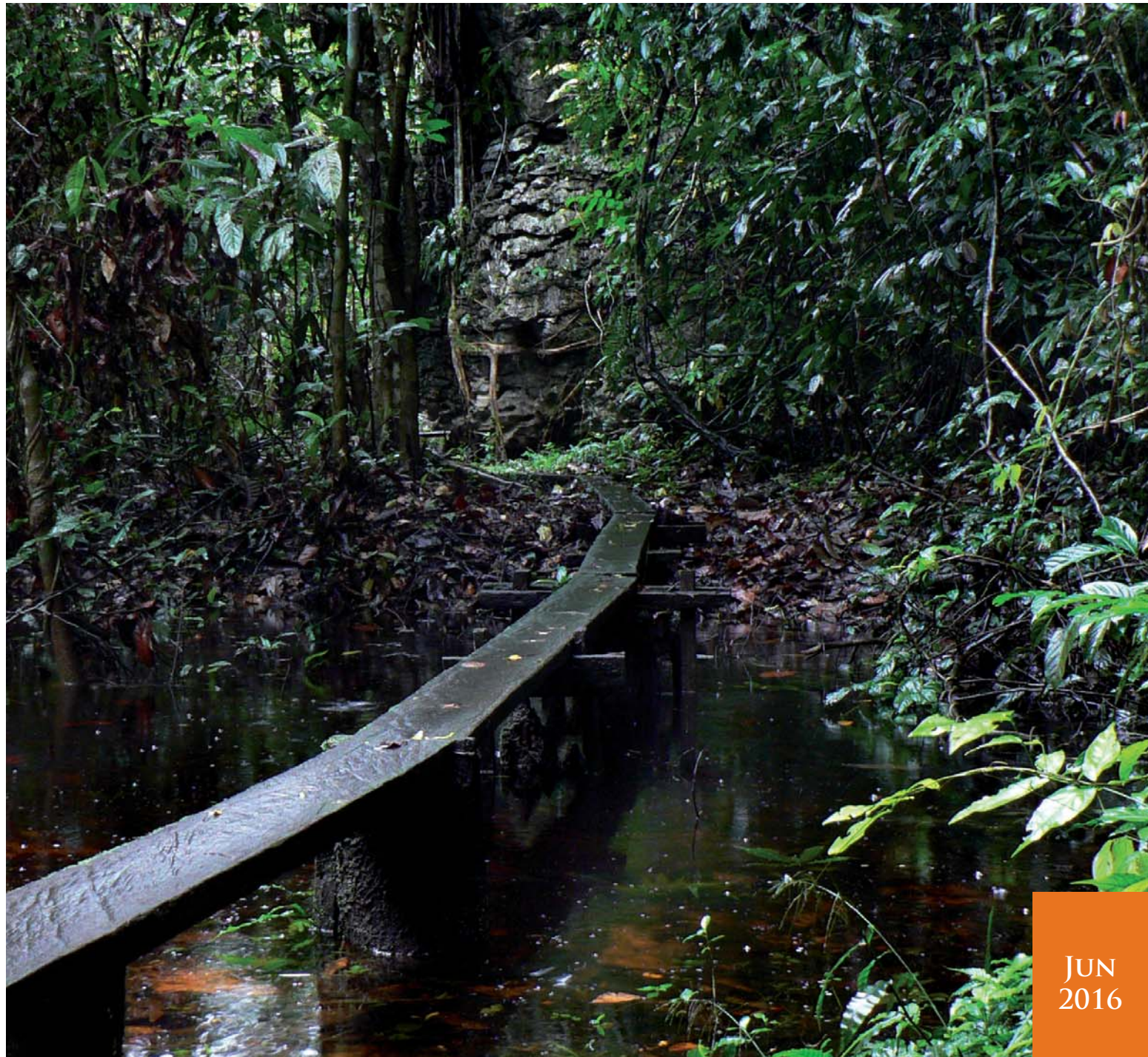


# STA Review

Monthly Magazine of the Sarawak Timber Association  
VOLUME 273 PPK 174/05/2013 (032756)



JUN  
2016



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STA  
Panel Products  
Category Meeting  
No 1/2016 and STA Panel  
Products Committee  
Meeting No 2/2016



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STA  
Forest Plantation  
Category Meeting  
No 1/2016 and  
STA Forest Plantation  
Committee Meeting  
No 2/2016



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THE 15<sup>TH</sup>  
MEETING  
of the Working Group on  
a Pan ASEAN Timber  
Certification Initiative



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## COVER IMAGE:



*Plank walk, Bukit Sarang, Bintulu;  
Photo credit Mr Joanes Unggang,  
GP Pusaka Sdn Bhd*

# STA REVIEW

is a monthly magazine published by Sarawak Timber Association (STA) for its members. While every effort has been made to ensure that the information printed in this magazine is accurate and correct, neither STA nor its Council Members, Officers or Employees shall assume any responsibility or be made liable for any inaccuracies and errors printed; nor is such publication, unless otherwise stated, necessarily the views of STA, its Council Members, Officers or Employees. The contents of the STA Review may be reprinted with prior written permission from STA.

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# STA Panel Products Category Meeting No 1/2016 and STA Panel Products Committee Meeting No 2/2016

The STA Panel Products members attended a Category meeting presided over by the Chairman Mr Stephen Lau Lee Kong on 13 June 2016 at Wisma STA, Kuching.

However, Mr Stephen Lau was unable to continue as Chairman of the Category and thus, the position was opened for election. Mr James Ling was elected as the Chairman of Panel Products Category. The Category has elected the following Committee Members and their nominated alternates for the term 2016 and 2017:-

**Chairman:**

Mr James Ling Lu Kiong (Shin Yang Group)

**Vice Chairmen:**

Mr Stephen Lau Lee Kiong (KTS Group)

*Alternate: Mr Kenny Law Hui Kong*

Dato Wong Kuo Hea (Ta Ann Group)

**Secretary:**

Mr Paul Wong Siu Nang (Subur Tiasa Group)

*Alternate: Mr Wong Sie Kwong*

**Treasurer:**

Mr Patrick Wong Haw Yeong (WTK Group)

*Alternate: Ms Chan Ai Hua*

**Committee Members:**

Mr Anthony Chin (Daiken Sarawak)

Mr John Lau Hui Siew (Hwa Sen Group)

Mr Hitoshi Miyamoto (Sanyan Wood Industries Sdn Bhd)

*Alternate: Mr Wong Suk Chiew*

Mr Yaw Chee Chik (Samling Group)

*Alternate: Mr Eric Kang Kun Wee*

Mr Ling Chiong Sing (Shin Yang Group)

*Alternate: Mr Alvin Yii Heng Kee*



Photo: Group photo



Photo: Meeting in progress

The Meeting also discussed on the forthcoming Joint Meeting of Tri-Nations to be held on 19 September 2016 at Wisma STA, Kuching and the Committee's Work Plan for 2016/2017. The Meeting received reports on the 2 separate meetings; (1) meeting with Japanese importers, i.e. members of Japan Lumber Importers' Association and (2) meeting with the Director/Deputy Directors of Japan Forestry Agency Ministry of Agriculture, Forestry and Fisheries (MAFF) in Tokyo Japan on 26 April 2016.

Members also discussed and shared information on the current log production and supply situation in Sarawak as well as current market situation.

本会合板小组会员出席于2016年6月13日假古晋STA大厦由小组主席劉利强先生主持的小组会议。

基于劉利强先生无法继续担任合板小组的主席。为此，该空缺席位已在当天进行公开选举。

2016和2017年委员会会员和其代表名单如英文版本中所列出。新委任委员们于当天小组会议后召开首届委员会会议。

会议通知委员关于砂州务秘书处已进行一项研究证实每线120名工人生产薄片木皮和每行200名工人生产胶合板的指导，以处理招聘外国工人申请的原则批准 (AP)。

会议也讨论即将于2016年9月19日假古晋STA大厦举办的三国联席会议事项及2016/2017年委员工作计划。

The Meeting also appointed members of the committee to be responsible for reporting matters relating to specific markets.

The elected Committee Members convened the Committee Meeting No 2/2016 immediately after the Category Meeting.

The Meeting was informed that the Sarawak State Secretariat's office had conducted a study which confirmed a matrix of 120 workers per line for veneer production and 200 workers per line for plywood production as a guide to process application of Approval in Principle (AP) for the recruitment of foreign workers. The Meeting also reported that the Trans-Pacific Partnership Agreement (TPPA) which was signed on 4 February 2016 shall come into force in two (2) years time.

Ahli-ahli Kategori Panel Produk Persatuan Kayu Kayan Sarawak (STA) telah menghadiri Mesyuarat Kategori yang dipengerusikan oleh Pengerusinya, En Stephen Lau Lee Kong pada 13 Jun 2016 di Wisma STA, Kuching.

Walau bagaimanapun, En Stephen Lau tidak dapat meneruskan peranan sebagai Pengerusi Kategori. Oleh itu, undian dibuka untuk menentukan pengganti beliau. Ahli-ahli Jawatankuasa Panel Produk STA untuk sesi 2016 & 2017 adalah seperti yang disenaraikan dalam artikel ini.

Ahli Jawatankuasa yang baru dipilih kemudiannya bersidang untuk Mesyuarat Jawatankuasa Bil. 2/2016 sejeurus selepas Mesyuarat Kategori. Mesyuarat dimaklumkan bahawa Pejabat Setiausaha Kerajaan Negeri Sarawak telah menjalankan satu kajian mengesahkan bahawa satu matriks dengan 120 pekerja bagi setiap baris pengeluaran venir dan 200 pekerja bagi setiap baris pengeluaran papan lapis sebagai panduan untuk memproses permohonan Kelulusan Secara Prinsip (AP) bagi pengambilan pekerja asing. Mesyuarat juga membincangkan Mesyuarat Bersama Tiga-Negara yang akan diadakan pada 19 September 2016 di Wisma STA, Kuching dan Pelan Kerja Jawatankuasa untuk tahun 2016/2017.

## STA Forest Plantation Category Meeting No 1/2016 and STA Forest Plantation Committee Meeting No 2/2016

The members of the STA Forest Plantation Category met on 14 June 2016 at Wisma STA, Kuching to elect its new Committee for the year 2016 and 2017. The meeting was presided over by its Category Chairman Mr Peter Ling.

The elected members and their nominated alternates are listed as follows:

**Chairman:**

Mr Peter Ling Kwong Hung (Immense Fleet Sdn Bhd)

**Vice Chairman:**

Mr Ling Chii Huo (Grand Perfect Sdn Bhd)

*Alternate: Mr Ting Jack Hui*

**Honorary Secretary:**

Mr Joseph Lau Ching Hoo (Sunny Crops Sdn Bhd)

*Alternate: Mr Kong Muk Shui*

**Honorary Treasurer:**

Mr Tiong Chiong Ong (R.H. Forest Corporation Sdn Bhd)

*Alternate: Mr Loh Wei Boon*

**Committee Members:**

Datuk Amar Haji Abdul Hamed bin Haji Sepawi (Borneo Tree Seeds & Seedlings Supplies Sdn Bhd and Zumida Sdn Bhd)

*Alternate: Mr Nicholas Ting Kang Hwa*

Mr John David Marsden (Samling Reforestation (Bintulu) Sdn Bhd)

*Alternate: Mr Tsen Teck Fen*

Mr Ling Ee Khai, Shin Yang Forestry Sdn Bhd

*Alternate: Mr Akira Kitaoka*

Mr Tiang Chiin Yew, Limba Jaya Timber Sdn Bhd

*Alternate: Mr Yii Puan Ching*



*Photo: Meeting in progress*

The Meeting invited the researchers from Swinburne University of Technology Sarawak Campus (SUTS) and Universiti Malaysia Sarawak (UNIMAS) to brief the members on the progress of the STA funded R&D Projects. The two (2) papers presented are:

**Paper 1: Biofertiliser Formulation Research by SUTS**

A 3 ½ years project funded by STA and in collaboration with Sarawak Forestry Corporation (SFC). The methodologies used as well as the preliminary findings of this research were shared.

**Paper 2: Single Nucleotide Polymorphism (SNP) Discovery Research by UNIMAS**

The results of this project were presented. This project was completed in February 2016 and has achieved all the project milestones stated in the Memorandum of Agreement (MoA).

The Meeting then continued with discussion on the issue related to labour requirements in forest plantations. The Meeting also reminded members who intended to revise their Tree Planting Plan (TPP), to submit it to the Forest Department Sarawak (FDS) as soon as possible.



The Meeting was informed that the Department of Occupational Safety and Health (DOSH) will organise a Workshop on Occupational Safety and Health (OSH) for all the Licence for Planted Forests (LPF) holders in Bintulu at end of the year. Members are encouraged to participate in this workshop so that they are technically able to fulfil the occupational safety and health requirements in order to comply with the worker safety and health criteria in the Sarawak Timber Legality Verification System (STLVS).

The elected Committee Members then convened their first Committee Meeting for the new term after the Category Meeting. During the Meeting, the Secretariat reported on the latest updates on some of the on-going matters/issues for further deliberation, i.e. Planted Forests R&D

Programme; Enrichment Planting; Malaysian Criteria and Indicators (MC&I) Forest Plantation.v2; Tree Harvesting Plan (THP); and Weight to Volume Conversion Constant for Kelampayan and *Eucalyptus pellita*.

STA人工造林小组会员于2016年6月14日假古晋STA大厦召开会议并甄选2016年及2017年新执委。新执委及其提名代表名单如英文版中所列出。会议也邀请斯威本科技大学, 砂分校(SUTS)和砂拉越大学 (UNIMAS) 之研究员向会员们简述所资助的研究及发展项目的进展。会议接着商讨有关植林业劳工规定的相关课题。会议也提醒会员们若有意修改他们的植林计划(TPP)务必尽早提交于砂州森林局(FDS)。新执委会会员随后召开首次执委会议。秘书处会议当中报告目前正在进行中的事项及课题的最新进展以进一步审议。

Ahli-ahli Kategori Ladang Hutan STA telah bermesyuarat pada 14 Jun 2016 di Wisma STA, Kuching untuk memilih Ahli Jawatankuasa Ladang Hutan bagi sesi 2016 & 2017. Ahli-ahli yang dipilih adalah seperti yang disenaraikan dalam artikel ini. Mesyuarat turut menjemput penyidik dari Universiti Teknologi Swinburne Kampus Sarawak (SUTS) dan Universiti Malaysia Sarawak (UNIMAS) untuk memberi taklimat kepada ahli-ahli mengenai kemajuan Projek R&D yang dibiayai oleh STA. Mesyuarat diteruskan dengan perbincangan mengenai isu yang berkaitan dengan keperluan buruh di ladang-ladang hutan. Mesyuarat turut mengingatkan ahli-ahli yang ingin menyemak semula Rancangan Penanaman Pokok (TPP) untuk mengemukakan TPP tersebut kepada Jabatan Hutan Sarawak (JHS) dengan segera. Ahli Jawatankuasa yang baru dipilih kemudiannya mengadakan Mesyuarat Jawatankuasa yang pertama sejourus selepas Mesyuarat Kategori. Dalam Mesyuarat tersebut, Sekretariat melaporkan beberapa maklumat terkini mengenai isu-isu semasa untuk perbincangan lanjut.

## Microfinance

Microfinance is a programme under Micro Enterprise Fund which is administered by Bank Negara Malaysia since 5 November 2008. The main objective of Microfinance is to assist viable micro enterprises to have access to financing for their working capital and/or for purchasing fixed assets for business purposes. Micro enterprise is defined as a business with less than RM300,000.00 in annual sales turnover or having less than five (5) full-time employees.

Some main features of Microfinance are:-

- financing amount = RM1,000.00 to RM50,000.00
- financing tenure = 1 month to 7 years
- profit rate is determined by participating financial institutions
- no collateral requirement
- guarantee cover is based on the risk profile of borrower
- minimal documents required i.e. identity card, proof of business, proof of income, utility bills, bank statements and other relevant supporting documents
- financing available for all or specific economic sectors based on the target set by the participating financial institutions

The following banks are offering Microfinance which is easy, fast and convenient to apply:-

1. Agrobank
2. Alliance Bank

3. AmBank
4. Bank Muamalat
5. Bank Rakyat
6. Bank Simpanan Nasional
7. CIMB Bank
8. Maybank
9. Public Bank
10. United Overseas Bank

Please contact the participating financial institutions for the application form. Financing approval is based on the credit assessment procedure of participating financial institutions. For more information please contact Bank Negara Malaysia hotline at 1-300-88-5465 or [www.smeinfo.com.my](http://www.smeinfo.com.my).

小额信贷是微型企业基金中的计划，是由马来西亚国家银行自2008年11月5日起管理。小额信贷的主要目的是协助可行的微型企业有机会获得他们的营运及/或购买用于商业目的的固定资产资金。关于该计划的详细资料请参阅英文版文章。

Pembiayaan mikro adalah satu program di bawah Tabung Perusahaan Mikro yang ditadbir oleh Bank Negara Malaysia sejak 5 November 2008. Objektif utama pembiayaan mikro adalah untuk membantu perusahaan mikro yang berdaya maju mendapat akses kepada pembiayaan untuk modal kerja dan / atau untuk pembelian aset tetap untuk tujuan perniagaan. Butiran program ini adalah dalam artikel ini.

# The 15<sup>th</sup> Meeting of the Working Group on a



*Photo: Welcoming remarks by Mr Sapol Boonsermsuk, Director of International Forestry Cooperation Office, Thailand during the 15<sup>th</sup> WG-PATCI*

The 15<sup>th</sup> Meeting of the Working Group on a Pan ASEAN Timber Certification Initiative (15<sup>th</sup> WG-PATCI) was held from 2 to 3 June 2016 in the Thai Elephant Conservation Center, Lampang Province, Thailand. The Meeting was attended by delegates from Cambodia, Lao PDR, Malaysia, Philippines, Thailand and Viet Nam as well as a representative from the ASEAN Secretariat. Representatives from the European Union Forest Law Enforcement and Governance (EU-FLEG) Facility, Food and Agriculture Organisation Forest Law Enforcement and Governance and Trade (FAO-FLEG) Programme and Responsible Asia Forestry and Trade - The Nature Conservancy (RAFT-TNC) were also present at the Meeting.

Mr Sapol Boonsermsuk, Director of International Forestry Cooperation Office in the opening remarks on behalf of Director General of Royal Forest Department, Thailand warmly welcomed all delegates to the 15<sup>th</sup> AWG-PATCI Meeting in Lampang Province. He gave an introduction on the background of the Thailand Elephant Conservation Center which was established in 1993 and subsequently informed the delegates that the 15<sup>th</sup> WG-PATCI Meeting will discuss amongst others, the finalisation of stock taking study on existing initiatives for ensuring legal and sustainable timber, the current policy regional development and Forest Law Enforcement and Governance (FLEG) Work plan (2016-2025).

Ms Siti Syaliza Mustapha, Senior Manager (Forest Management) of Malaysian Timber Certification Council (MTCC) delivered her welcoming remarks on behalf of Malaysia as the lead country for this initiative. She highlighted the achievements of this working group since its establishment in 2002 that includes:-

- i. ASEAN Guidelines on Phased Approach to Forest Certification
- ii. ASEAN Criteria and Indicators for Legality of Timber
- iii. ASEAN Guidelines on Chain of Custody for Legal Timber and Sustainable Timber

She thanked all ASEAN Member States (AMS) for the support and cooperation during her leadership over the years.

The Meeting was chaired by Mr Sapol and assisted by Dr Bui Chinh Nghia, Deputy Director of Forest Production Management Department, Viet Nam Administration of Forestry (VNFOREST), Viet Nam. Mr Dian Sukmajaya, Senior Officer of the ASEAN Secretariat updated the delegates of the outcomes of the 18<sup>th</sup> Meeting of the ASEAN Senior Officials on Forestry (ASOF) and related ASEAN Meetings, the establishment of ASEAN Community 2015 where the ASEAN Leaders reaffirmed strong commitment



*Photo: Group photo*

to continue the process of deepening economic integration over the next 10 years under the ASEAN Economic Community Blueprint 2025, as well as the Vision and Strategic Plan for ASEAN Cooperation in

Food, Agriculture and Forestry (SP-FAF), 2016-2025.

Each AMS updated the Meeting on their country progress reports on the Criteria and Indicators (C&I) for legality of timber (or) forest management certification, implementation of timber certification and legality assurance systems as well as ASEAN Chain-of-Custody Guidelines. The AMS shared their progress and experiences on country's preparation for the implementation of timber legality assurance system and initiatives towards establishment of forest certification in the respective countries. The Lao PDR, Malaysia and Thailand also exchanged information and experiences in the preparation for negotiation with the EU on a Voluntary Partnership Agreement (VPA).

During the Meeting, the AMS were also informed on the development of Work Plan for Forest Law Enforcement and Governance (FLEG) in ASEAN (2016-2025) which was developed based on the proposed Strategic Plan of Action for ASEAN Cooperation in Forestry (2016-2025) and the current Work Plan for FLEG in ASEAN (2008-2015), as well as ASOF decision to subsume the AWG-PATCI and ASEAN Expert Group for Herbal and Medicinal Plants into ASEAN Expert Group for Forest Product Development to enhance effectiveness and efficiency of the working groups under ASOF.

# a Pan ASEAN Timber Certification Initiative

AMS noted the presentation by RAFT-TNC where it highlighted the thematic scope of RAFT for period 2015-2018 which includes sustainable forest and plantation management, transparent and legal trade as well as technical and advisory support provided by RAFT-TNC to create harmonisation of standards related to forestry and wood/paper products trade; sharing models and best practices in responsible forestry and trade from across ASEAN; capacity building support and outreach to major markets to strengthen incentives for responsible forestry and trade in the ASEAN region.

The Meeting also took note of the presentation by the EU-FLEG Facility on its activities in supporting FLEG Workplan (2016-2025) in the area of facilitation of legal and sustainable forest products, enhancement of ASEAN joint approaches in addressing FLEG issues, promotion and implementation of training programme on FLEG as well as small and medium sized enterprises.

The representative from FAO-FLEG Programme Asia Pacific presented a concept note on **“Improved Compatibility and Synergies between Forestry Standards and Conformance Infrastructure in the ASEAN Region”** which highlighted the possible activities to support synergies and compatibility between standards and conformity infrastructure development used under FLEG VPAs and voluntary certification schemes.

The Meeting was informed that the 16<sup>th</sup> Meeting of the Working Group on Pan ASEAN Timber Certification Initiative will be held in 2017 in Viet Nam. After the Meeting, the delegates visited the teak plantation at Tung Kwian Plantation near the Thai Elephant Conservation Center.



Photo: Visit to the Thai Elephant Conservation Center

第15届泛东盟木材认证计划工作小组会议（15th WG-PATCI）于2016年6月2日至3日假 泰国南邦省大象保育中心举行。

国际林业合作局局长沙泊文塞肃先生（译音）代表泰国皇家森林局局长致词时表示此项会议将讨论多项课题例如有确保合法和可持续木材倡议的存量研究总结、目前的区域发展政策及森林执法和治理(FLEG)工作计划(2016-2025)。

马来西亚木材认证委员会(MTCC) 森林管理部高级经理茜蒂莎莉扎小姐（译音）代表马来西亚作为东盟成员国(AMS)及这项倡议的领导国致辞。

每个东盟成员国向会议报告各自国家在木材合法性（或）森林经营认证标准和指示(C&I)、落实木材认证和合法性保证系统以及东盟产销监管链准则的进展。东盟成员国分享了各自国家在准备落实木材合法性保证系统及实施森林认证计划的进展与经验。

会议也告知第16届泛东盟木材认证计划工作小组会议将于2017年在越南举行。会议过后，各国代表前往靠近泰国大象保育中心的Tung Kwian植林区参观柚木人工林。

Mesyyarat Ke-15 Kumpulan Kerja Inisiatif Pensijilan Kayu Pan ASEAN (15 WG-PATCI) telah berlangsung pada 2 hingga 3 Jun 2016 di Pusat Pemeliharaan Gajah Thai, Wilayah Lampang, Thailand.

En. Sapol Boonsermsuk, Pengarah Pejabat Kerjasama Perhutanan Antarabangsa dalam ucapan pembukaan bagi pihak Ketua Pengarah Jabatan Perhutanan Diraja, Thailand memaklumkan kepada delegasi bahawa Mesyyarat ke-15 WG-PATCI akan membincangkan antara lain, memuktamadkan kajian stok ke atas inisiatif sedia ada bagi memastikan kayu kayan yang sah dan mapan, dasar semasa pembangunan serantau dan pelan kerja Penguatkuasaan Undang-Undang Hutan dan Tadbir Urus (FLEG) (2016-2025).

Cik Siti Syaliza Mustapha, Pengurus Kanan (Pengurusan Hutan) Majlis Persijilan Kayu Malaysia (MTCC) menyampaikan ucapan alu-aluan bagi pihak Malaysia yang merupakan negara peneraju bagi inisiatif ini.

Setiap Negara Anggota ASEAN (AMS) membentangkan laporan kemajuan negara masing-masing kepada Mesyyarat berkenaan Kriteria dan Petunjuk (C&I) untuk kesahihan kayu kayan (atau) pensijilan pengurusan hutan, pelaksanaan pensijilan kayu dan sistem jaminan kesahihan selain daripada Garis Panduan Rantaian Jagaan ASEAN.

AMS kemudiannya berkongsi kemajuan dan pengalaman persediaan negara masing-masing dalam pelaksanaan sistem jaminan kesahihan kayu serta inisiatif ke arah penubuhan pensijilan hutan di negara masing-masing.

Mesyyarat dimaklumkan bahawa Mesyyarat ke-16 Kumpulan Kerja Inisiatif Pensijilan Kayu Pan ASEAN akan diadakan pada tahun 2017 di Viet Nam. Selepas Mesyyarat, delegasi dibawa melawat ladang jati di Ladang Tung Kwian berhampiran Pusat Konservasi Gajah Thai.



# Malaysian Employers Federation Meeting of M



Photo: Meeting in progress

A meeting was organised by the Malaysian Employers Federation (MEF) on 15 June 2016 at Dewan Usahawan Bumiputera Sarawak in Kuching. Approximately twenty four (24) participants attended the Meeting.

The Meeting was chaired by Mr George Young Jr, Associate Consultant Industrial Relations of MEF.

Puan Nur Huda Binti Mohammad Imran, Enforcement Unit of Sarawak Labour Department (SLD) briefed those present in the Meeting on the latest updates on termination and layoff, maternity leave and allowance, rest day, public holiday, annual leave as well as sick leave of the Sarawak Labour Ordinance (SLO). She informed the participants of the Meeting that the amendments to the SLO have been drafted and are pending the implementation of the Trans-Pacific Partnership Agreement (TPPA). She highlighted that under the TPPA, female employees will be allowed to work at night with some restrictions as compared to the current practice where SLD issues permits to employers for female employees to work at night.

The speaker highlighted some of the key points to these amendments as follows:-

## 1. Ordinance's Coverage

- The SLO does not cover all employees. It only covers employees who are on a contract of service with an employer and whose wages do not exceed RM2,500 a month.
- All non manual employees whose wages are between RM2,001 and RM2,500 covered under paragraph 1 of the Schedule of the Ordinance shall be exempted from the provisions of sections 104, 105, 105a and 105C of the Ordinance.

## 2. Termination and Lay Off

- An employee who is retrenched or terminated as a result of redundancy is entitled for each year of service; 10 days' wages if employed for less than

two years; 15 days' wages if employed for two to five years; 20 days' wages if employed for five years or more.

## 3. Maternity Leave and Allowance

- A female employee is entitled to 60 days maternity leave for each confinement unless she has five or more surviving children.

## 4. Rest day

- No employee shall be compelled to work on a rest day unless he is engaged in work which by reason of its nature requires it to be carried on continuously.
- An employee employed on a monthly rate of pay, who works on a rest day which does not exceed half his normal hours of work, must be paid wages equivalent to half ordinary rate of pay. If that employee works more than half but does not exceed his normal hours of work, he must be paid one day's wages at the ordinary rate of rate of pay.
- An employee employed on a daily, hourly or other similar rate of pay, who is required to work on a rest day must be paid one day's wages if he works less than half his normal hours of work, and two days' wages if his work is more than half but does not exceed his normal hours of work.
- For any work carried out in excess of the normal hours of work on a rest day, he shall be paid not less than two times his hourly rate of pay.

## 5. Public holiday

- Every employee shall be entitled to a paid holiday on 18 of the gazette Federal or State public holidays. Five of the holidays – the National Day; the Birthday of the Yang di-Pertuan Agong; the Birthday of the Yang di-Pertua Negeri Sarawak; the Workers' Day and Malaysia Day are compulsory and cannot be substituted. The remaining thirteen public holidays can be substituted with the agreement of the employee with other days.

## 6. Annual leave

- An employee shall be entitled to a paid annual leave of 8 days if he has been employed for less than two years; 12 days if he has been employed between two to five years; 16 days if he has been employed for five years or more.

## 7. Sick leave

- An employee who is certified unfit for work by a doctor appointed by the employer; or in case of emergency by any other registered medical/dental practitioner would be entitled to a paid sick



# Members of the East Malaysia Region Office

leave per year – 14 days if he has been employed for less than two years; 18 days if he has been employed for two to five years; 22 days if he has been employed for five years or more; 60 days in the aggregate if hospitalisation is necessary.

The speaker also informed the participants of the Meeting that SLD club has compiled a book on the Rules and Regulations of Labour Ordinance (Sarawak Cap. 76) costing RM20 per book. Interested members can purchase the book at any Labour office.

Mr George Young Jr, Associate Consultant Industrial Relations of MEF presented a brief outline on disciplinary procedures such as the way to (a) draft the charge sheet, (b) issue a show cause letter and (c) hold a domestic inquiry.

He advised the participants of the Meeting not to conduct a Domestic Inquiry (DI) if they are not familiar or if they have not enough qualified personnel to run the DI as it is a court like verbatim manner. If the DI is not handled properly, there is a risk of the case being thrown out of court. He also

马来西亚雇主联盟(MEF)于2016年6月15日假砂拉越土著企业商会所召开会议。

砂拉越劳工局执法单位，努户姐女士（译音）在会议中向与会者讲解有关砂拉越劳工法令(SLO)中的终止和裁员，产假和津贴，休息日，公共假期，年假和病假等事项的最新资讯。她也告知与会者SLO已经拟定修改，目前尚待跨太平洋伙伴关系协议(TPPA)的落实。

MEF劳资关系助理顾问乔治扬先生（译音）提出纪律处分程序譬如(a)草拟指控信，(b) 发出因由信和(c)召开内部调查等方法的简要概述。

乔治扬先生劝勉与会者切勿进行内部调查工作如果他们不熟悉或缺乏具备该方面知识的雇员。

said the Prosecuting Officer (PO) and Investigating Officer (IO) must not come from the same department or human resource department as it is a crucial case of the company. If the PO and IO comes from the same department, they are unable to testify for the case. He also mentioned that the Chairperson of the DI must be someone from the Senior Management who will drive the agenda of the DI and guide the court proceeding. He informed the participants of the Meeting that there is no need to conduct a DI for habitual late coming or absenteeism.

Satu mesyuarat telah dianjurkan oleh Persekutuan Majikan Malaysia (MEF) pada 15 Jun 2016 di Dewan Usahawan Bumiputera Sarawak di Kuching.

Puan Nur Huda Binti Mohammad Imran, Unit Penguatkuasaan Jabatan Tenaga Kerja Sarawak (SLD) memberi taklimat mengenai maklumat terkini tentang penamatan dan tidak bekerja, cuti bersalin dan elaun, hari rehat, cuti umum, cuti tahunan dan cuti sakit berdasarkan Ordinan Buruh Sarawak (SLO). Beliau memaklumkan kepada peserta Mesyuarat bahawa pindaan ke atas SLO telah selesai dan menunggu pelaksanaan Perjanjian Perkongsian Trans-Pasifik (TPPA).

Mr George Young Jr, Perunding Bersekutu Perhubungan Perusahaan MEF menyampaikan garis panduan ringkas mengenai prosedur tatatertib untuk (a) menggubal kertas pertuduhan, (b) mengeluarkan surat tunjuk sebab dan (c) mengadakan siasatan domestik.

Beliau menasihatkan peserta Mesyuarat tidak menjalankan Siasatan Dalaman (DI) jika mereka tidak mahir atau jika mereka tidak mempunyai kakitangan yang berkelayakan untuk menjalankan DI.

## The Malaysian Timber Association Annual General Meeting 2016



Photo: Meeting in progress

The Malaysian Timber Association (MTA) held its 24<sup>th</sup> Annual General Meeting on 27 June 2016 at Menara PGRM Kuala Lumpur. It was attended by all nine (9) members of the Association together with one (1) Advisor and respective Secretariat staff.

The Meeting welcomed back the Malaysian Wood Moulding & Joinery Council (MWMJC) as an Ordinary member of the Association effective 2016.

The Meeting also received a report on the workings of the Association for 2015 as well as the Honorary Treasurer Report and Audited Financial Statements for the year ending 31 December 2015.

马来西亚木材公会 (MTA) 于2016年6月27日假吉隆坡民政大厦召开年度会员大会。

该会议欢迎马来西亚木模及细木业理事会(MWMJC)重新加入公会成为普通会员并予2016年起生效。

该会议也接受公会2015年常年会务报告以及截至2015年12月31日的财政报告和经审计的财务报表。

Persatuan Kayu-Kayan Malaysia (MTA) telah mengadakan Mesyuarat Agung Tahunan ke-24 pada 27 Jun 2016 di Menara PGRM Kuala Lumpur.

Mesyuarat mengalu-alukan kehadiran *Malaysian Wood Moulding & Joinery Council (MWMJC)* sebagai ahli biasa Persatuan berkuatkuasa 2016.

Mesyuarat juga menerima laporan berkenaan dengan aktiviti-aktiviti Persatuan bagi tahun 2015 serta Laporan Bendahari Kehormat dan Penyata Kewangan Beraudit bagi tahun berakhir 31 Disember 2015.

## The Employees' Social Security (Amendment) Act 2016 to Come Into Force on 1 June 2016

The Minister of Human Resources, in the exercise of the powers conferred by subsection 1 (2) of the Employees' Social Security (Amendment) Act 2016 (hereinafter referred to as the "Amendment Act"), has by Gazette Notification P.U. (B) 261 appointed **1 June 2016** as the date on which the Amendment Act comes into operation.

The relevant amended sections and their effects are summarised below (Source: Malaysian Employers Federation):

### 1. Section 5 - All Employees to Be Insured

- Subject to this Act **ALL EMPLOYEES** in industries where the Act applies shall be insured under the Act irrespective of their amount of wages.

*Prior to the Amendment Act employees who had never contributed to SOCSO and whose wages exceed three thousand Ringgit (RM3,000.00) a month are not obliged to contribute to SOCSO.*

- Notwithstanding subsection (1) above if the wages of an employee exceed four thousand ringgit (RM4,000.00) a month, his wages for the purpose of the Amendment Act shall be deemed to be four thousand ringgit (RM4,000.00) a month.

*Currently, if the wages of an employee at any time exceed three thousand ringgit (RM3,000.00) a month, his wages for the purpose of the Act shall be deemed to be three thousand ringgit (RM3,000.00) a month only.*

### 2. Section 58 - Administration of the Social Security Scheme

A new subsection (1A) states that the Organization may administer any other social security scheme if the administration of such scheme is conferred upon the Organization by any written law.

*Prior to the Amendment Act there is no provision in the Act to administer any other social security scheme that may be introduced in the future.*

### 3. Section 71 – Purposes for Which the Fund May Be Expended

A new subsection (ii a) is introduced for the establishment of or taking over a company under section 74 A and its maintenance.

*This amendment enables the Organization to release funds to acquire companies under the provisions of the new section 74 A.*

### 4. Section 72 A – Withdrawal from the Fund for Loans or Other Financing Facilities



The Organization may authorize the withdrawal of such amount from the Social Security Fund as may be required for granting loans or other financing facilities to officers and servants of the Organization as provided in the staff rules or for purposes similar to those approved by the Government for members of the public service.

*The above amendment is to allow the Organization to grant other financial facilities to the officers and servants of the Organization. Currently the Organization could only grant loans.*

#### **5. Section 74 A – Power of the Organization to Establish or to Take Over Companies**

A new section is introduced to allow the Organization, with the approval of the Minister and the Minister of Finance to establish or takeover any company under the Companies Act 1965 to carry out, administer, conduct and manage any project, joint venture, privatization programme, scheme, enterprise or any other matter which has been planned or undertaken by the Organization.

*The above amendment enables the Organization to be involved in the businesses of the companies acquired under this section.*

#### **6. Section 75 – Investment Panel**

Section 75 A (2) (f) is amended to increase the number of persons to be appointed by the Minister as other members of the Investment Panel from two persons to three persons.

#### **7. Section 95 A – Compounding of Offences**

Section 95 A(1) is amended requiring the Director General or any officer authorized in writing by the Director General to obtain the consent in writing of the Public Prosecutor before compounding any offences committed under the Act or any subsidiary legislations under the Act.

#### **8. Section 105 – Power of the Minister to Make Regulations**

Section 105 (2) (xxa) is amended to empower the Minister to make regulations providing the criteria for compounding any compoundable offence under the Act or any subsidiary legislations under the Act.

#### **9. Amendment of First Schedule**

The First Schedule of the Act is amended by deleting paragraph (1) to enable **ALL EMPLOYEES** in the industries to which the Act applies to be insured in the manner provided under the Act regardless of their amount of wages.

*Prior to the Amendment Act employees who had never contributed to SOCSO and whose wages exceed three thousand ringgit a month are not obliged to contribute under the Act.*

#### **10. Amendment to Third and Fourth Schedules**

The amendments to the above Schedules are consequential to provide the rates of contributions in respect of employees to which the Act now applies and also the new rates of contributions in respect of wages exceeding three thousand ringgit (RM3,000.00) per month but not exceeding four thousand ringgit (RM4,000.00) per month.

Members can obtain the Employees' Social Security (Amendment) Act 2016 from Sarawak Timber Association's website at [www.sta.org.my](http://www.sta.org.my).

人力资源部长通过宪报公告P.U. (B) 261指定2016年6月1日为2016年雇员社会保障法（修正）的开始实施日期。有关修订部分及其影响如英文版本中列出。

Menteri Sumber Manusia, melalui Warta Pemberitahuan P.U. (B) 261 menetapkan 1 Jun 2016 sebagai tarikh Akta Keselamatan Sosial Pekerja (Pindaan) 2016 mula berkuatkuasa. Bahagian-bahagian berkaitan yang dipinda dan ringkasan kesannya adalah seperti di dalam artikel ini.

# 26<sup>th</sup> Illegal Logging Update and Stakeholder Consultation Meeting



Photo: The delegation from Sarawak with Datu Sudarsono Osman, the Permanent Secretary of MRPE (3<sup>rd</sup> from the right)



Photo: Panel Members for the discussion on the Next Steps for FLEGT

The 26<sup>th</sup> Illegal Logging Update and Stakeholder Consultation Meeting was held from 16 to 17 June 2016 at the Crystal, Royal Victoria Docks, London. The Meeting addressed a range of issues focused on the discussions towards the trading of legal timber, including the interactions between Forest Law Enforcement, Governance and Trade (FLEGT), sustainable development and climate change. It was attended by about 200 participants from civil society, industry and governments globally.

A delegation of seven (7) persons from Sarawak, led by Datu Sudarsono Osman, the Permanent Secretary of the Ministry of Resource Planning and Environment (MRPE) attended the Meeting.

The 2-day event is part of a series of illegal logging update meetings organised by the Chatham House with the supports from the UK Department for International Development, the EU FLEGT Facility, the Food and Agriculture Organization of the United Nations, and the Ford Foundation, part of the Climate and Land Use Alliance.

There were eight (8) sessions covering updates on Legislative developments to reduce illegal timber imports in Asia with presentations on Japan and China; Enforcement action against the illegal timber trade;

Improving transparency and tackling corruption in the forest sector; Improving the legality of agricultural supply chains; Progress with the Voluntary Partnership Agreements (VPAs); The VPA process in Lao PDR; Ensuring respect for indigenous peoples' rights: experiences from Honduras; and Next steps for FLEGT with a panel discussion on the outcomes of the Independent Evaluation of the EU FLEGT Action Plan as well as the implications of the post-2015 development agenda.

第26届非法采伐进展和利益相关者磋商会议于2016年6月16日至17日假伦敦皇家维多利亚码头水晶大楼召开。会议讨论一系列专注于合法木材贸易的课题，包括森林法规执法，监管与贸易(FLEGT)，可持续发展和气候变化之间的相互作用。

砂资源策划及环境部 (MRPE) 常务秘书拿督苏达索诺(译音)率领一行7位砂拉越代表出席此会议。

这2天的活动是为期8天非法采伐进展会议的其中一部分活动。

Mesyuarat Pengemaskinian Pembalakan Haram dan Rundingan Pihak Berkepentingan ke-26 telah diadakan dari 16 hingga 17 Jun 2016 di Crystal, Royal Victoria Docks, London. Mesyuarat tersebut menangani pelbagai isu yang bertumpu kepada perbincangan terhadap perdagangan kayu yang sah, termasuk interaksi antara Penguatkuasaan Undang-Undang, Pentadbiran dan Perdagangan Hutan (FLEGT), pembangunan mampan dan perubahan iklim.

Rombongan seramai 7 orang dari Sarawak yang diketuai oleh Datu Sudarsono Osman, Setiausaha Tetap Kementerian Perancangan Sumber dan Alam Sekitar (MRPE) menghadiri Mesyuarat tersebut. Acara 2 hari tersebut adalah sebahagian daripada beberapa siri mesyuarat taklimat pembalakan haram yang dijalankan dalam lapan (8) sesi.



# MTCC 17<sup>th</sup> Annual General Meeting

The Malaysian Timber Certification Council (MTCC) held its 17<sup>th</sup> Annual General Meeting on 28 June 2016 at its Board Room in Kuala Lumpur. The Meeting was presided over by Datuk Himmat Singh, MTCC's newly appointed Chairman.

The Meeting started off by putting on record its appreciation and gratitude to the immediate past Chairman who is also the founder of MTCC, Dato' Freezaliah Che Yeom for his dedicated long services and great contribution in guiding the growth and development of MTCC for 17 years since its inception in May 1999. The Meeting noted that MTCC will host a farewell dinner for Dato' Freezaliah Che Yeom on 27 July 2016 in conjunction with its next Board of Trustees Meeting in Kuala Lumpur.

Mr Yong Teck Koon, the Chief Executive Officer of MTCC, presented the Annual Report to the Meeting highlighting some activities that the MTCC organised/ took part during the year of 2015. The Meeting noted that the export of timber products certified under the Malaysian Timber Certification Scheme (MTCS) recorded a total volume of 198,992 m<sup>3</sup> in 2015, an increase of 18% in volume as compared to the corresponding period of 2014.

The Meeting accepted the Financial Reports of MTCC for the financial year ended 31 December 2015 together with the Reports of the Trustees and Auditor presented by the Chairman.

马来西亚木材认证理事会(MTCC) 于2016年6月28日假吉隆坡办事处召开第17届常年会员大会。此大会由新上任主席拿督英玛星 (译音) 主持。

大会依始先向卸任主席兼MTCC创办人拿督菲扎利亚博士 (译音) 为其过去无数的付出, 表示谢意和感激。

MTCC首席执行官杨廷坤先生 (译音) 在会议中提呈2015年年度报告并强调MTCC在2015年所举办和参与的部分活动。

Majlis Pensijilan Kayu Malaysia (MTCC) telah mengadakan Mesyuarat Agung Tahunan ke-17 pada 28 Jun 2016 di Bilik Mesyuaratnya di Kuala Lumpur. Mesyuarat tersebut telah dipengerusikan oleh Datuk Himmat Singh, Pengerusi baru MTCC.

Mesyuarat merakamkan penghargaan dan terima kasih kepada mantan Pengerusi yang juga pengasas MTCC, Dato' Freezaliah Che Yeom.

Encik Yong Teck Koon, Ketua Pegawai Eksekutif MTCC, membentangkan Laporan Tahunan MTCC kepada ahli mesyuarat dengan menonjolkan beberapa aktiviti yang dianjurkan/disertai oleh MTCC pada tahun 2015.

## Imported Malaria Cases Among Malaysian Workers Returning from Malaria Endemic Countries

The Labour Policy Division of the Ministry of Human Resources Malaysia has written to Sarawak Timber Association (STA) to inform that Malaysia has recorded 196 cases of imported malaria among Malaysian workers returning home from malaria endemic countries for year 2015. The infected workers were working with Malaysian registered private companies in timber, construction and plantation sectors.

Thus, Malaysia companies are urged to ensure their workers received *chemoprophylaxis* treatment before they depart to work in malaria endemic countries as well as when they return home to Malaysia.

Please visit STA's website at [www.sta.org.my](http://www.sta.org.my) for the list of the malaria endemic countries and the Management Guidelines of Malaria in Malaysia issued by the Ministry of Health Malaysia.

马来西亚人力资源部劳工政策组发函于本会告知马来西亚在2015年总共有196宗外来疟疾病例。这些从疟疾流行国家受感染而回国的马来西亚籍工人, 都是为马来西亚注册的木材, 建筑和种植领域的私人公司工作。

因此, 马来西亚公司受促确保他们的员工在前往疟疾流行国家工作前和他们回国后, 都要接受药物预防治疗。

Bahagian Dasar Tenaga Kerja Kementerian Sumber Manusia Malaysia telah menulis kepada Persatuan Kayu Kayan Sarawak (STA) memaklumkan bahawa Malaysia telah mencatatkan 196 kes malaria yang diimport dalam kalangan pekerja-pekerja Malaysia yang pulang dari negara-negara endemik malaria bagi tahun 2015. Para pekerja yang dijangkiti malaria bekerja dengan syarikat-syarikat swasta yang berdaftar di Malaysia dalam sektor pembalakan, pembinaan dan perladangan.

Oleh itu, syarikat-syarikat Malaysia adalah digesa untuk memastikan pekerja mereka menerima rawatan *chemoprophylaxis* sebelum mereka berlepas untuk bekerja di negara-negara endemik malaria dan juga apabila mereka pulang ke Malaysia.

PRODUCTION OF PLANTED FORESTS LOGS BY SECTION  
FROM SARAWAK - *ACACIA MANGIUM* & *ALBIZIA* SPECIES  
PENGELUARAN BALAK LADANG HUTAN MENGIKUT BAHAGIAN DARI SARAWAK -  
SPESIS *ACACIA MANGIUM* & *ALBIZIA*  
砂拉越各区域人工林原木生产量-大叶相思与南洋楹

Section	March '16	March '15	April '16	April '15	May '16	May '15	Jan - May '16	Jan - May '15
	Vol (m³)	Vol (m³)	Vol (m³)	Vol (m³)	Vol (m³)	Vol (m³)	Vol (m³)	Vol (m³)
Kuching (ACMG)	---	---	---	---	---	---	---	---
(ALBZ)	---	---	---	---	---	---	---	---
Sibu (ACMG)	471	---	2,258	499	4,116	889	9,260	1,450
(ALBZ)	---	---	---	---	---	---	---	---
Bintulu (ACMG)	91,922	101,472	120,238	84,896	103,912	88,081	468,902	353,622
(ALBZ)	4,511	1,790	3,839	2,509	3,271	4,664	15,705	10,501
Miri (ACMG)	688	---	705	---	625	---	2,443	---
(ALBZ)	922	1,362	332	850	592	1,264	3,541	4,791
Subtotal (ACMG)	93,080	101,472	123,201	85,395	108,652	88,970	480,606	355,072
(ALBZ)	5,433	3,152	4,170	3,358	3,864	5,928	19,246	15,292
Total:	98,514	104,624	127,371	88,754	112,516	94,898	499,852	370,364

Source of data: Sarawak Forestry Corporation Sdn Bhd

\* ACMG - *Acacia Mangium*  
ALBZ - *Albizia*

