

STA Review

Monthly Magazine of the Sarawak Timber Association
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FEB
2015



3

STA
Forest Plantation
Committee Meeting
No 1/2015

4

DF
CIRCULAR
NO 3/2015
– Felling and
Export Ban of
Menggris Species



8

**TECHNICAL
WORKING**
Committee Meeting on
Eucalyptus Species and Field
Visits to Members' Forest
Plantations

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COVER IMAGE:



Plantago major (Ekor anjing)

Common Usage:
For treating urinary tract stones, infections and disease of the liver

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STA REVIEW

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STA Forest Plantation Committee Meeting No 1/2015



Photo: Meeting in progress

The STA Forest Plantation Committee Meeting No 1/2015 was convened on 6 February 2015 at Wisma STA, Kuching. Ten (10) Committee Members attended the meeting which was chaired by its Chairman, Mr Peter Ling Kwong Hung.

The Secretariat reported on the latest updates on some of the on-going matters/issues for further deliberation e.g. Enrichment Planting; Malaysian Criteria and Indicators (MC&I) Forest Plantation v2; Manpower requirement for Forest Plantation Industry in Sarawak; and Insurance coverage for companies who received soft loan for forest plantation development.

The Meeting was also informed on the progress of three (3) research projects funded by Sarawak Timber Association (STA), i.e. the Cadambatree Project by Universiti Malaysia Sarawak (UNIMAS); the Acacia mangium study by Sarawak Forestry Corporation (SFC); and the Biofertilizer Formulation Research by Swinburne University of Technology Sarawak Campus (SUTS).

The Meeting then discussed at length on the draft Guidelines on the Preparation of Tree Harvesting Plan (THP) proposed by Forest Department Sarawak (FDS). Committee Members were of opinion that the Guidelines are too complicated and suggested to simplify the so Guidelines. They requested to have a discussion with FDS on this matter. The Meeting also accepted the draft Terms & Conditions for Research & Development (R&D) Funding.

人工造林小组于2015年2月6日假STA大厦召开本年度首次小组会议。

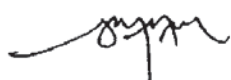
本会秘书处报告目前正在进行中的事项及课题，以及由本会所资助的三项研究项目进展情况。会议也详细讨论砂州森林局(FDS) 拟定的伐木计划预备工作(THP)准则提案。

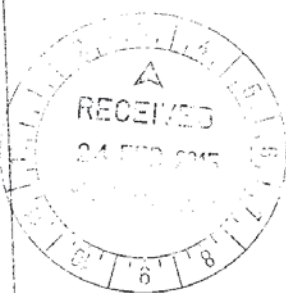
Mesyuarat Jawatankuasa Perladangan Hutan STA No. 1/2015 telah diadakan pada 6 Februari 2015 di Wisma STA, Kuching.

Sekretariat memaklumkan beberapa perkara / isu yang sedang berlaku untuk perbincangan lanjut. Mesyuarat turut dimaklumkan mengenai perkembangan tiga (3) projek penyelidikan yang dibiayai oleh Persatuan Kayu Kayan Sarawak (STA). Draf Garis Panduan Penyediaan Pelan Penuaian Pokok (THP) yang dicadangkan oleh Jabatan Hutan Sarawak (FDS) turut dibincangkan dengan panjang lebar dalam Mesyuarat ini.

DF Circular No 3/2015 – Felling and Export Ban of Menggris Species

Sarawak Timber Association has received a DF Circular No 3/2015 from the Forest Department Sarawak ref DF.681.76 (VII) – 04 dated 17 February 2015 on the felling and export ban of Menggris species (*Koompassia malaccensis*) for all Forest Timber Licences and Licences for Planted Forests. Append below is a copy of the DF Circular for your information.

	IBU PEJABAT JABATAN HUTAN WISMA SUMBER ALAM JALAN STADIUM PETRA JAYA 93660 KUCHING SARAWAK	Kawat : Perhutanan, Kuching Telefon Am : 082-319102, 319103 Telefeks : 082-445640 Teleks :
DF CIRCULAR NO. 3/2015		
<u>BAN ON FELL AND EXPORT OF MENGGRIS SPECIES (<i>Koompassia malaccensis</i>) FOR ALL FOREST TIMBER LICENCES AND LICENCE FOR PLANTED FORESTS</u>		
<p>Please be informed that with immediate effect, Menggris trees shall not be allowed to be felled and exported.</p> <p>However, felling of Menggris trees only for local processing under salvage operations in areas affected by hydro project and agriconversion may be considered upon application by the timber licensees for the approval of the Controller of Wildlife, Sarawak.</p> <p>The Menggris logs which have been produced under the approval and permit given prior to this circular shall be for local processing only.</p> <p>Please inform all the Timber Licensees and logging operators accordingly.</p>		
<p>'BERSATU BERUSAHA BERBAKTI' 'AN HONOUR TO SERVE'</p>		
		
<p>(HAJI SAPUAN BIN AHMAD) Controller of Wildlife SARAWAK</p>		
<p>Ref. : DF.681.76 (VII) – 04 Date : 17th February 2015</p>		
<p>To : Regional Forest Officer, Kuching/Sibu/Bintulu/Miri Chief Executive Officer, Sarawak Forestry Corporation Sdn. Bhd.</p>		
<p>c.c. : Permanent Secretary, Ministry of Resource Planning and Environment General Manager, Sarawak Timber Association (STA) General Manager, Sarawak Timber Industry Development Corporation General Manager, Harwood Timber Sdn. Bhd.</p>		



本会于2015年2月17日收到由砂拉越森林局（FDS）所发出关于所有森林木材和人工林许可证持有者禁止采伐和出口甘巴豆的公函。该公函请参考英文版。

Persatuan Kayu Kayan Sarawak telah menerima Pekeliling DF No. 3/2015 daripada Jabatan Hutan Sarawak ref DF.681.76 (VII) - 04 bertarikh 17 Februari 2015 mengenai pengharaman menebang dan mengeksport spesies Menggris (*Koompassia malaccensis*) di semua Lesen Pembalakan dan Lesen Hutan Tanaman. Lampirkan di bawah adalah Surat Pekeliling DF untuk maklumat anda.

Dinner cum Dialogue Session with Deputy Prime Minister



Photo: The Deputy Prime Minister giving his speech

In conjunction with the working visit of Datuk Patinggi Tan Sri Dato' Haji Muhyiddin bin Haji Mohd Yassin, the Deputy Prime Minister of Malaysia to Sarawak, the Ministry of International Trade and Industry (MITI) Kuching organised a Dinner cum Dialogue session with the industry stakeholders on 12 February 2015 at the Pullman Hotel, Kuching.

Mr Philip Choo Kwong Hui, Honorary Treasurer of Sarawak Timber Association headed a group comprising representatives from STA member companies and STA Secretariat to the event. During the Dialogue Session, Mr Choo highlighted several issues currently faced by the forestry and timber industry in Sarawak, such as Goods and Services Tax (GST) treatment on Corporate Social Responsibility (CSR) initiatives/activities for forestry industry and the claiming of GST input tax for motor vehicles used in the forestry and timber industry.

基于配合副首相拿督慕优丁（译音）前来砂州进行工作访问期间，国际贸易和工业部砂州分局于2015年2月15日举办晚宴暨业界利益相关者对话会。

本会荣誉财政朱光辉先生带领会员公司和秘书处代表出席该晚的晚宴暨对话会。朱先生也在对话会上发表几项目前林业和木材业所面对的课题。

Sempena dengan lawatan kerja Datuk Patinggi Tan Sri Dato' Haji Muhyiddin bin Haji Mohd Yassin, Timbalan Perdana Menteri Malaysia ke Sarawak, Kementerian Perdagangan Antarabangsa dan Industri (MITI) Kuching telah menganjurkan Majlis Makan Malam merangkap sesi Dialog dengan pihak industri pada 12 Februari 2015 di Hotel Pullman, Kuching.

Encik Philip Choo Kwong Hui, Bendahari Kehormat Persatuan Kayu Kayan Sarawak mengetuai kumpulan yang terdiri daripada wakil-wakil dari syarikat-syarikat ahli STA dan Sekretariat STA dalam acara tersebut. Semasa Sesi Dialog, Encik Choo membentangkan beberapa isu yang dihadapi oleh industri perhutanan dan kayu di Sarawak.

Annual General Meeting of Sarawak Timber Association

The Annual General Meeting of Sarawak Timber Association for 2015 will be held on Friday, 27 March 2015 at 10.30am at Wisma STA, Kuching.

本会2015年度常年会员大会将于2015年3月27日（星期五），早上10点30分假古晋STA大厦举行。

Mesyuarat Agung Tahunan 2015 Persatuan Kayu Kayan Sarawak akan diadakan pada Jumaat, 27 Mac 2015 pada pukul 10.30 pagi di Wisma STA, Kuching.

Postgraduate Diploma in Applied Science (Sustainable Tropical Forest Management / Sustainable Tropical Plantation Management) – Fourth Cohort



Photo: Group photo

The Fourth Cohort of the Postgraduate Diploma in Applied Science (*Sustainable Tropical Forest Management / Sustainable Tropical Plantation Management*) (PGDip) started its Orientation Week to University Studies from 9 to 13 February 2015 with twenty (20) students enrolled for the course. The Orientation was conducted at Wisma STA, Kuching by Professor Hugh Bigsby from Lincoln University of Christchurch, New Zealand.

Some of the topics covered during the five (5) days of Orientation include:

1. Literature and data searching techniques
2. Literature review and citation
3. How to read and review articles
4. Method and techniques for data analysis
5. Writing critical review

This session was also aimed to familiarise the students with the requirements for postgraduate study, the resources available throughout the course, the common computer software/tools used and the expectations for written and research work.

The first subject “*FORS 635 Introduction to the Forest Industry*” will be delivered from 7 to 13 March 2015 at Wisma STA, Kuching followed by a field trip to Bako National Park. Some of the topics covered in this subject include: *Transect A and B; Data collation; Forest management concepts; Global forest types; Management context; Wood processing; Forest policy; Wood products trade; International NGO perspective*; as well as *Markets and current issues*.

In line with this, members of STA who wish to further their knowledge in future subjects may attend it on a Continuing Education basis (i.e. single subject only). No fees will be charged for attending this subject but participants shall be responsible for the cost of travel to the venue of the course, accommodation and other travel-related expenses. Those interested to attend this subject is kindly advised to contact Dr Peter Kho or Ms Suzie Adee at 082-332222.

(Sustainable Tropical Plantation Management)



Photo: Orientation in progress

第四届持续性热带森林管理与种植林研究生文凭(PGDip)学生于2015年2月9日至13日假STA大厦进行迎新周。总共有20位学生报读这次课程。迎新周由纽西兰基督城林肯大学副教授毕史彼博士（译音）指导。

学生于2015年3月7日至13日分别在STA大厦和峇哥国家公园上第一堂课即“635林业简介”。

Kumpulan Keempat Diploma Pasca Siswazah dalam Sains Gunaan (*Pengurusan Mampan Hutan Tropika / Pengurusan Mampan Ladang Tropika*)(PGDip) seramai dua puluh (20) pelajar telah memulakan Minggu Orientasi bagi Pengajian Universiti daripada 9 hingga 13 Februari 2015. Orientasi ini telah dijalankan di Wisma STA, Kuching oleh Profesor Hugh Bigsby dari Universiti Lincoln Christchurch, New Zealand.

Subjek pertama “FORS 635 Pengenalan kepada Industri Hutan” akan disampaikan dari 7 hingga 13 Mac 2015 di Wisma STA, Kuching diikuti dengan lawatan ke Taman Negara Bako.

Malaysian Country Specific Guidelines

The *Illegal Logging Prohibition Amendment Regulation 2013* that detailed the operational aspects of the Illegal Logging Prohibition Act 2012 developed by the Australian Government came into effect on 30 November 2014. The Act requires importers to carry out due diligence when importing regulated timber products into Australia.

In view of this, the Malaysian Government with consultation from the relevant stakeholders has worked closely with the Australian Government to develop a Guideline called the Malaysian Country Specific Guidelines (MCSG) to help importers in Australia understand the forestry operations and the regulatory framework of compliance to legality in Malaysia i.e. Peninsular Malaysia, Sabah and Sarawak when importing regulated timber products into Australia.

The MCSG has been finalised and accepted by both Governments on 13 February 2015. A copy of the MCSG and Malaysia Quick Reference Guide can be downloaded from the website of the Australian Department of Agriculture at <http://www.agriculture.gov.au/forestry/policies/illegal-logging/information-importers>.

马来西亚政府通过与相关利益团体的协商和与澳洲密切合作下制定一项指导方针，即马来西亚国家特定准则（MCSG）以帮助澳洲进口商了解马来西亚林业经营和合法监管体制。

MCSG已完成，两国政府于2015年2月13日起承认MCSG。MCSG指南和马来西亚快速参考指南可从澳洲农业部的网站下载，<http://www.agriculture.gov.au/forestry/policies/illegal-logging/information-importers>.

Kerajaan Malaysia dengan rundingan daripada pelbagai pihak berkepentingan telah bekerja rapat dengan Kerajaan Australia untuk membangunkan Garis Panduan yang dipanggil Garis Panduan Khusus Negara Malaysia (MCSG) bagi membantu pengimport di Australia memahami operasi perhutanan dan rangka kerja perundangan pematuhan kesahihan di Malaysia.

MCSG telah dimuktamadkan dan diterima oleh kedua-dua kerajaan pada 13 Februari 2015. Satu salinan MCSG dan Rujukan Ringkasan Panduan Malaysia boleh dimuat turun daripada laman web Jabatan Pertanian Australia di <http://www.agriculture.gov.au/forestry/policies/illegal-logging/information-importers>.

Technical Working Committee Meeting Field Visits to Member



Photo: Meeting in progress



Photo: Discussion at LPF 0036

The Malaysian Timber Industry Board (MTIB) during its Technical Working Committee (TWC) Meeting on Forest Plantation Development No 2/2014 held on 30 October 2014, had agreed to form a TWC on Eucalyptus species, comprising a representative each from the Forest Research Institute of Malaysia (FRIM), Forest Department Sarawak (FDS), Yayasan Sabah Group and Sarawak Timber Association (STA), to produce a project paper on *Eucalyptus pellita* for the TWC to consider as one of the species to qualify for the soft loan financing.

Hence, the first meeting of the TWC on *Eucalyptus* Species was convened on 11 February 2015 at Parkcity Everly Hotel, Bintulu. The meeting was also attended by representatives from License for Planted Forests (LPF) holders i.e. Jaya Tiasa Forest Plantation Sdn Bhd, PUSAKA-KTS Forests Plantation Sdn Bhd, Sarawak Planted Forest Sdn Bhd, and Samling Reforestation (Bintulu) Sdn Bhd.

The Committee, after an extensive discussion, agreed to collate information before deciding whether to recommend *Eucalyptus* as one of the species to qualify for the soft loan financing. The Meeting then further discussed the information needed on *Eucalyptus*, the distribution of work among the members and LPF holders, the format of the paper and the timeline for completing the paper. The Committee is expected to submit the final working paper to MTIB at the end of April 2015.

The project paper will cover the *Eucalyptus* plantations development in three (3) regions, i.e. Sarawak, Sabah and Peninsular Malaysia. Members will conduct their own viability studies based on the location of their plantations and growth performance as well as to include the cost justifications, end usage and market value of *Eucalyptus* in the paper. During the meeting, the representatives from LPF holders shared their information and experiences on planting Eucalyptus in their LPF areas.



Photo: Discussion at LPF 0014

The Meeting was followed by field visits to three (3) STA Members' *Eucalyptus* forest plantations in Bintulu on 12 and 13 February 2015. The LPFs visited were LPF0014 (Samling Reforestation [Bintulu] Sdn Bhd), LPF0036 (Subur Tiasa Holdings Berhad) and LPF0043 (Sarawak Planted Forest Sdn Bhd). During the field visits, the participants were taken to *Eucalyptus* research plots / plantations as well as the R & D activities carried out for *Eucalyptus* species. The major species planted in the LPFs visited are *Eucalyptus pellita* and *Eucalyptus deglupta*. The seeds were brought in from various sources or produced via method of cloning of selected plus tree.

Meeting on *Eucalyptus* Species and Members' Forest Plantations



Photo: Group photo in LPF0043

马来西亚木材工业局(MTIB) 于2014年10月30日召开本年度第一届人工林发展技术工作委员会(TWC)会议。会议决议成立有加利树种技术工作委员会。这委员会主要是预备有加利树计划书，以便TWC可考虑把有加利树纳入符合贷款融资树种。

有加利树种技术工作委员会于2015年2月11日假民都鲁埃弗利酒店召开首次会议。委员会将在今年4月杪呈交计划书予MTIB。

委员会会员随后分别于2015年2月12日至13日在民都鲁3间会员公司的有加利树人工林进行实地考察。

Lembaga Perindustrian Kayu Malaysia (MTIB) dalam Mesyuarat Jawatankuasa Kerja Teknikal (TWC) Pembangunan Hutan Ladang No 2/2014 telah diadakan pada 30 Oktober 2014 dan bersetuju membentuk satu TWC bagi spesies *Eucalyptus*. TWC bagi spesies *Eucalyptus* akan menyediakan satu kertas kerja mengenai *Eucalyptus pellita* untuk dipertimbangkan oleh TWG Pembangunan Hutan Ladang sebagai salah satu spesies yang memenuhi syarat pembiayaan pinjaman mudah.

Mesyuarat pertama TWC bagi *Eucalyptus* Spesis telah diadakan pada 11 Februari 2015 di Hotel Parkcity Everly, Bintulu. Jawatankuasa ini dijangka akan mengemukakan kertas kerja akhir kepada MTIB pada akhir bulan April 2015.

Mesyuarat diikuti dengan lawatan ke tiga (3) ladang hutan *Eucalyptus* milik Ahli STA di Bintulu pada 12 dan 13 Februari 2015.

Technical and Industrial Visit by the Wood Industry Skills Development Centre



Photo: Delegates from WISDEC visiting STA Exhibition Centre



Photo: Briefing in progress

The Wood Industry Skills Development Centre (WISDEC) paid a visit to Sarawak Timber Association (STA) on 11 February 2015 at Wisma STA, Kuching. The purpose of the visit was to have a better understanding of the development of wood industry and training in Sarawak as well as to share experiences between WISDEC and STA.

WISDEC was established as a training centre under the Malaysian Timber Industry Board (MTIB) with the objectives to provide an industry-oriented skills training, to produce adequate skilled manpower for the wood-based industry, to expedite technology transfer through technical training and to provide technical advisory services in furniture manufacturing.

The delegation of eight (8), headed by Mr Azhar Ayub, the Training Industry Officer of WISDEC, comprises officers

from WISDEC and the Malaysian Timber Industry Board (MTIB) as well as industry personnel from Peninsular Malaysia. Dr Peter Kho, the General Manager of STA, welcomed and gave a brief presentation on the background of STA to the members of the delegation. The delegation was also briefed on the “Postgraduate Diploma in Applied Science in Natural Forest (Sustainable Tropical Forest Management/Plantation Management)” courses and the skills training managed by STA Training Sdn Bhd, a subsidiary company of STA.

The delegation was later given a tour to STA Exhibition Centre, which showcased information relating to the industry through interactive touch screen kiosks, plasma screens, Multimedia and Research Assistant (MARIA) database search terminals and physical exhibits.

木业技术发展中心（WISDEC）培训行业总监艾资哈尔阿尤先生（译音）带领八名代表，当中包括WISDEC和马来西亚木材工业局（MTIB）的官员以及西马的相关行业人员于2015年2月11日前往古晋STA大厦拜访本会。这旨在更好地了解砂拉越木材行业的发展和培训以及分享双方之间的经验。

Pusat Pembangunan Kemahiran Industri Kayu (WISDEC) membuat lawatan ke Persatuan Kayu Kayan Sarawak (STA) pada 11 Februari 2015 di Wisma STA, Kuching. Lawatan bertujuan untuk meningkatkan pemahaman mengenai pembangunan industri kayu dan latihan di Sarawak serta berkongsi pengalaman di antara WISDEC dan STA.

Delegasi seramai lapan (8) orang terdiri daripada pegawai-pegawai WISDEC dan Lembaga Perindustrian Kayu Malaysia (MTIB) serta kakitangan industri dari Semenanjung Malaysia telah diketuai oleh Encik Azhar Ayub, Pegawai Latihan Industri WISDEC.

Stakeholder Consultation Workshop for the Heart of Borneo Project Implementation in Kubaan-Puak

A stakeholder Consultation Workshop for the Heart of Borneo Project (HoB) Implementation in the Kubaan-Puak area was organised by Forest Department Sarawak (FDS) in collaboration with World Wide Fund for Nature (WWF) on 25 February 2015 at Lot 10 Boutique Hotel, Kuching. The Workshop was attended by approximately fifty (50) participants from various government agencies, private sectors, Non Governmental Organizations (NGOs) and institutional academia.

The goal of the Workshop is to brief the participants of the Workshop on the initiative of transboundary connectivity landscape that could connect all the national parks for the three countries namely, Brunei Darussalam, Malaysia (Sabah and Sarawak) and Kalimantan Indonesia. In 2012, the 6th Trilateral HoB Meeting in Kuching had raised the notion of transboundary connectivity between Sungei Ingei Conservation Forest in Brunei Darussalam and Mulu National Park in Sarawak as well as to expand the notion to include Kubaan-Puak area for further connectivity into Pulong Tau National Park in Sarawak and Kayan Mentarang National Park in Kalimantan.

According to Dr Henry Chan, Head of Conservation WWF Sarawak, the German Ministry for Food and Agriculture has approved the request from WWF to develop the Brunei to Kalimantan and Sabah through Sarawak component of the Corridor, with a focus on Kubaan-Puak.

Kubaan-Puak area is located strategically in between Mulu National Park and Pulong Tau National park in the Baram region of Sarawak. The area is in the preparation stage for Forest Management Certification by Ta Ann Group of Companies.

During the Workshop, four (4) papers were presented as follows:

1. **“Central Forest Spine - Re-establishing Ecological Connectivity in Peninsular Malaysia”**
- by Dr G Balamurugan, ERE Consulting Group
2. **“Kinabalu ECO-LINC”**
- by Dr G Balamurugan, ERE Consulting Group
3. **“Essential of Forest Certification”**
- by Dr Bernd Hahn Schilling, International Forest Management Consultant Sdn Bhd
4. **“Fauna Survey Trip in Kubaan-Puak”**
- by Mr Rambli Ahmad, Sarawak Forestry Corporation

The Workshop has identified and listed several critical issues which need to be addressed. The issues are the availability of fund, the party to lead the project implementation and management as well as to produce a comprehensive plan of the implementation which will benefit all stakeholders concerned, be it the community, the industry, government agencies, environmentalists and the environment itself.

砂州森林局 (FDS) 连同世界自然基金会 (WWF) 于2015年2月25日假古晋Lot 10精品酒店举办婆罗洲之心(HoB) Kubaan-Puak区计划各方利益团体磋商研讨会。

研讨会旨在告知参与者关于汶莱，马来西亚（沙巴和砂拉越）和印尼加里曼丹跨界连接地形可连接该三国国家公园的倡议。

研讨会总共呈现4张课题报导。

Bengkel Perundingan Pihak Berkepentingan bagi Pelaksanaan Projek Heart of Borneo (HoB) di kawasan Kubaan-Puak telah dianjurkan oleh Jabatan Hutan Sarawak (JHS) dengan kerjasama Tabung Hidupan Liar Sedunia (WWF) pada 25 Februari 2015 di Lot 10 Hotel Boutique, Kuching.

Matlamat Bengkel adalah untuk memberi taklimat kepada peserta Bengkel tentang inisiatif menghubungkan landskap merentas sempadan bagi menghubungkan semua taman negara yang terdapat di Brunei Darussalam, Malaysia (Sabah dan Sarawak) dan Kalimantan Indonesia.

Dalam Bengkel, empat (4) kertas kerja telah dibentangkan seperti yang disenaraikan dalam artikel ini.

Meeting of Members of the Malaysian Employers Federation East Malaysia Region Office

A meeting was organised by the Malaysian Employers Federation (MEF) on 26 February 2015 at Dewan Usahawan Bumiputera Sarawak in Kuching. Approximately fifteen (15) participants attended the meeting.

The meeting was chaired by Mr George Young Jr, Associate Consultant Industrial Relations of MEF. He briefed the participants of the meeting on the doctrine of legitimate expectation in relation to Fixed Term Contract. Fixed term contract of employment refers to the contractual relationship between an employer and employee for a specified time frame. Unlike permanent employment where the contract is continuous for those on fixed-term contracts, the contract of employment automatically expires at either the end of a specified time frame or when the project in which the employee is engaged for is completed. In common law there is no termination by the employer when a fixed-term contract expires. However, fixed-term contracts are subject to the scrutiny of the Industrial Court under Section 20 of the Industrial Relations Act 1967 as all termination of employment prima facie is considered as dismissal without just cause or excuse.

He advised the participants of the meeting to take note of the words used when drafting employment contracts and to obtain the perspective from legal firm or MEF to avoid court cases. He also highlighted some of the court cases relating to fixed-term contracts. Some of the advices to

safeguard fixed-term contract given are (a) Fixed-term contract is one off, (b) Don't include unnecessary terms that can be deemed as expressed term for renewal, (c) Observe a clean break between contracts, (d) Renew contract upon application, (e) Renewal after expiry of existing contract, (f) No promises of extension of contract; and (g) Always beware of the Doctrine of Legitimate Expectation when dealing with fixed-term contract.

马来西亚雇主联盟（MEF）于2015年2月26日假砂拉越土著企业商会秘书处召开会议。

会议由MEF劳资关系助理顾问乔治·扬先生（译音）主持。乔治先生在会上讲解有关固定期限合约合法期望的法律原则。

他建议参与者注意起草聘用合约时所使用的用词，并咨询律师事务所或MEF，以避免法院案件

Satu Mesyuarat telah dianjurkan oleh Persekutuan Majikan-majikan Malaysia (MEF) pada 26 Februari 2015 di Dewan Usahawan Bumiputera Sarawak, Kuching.

Mesyuarat dipengerusikan oleh Encik George Young Jr, Pakar Perunding Bersekutu Perhubungan Perusahaan MEF. Beliau memberi taklimat kepada peserta mesyuarat tentang doktrin sah berhubung dengan Kontrak Jangka Tetap.

Beliau menasihatkan para peserta mesyuarat untuk mengambil perhatian terhadap perkataan yang digunakan ketika merangka kontrak pekerjaan dan untuk mendapatkan perspektif dari firma undang-undang atau MEF untuk mengelakkan kes-kes mahkamah.

Briefing on a Special Relief Facility to Assist Flood Affected Small and Medium Enterprises

Bank Negara Malaysia held a briefing on a Special Relief Facility to Assist Flood Affected Small and Medium Enterprises (SMEs) on 10 February 2015 at the Bank Negara Malaysia Sarawak Regional Office, Kuching. Approximately thirteen (13) representatives from the various government and private agencies, associations as well as chambers of commerce attended the Briefing.

Bank Negara Malaysia has established a RM500 million Special Relief Facility to assist Small and Medium Enterprises (SMEs) affected by the recent widespread flooding in several states in Malaysia, including Sarawak. This serves to aid SMEs in obtaining new financing assistance to resume and revive their business operations. Hence, the objective of this Briefing is to create awareness on the availability of this facility.

En Ahmad Haniff Jamaludin, Manager, Development Finance and Enterprise Department, Bank Negara Malaysia Kuala Lumpur informed the participants of the Briefing on the background of the Facility and the eligibility criteria. Applications are accepted from applicants until 30 June 2015 or upon full utilisation of the RM500 million allocated for the Relief and can be made through Bank Islam, SME Bank, Bank Rakyat, Agrobank and Bank Simpanan Nasional. For those interested, more information can be obtained from Bank Negara Malaysia's website at <http://smeinfo.com.my>.



Photo: Briefing in progress

马来西亚国家银行于2015年2月10日假马来西亚国家银行砂拉越古晋办事处举行一项特别救济基金简报会，以协助受洪水影响的中小型企业（SMEs）。

马来西亚国家银行已设立5亿令吉的特别救济基金以帮助近期在马来西亚多个州属受洪水泛滥影响的SMEs，包括砂拉越。基于帮助中小企业获取新的融资援助，从而恢复和重振其业务运营。简报会的目的为让SMEs知悉有关这项基金的作用。

Bank Negara Malaysia telah mengadakan taklimat Kemudahan Bantuan Khas bagi membantu Perusahaan Kecil dan Sederhana (PKS) yang terjejas akibat banjir pada 10 Februari 2015 di Pejabat Wilayah Bank Negara Malaysia Sarawak, Kuching.

Bank Negara Malaysia telah menubuhkan Kemudahan Bantuan Khas RM500 juta untuk membantu PKS yang terjejas akibat banjir baru-baru ini di beberapa buah negeri di Malaysia, termasuk Sarawak. Bantuan ini bertujuan untuk membantu PKS mendapatkan bantuan pembiayaan baru untuk menyambung semula dan menghidupkan semula operasi perniagaan mereka. Objektif Taklimat adalah untuk memberi kesedaran tentang wujudnya kemudahan ini.

Corporate Integrity Pledge

The Malaysian Anti-Corruption Commission (MACC) and Sarawak Timber Association (STA) attended the meeting on Corporate Integrity Pledge (CIP) called by the Forest Department Sarawak (FDS) on 10 February 2015 at Wisma Sumber Alam, Kuching.

In that meeting, Mr Badrul Shah, Director of MACC Sarawak stressed that the signatories to the CIP on 17 November 2014 at the Sarawak Legislative Assembly Complex, Kuching are making a voluntary unilateral declaration that it will not commit corrupt acts; it will work towards creating a business environment that is free from corruption and it will uphold the Anti-Corruption Principles for Corporations in Malaysia in the conduct of its business and in its interactions with its business partners. The five core principles of CIP were to promote transparency, integrity and good governance; to include anti-corruption elements to strengthen internal procedures; to abide by the anti-corruption laws; to eradicate all forms of corruptions; and to support anti-corruption initiatives by MACC as well as the Government. He also reminded that all the signatories

to the CIP are expected to show improvement within six (6) months from the date of signing and that the MACC and FDS are currently monitoring the implementation of CIP.

The ten (10) integrity initiatives which the signatories can do are code of ethics, conflict of interest, whistle blowing policy, policy of referral, specific corruption risk area, corporate social responsibility, leadership, anti-corruption reporting, policy compliance and ethics training, education as well as communication.

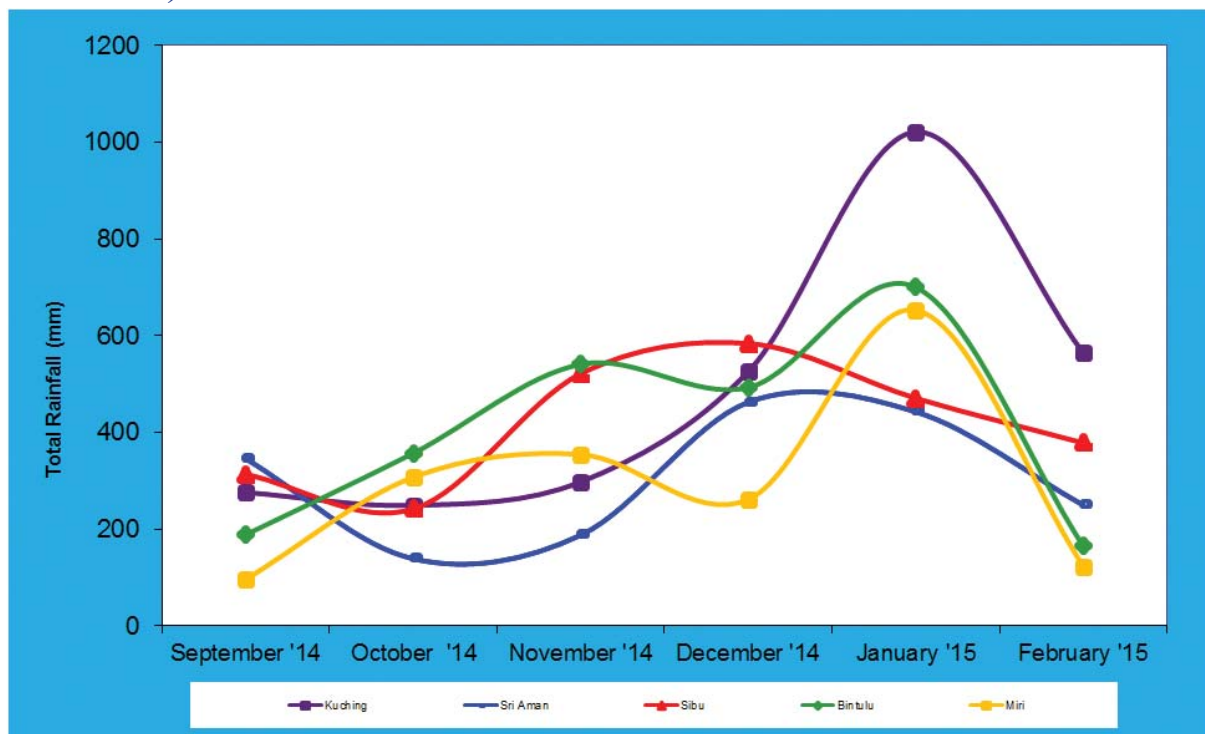
本会与马来西亚反贪污委员会 (MACC) 名代表于2015年2月10日出席由砂拉越森林局 (FDS) 假古晋资源大厦召开的企业廉正宣誓 (CIP) 会议。

在会议上, 砂拉越反贪会总监巴都鲁沙先生 (译音) 强调予2014年11月17日在古晋砂州立法议会大厦签署CIP的签署代表/者, 预计从签署日期起的六个月内有所改进。反贪会和森林局目前正在监督CIP的实施。

Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) dan Persatuan Kayu Kayan Sarawak (STA) telah menghadiri Mesyuarat Ikrar Integriti Korporat (CIP) yang dianjurkan oleh Jabatan Hutan Sarawak (JHS) pada 10 Februari 2015 di Wisma Sumber Alam, Kuching.

Dalam Mesyuarat itu, Encik Badrul Shah, Pengarah SPRM Sarawak menegaskan bahawa penandatanganan CIP pada 17 November 2014 di Kompleks Dewan Undangan Sarawak, Kuching diharapkan menunjukkan peningkatan dalam tempoh enam (6) bulan dari tarikh menandatangani serta pemantauan pelaksanaan CIP sedang dilakukan oleh SPRM dan JHS.

RAINFALL : SEPTEMBER '14 - FEBRUARY '15 DATA HUJAN BULANAN 雨量数据



Source : Malaysian Meteorological Services