The **Duo (Surf & Turf)** For those who appreciate fine dining, where we offer an intimate and romantic dining experience. The restaurant features a **glass-walled wine cellar**, where guests can enjoy a selection of premium wines and carefully crafted surf and turf dishes. The ambiance is enhanced by the soft lighting and sophisticated décor, making it the perfect setting for a special night out or an elegant celebration. **Salty Snapper Seafood Restaurant** which overlooks

the ocean is the ultimate destination for fresh seafood lovers. Guests can feast on an array of **fresh seafood delicacies**, from succulent shrimp and oysters to lobster and fish, all sourced locally. The relaxed yet refined atmosphere, paired with stunning ocean views, ensures a memorable dining experience. Whether dining indoors or outdoors, guests can enjoy the beauty of the coastline while savoring the freshest catches of the day.

The **Sea Lounge**, the Hotel's Bar is the ideal spot for guests looking to unwind with a unique drink. Known for its **funky tea-influenced cocktails**, the Sea Lounge offers an eclectic mix of flavors that combine the elegance of tea with creative cocktail craftsmanship. The ambiance is further enriched by the **live music and piano bar**, providing a sophisticated yet relaxed environment for guests to enjoy evening drinks with friends or loved ones.

T-Lounge is a must-try experience at The Fortress. This unique offering provides guests with an opportunity to discover the **various flavors of Sri Lankan tea**, known for its rich history and exceptional quality, and offers an authentic and immersive way to explore the island's iconic beverage.

In-Room Dining is available 24 hours on request for those who prefer dining in the comfort of their room. This service allows you to dine in privacy, for those seeking comfort, relaxation, or special moments away from the crowd. **Destination Dining** offers guests the opportunity to dine in secluded areas of the resort's lush gardens. This private dining experience provides a romantic, serene setting that allows guests to enjoy gourmet meals in the heart of nature. Whether it's a candlelit dinner under the stars or a celebratory meal with loved ones, Destination Dining is an unforgettable way to enjoy fine cuisine while surrounded by the beauty of the resort's tropical gardens. Guests can also enjoy **poolside service**, where the resort's attentive staff brings refreshing drinks, light bites, and even full meals directly to you while you relax by the pool.



SAARC FESTIVAL OF RICE CULINARY ARTS AND SPICE EXHIBITION

Paro and Thimphu Bhutan

The SAARC Festival of Rice Culinary Arts and Spice Exhibition held in Bhutan from October 14th to 17th, 2025, was a landmark event aimed at celebrating and revitalizing the intangible cultural heritage associated with traditional rice based and spiced cuisines of the SAARC region. Bhutan, known for its rich cultural heritage and natural beauty, provided an excellent backdrop for this culinary and cultural festival. Delegates from the SAARC member states participated in this event, showcasing their traditional, fusion, and modern rice dishes and engaging in cultural exchange.





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(AS OF 1ST SEPTEMBER 2025)

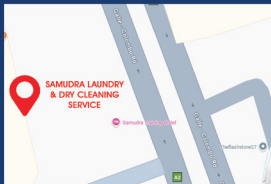
LAUNDRY	PRESENT RATE EACH (Rs.)	LAUNDRY	PRESENT RATE EACH (Rs.)
Ladies		Gents	
Dress	350.00	Suit (2 Pieces)	600.00
Blouse	240.00	Trousers	270.00
Saree	540.00	Shirt	250.00
Saree Blouse	220.00	T/Shirt	250.00
Skirt	240.00	Jacket, Gents	390.00
Night Dress	250.00	Short	210.00
Slack Ladies	270.00	School Uniform Shirt	180.00
Short Ladies	210.00	School Uniform Trousers	200.00
Suit (2 Pieces)	560.00	Gents Dry Cleaning	
School Uniform Dress	260.00	Suit (2 Pieces)	640.00
Ladies Dry Cleaning		Trousers	300.00
Suit (2 Pieces)	640.00	Shirt	270.00
Dress	430.00	T/Shirt	270.00
Blouse	270.00	Jacket	460.00
Saree	590.00	Over Coat	600.00
Saree Blouse	270.00	Tie	230.00
Skirt	260.00	Sweater	350.00
Slack Ladies	300.00	Pressing Only	
Sweater	350.00	Suit (2 Pieces)	480.00
Jacket	460.00	Trousers	230.00
Bridal Dress	2500.00	Shirt	210.00
Special Saree	730.00	Jacket	320.00
Pressing Only		LAUNDRY	PRESENT RATE EACH (Rs.)
Suit (2 Pieces)	460.00	Other Items	
Dress	290.00	Bed Sheet Small	290.00
Blouse	210.00	Bed Sheet, Double	320.00
Saree	460.00	Bed Cover	810.00
Saree Blouse	190.00	Pillow Case	160.00
Skirt	220.00	Face Towels	170.00
Slack Ladies	215.00	Bath Towels	210.00
Special Saree	505.00	Hand Towels	145.00
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SLITHM Sportsmanship
 On next page

Kandy



Kurunegala



Anuradhapura



Bandarawela



Koggala



SLITHM Network

SLITHM
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KANDY

Art Competition



Inter School Tourism Club Competition



Lifting Little Hearts



Educational Visit



Teachers Day Celebration



Hope in Hand



Inuagration Ceremoney



Drug Awareness



Empowering Hospitality Leaders



Guest Lecture



KURUNEGALA

Litro Gas Training Programme



Blood Donation



BLOOD DONATION PROGRAM - SLITHM

— SEP 29, 2025 —

The event will be held from 9:00 AM to 3:00 PM at the School premises.

Your blood donation can save up to three lives, requiring just a small amount of your time for a lasting impact.



Organized by
Students sports & welfare association
SLITHM Kurunegala -039 Batch



Educational Visit



Student's Practicle



Teacher's Day Celebration



BANDARAWELA

Kite Festival



Teacher's Day Celebration



Cadence of Care



ANURADHAPURA

Bana Ceremony



Lumerie 2025



Teacher's Day Celebration



World Tourism Day Celebration





Fire Safety Awareness Programme



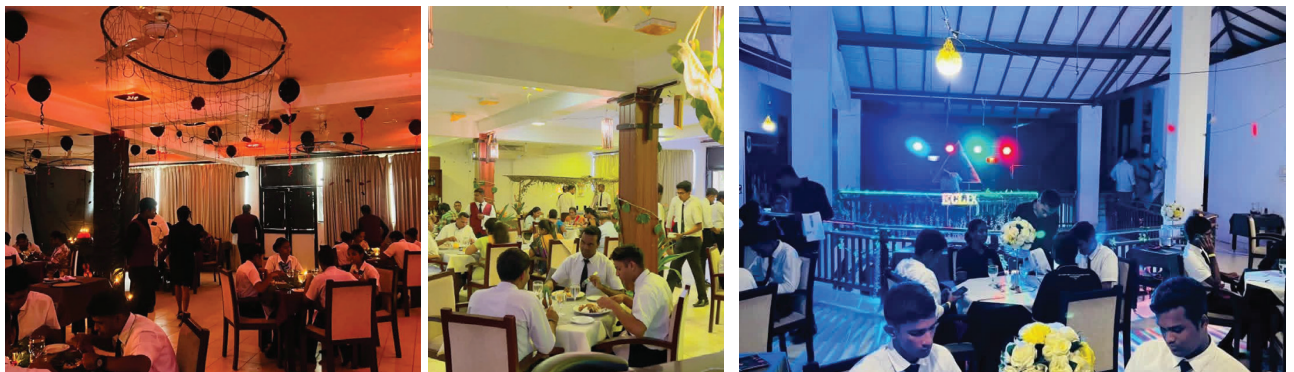
Housekeeping Awareness Programme



Life guard Awareness Programme



Students Practicals



Inter School Tourism Club Competition



World Tourism Day Celebration



Music Counselling Programme

Harmonizing Minds for a Healthier Hospitality Community



The SLITHM Buddhist Association successfully conducted the Music Counseling Programme for academic staff, non-academic staff, and students of the Sri Lanka Institute of Tourism & Hotel Management (SLITHM) with the approval of senior management. This meaningful initiative marked another important milestone in SLITHM's ongoing commitment to nurturing not only professional excellence but also the mental and emotional well-being of its community.

The programme was conducted in collaboration with the distinguished resource person, Brother Anton Charles Thomas, and his team, whose expertise in music counseling and therapeutic arts is widely respected. Their valuable contribution brought a unique blend of mindfulness, creativity, and healing through music, specially tailored for the Travel, Tourism, and Hospitality sector.

Purpose and Vision of the Programme

The primary objective of the Music Counseling Programme was to strengthen cooperation and harmony among:

- **Lecturers and students**
- **Employees and employers**
- **Public sector stakeholders**

At the heart of the programme was the ambition to cultivate unity, empathy, and mutual understanding across all levels of the SLITHM community. Special emphasis was placed on helping participants understand how to balance personal life with professional responsibilities, which is essential in the demanding hospitality environment.



Target Group and Field of Application

Target Group:

Academic staff, non-academic staff, and students of SLITHM

Field:

Travel, Tourism, and Hospitality – including future hoteliers, lecturers, and administrative staff
By focusing on this sector, the programme addressed the unique challenges faced by hospitality professionals such as long working hours, emotional labor, cultural diversity, and high service expectations.

Key benefits of the Music Counseling Programme
Through carefully designed sessions, participants experienced the healing power of music and arts with a strong emphasis on:

- Mental wellness, stress management, and relaxation
- Confidentiality and personal growth
- Emotional expression through music and creative arts
- Strengthening teamwork and interpersonal cooperation
- Developing compassion and cultural sensitivity in hospitality service.

Music, as a universal language, served as a bridge connecting individuals from different backgrounds and roles within the institute, fostering a spirit of togetherness and inner peace.

A Step Towards Holistic Development

The Music Counseling Programme reflected SLITHM's holistic approach to education by recognizing that a truly successful hospitality professional must be mentally resilient, emotionally balanced, and socially connected. By integrating art, music, and counseling into institutional life, SLITHM continued to lead by example in promoting wellness alongside academic and professional development.

This initiative stood as a powerful reminder that nurturing the mind and heart is just as important as training the hands and intellect. Through harmony in music, SLITHM moved closer to building a compassionate, cooperative, and globally minded hospitality community.

Creating a Memorable and Impactful Experience

To ensure the success of the programme, SLITHM arranged all necessary facilities, including a professional sound system and required technical support, enabling participants to fully engage in the experience. The event was designed not only to be educational but also deeply memorable, inspiring



Pirith Chanting and Alms Giving Programme



SLITHM was honour the 25th anniversary of its relocation to the current premises in 2025, marking 25 years since the move in the year 2000. This significant milestone reflects a journey of growth, resilience, and contribution to human resource development in Sri Lanka's hospitality and tourism sector.

To commemorate this auspicious occasion and to invoke blessings for the continued success and well-being of its employees, students, parent organization, and the broader tourism industry of Sri Lanka, the SLITHM Buddhist Association has been organized a two-hour pirith chanting ceremony.

This pirith chanting programme was intended to promote peace, harmony, and spiritual well-being among all those connected with SLITHM. The chanting of sacred pirith is believed to bring blessings, protection, and positive energy, fostering a calm and disciplined environment conducive to learning and professional excellence. It also served as a moment of reflection and gratitude for past achievements, while seeking guidance and strength for future endeavors.

Furthermore, the programme aimed to strengthen unity and goodwill among staff, students, and stakeholders, reinforcing shared values such as compassion, mindfulness, and ethical conduct. By commencing the anniversary celebrations with a religious observance, SLITHM reaffirms its commitment not only to academic and professional excellence, but also to cultural heritage and spiritual values that support sustainable growth in Sri Lanka's tourism and hospitality industry.





SLITHM

FELLOWSHIP 2025

A Grand Celebration of Staff Appreciation Day



The Sri Lanka Institute of Tourism and Hotel Management (SLITHM) proudly hosted the “SLITHM Fellowship 2025” – Celebration of Staff Appreciation Day, organized by the SLITHM Welfare Association for the benefit of both academic and non-academic staff members. This memorable event was a reflection of SLITHM’s continued commitment to promoting staff well-being, creativity, unity, and holistic development within the institutional community.

In accordance with the long-standing tradition of SLITHM and following discussions held among the Director General, Chairman, and the Organizing Committee, it was decided to revive this important annual event after a year’s pause due to unforeseen circumstances. The return of the Staff Appreciation Day in 2025 marked a significant milestone, symbolizing renewal, togetherness, and motivation for the entire. The primary objective of the event was to recognize and appreciate the invaluable dedication and contributions of all staff members. It also aimed to strengthen camaraderie, enhance job satisfaction, and promote teamwork across all departments. The program provided an excellent platform for staff to engage in interactive and collaborative activities, share experiences, and celebrate the collective achievements of the past year.

Throughout the time of event day, the atmosphere was filled with joy, laughter, and mutual respect. Participants enthusiastically took part in various activities that encouraged cooperation, creativity, and positive interaction. The event not only refreshed the minds of employees but also reinforced a strong sense of belonging within the institution.





SLITHM has always believed in nurturing a positive organizational culture. Through initiatives such as the SLITHM Fellowship, the institute reaffirms its commitment to motivating its workforce and inspiring continued excellence in the hospitality and tourism education sector.

The SLITHM Fellowship 2025 – Staff Appreciation Day was truly a marvelous and happiest occasion for everyone involved. It revived an important tradition and reminded all staff members of the value of unity, mutual respect, and shared success.

More than just a celebration, it was a meaningful step toward building a stronger, happier, and more motivated SLITHM community.

Expected and Achieved Outcomes of the Event

Personal Development

The program created opportunities for employees to

enhance their skills, knowledge, and competencies, contributing to professional growth and career advancement.

Recognition and Appreciation

Staff members were acknowledged for their dedication and achievements, which boosted morale, motivation, and overall job satisfaction.

Better Work-Life Balance

Participants gained insights and strategies to manage work responsibilities alongside personal life, fostering mental well-being and productivity.

Positive Institutional Image

The event strengthened loyalty and pride among employees while reflecting positively on SLITHM’s reputation as a caring and progressive institution.

This unforgettable event will remain a proud chapter in SLITHM’s journey of excellence and togetherness.



A Memorial Gift

On celebration of Staff Appreciation Day – 2025.



The Buddhist Association of the Sri Lanka Institute of Tourism & Hotel Management (SLITHM) successfully organized a meaningful initiative in conjunction with Staff Appreciation Day—2025 by presenting a commemorative memorial gift to all staff members.

The primary objective of this initiative was to recognize and appreciate the dedication, commitment, and continuous contributions of the staff of SLITHM.

It also aimed to promote unity, mutual respect, and a culture of appreciation across all departments. Furthermore, the event sought to strengthen camaraderie among staff members, foster team spirit, and enhance overall job satisfaction within the institution. In line with these objectives, the committee proposed and presented a specially designed umbrella as the memorial gift for the year 2025.

The selected umbrella features the official SLITHM logo along with a short commemorative title marking the year, symbolizing gratitude and institutional pride.

This thoughtful gesture was warmly received by the staff and reflected the association's commitment to valuing human resources and nurturing a positive and harmonious working environment at SLITHM.



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