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# STA REVIEW

Monthly Magazine of Sarawak Timber Association



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Presentation of the Completion Report for STA-Funded Quality Kelampayan Research Project

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Cover photo by John Lai Teck Kee.

## 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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## Meetings of STA Subsidiary Companies

The subsidiary companies of STA, STA Mutual Sdn Bhd (STAM), STA Training Sdn Bhd (STAT) and STA Enterprises Sdn Bhd (STAE), held their respective meetings on 25 October 2023 via video conferencing and are summarized as follows:

### STAM

In its 2<sup>nd</sup> meetings of the Board of Honorary Advisers (BHA) and Board of Directors (BOD) for the year, the five (5) members of the BHA and four (4) members of the BOD approved a scholarship in the sum of RM12,500 to Mr Teo Geman Anak Mawang who is currently undertaking Diploma in Forestry at Universiti Putra Malaysia, Bintulu Campus.

They also approved the award of STA Best Graduating Student and STA Best Final Year Project for 2023 to two (2) students each from the Faculty of Forestry and Environment, Universiti Putra Malaysia and the Faculty of Resource Science and Technology, Universiti Malaysia Sarawak.

### STAT

The STAT BOD Meeting No. 2/2023 deliberated and approved various items pertaining to financial, human resource and administrative matters. The meeting was updated that 82 workmen in the 5 (five) prescribed forestry activities (PFA) while 44 in the non-PFA have been assessed and found competent from the periods of 1 March 2023 to 6 October 2023. Effective 1 January 2024, all members' contractors and sub-contractors who are not STA members, will be charged non-member fee.

### STAE

The STAE BOD Meeting No. 2/2023 covered and endorsed various items which included the tenancy of Wisma STA, maintenance of the building such as building exterior cleaning, upgrade and/or replacement of existing addressable fire alarm and detection system of Wisma STA. Financial and administrative matters were also deliberated in the meeting.



Board of Directors Meeting for STA Training Sdn Bhd

### Best Graduating Student

Mr Ammar Suffian Bin Abd Wahid @ Abd Rashid  
Faculty of Forestry & Environment, Universiti Putra Malaysia, Serdang Campus

Ms Nur Shafiqah Farahana Binti Kalog  
Faculty of Resource Science and Technology, Universiti Malaysia Sarawak

### Best Final Year Project

Ms Atiqah Batrisyia Binti Abdul Rahman  
Faculty of Forestry & Environment, Universiti Putra Malaysia, Serdang Campus

Ms Liew Pui Shan  
Faculty of Resource Science and Technology, Universiti Malaysia Sarawak

本公司子公司、STA Mutual有限公司 (STAM)、STA Training有限公司 (STAT) 和 STA Enterprises有限公司 (STAE) 于 2023 年 10 月 25 日通过线上会议召开各公司的会议，详情如英文版文章所述。

Anak syarikat STA, iaitu STA Mutual Sdn Bhd (STAM), STA Training Sdn Bhd (STAT) dan STA Enterprises Sdn Bhd (STAE) telah mengadakan mesyuarat masing-masing pada 25 Oktober 2023.

Maklumat lanjut berkenaan mesyuarat-mesyuarat tersebut yang dijalankan melalui persidangan video boleh didapati dalam artikel.



## STA Forest Plantation Committee Meeting No.5/2023

The 5<sup>th</sup> meeting of the STA Forest Plantation Committee for the year 2023 was held on 16 October 2023, and was presided over by its Chairman, Mr Joseph Lau Ching Hoo. This meeting took place in a hybrid format, with participation from eight (8) Committee members.

The Committee reviewed reports submitted for the research and development project funded by the Association, and examined a research proposal that sought funding support from the Association.

The meeting also discussed budget and activities for the year 2024, which focused on delivering valuable benefits to the members of the forest plantation category.

本会人工造林委员会于2023年10月16日召开本年度第五次会议，由委员会主席刘晋福先生主持。以混合形式进行的会议审议了研发项目的报告和资助提案，并讨论2024年财政预算和有益于人工造林小组会员的活动。

Mesyuarat ke-5 Jawatankuasa Ladang Hutan STA pada tahun 2023 dipengerusikan oleh Pengerusinya Encik Joseph Lau Ching Hoo, telah diadakan pada 16 Oktober 2023 secara hybrid.

Mesyuarat tersebut mengkaji laporan projek penyelidikan dan cadangan pembiayaan dan membincangkan bajet 2024 serta aktiviti yang bermanfaat untuk ahli-ahli kategori perladangan hutan.

## Refresher Training on Reduced Impact Logging Guidelines & Feedback on Its Implementation

The Forest Department Sarawak (FDS) organised two (2) Refresher Trainings on Reduced Impact Logging (RIL) Guidelines and Feedback on Its Implementation in Miri and Sibu on 18 October 2023 and 20 October 2023 respectively. The Trainings were attended by the forest timber licensees and their contractors, as well as STA.

The Trainings discussed and addressed issues and challenges in RIL implementation as well as to gather feedback on its ground implementation.

Mr Ricky Anak Jonathan Alek, Assistant Director of Forests,

emphasised in his welcoming speech that Sarawak aims to achieve global recognition in sustainable forest management and biodiversity conservation under the Post COVID-19 Development Strategy 2030, by fostering rapid growth of the timber industry.

Sarawak has a policy that requires all long-term Forest Timber Licences (FTLs) and eligible Licences for Planted Forests (LPFs) to obtain forest management certification by 2025. As of September 2023, 21 FTLs and 7 LPFs have been certified, demonstrating the commitment of the timber industry players.

## Sarawak Bamboo Industry Development Policy Lab

The Sarawak Timber Industry Development Corporation (STIDC) recently organised a two-day lab focused on the development of a comprehensive policy for the bamboo industry, held on 11 and 12 October 2023, at Hilton Hotel, Kuching. The event brought together around 40 participants from the Ministry of Urban Development and Natural Resources, government agencies, academia, non-governmental organisations, industry representatives and association.

In her welcoming address, Hajah Haluyah Awi, Deputy General Manager of STIDC, emphasised the workshop's primary objective which is to formulate a strategic policy framework aimed at

fostering the growth and long-term sustainability of the bamboo industry in Sarawak. This policy formation has been motivated by the recognition placed on the potential and opportunities inherent within the bamboo sector for the region. She added that the Sarawak Government entrusted STIDC with the responsibility of spearheading the bamboo industry in Sarawak, a role they have taken on since 2017.

Over the years, a series of substantial initiatives have been undertaken, including the formulation of the Bamboo Industry Development Masterplan in 2019, the establishment of Steering and Technical Committees dedicated to Sarawak Bamboo Industry Development, and the establishment of bamboo nurseries and trial plots, among other efforts.

The Lab was characterised by in-depth and comprehensive discussions focused on defining the policy's objectives, outlining strategic directions and formulating action plans to promote the growth of the bamboo industry, all while



Training in progress



Group photo

He encouraged participants to provide practical experiences and feedback on the Guidelines, which was made effective earlier this year.

He also mentioned that Handbooks based on work activities related to these guidelines are currently being developed by FDS and STA to facilitate on-the-ground implementation.

Feedback on the implementation of the Guidelines was facilitated by Mr Ting Chek Hieng, an engineer from FDS. Among some of the concerns raised included issues related to

the mechanism for enrichment planting and forest restoration within natural forests, trees tagging, and streamlining the approval process.

Participants also took the opportunity to seek clarification on certain aspects of the guidelines.

At the end of the training, Mr Ting

encouraged all FTLs and LPFs to write to the Director of Forests to request for RIL training.

砂森林局于2023年10月举办两次的进修培训，以应对实施低影响采伐(RIL)准则的挑战，包括对天然林中的富集种植和森林恢复机制、树木标记和简化审批流程的担忧，同时也强调可持续森林管理和认证砂拉越木材工业参与者的重要性。

Jabatan Hutan Sarawak menganjurkan 2 Latihan Ulangkaji pada Oktober 2023 untuk menangani cabaran dalam melaksanakan Garis Panduan Pembalakan Berimpak Rendah (RIL).

Antara cabaran yang diketengahkan termasuk kebimbangan mengenai mekanisme penanaman pengayaan dan pemulihan hutan semula jadi, penandaan pokok, dan penyelarasan proses kelulusan, menekankan kepentingan pengurusan hutan lestari dan pensijilan untuk pemain industri perkayuan di Sarawak.

actively engaging and involving local communities. Furthermore, the proposed policy extends its scope to explore opportunities within the value-added bamboo products sector, encompassing areas such as biomass, craftsmanship, engineered products and more.

By bringing together key stakeholders with diverse backgrounds and expertise, this Lab served as a cornerstone for a forward-looking policy, aimed at facilitating the realisation of the Sarawak Government's target to develop 10,000 hectares of commercial bamboo plantations and 1,640 hectares of community-based bamboo farming within Sarawak by the year 2030.

STA strongly advocates that for the success of the bamboo industry, it is imperative for the authority to concentrate bamboo plantations in proximity to an integrated bamboo industrial area. This strategic alignment significantly reduces transportation costs, thereby optimising efficiency and fostering a thriving industry.

砂拉越木材工业发展机构(STIDC)举办为期两天的工作坊，其中约有40名参与者参加，为砂拉越竹业制定全面性政策。该工作坊着重于制定战略政策框架以助于竹业的增长和可持续发展，包括探索增值竹制品的机会，这对于实现砂拉越政府于2030年前发展商业竹子种植园和社区竹子种植的目标发挥着关键作用。



1



2



3

(1) Group photo; (2) Hajah Haluyah delivering opening remarks; (3) Ms Tessa Nimos (standing, left) shared her insight. All photos credit: STIDC

Perbadanan Kemajuan Perusahaan Kayu Sarawak menganjurkan makmal 2 hari untuk membangunkan dasar komprehensif bagi industri buluh di Sarawak dan dihadiri oleh kira-kira 40 peserta.

Makmal memberi tumpuan kepada merangka rangka kerja dasar strategik untuk pertumbuhan dan kemampuan industri buluh, termasuk meneroka peluang dalam produk buluh bernilai tambah, dan ianya memainkan peranan penting dalam merealisasikan matlamat Kerajaan Sarawak untuk membangunkan ladang buluh komersial dan penanaman buluh berasaskan komuniti menjelang 2030.

## Workshop on Safe and Healthy Work in the Informal Sector (Logging)



Mr. Thomas Richard, STA OSH Committee Member presented on the OSH Best Practices in Logging Industry.

The Department of Occupational Safety and Health (DOSH) Sarawak organised a “Workshop on Safe and Healthy Work in the Informal Sector (Logging)” under the Occupational Safety and Health Master Plan 2021-2025 (OSHMP25) on 18 October 2023 at Premier Hotel, Sibiu.

Approximately 50 Occupational Safety and Health (OSH) practitioners from the forestry and timber industry attended the Workshop, which aimed to raise awareness about the importance of implementing OSH practices at the workplace and sharing the latest information related to OSH’s implementation.

The one-day Workshop was officiated by Ms Rasyimawati Binti Mat Rashid, the Deputy Director of Technical Services of DOSH Sarawak cum Deputy Chairman of Core Strategic 7 of OSHMP25.

In her remarks, she informed that the Workshop was tailored for the

logging sector, aiming to increase awareness among industry players regarding workplace safety and health and reduce work-related accidents. She stressed the significance of implementing OSH best practices, such as risk identification, risk assessment, risk control and the development of safe work procedures, to enhance workplace safety. She hoped that the Workshop would contribute to elevating OSH compliance within the logging industry.

During the Workshop, Mr Thomas Richard and Mr Wong How Chu from STA presented a paper on “OSH Best Practices in Logging Industry”. Among some of the initiatives undertaken by STA to support its members’ OSH compliance are collaboration with DOSH Sarawak and STIDC on OSH awareness campaigns, the development of OSH training module for the forest industry and competency skills training for forestry workers.

Besides that, STA also shared insights on best practices within the logging industry, encompassing OSH planning, the implementation of OSH requirements and the conduct of risk assessment.

Furthermore, Ms Sonia Singgar Anak Lembang and Mr Dexter Zick Donny from DOSH presented an Introduction of DOSH & OSH Legislation, Hazard Identification, Risk Assessment and Risk Control (HIRARC), highlighting the key provisions of the OSH Act 1994, OSH (Amendment) Act 2022, hazard classification and conduct of risk assessment.

To broaden the scope of the workshop, Ms Stephenie anak Louis from Social Security Organisation (SOCSO) presented on the benefits of subscribing to SOCSO and Mr Kenrick Keaton Anak Barnabas from Sime Darby Industrial Sdn Bhd focused on safe handling of machineries.

砂拉越职业安全与卫生局(DOSH)举办研讨会, 以促进伐木业的安全和卫生工作, 重点介绍职业安全与卫生的最佳实践和立法、订阅社会保险机构(SOCISO)的好处和安全机械操作。

Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) Sarawak menganjurkan bengkel untuk mempromosikan kerja selamat dan sihat dalam sektor pembalakan melalui pembentangan mengenai amalan terbaik keselamatan dan kesihatan pekerjaan (KKP), perundangan KKP, manfaat langganan PERKESO serta pengendalian jentera dengan selamat.

## User Requirements Study Lab for Trained Workmen

The Forest Department (FDS) and Sarawak Information Systems Sdn Bhd (SAINS) jointly organised the fourth lab on user requirements study for trained workmen on 2 October 2023 at Chemsain, Kuching.

Attended by 16 officers from FDS, SAINS, STA and STA Training Sdn Bhd, the 1-day lab rigorously reviewed and discussed the system and prototype specifically the profile,

registration and administrative process as well as data conversion. Once completed, the STAT database will be integrated to the forest licensee portal, allowing licensees / contractors to nominate their forest workmen for training / assessment via portal.

砂森林局(FDS)和砂资讯系统有限公司(SAINS)于2023年10月2日在古晋举办为期一天的工作坊, 获得来自不同机构的16名官员参加, 以审查和讨论针对用户需求的原型系统。



Lab in session.

Pada 2 Oktober 2023, Jabatan Hutan Sarawak (FDS) dan Sarawak Information Systems Sdn Bhd (SAINS) telah menganjurkan makmal sehari yang dihadiri 16 pegawai daripada pelbagai organisasi untuk menyemak dan membincangkan sistem prototaip yang memfokuskan kepada keperluan pengguna di Kuching.

## Green Partnership between Samling & Loggo

STA congratulate Samling Group of Companies for their recent collaboration with Loggo IP Pty Ltd (Loggo), aimed at advancing the development of engineered wood products for building systems using planted wood. This significant step towards the enhancement of downstream products was commemorated through the signing of a Memorandum of Understanding at Wisma Samling on 18 October 2023.

STA applauds its members for their dedicated efforts in advancing and adding value to downstream products within the timber industry, thereby contributing to the industry’s progress and sustainability.

STA mengucapkan tahniah kepada Kumpulan Syarikat Samling di atas kerjasama terbaru syarikat tersebut dengan Loggo IP Pty Ltd (Loggo) yang bertujuan untuk memajukan pembangunan produk kayu kejuruteraan untuk sistem bangunan menggunakan kayu tanam. Langkah penting kearah peningkatan produk hiliran ini telah diraikan melalui pemeteraian Memorandum Persefahaman di Wisma Samling pada 18 Oktober 2023.



Datu Haji Hashim Bin Haji Bojet, Advisor of Sarawak Timber Industry Development Corporation (centre) witnessed the exchange of signed MoU between Mr Lawrence Chia, Samling Group’s Chief Executive Officer (right) and Mr Pat Thornton, Founder and Managing Director of Loggo (left).

本会恭贺三林集团近期与澳洲Loggo IP有限公司合作, 旨在提升使用种植木材的建筑系统工程木制品的开发。双方于2023年10月18日假三林大厦签署谅解备忘录, 以纪念这朝着增强下游产品所迈出的重要一步。

## Carbon Storage in Wooden Furniture – CO<sub>2</sub> Online Calculator & Booklet

Carbon dioxide (CO<sub>2</sub>) is considered the most important greenhouse gas. Aside from its abundance in the atmosphere and its global warming potential, it is the primary gas emitted through human activities. In the last century, humans have raised the atmospheric concentration of CO<sub>2</sub> to drastic record levels, which are continuing to rise.

In an effort to share approximately how much carbon wooden furniture can sequester from the atmosphere and introduce CO<sub>2</sub> calculator and booklet, developed to support companies in calculating the amount of carbon stored in wooden furniture products, the Programme for the Endorsement of Forest Certification (PEFC) International hosted a webinar on 5 October 2023.

The webinar was moderated by Mr Thorsten Arndt, Head of Advocacy at PEFC International who informed that approximately 1% of the world’s

carbon is currently stored within furniture. He also underscored the ways in which PEFC International supports both producers and sellers of wooden furniture, one of which is by promoting sustainable forest management to ensure a green and consistent supply of raw materials, while emphasising the carbon sequestration potential of wood.

Mr Hubert Inhaizer, Technical Officer from PEFC International shared that the PEFC’s standards acknowledge that each forest is unique, mandating that the protective function of forests for society, their potential role in carbon sequestration, and other regulating or supporting ecosystem services should be not only maintained but also improved. This comprehensive approach highlights the interconnectedness of forest management, carbon storage, and ecosystem services within PEFC’s certification framework.

Mr Francesco Negro, Assistant Professor in Wood Technology at the Department of Agriculture, Forest and Food Science, University of Turin, Italy presented the booklet and presents basic concepts and method for calculating amount of CO<sub>2</sub> fixed in wood-based products. He informed that the booklet is undergoing final proofreading and will be fully available on PEFC website.

It is learned that the CO<sub>2</sub> sequestered by trees from the atmosphere remains stored in wood for the entire shelf life of wood-based product, and even as the product is recycled and reused. This carbon sequestration potential inherent in wood allows wooden products, particularly furniture, to play a crucial role in mitigating climate change.

国际森林认证认可计划(PEFC)举办线上研讨会, 强调木制家具的碳封存潜力, 并推出二氧化碳计算器和小册子, 帮助企业计算木制家具产品中所储存的碳量。研讨会也分享了世界上大约1%的碳储存在家具中, 强调木制家具作为碳汇的环境意义以及木制家具行业在应对气候危机中所扮演的角色。

Program untuk Pengesahan Pensijilan Hutan Antarabangsa menganjurkan webinar untuk menyerlahkan potensi penyerapan karbon oleh perabot kayu dan memperkenalkan kalkulator CO<sub>2</sub> dan buku panduan untuk membantu syarikat mengira jumlah karbon yang disimpan dalam produk perabot kayu. Turut dikongsikan bahawa kira-kira 1% daripada karbon di dunia disimpan dalam perabot, menekankan kepentingan perabot kayu sebagai penyerap karbon serta peranan yang dimainkan oleh industri perabot kayu dalam menangani krisis iklim.

## Development of Blueprint for Engineered Wood Products Industry in Sarawak Workshop 2.0



The Sarawak Timber Industry Development Corporation (STIDC) organised a workshop on 31 October 2023 at the Waterfront Hotel to update and share with relevant stakeholders on the development of blueprint for engineered wood products (EWP) industry in Sarawak.

Haji Zainal Abidin Haji Abdullah, General Manager of STIDC in his welcoming remarks, delivered by Puan Suraya Mohamad Ali, Assistant General Manager (Administration & Human Capital Management), informed that this workshop represents a continuation of the efforts initiated during a previous workshop held on 16 March 2023. It is a testimony of STIDC's unwavering commitments to fostering the growth

of the EWP industry in Sarawak as outlined in the Post COVID-19 Development Strategy 2030 within the forestry sector.

During the workshop, participants were divided into three (3) groups and discussed insights and opinions on the proposed strategies and action plans. These strategies are intended to guide the Sarawak Government in realising the development of the EWP industry in Sarawak by year 2030.

The discussions revolved around five (5) key criteria, namely (i) raw material and industry sustainability (ii) technology development and products innovation (iii) sustainability of EWP (iv) training and skill development (v) marketing and trade.

砂拉越木材工业发展机构于2023年10月31日在古晋河景酒店举办研讨会，向利益相关者介绍砂拉越工程木制品(EWP)业蓝图的最新发展情况。此研讨会建立在之前对该业所承诺的基础上，利益相关者根据2030年该业发展的五个确定标准讨论所拟定的策略和行动计划。

*Perbadanan Kemajuan Perusahaan Kayu Sarawak telah menganjurkan satu bengkel di Hotel Waterfront pada 31 Oktober 2023, untuk memberi maklumat terkini kepada pihak berkepentingan mengenai pembangunan rangka tindakan untuk industri produk kayu kejuruteraan di Sarawak. Bengkel ini dibina berdasarkan komitmen terdahulu terhadap industri produk kayu dan pihak berkepentingan telah membincangkan strategi dan pelan tindakan berdasarkan 5 kriteria yang telah dikenal pasti untuk pembangunan industri ini menjelang tahun 2030.*

## National Human Capital Conference and Exhibition 2023



A regional preview event held at Grand Margherita Hotel, Kuching on 3 October 2023 played a pivotal role as precursor for stakeholders gearing up for the National Human Capital Conference and Exhibition (NHCCE) scheduled for 30 to 31 October 2023 at the Malaysia International Trade and Exhibition Centre in Kuala Lumpur. With theme "Pioneering Growth, Inspiring Change", the NHCCE 2023 aims to empower human resource leaders and practitioners to adopt fresh approaches in their roles by embracing new mindsets, cutting-edge technologies, and innovative

processes to boost workplace efficiency, speed, innovation and productivity.

Mr Muhamad Hafez Kamaruddin, Head of Regional Operations at HRD Corp provided insights into the upcoming NHCCE 2023 and highlighted the success of NHCCE 2022, which served as a fertile ground for fostering pioneering growth and inspiring talent development.

Ms Tuty Binti Bujang, Head of Sarawak Region at HRD Corp, urged stakeholders, employers, and registered training providers to seize the golden opportunity presented by NHCCE 2023. She emphasised the significance of sending their staff to the conference, utilising available levy funds, and uplifting the workforce to adapt to the changing landscape of human resource.

在古晋举行的区域预览活动对正在准备2023年10月底于吉隆坡举行主题为“开拓增长，激发改革”的全国人力资本大会暨博览会(NHCCE)的利益相关者起到了重要的先导作用。NHCCE 2023旨在为人力资源领导者和从业者提供新的方法、接受新的思维方式和技术，以提高职场的效率和生产力。

*Acara pratonton serantau yang diadakan di Kuching menjadi pelopor penting untuk pihak berkepentingan sebagai persediaan bagi Persidangan dan Pameran Modal Insan Kebangsaan (NHCCE) di Kuala Lumpur pada penghujung Oktober 2023, di bawah tema "Pertumbuhan Perintis, Menginspirasi Perubahan".*

## Presentation of the Completion Report for STA-Funded Quality Kelampayan Research Project

In conjunction with the launching ceremony of the Faculty of Resource Science and Technology (FRST) and the Institute of Biodiversity and Environmental Conservation (IBEC) Research Open Day 2023 on 17 October 2023 at the University of Malaysia Sarawak (UNIMAS) campus in Kota Samarahan, the Vice Chancellor of UNIMAS, Prof Datuk Dr Mohamad Kadim Bin Suaidi presented a report to STA entitled "Production of Quality Kelampayan Planting Materials Using Plant Tissue Culture Technique for Industrial Tree Plantation – A Case Study in Sarawak".

This mark the completion of the STA-funded Quality Kelampayan Research Project. The report was received by Mr

Joseph Lau Ching Hoo, Chairman of the STA Forest Plantation Committee, witnessed by Tan Sri Datuk Seri Panglima Sulong Matjeraie, Chairman of the Board of Directors of UNIMAS.

Since 2013, STA has been collaborating with UNIMAS, specifically through its Forest Genomic and Informatics Laboratory at FRST, to undertake a series of projects focused on Kelampayan, a local species with vast potential for industrial forest plantation development and forest landscape restoration.

STA has provided over a million Ringgit Malaysia in research funding for these projects, with the goal of developing high-quality Kelampayan planting materials tailored for growth in elevated terrains and establishing an efficient mass propagation protocol for this species.

The newly developed Kelampayan clones, known as "KESTAMAS", are currently undergoing field trials at STA members' areas. The progress and findings from these projects have been widely shared through journal publications, book releases and exhibition during the



FRST and IBEC Research Open Day 2023.

During the Research Open Day 2023 launching ceremony, Prof Datuk Dr Mohamad Kadim Bin Suaidi commended FRST and IBEC for their significant progress and remarkable achievements in the field of environmental sustainability and biodiversity, both on a national and international scale.

He emphasised the importance of fostering collaboration with local and international agencies, institutes and industries in the pursuit of sustainability, aligning perfectly with UNIMAS's vision of becoming a global leader in academia with a steadfast commitment to sustainability.

After the launching ceremony, the group visited to the booths showcased the research and innovations that FRST and IBEC have achieved through posters and product exhibitions.

(1) Prof Datuk Dr Mohamad Kadim Bin Suaidi (4<sup>th</sup> from left) hand over a book published from the STA-funded Quality Kelampayan Research Project to Mr Joseph Lau, Chairman of STA Forest Plantation Committee. The symbolic presentation is witnessed by Tan Sri Datuk Seri Panglima Sulong Matjerie.

(2) Project leader, Assoc. Prof. Dr. Ho Wei Seng (3<sup>rd</sup> from right) briefed VIPs at the exhibition booth about the projects.

*Naib Canselor UNIMAS membentangkan laporan penyediaan Projek Penyelidikan Kualiti Kelampayan yang dibiayai oleh STA semasa pelancaran Hari Terbuka Fakulti Sains dan Teknologi Sumber serta Institut Penyelidikan Kepekabajaan Biologi dan Pemeliharaan Alam Sekitar 2023. Projek tersebut menandakan usaha kerjasama jangka panjang dalam membangunkan bahan tanam Kelampayan berkualiti tinggi.*

*Projek kerjasama itu telah menghasilkan klon Kelampayan, dinamakan "KESTAMAS", yang kini sedang menjalani ujian lapangan di kawasan ahli STA. Penemuan daripada projek itu juga telah dikongsi secara meluas melalui penerbitan jurnal dan keluaran buku.*

砂拉越大学(UNIMAS)校长在资源科学与工艺学院和生物多样性与环境保护研究院2023年开放日推展仪式上移交本会资助的优质黄梁木研究项目的完成报告，标志着多年来共同努力研发高质量黄梁木种植材料的成果。这一系列合作项目生产了黄梁木多倍体材料，获命名为“KESTAMAS”，目前正在STA会员地区进行实地试验。这些项目的研究结果也通过期刊和书籍得到了广泛的分享。

## Journey to Zero Conference 2023

The Joint Committee on Climate Change (JC3), marked another milestone with the second edition of its biennial flagship event, the “JC3 Journey to Zero Conference 2023” held from 23 to 25 October 2023 at Sisana Kijang, Bank Negara Malaysia (BNM) in Kuala Lumpur. Co-chaired by BNM and the Securities Commission Malaysia (SC), this hybrid conference underscored JC3’s commitment to tackle climate-related risks in the financial sector. It aimed to foster actionable commitments towards sustainability among Malaysian financial sector players and their stakeholders.

Datuk Abdul Rasheed Ghaffour, the Governor of BNM delivered a poignant message about the urgency of addressing climate change and commended the resilience of the Malaysian economy amid global challenges and emphasised the need to transition to a greener economy. He underscored the interconnectedness of climate and economic issues and emphasised the importance of collaborative efforts to combat climate change. Dato’ Seri Dr Awang Adek Hussin, Chairman of SC, echoed this sentiment in his welcoming remarks, urging the financial sector, especially the capital market, to support the Malaysian government’s initiatives in addressing climate change, particularly by financing energy transition efforts.

During a special address by Mr Nik Nazmi Nik Ahmad, Minister of Natural Resources, Environment and Climate Change, the significant economic risks posed by climate change, particularly the potential for a 6% GDP loss in the event of ecosystem collapse was underscored. He also highlighted Malaysia’s commitment to climate action, with initiatives like carbon credits and participation in COP28, the 2023 Conference of the Parties of the United Nations Framework Convention on Climate Change, scheduled for later this year in Dubai.



The conference shed light on the importance of transitioning to targeted subsidies and educating the public on more efficient consumption practices as a crucial step toward achieving Malaysia’s net-zero commitments. Businesses, including small and medium enterprises, were urged to proactively address climate regulations and take action.

In a panel discussion exploring the implications of bold climate change action; transparency, monitoring, and evaluation were identified as key drivers for shaping climate action and ensuring a level playing field for necessary investments. Adaptation finance, which is often overlooked, was emphasised as of paramount significance, especially for countries like Malaysia, which contribute relatively minor greenhouse gas emissions.

It was acknowledged that international adaptation finance falls short of requirements due to substantial infrastructure and planning demands, necessitating clear, nationally led policies to instil confidence in foreign investors.

Mr Mark Carney, United Nations Special Envoy for Climate Action and Finance and Co-Chair of Glasgow Finance Alliance of Net Zero (GFANZ) spoke on the need for significant capital investment across all sectors to enable public financing. He added that the financial sector plays a crucial role in directing capital toward these projects, and the GFANZ is already assisting numerous financial institutions worldwide in actualizing

*Persidangan Perjalanan ke arah Sifar 2023 yang dipengerusikan bersama oleh Bank Negara Malaysia (BNM) dan Suruhanjaya Sekuriti Malaysia yang berlangsung dari 23 hingga 25 Oktober menekankan menekankan betapa mendesaknya tindakan iklim dan komitmen Malaysia untuk memerangi perubahan iklim sambil menggesa pemiagaan untuk menangani peraturan iklim secara proaktif dan menarik pelaburan global untuk mencapai matlamat bersih-sifar.*

net-zero transition plans.

In a panel session discussing “Elevating Voluntary Carbon Markets (VCMs): Prerequisites for Mobilising Private Finance in the Climate Mission”, it was highlighted that many emission reduction opportunities remain unrealised due to inadequate funding.

VCMs were recognised as a pivotal means to mobilise resources for these crucial projects, particularly in Malaysia, where they are seen as essential to address the remaining emission gap.

In a breakout session focused on “Sustainable Forestry”, speakers pointed out that many corporations are exploring sustainable forestry investments to fulfil their net-zero commitments and meet transparency requirements in their investments.

Forestry and land use were recognised as a unique negative emission asset class, with the potential to decarbonise Scope 3 emissions through forestry initiatives and forest management certification was acknowledged as playing a pivotal role in illustrating how landscapes are being handled, considering factors like carbon, biodiversity as well as free, prior and informed consent.

*由马来西亚国家银行(BNM)和马来西亚证券监督委员会共同主持的2023年零之旅研讨会于2023年10月23至25日举行, 强调气候行动的紧迫性以及马来西亚应对气候变化的承诺, 并敦促企业积极应对气候法规和吸引全球投资以实现净零目标。*

## MTA’s Courtesy Call to Sarawak Timber Industry Development Corporation



Datu Haji Hashim Bin Haji Bojet, STIDC Advisor (centre) posed for photos with the delegates. Mr George Yap, President of MTA is seated on his left.

Mr George Yap, President of the Malaysian Timber Association (MTA), led a delegation of 28 persons consisting representatives from nine (9) member organisations, namely the Malaysian Wood Moulding & Joinery Council, Sabah Timber Industries Association, Malaysian Wood Industries Association, Association of Malaysian Bumiputra Timber & Furniture Entrepreneurs, Malaysian Furniture Council, The Malaysian Panel-Products Manufacturers’ Association, Timber Association of Sabah, Timber Exporters’ Association of Malaysia, STA and MTA Executive Advisor. They paid a courtesy call to the General Manager of Sarawak Timber Industry Development Corporation (STIDC) on 5 October 2023.

The MTA delegation was received by STIDC Advisor, Datu Haji Hasjim Bin Haji Bojet who expressed his belief that engagement between STIDC and MTA could foster a closer relationship between the three (3) regions. Mr Yap pointed out that MTA’s team had been newly formed on 23 June 2023 during its annual general meeting and is optimistic that this courtesy call provided an opportunity for both sides to gain a better

understanding of each other through open discussion and shared mindset.

STIDC took the opportunity to share with MTA’s delegates the roles, functions and activities of STIDC, the current production and export performance of Sarawak’s logs and timber products, as well as the future plans, emphasising the aspiration of Sarawak Post COVID-19 Development Strategy 2030. They also discussed the use of renewable and sustainable materials from industrial forest plantations, initiatives related to the bamboo-based industry and the establishment of furniture parks at Demak Laut and Tanjung Manis.

*马来西亚木材公会会长叶宏展先生率领九个会员社团代表共28人的代表团于2023年10月5日礼节性拜会砂拉越木材工业发展机构总经理, 以促进马来西亚半岛和砂拉越之间更紧密的联系, 及讨论木材业的未来。*

*Encik George Yap, Presiden Persatuan Kayu-Kayan Malaysia mengetuai delegasi 28 pegawai, termasuk wakil-wakil daripada sembilan organisasi ahli, dalam kunjungan hormat ke atas Pengurus Besar Perbadanan Kemajuan Perusahaan Kayu Sarawak pada 5 Oktober 2023 untuk memupuk hubungan yang lebih erat antara Semenanjung Malaysia dan Sarawak serta membincangkan masa depan industri per kayu.*

## MTA’s EGM & EXCO Meeting No.3/2023

The Malaysian Timber Association (MTA) convened its Extraordinary General Meeting (EGM) and the Executive Committee (EXCO) Meeting No 3/2023 at Wisma STA on 6 October 2023. Both meetings were presided over by its chairman, Mr George Yap of Malaysian Wood Moulding & Joinery Council (MWMJC). The EGM was convened to adopt the amendments to the Constitution of MTA, aligning them with the clauses required by the Registrar of Societies for lodgement into the Registry of Societies Electronic System.

During the EXCO Meeting No 3/2023, facilitated by MTA’s Honorary Secretary, Mr Ng Kay Yip of the Malaysian Wood Industries Association (MWIA), topics such as the Malaysian Timber Industry 10-year Roadmap, MTA’s fully funded training course on Environmental, Social and Governance (ESG) framework, the registration of the domain name for MTA website as www.MalaysianTimber.org, the formation of an European Union Deforestation-free Regulation (EUDR) coalition with other producer countries and EU importers, and the appointment of consultants to lead MTA in pursuing the EUDR coalition were discussed.

In conjunction with these meetings, an ice-breaking session was organised on 5 October 2023 at Wisma STA. This session provided a platform for STA members to network and explore potential business matching and joint venture opportunities with MTA members.

*马来西亚木材公会 (MTA) 于2023年10月6日召开特别大会和执行委员会会议, 讨论修改 MTA 章程、企业路线图以及组建欧盟无毁林法规监管联盟等重要事项, 并为来自马来西亚各木材公会的会员举办破冰活动。*

*Pada 6 Oktober 2023, Persatuan Kayu-Kayan Malaysia (MTA) mengadakan Mesyuarat Agung Luar Biasa dan Mesyuarat Jawatankuasa Eksekutif untuk membincangkan perkara-perkara penting seperti pindaan Perlembagaan MTA, pelan hala tuju industri dan pembentukan gabungan berkaitan Peraturan tentang Produk Bebas-Penyahutan Kesatuan Eropah, disertai dengan sesi sosial untuk ahli-ahlinya.*



Dato’ Sri Patrick Wong, STA Vice Chairman (right) was present to welcome MTA members and participated in the EXCO meeting.

## Seminar on Aggressive Industrial Forest Plantation Research and Development Programme

The Forest Department Sarawak (FDS) organised a Seminar on Aggressive Industrial Forest Plantation Research and Development Programme (AIFRP) on 23 October 2023 at Imperial Hotel, Kuching.

The Seminar served as platform for knowledge sharing on the latest research activities conducted within the AIFRP. It also aimed to facilitate discussions on challenges related to research and development (R&D) program and collaboratively identify potential solutions.

In his welcoming remarks, Datu Haji Hamden Bin Haji Mohammad, Director of Forests shared the growth impediments faced by Sarawak's industrial forest sector, particularly pest and disease attacks, as well as the shortage of high-quality planting materials, resulting in sub-optimal growth performance.

Overcoming these hurdles requires a focused R&D approach tailored to address these issues. In 2020, FDS launched the AIFRP and signed Memoranda of Understanding with thirteen (13) Licence for Planted Forests (LPF) holders.

This programme encompasses various research areas, including genetic improvement, pest and disease management, site species matching, silviculture management etc. This initiative aims to assist LPF holders in achieving incremental gains to ensure a high return on investment.

He expressed gratitude to LPF holders for their support in realising the AIFRP research programs, including logistical support, accommodations, trial plots preparation and maintenance etc. He also emphasised the need for ongoing and enhanced

collaboration among all stakeholders to collectively progress towards a brighter future for the industrial forest.

The Seminar featured two (2) guest speakers; Mr Abdul Rahman Khan Bin Hakim Khan, Chief Executive Officer from Jawala Plantation Industries Sdn Bhd, Sabah, and Dr. Rosdi Bin Koter, Senior Research Officer from Forest Research Institute Malaysia, who shared their extensive knowledge and experiences in industrial forest R&D and management.

Additionally, nine (9) papers presentations were given by the group of researchers from FDS during the Seminar. These presentations contained updates on their collaborative R&D works with LPF holders, covering a range of research topics, including genetic improvement and tree breeding, management of insect pests and disease pathogens, seed sources and handling, growth and yield assessment, tissue culture and the use of seed balls for alternative planting strategy.

## Training on Forest Plantation Management and Forest Mensuration Tools

After the Seminar, a follow up training session on Industrial Forest Management and Forest Mensuration Tools was held at the same location the following day, to further enhance the knowledge and skills of the participants, in particular the new LPF holders.

Haji Happysupina Bin Sait, Deputy Director of Forests (Forest Conservation and Development), FDS in the speech acknowledged the distinct challenges involved in managing industrial forests compared to natural forests.

He encouraged the LPF holders to adopt effective silviculture practices, plan plantings based on market demand and species suitability, and elevate tree quality through selective breeding using proven genetic materials. He also highlighted the significance of conducting site-species matching trials

to ensure optimal growth conditions, and advised LPF holders to focus their efforts on species with well-documented success records in the industry.

Dr Rosdi, who has impressive and ample experience in developing silvicultural and management practices and guidelines for selected tree species, was invited as the trainer to impart valuable knowledge to the participants. The training programme covered a diverse array of topics within plantation silviculture management, including site preparation, selection of planting materials, tree planting, efficient vegetation control, and ongoing maintenance activities.

The participants were also given the opportunity to learn the principles and usage of various forest mensuration tools.



Datu Haji Hamden, Director of Forests (seated, centre), flanked by Haji Happysupina Bin Sait, Deputy Director of Forests and Ms Annie Ting, CEO of STA in a group photo with participants at the Training. (Photo credit: FDS)

砂森林局举办积极工业人工林研究与发展计划(AIFRP)研讨会,以分享最新的研究活动和应对工业林的挑战,同时也强调AIFRP与人工林许可证(LP持有者合作改善人工林所努力的成果。研讨会结束后,人工林管理和森林测量工具的培训课程于隔日举行,以提高知识和技能,并注重于人工林管理中的有效造林实践和树种适宜性。

Jabatan Hutan Sarawak menganjurkan Seminar Program Penyelidikan dan Pembangunan Ladang Hutan Industri Agresif (AIFRP) untuk berkongsi aktiviti penyelidikan terkini dan menangani cabaran dalam sektor perladangan hutan. Usaha AIFRP untuk bekerjasama dengan pemegang Lesen Ladang Hutan (LPF) untuk menambah baik hasil perladangan hutan turut diketengahkan. Selepas Seminar, satu sesi latihan mengenai Pengurusan Ladang Hutan dan Alat Ukur Hutan telah dijalankan untuk meningkatkan pengetahuan dan kemahiran, dengan tumpuan kepada amalan silvikultur yang berkesan dan spesies bersesuaian dalam pengurusan ladang.

## Introductory Session on Environment, Social and Governance

Amidst the mounting global challenges posed by climate change, Environmental, Social, and Governance (ESG) considerations have gained significant traction in recent years, with both international and domestic markets displaying a heightened sensitivity towards ESG principles. Therefore, the failure to adopt ESG principles may result in adverse outcomes for businesses, including increased difficulties in accessing global supply chains and markets.

In order to assist members in preparing for a smooth embracement and integration of ESG principles into their operations, the Malaysian Timber Association (MTA), of which STA is a member of, shall be organising a two-day training on ESG in the three regions, i.e. Peninsular Malaysia, Sabah and Sarawak in December 2023. As a precursor to the training, MTA organised an Introductory Session on ESG on 23 October 2023.

In his opening remarks, Mr George Yap, President of MTA underscored the paramount importance of ESG. He emphasised that ESG is no longer an option, but a necessary journey for the timber industry to remain relevant. In advancing the uptake of ESG in the timber industry, MTA is desirous to collaborate with a renowned consultant to develop ESG framework tailored specifically for the timber industry.

Approximately 90 participants, including 30 from STA, attended the Introductory Session. Mr Supun Nigamuni from Control Union provided participants with an overview of the ESG and emphasised the growing trend among investors and stakeholders to align their investments with their values and sustainability goals. He underscored the use of ESG principles to assess the sustainability and ethical impact of the investors' investments in a company.

Some of these assessments may include the management of the company's carbon footprint, its treatment of employees, efforts in community development, leadership structure, and compliance with regulations, among other factors.

He underlined the Government's initiatives to expedite the adoption of ESG in Malaysia. These include

the launch of i-ESG Framework by the Ministry of Investment, Trade and Industry on 2 October 2023 and the release of Simplified ESG Disclosure Guidelines by Capital Markets Malaysia on 18 October 2023. Both documents aim to provide practical guidance and templates to facilitate ESG disclosures in sustainability reporting by businesses.

Additionally, public-listed companies in Malaysia are obligated to comply with Bursa Malaysia's sustainability reporting requirements.

As ESG continues to gain momentum, he urged participants not to perceive ESG as risk to their businesses, but rather to embrace ESG and have ESG principles integrated into their companies' operations. He highlighted that companies that prioritise ESG principles will not only achieve financial returns but

马来西亚木材公会(MTA)将举办有关环境、社会和治理(ESG)原则的培训课程,以帮助企业适应在面对气候变化挑战时对ESG考虑因素日益增长的重要性。大约90位参与者,其中包括30位本会会员代表,出席线上ESG培训介绍会,讨论ESG在评估可持续性和道德影响方面的重要性,以及政府近期在马来西亚推广ESG的举措。

Persatuan Kayu-Kayan Malaysia (MTA) akan menganjurkan sesi latihan mengenai prinsip Alam Sekitar, Sosial dan Tadbir Urus (ESG) untuk membantu perniagaan menyesuaikan diri dengan peningkatan kepentingan pertimbangan ESG dalam menghadapi cabaran perubahan iklim. Kira-kira 90 peserta, termasuk 30 daripada STA, menghadiri sesi pengenalan mengenai latihan tersebut, di mana kepentingan ESG dalam menilai kelestarian dan impak etika serta inisiatif terkini daripada pihak kerajaan untuk mempromosikan ESG di Malaysia telah dibincangkan.



## Mitigation Sub-Committee Meeting No.3/2023 on Compliance with International Trade Laws in Timber Industry

The Meeting No 3/2023 of the Sub-Committee on Compliance with International Trade Laws in Timber Industry was called by Ministry of Plantation and Commodities on 17 – 18 October 2023 in Bintulu. The Meeting was chaired by Mr Wan Ahmad Asmady Bin Wan Md Din, Senior Undersecretary of MPC and attended by representatives from Forest Department Peninsula Malaysia, Sabah, and Sarawak; Malaysian Timber Council; Malaysian Timber Certification Scheme; Malaysian Timber Industry Board; Sarawak Timber Industry Development Corporation (STIDC); and STA.

The Sub-Committee discussed matters related to the European Union Deforestation-free Regulation and the terms of reference for the Legality Strengthening Study for the three regions.

There was also a sharing session by Sarawak stakeholders. Mr Oscar John Anak Ngayop, Assistant Director, shared information on the

functions of FDS and the Sarawak Timber Legality Verification System. He also mentioned future plans including the implementation of digital e-Pass and tree tagging module.

Mr Senu Bin Mas, Manager of the Inspectorate & Enforcement Section of STIDC, provided an overview of STIDC and the current status of the timber industry. He also highlighted STIDC's future plans, which include enhancing the panel industry to generate exports of RM2.5 – 3 billion and developing the furniture industry to achieve export earnings of RM4 billion by 2030.

Ms Annie Ting, Chief Executive Officer of STA, presented an introduction to STA and highlighted the activities carried out by STA to support members in producing

*Jawatankuasa Kecil Pemuatan Undang-undang Perdagangan Antarabangsa dalam Industri Perakayuan telah mengadakan mesyuarat ketiganya di Bintulu dari 16 hingga 17 Oktober 2023. Mesyuarat melibatkan perbincangan mengenai Peraturan Bebas Penyahutanan Kesatuan Eropah serta sesi perkongsian maklumat oleh pihak berkepentingan Sarawak.*

## Town Hall on the Development and Assessment of Sustainable Livelihood Index for Forest-dependent Community in Sarawak Project

The Town Hall on the Development and Assessment of the Sustainable Livelihood Index (SLI) for Forest-dependent Communities in Sarawak Project, organised by the Forest Department Sarawak (FDS) on 3 October, 2023 at The Waterfront Hotel, Kuching, marked a significant milestone.

This one-year project, initiated by FDS and carried out by Universiti Malaysia Sarawak (UNIMAS) in August 2022 under the Heart of Borneo Project, is dedicated to

collecting essential baseline data for a comprehensive livelihood study on forest-dependent communities in Sarawak. The event gathered stakeholders from government agencies, UNIMAS, timber industry, non-governmental organisations, and community leaders.

During his welcoming speech, Mr Semilan Ripot shared that the project's primary goal is to gain a deeper understanding of these forest-dependent communities' livelihoods within the local context.

砂森林局(FDS)于 2023年10月3日在古晋河景酒店举办的研讨会中介绍了一项可持续生计指数项目,旨在了解和提高砂拉越依赖森林为生的社区的福祉,并向参与者分享该项目的初步成果。

*Pada acara Dialog Awam anjuran Jabatan Hutan Sarawak pada 3 Oktober, 2023, di Hotel Waterfront, Kuching, projek Indeks Kehidupan Lestari telah diperkenalkan dan dapatan awal kajian tersebut turut dibentangkan. Projek tersebut dijalankan dengan tujuan untuk mendalami dan meningkatkan kesejahteraan masyarakat di Sarawak yang bergantung kepada hutan.*

legal and sustainable timber. These activities include conducting training for management and workers, organising various environment, safety, and health training programmes, involvement in reduced impact logging guidelines. She also shared STA's collaboration in research and development (R&D) for forest plantation, which, with funding from STA, contributed to 13 R&D projects, produced doctorate and master's students, and resulted in the publication of 2 books and 16 journals. Following the meeting, the participants went on a field trip to Daiken Sarawak Sdn. Bhd. Medium Density Fiberboard Factory and Kemena Chip Plant Factory.

木材工业遵守国际贸易法小组委员会于2023年10月16日至17日在民都鲁召开本年度第三次会议,会议讨论欧盟无毁林法规的相关事项,同时也举办砂拉越利益相关者的资讯分享会。

He highlighted that the sustainable livelihood indicators are the first of its kind in Sarawak and highlighted the significance of feedback and collaboration in addressing challenges and improving the well-being of the people of Sarawak.

Ms Evelyn Jugi of FDS provided insights into the work accomplished by the project team and the resulting project outcomes which include the creation of a SLI, a vital tool for determining appropriate interventions or other development projects involving forest-dependent communities. The index can also serve as a benchmark for evaluating the effectiveness of interventions and analysing patterns and trends in livelihood outcomes.

## Meeting of MEF East Malaysia Region Members No.10/2023

The Malaysian Employers Federation (MEF) East Malaysia (Sarawak) Region convened its meeting No 10/2023 on 30 October 2023. The online meeting was presided over by Ms Dayang Jamillah Binti Tun Abang Muhd Salahuddin, Consultant-Industrial Relations of MEF Sarawak.

During the meeting, Datuk Hj Shamsuddin Bardan, Executive Director of MEF, delivered a comprehensive presentation on the Progressive Wage Model (PWM). The PWM, which specifically applies to Malaysian employees, represents an innovative approach in the labor market aimed at gradually increasing the wages of workers. This policy is designed to work in tandem with the minimum wage policy, introducing a structured wage system focused on enhancing the income of low-income workers through skill development and increased productivity.

The PWM, as announced by Dato' Seri Anwar Ibrahim, the Prime Minister of Malaysia, following a National Economic Action Council meeting in September 2023, will operate on a voluntary basis and will provide incentives as well as link earnings to productivity.

It was also shared that Mr Mohd Rafizi bin Ramli, Minister of Economy, had announced on 25 October 2023 that the government intends to provide cash incentives to employers who meet the criteria specified in the government's annual wage increase guidelines. He also stated that the government will soon submit a white paper on the PWM to the cabinet/parliament, outlining its advantages and financial implications.

马来西亚雇主联合会(MEF)东马(砂拉越)区域在2023年10月30日召开线上会议商议渐进式薪金模式,主要是通过生产力逐步提升员工的薪金并缩小薪金收入差距。

*Persekutuan Majikan-Majikan Malaysia Wilayah Malaysia Timur (Sarawak) membincangkan Model Gaji Progresif dalam mesyuarat yang diadakan secara atas talian pada 30 Oktober 2023. Model tersebut memfokuskan kepada peningkatan berperingkat gaji pekerja melalui pendapatan yang dikaitkan dengan produktiviti bagi mengurangkan jurang gaji.*



Happy Deepavali  
FESTIVAL OF LIGHTS  
November 12th

From the Chairman, Council Members, Management and Staff of STA, STA Enterprises Sdn Bhd, STA Mutual Sdn Bhd and STA Training Sdn Bhd

Pengerusi, Ahli-Ahli Majlis, Pihak Pengurusan dan Kakitangan STA, STA Enterprises Sdn Bhd, STA Mutual Sdn Bhd dan STA Training Sdn Bhd ingin mengucapkan Selamat Hari Deepavali kepada semua penganut agama Hindu.

本会主席, 理事会, 管理委员会和STA秘书处, STA Enterprises有限公司, STA Mutual有限公司和STA Training有限公司全体职员在此祝愿所有印度同胞们屠妖节快乐。





# OPERATOR TRAINING PROGRAMME OCTOBER 2023

Skills training in forestry activities have been designed to provide forest workmen with basic knowledge and practical skills required to work safely in the forests. It helps to create awareness on the environment, sustainable forest management as well as occupational safety and health.

STA Training Sdn Bhd (STAT), a subsidiary company of STA, offers training to workmen in the forestry and timber industry. Presently, there are twelve (12) skills sets offered by STAT.

For this month, STAT conducted ground operator training programme as follows:



## Log and Timber Identification

**STAT Trainer / Assessor** : Mr Sumbang Rani  
**Date** : 3 – 6 October 2023  
**Location** : Camp A, Sri Aman  
**Company** : Star Future Sdn Bhd



## Tree Felling-Chainsaw (Natural Forest), Log Extraction-Tractor (Natural Forest) & Log Loading-Front End Loader (Natural Forest)

**STAT Trainer / Assessor** : Mr Ginda Uli & Mr Sang Sanjan  
**Date** : 19 – 22 October 2023  
**Location** : Ensurai Camp, Tubau  
**Company** : Shin Yang Sdn Bhd



## Tree Felling-Chainsaw (Natural Forest), Log Extraction-Tractor (Natural Forest) & Log Loading-Front End Loader (Natural Forest)

**STAT Trainer / Assessor** : Mr Kutok Bayang & Mr Sumbang Rani  
**Date** : 17 – 24 October 2023  
**Location** : Koyan Camp, Belaga  
**Company** : Temasek Yakin Sdn Bhd

*Under Section 51 of the Forests Ordinance 2015, forest workmen are required to receive training from a training provider and demonstrate their competence through assessment. STA Training Sdn Bhd (STAT) is the appointed training provider by Forest Department Sarawak to provide skills training for the five (5) prescribed forestry activities (PFAs) as listed in Schedule 1 The Forests (Trained Workmen) Rules, 2015.*

## GET IN TOUCH

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