

## ABSTRACT

### **Objectives:**

To assess the knowledge on selected aspects of the Establishments code among, grade I and II, medical officers at National Hospital of Sri Lanka. (NHSL)

### **Methodology:**

This was a hospital based descriptive cross sectional study carried out in the NHSL during 01<sup>st</sup> of August to 31<sup>st</sup> August 2010.

A sample consists of 378 grade I & II medical officers at National Hospital of Sri Lanka. Data was collected by using interviewer administered structured questionnaire. Questionnaire was used to collect the data relevant to the knowledge on selected aspects of Establishments code. There was two parts in the interviewer administered structured questionnaire. Part-1: Included socio demographic data and Part -11: Included the questions relevant to the selected aspects of Establishments code such as the recruitment procedures, appointments, transfer procedures, extra duty, holidays, holiday pay, allowances and leave procedures. Sources of knowledge about the Establishments code of medical officers were also inquired.

**Results:** Overall knowledge was found to be average in 74.07% (n=280) of participants. Only 13.76% (n=52) of the sample has good overall knowledge.

Poor knowledge about transfer procedure was found in 82.01 % ( n=310) of the sample. Knowledge about overtime, holiday pay and allowances was average in 73.01% (n=276). Knowledge about the leave procedures was also average in 68.78% (n=260) of the sample.

Overall knowledge was statistically significant with the period of the service and the age of the medical officer. Whether the medical officer has held an administrative post or not in the past, was not statistically significant with the level of knowledge they possessed.

Knowledge about the extra duty payments and leave procedures was statistically significant with the sex of the medical officer.

Source of knowledge about the Establishment code was the E Bar examination in 64.55% (n=244) participants. Colleagues have contributed as the second source of knowledge in 19.57% (n=74) of the sample.

### **Conclusions:**

Medical officers had average knowledge about selected aspects of Establishments code. However, their knowledge could not be considered as good in general. The number of years in service and sex had significant effect on the knowledge concerned.