



APPOINTMENTS

MAKING OPPORTUNITIES KNOCK ON YOUR DOOR



MEDICAL & DENTAL OFFICERS FOR SRI LANKA NAVY (REGULAR AND VOLUNTEER NAVAL FORCE)

CONSULTANT MEDICAL/DENTAL OFFICERS - VOLUNTEER NAVAL FORCE Job specification and approximate salary

Designation	Rank	Monthly Salary Scale	Qualification
Anesthetist Dermatologist ENT surgeon Eye Surgeon General Surgeon Orthopedic Surgeon Physician Psychiatrist Radiologist Restorative Surgeon Oral & Maxillofacial Surgeon	Surgeon Lieutenant Commander Surgeon Commander	In addition to the Health department Salary, Naval allowances of approximately 17,000.00 will be paid.	MBBS/BDS with MD/MS or equivalent qualification MBBS /BDS degree with MD/MS or equivalent qualification with board certification

DIRECT ENTRY MEDICAL/DENTAL OFFICERS - REGULAR & VOLUNTEER NAVAL FORCE Job specification and approximate salary

Designation	Rank	Monthly Salary Scale (Preliminary Grade)	Qualification
Medical Officer	Surgeon Lieutenant	Rs. 57,000.00 (Approx.)	MBBS with full registration of SLMC
Dental Officer	Surgeon Lieutenant	Rs. 57,000.00 (Approx.)	BDS with full registration of SLMC

STUDENT ENTRY MEDICAL/DENTAL OFFICERS - REGULAR NAVAL FORCE Job specification and approximate salary

Designation	Rank	Monthly Salary Scale	Qualification
Dental Officer	Midshipman	Rs. 30,000.00 (Approx.)	Completion of 2nd BDS
Medical Officer/ Dental Officer	A/sub Lieutenant	Rs. 32,000.00 (Approx.)	Completion of 3rd MBBS/Final BDS part - I and studying in the final year
Dental Officer	Sub Lieutenant	Rs. 39,000.00 (Approx.)	BDS Completed
Medical Officer	Sub Lieutenant	Rs. 39,000.00 (Approx.)	Completed final MBBS or equivalent (Foreign graduate should pass ACT-16 Examination)

* In addition to the salary extra duty and 1/20 payment as per Health Ministry will also be paid.
* Staff Vehicle will be provided for Commander Rank. (when mobilized)

ELIGIBILITY

1. Citizen of Sri Lanka (Male / Female)
2. Age below 45 years for Consultants and 35 years for Medical / Dental officers
3. Minimum
 - * Height : Male - 5'6" Female - 5'3"
 - * Weight : Male - 115 lbs Female 90 lbs
 - * Chest : Male - 32"
4. Visual accuracy 6/6 up to 6/12 corrected by spectacles to 6/6.
5. Colour vision STD II

* However physical standards and age could be waived at the discretion of the Commander of the Navy

CAREER DEVELOPMENT

Sri Lanka Navy encourages young Medical/Dental officers to follow post-graduate courses both locally and abroad. The core specialities include Diving & Hyperbaric Medicine and Trauma care. Opportunities for foreign exposure in areas of Marine, Military, Preventive medicine and fleet exercises have been afforded to serving officers.

APPLY WITH CERTIFIED COPIES OF :

- Birth Certificate
- Educational Certificates
- School Leaving Certificate
- Two Character Certificates obtained within 06 months prior to closing date
- Grama Niladhari Certificate
- Extra Curricular Activities
- Certificates of Professional Qualifications
- Certificates of MBBS(SL) with full registration of SLMC

Top left corner of the envelope to be addressed as "Consultant and Medical/Dental Officers 2009"

For further classification contact :

- Dircon General Health Services / Senior Staff Officer (Health Services) Sri Lanka Navy
(Tel: 011-2424878/011-2431628 & 011- 4632554)
- Dircon Naval Dental Services - Sri Lanka Navy
(Tel: 011-2422025 & 011-4632591)

Closing Date : 04TH OCT 2009.

SPECIMEN APPLICATION

1. Full Name
2. Post applied
3. Postal and e-mail addresses and telephone numbers
4. Date of Birth
5. Gender
6. National Identity Card no
7. Age (as at Closing date) DD..... MM.....YY.....
8. Measurement of Height, Weight and Chest
9. Marital status
10. Electorate and it's Number
11. Nearest Police Station
12. School attended
13. Educational, professional qualifications and working experience
14. Extra curricular activities
15. Previous employment if any and reasons for termination
17. Present employment with address of employer
18. Previous service in Armed forces if any

I hereby certify that the details furnished above are true and correct.

Date Signature of Applicant



SRI LANKA NAVY

Inquires
Senior Staff Officer(Recruitment)
Navy Headquarters P.O Box 593 Colombo.
Tel. No 0114632222

www.navy.lk

Effective Managers and their responsibilities

Managers are classified in three ways on the basis of levels and on the basis of functional range of organizational activity. Front line managers are the lowest level in an organization at which the individual is responsible for his activity, the direct operating level. The HT manager would activate as a line manager and as a staffing manager. Line managers are limited to their departmental work and the staffing managers are focused on individually the divisional activities and on the other divisions too. Middle managers direct the activities of lower level managers principal responsibility is to direct the activities that implement their organization policies and to balance the demands of their superiors with the capacities of their subordinates. These are managers who are in touch with the daily functioning of the organizations and would typically include.

Top managers composed of a comparatively small group. Top management is responsible for the overall management of the organization. It establishes operating principles and guides the organization interaction with its environment. Titles vary from our organization to another and always a flexible guide to membership in the highest management classification.

Functional managers are responsible for only one organizational activity such as production, marketing, or finance. The people and activities headed by the functional managers are engaged in a common set of activities. The general managers on the other hand, oversee a complex limit, such as a company a subsidiary, or an independent division. General Manager is responsible for all activities of that unit, such as its production, marketing and finance. A small company may have only one general manager but a large organization could have



Ranjan Saheed

more. Structure is the pattern in which various inter related or inter-connected parts are laid out. This organization structure is the pattern of relationship among various activities and positions. Lines there positions are held by various persons, the structure is the relationship among people in the organization. Manager's role could be identified as follows:

1. Plan for the long term for the next month or day only.
2. Never be complacent about the quality of your product.
3. Establish control over your processes and require your suppliers to do so as well.
4. Deal with the fewest number of supplies the best ones of course.
5. Train your subordinates for the job you ask them to do.
6. Raise the Quality of your line supervisors.
7. Drive out fear.
8. Encourage departments to work closely together rather than to concentrate on departmental or divisional distinction.
9. Do not be sucked in to adopting strictly numerical goals.
10. Require your workers to do Quality work not just to be at their stations.
11. Train your employees in new skills as the need arises.
12. Make people responsible for implementing these principles.

The writer is a CHARTERED MARKETER B.A. (Hons) (S.J), Dip.M.(SL), PGDM(UK), CIM(UK), MCIM, MSLIM (Senior Management Consultant and Lecturer

How to implement strategic planning

The strategic planning how to question strikes at the heart of how to make change of any kind happen in your organization. Start by answering why your organization might want to embark on a strategic planning process. Want to be one of the organizations, in which employees understand the mission and goals? They enjoy a 29 percent greater return than other firms. This seems like a good reason to start strategic planning to me. How about you?

Keys to Strategic Planning Success

These are the keys to effective strategic planning for your business. Full and active executive support. Effective communication. Employee involvement. Thorough organizational planning and competitive analysis, and Widespread perceived need for the strategic planning. If you are implementing your strategic planning in an organizational environment that is already employee-oriented, with a high level of trust, you start the strategic planning process with a huge plus. An additional plus is an organization that already thinks strategically.

Unfortunately, the implementation of strategic planning most frequently occurs as an organization moves from being traditionally reactionary to strategic. So, often, learning to think strategically is part of the strategic planning learning curve.

Full and Active Executive Support for Successful Strategic Planning

Successful strategic planning requires a large commitment from executives and senior managers, whether the strategic planning is occurring in a department or in a complete organization. Executives must lead, support, follow-



up, and live the results of the strategic planning process. Or the strategic planning process will fail. It's as simple as that. Without the full commitment of the organization's senior executives, don't even start strategic planning. Participants will feel fooled and misled. A vision statement and a mission statement, along with this year's goals, filed, unimplemented in a cabinet or computer, is a serious source of negativity and poor employee morale.

Senior leaders can do the following to create a successful strategic planning process. Establish a clear vision for the strategic planning process. Paint a picture of where the organization will end up and the anticipated outcomes. Make certain the picture is one of reality and not what people "wish" would occur. Make sure key executives know "why" the organization is changing.

Appoint an executive champion or leader who "owns" the strategic planning process and makes certain other senior managers, as well as other appropriate people in the organization, are involved.

Executive support in strategic planning is critical to its success. Executives must lead, support, follow-up, and live the results of the strategic planning process. These are additional ways executive leaders can support the

strategic planning process. See the first part of this article for more ways that leaders can support the strategic planning process. Pay attention to the planning occurring. Ask how things are going. Focus on progress and barriers for change management. One of the worst possible scenarios is to have the leaders ignore the process.

Sponsor portions of the planning or the strategic planning process, as an involved participant, to increase active involvement and interaction with other organization members.

If personal or managerial actions or behaviors require change for the vision statement, mission statement, values, and goals to take hold in the organization, "model" the new behaviors and actions. (Senior managers must walk the talk.)

Establish a structure which will support the move to a more strategically thinking and acting organization. This may take the form of a Steering Committee, Leadership Group, Core Planning Team or Guiding Coalition.

Change the measurement systems, reward and recognition systems to measure and reward the accomplishment of the new expectations established through the strategic planning process.

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