



## Chairman's Message

*Dear SOPPOA Members,*

*I am taking this opportunity to wish all our Muslim colleagues Selamat Hari Raya and Dayak colleagues Selamat Ari Gawai.*

*Indeed a blessing to be living in Malaysia that is multi-ethnic, multicultural country and multilingual society that everyone of us is living in harmony and unity. Let's us continue to maintain that order and work for the betterment of our beloved country.*

*Last 2 months have not been easy to palm oil business. We were and are still struggling to hire worker to maintain our fields and harvest the fruits.*

*This scenario may continue for another couples of months as the government is trying to put hiring policy in order.*

*Members, however, can rest assured that SOPPOA is doing everything within its capacity in the hope that the recruitment process for foreign workers would be expedite following the opening of borders on 1 April 2022.*

*This Newsletter reveals yet another chapter of progresses that SOPPOA Secretariat committed to in the last 2 months.*

*As mentioned, the struggle for foreign worker is still on-going. But SOPPOA has made substantial progress over time whereby at least YB Datuk Gerawat Gala, Deputy Minister for Labor, Immigration and Project Monitoring of Sarawak acknowledged the severity of worker's problem in Sarawak palm oil industry. Through a series of meetings, he has agreed and directed relevant departments to cut down the processing times for foreign working recruitment. Most importantly, he also agreed that Sarawak oil palm plantation is allowed to recruit from Bangladesh besides Indonesia.*

*Another progress made by SOPPOA worth highlighting is on the further deferment of mandatory installation of smoke emission's particulate matter (PM) abatement equipment for EFB incinerator. For your information, a project proposal has been submitted to YB Dr. Hazland Abang Hipni, Deputy Minister for Energy and Environmental Sustainability Sarawak for grant to research ways to improve the operation of EFB incinerator. We are keeping our fingers crossed!*

*Shouldn't be denied that all these achievements would not reach to where they are today without the contribution from members especially from the SOPPOA Working Committees. Your experience and expertise are highly appreciated.*

*With that, I wish to encourage continuous participation from Members to help SOPPOA reach new height.*

*Thank you.*



*SOPPOA Chairman receives a framed FEPO poster from Ryan Long, Head of Commodity Products, as a token of appreciation that SOPPOA is one of Bursa's "FRIEND OF FEPO" on 18 May 2022*

## PANEL DISCUSSION: SOP GUIDELINES FOR Ganoderma and BAGWORM MANAGEMENT (2ND EDITION) AT BATRIS HALL, MPOB ON 30 MARCH 2022



This is a brief report contributed by Dr. Su Chong Ming, who attended the meeting on behalf of SOPPOA that was fully sponsored by SOPB.

The panelists of the meeting were:-

1. Mr. Ho Shui Hing (Chairperson) (UPB)
2. Mr. Wee Kow Ngoh (ISP)
3. Tn. Hj. Samsudin Amit (SDP)
4. Mr. Anothony John Wog (EMPA)
5. Dr. Khairul Mazmi Ahmad (UPM)
6. Dr. Su Chong Ming (SOPPOA)
7. Dr. Goh You Keng (AAR)
8. Cik Nur Aimi Bt Shabuddin (DOA)
9. Dr. Mik Mohd Rizuan Zainal Abidin (FGV)

The 3 objectives of this meeting were:-

- 1** To provide updated guidelines and technologies that are able to reduce the economic impact of Ganoderma basal stem rot disease on oil palm during replanting and in existing planting.
- 2** To reduce the incidences and spread of Ganoderma BSR in field through accurate identification of the disease symptoms and selection of appropriate control methodologies.
- 3** To provide the basic and fundamental research protocols to universities and research industries to conduct research on Ganoderma.

Some of the suggestions made in the meeting were:-

- Front cover to engage a professional designer to make it more attractive.
- Rearrangement of content/chapters for better flow and understanding.
- To include flowchart on what to do after census is done. To make it easier for the readers to follow through.
- Suggested to produce a simplified guideline summary for a small holders/new mangers. Can be an insert in the Appendices.
- To include a section on upper stem rot in disease identification.
- Under the disease management section, out of many options offered, to highlight which are the priority practices to adopt then followed by alternatives offered.
- Index page need to be included.

The meeting also proposed some future focus areas:-

- MPOB is currently focusing more on breeding for resistance cultivars. Nursery screening is currently on progress and would like to invite industry members to participate in the commercial field planting for further evaluation work.
- To develop a device or technology for early detection without relying on the presence of fruit body or trunk rot.
- To engage more on the effects of Agronomic, soil and nutritional practices that could deter diseases incidence under actual field conditions.





**ENGAGEMENT BETWEEN SOPPOA AND YB DATUK GERAWAT GALA, DEPUTY MINISTER IN THE PREMIER OF SARAWAK'S DEPARTMENT FOR LABOR, IMMIGRATION AND PROJECT MONITORING SARAWAK (ILMU) ON 6 APRIL 2022**



This meeting was requested by Sarawak Oil Palm Plantation Owners Association (SOPPOA) in response to the announcement of opening of international borders by Malaysian government that may have implications to foreign worker recruitment.

In his opening remarks, Eric Kiu Kwong Seng extended his utmost appreciation to Datuk Gerawat for accepting SOPPOA's request to discuss and enlighten its members on issues related to foreign worker recruitment especially after the opening of international borders on April 1.

Eric Kiu informed that oil palm plantation has always faced labor shortage as its nature of job activities are labor intensive. The matter got worse during the lockdown and movement control period as no foreign worker was allowed to enter the State for employment. SOPPOA's member companies faced critical shortage of workers at the time and almost all plantation companies were operating at half of normal capacity.

Eric Kiu continued that despite the announcement of opening of border, Sarawak oil palm plantations are not experiencing inbound foreign workers because of continuous reluctant of Indonesian government to allow its citizens to seek employment in Malaysia.

He acknowledged that Sarawak government has been helpful in many aspects when come to assisting the industry at this challenging times.

▶ *Cont..04*

**Deputy minister to look into expediting foreign worker recruitment process following SOPPOA's suggestion**

Apr 8, 2022 @ 15:20



Gerawat Gala

KUCHING, April 8: Deputy Minister in the Premier of Sarawak's Department (Labour, Immigration and Project Monitoring) Datuk Gerawat Gala supports that the staff processing foreign worker recruitment should be based at the Immigration and Labour Management Unit (ILMU).

He said this is to ensure that the data entry and recruitment process work more efficiently without too many red tapes while seconding the opinion of the Sarawak Oil Palm Plantation Owners Association (SOPPOA) during an engagement meeting on April 6.

He was confident that the processing time could be improved dramatically with that arrangement.

"For example, an application for a Letter of Approval in Principle (AP) that usually takes two to three months can be reduced to not more than one and a half months.

"Similarly, applications for new labour licence that take one month can be shortened to seven days whereas Calling Visa can be shortened from two to three months to 30 days," he said.

In the engagement meeting with Gerawat, SOPPOA said its chairman Eric Kiu brought up the issue of tedious and time-consuming processes for foreign worker recruitment.

Kiu said a single application for a foreign worker would usually take six to eight months, eventually resulting in a critical shortage of workers in plantation companies. — DayakDaily



► From..03

## 1 Recruitment Process

SOPPOA highlighted that the present process for foreign worker recruitment is tedious and time-consuming. A single application for recruiting a foreign worker may take up to 6-8 months.

In response to this issue, Datuk Gerawat informed that he has seconded labor and immigration officers who are in-charge of data entry and processing of foreign worker recruitment to be based at the Department of ILMU so that the entire process would work seamlessly and cut red tape to improve efficiency. With such an arrangement, he is confident that all the processing times taken on currently practice are able to be improved dramatically. For example, an application for Letter of Approval in Principle (AP) that normally takes up to 2 to 3 months can be reduced to not more than one and half month. Similarly, application for new labor Licence that takes 1 month to be shortened to 7 days whereas Calling Visa from 2 to 4 months to 30 days. He also ensured that there will be progressive improvement over times.

## 2 Point of Entry (POE)

As a preventive measure, Sarawak Disaster Management Committee (SDMC) has published a series of Covid-19 related standard operating procedures (SOP) as a guideline to enter Sarawak. Among the SOPs listed, issues related to documentations and entry status for non-Malaysians in particularly foreign workers are of top concern for SOPPOA's members.

Datuk Gerawat clarified that international traveler including foreign worker who has complete vaccination and tested negative for Covid-19 at the POE does not require to undergo quarantine. However, for those who are incomplete or tested positive at the POE will be issued a Home Surveillance Order (HSO).

He also stressed that it is important for employers to arrange representatives to receive and manage their workers upon their arrival at the POE. On top of that, he reminded that transportation service to send workers to their work place or designated quarantine center is the responsibility of the employer.

# 'Specific SOPs needed to address expected influx of foreign workers'

Antonia Chiam

**KUCHING:** Specific standard operating procedures (SOPs) for managing foreign workers at points of entry (PoE) would be necessary as their numbers might be higher than other travellers, said Datuk Gerawat Gala.

In this regard, the Deputy Minister in the Premier of Sarawak's Department (Labour, Immigration and Project Monitoring) pointed out that in order to better understand the situation, a simulation study might need to be carried out in the immediate future with the participation of all relevant stakeholders.

He highlighted this during an engagement session earlier this week with the Sarawak Oil Palm Plantation Owners Association (Soppoa) on foreign worker recruitment issues.

Gerawat clarified that international travellers, including foreign workers who had completed vaccination and tested negative for Covid-19 at the PoE, would not have to undergo quarantine.

However, those who had incomplete vaccination or tested positive at the PoE would be issued a Home Surveillance Order (HSO).

"It is important for employers to arrange representatives to receive and manage their workers upon their arrival at the PoE.

"On top of that, transportation services to send workers to their workplace or designated quarantine centre, is the responsibility of the employer," he said.

Gerawat further stated that

the operation of quarantine centres must obtain approval from both the Ministry of Health (MoH) and the Labour Department.

"However, for those quarantine centres situated in plantations that have obtained approval from MoH only prior to the latest ruling, are allowed to operate," he added.

The Sarawak Disaster Management Committee (SDMC) has published a series of Covid-19 related SOPs as a guideline to enter Sarawak, including issues related to documentation and entry status for non-Malaysians, particularly foreign workers.

The engagement session requested by Soppoa was in response to the reopening of international borders by the Malaysian government, which might have implications on the recruitment of foreign workers.

According to Soppoa, the present process for foreign-worker recruitment is 'tedious and time-consuming' as a single application for recruiting a foreign worker may take from six to eight months.

In response, Gerawat said he had seconded Labour and Immigration officers in charge of data-entry and processing of foreign worker recruitment to be based at the department so that the entire process would work seamlessly and cut red tapes to improve efficiency.

"With such an arrangement, I am confident that all the processing times taken in current practice are able to be improved dramatically. For example, an application for

Letter of Approval in Principle (AP) that would normally take up to two to three months, could be reduced to not more than one and a half months.

"Similarly, application for new labour licence that takes one month, to be shortened to seven days, whereas Calling Visa from two to four months to 30 days," he said, adding that there would be progressive improvement over time.

In his opening remarks, Soppoa chairman Eric Kiu Kwong Seng said oil palm plantations had always faced labour shortages as the work was labour-intensive, and the matter got worse during the Movement Control Order (MCO) period as no foreign workers were allowed to enter the state for employment.

"Soppoa's member companies faced critical shortage of workers at the time and almost all plantation companies were operating at half of normal capacity.

"Despite the announcement of reopening of borders, Sarawak oil palm plantations are not experiencing inbound foreign workers because of the continued reluctance of the Indonesian government to allow its citizens to seek employment in Malaysia," he said.

Kiu extended his utmost appreciation to Gerawat for accepting Soppoa's request to discuss and enlighten its members on issues related to foreign worker recruitment, especially after the opening of international borders on April 1.

"The Sarawak government has been helpful in many aspects when it comes to assisting the industry during these challenging times," he said.

Datuk Gerawat further explained that operation of quarantine center must have approval from both Kementerian Kesihatan Malaysia (KKM) and Jabatan Tenaga Kerja. However, for those quarantine centers situated in plantation that have obtained approval from KKM only prior to the latest ruling are allowed to operate.

He also realized that there is a need to have a specify SOP for managing foreign worker at the POE as the numbers of arrival are usually expected to be higher than ordinary traveling. In order to better understanding the situation, he proposed that a simulation study may need to be carried out in the immediate future with the participation of all relevant stakeholders.



## 邱冠森：移民局官員借調ILMU 減少聘客工繁文縟節

(古晋8日讯) 砂拉越油棕种植业者协会 (SOPPOA) 前日 (6日) 与砂总理署副部长 (劳工、移民及项目监督) 拿督格拉瓦加拉就外籍劳工招聘问题在线上交流。

这项交流是格拉瓦加拉应砂油棕种植园主协会要求，以回应马来西亚政府宣布开放国际边界，可能对外国工人招聘产生影响。

该会主席邱冠森在开幕词中表示，油棕种植园一直面临劳动力短缺问题，因其工作性质是劳动密集型。

“在封锁和行动管制期间情况变得更糟，因为印尼政府不允许外国工人进入砂州就业。协会成员当时面临严重的工人短缺问题，几乎所有种植园公司都以正常产能的一半营运。”

### 砂政府协助油棕种植业

邱冠森说，尽管宣布开放边境，但印尼政府尚不让其公民在马来西亚寻找工作，砂拉

越油棕种植园没有吸引到外国工人入境。他承认砂拉越政府在这个充满挑战的时期协助该行业，在许多方面都提供了帮助。

其一，招聘程序。该会强调，现时招聘外籍工人的程序繁琐且耗时。一份招聘外国工人的申请可能需要6至8个月时间。

### 申请签证时间缩短

格拉瓦加拉针对这项问题称，他已将负责外劳招聘数据输入和处理的劳工和移民局官员借调到劳工、移民及项目监督部门，以便流程顺利，减少繁文缛节，提高效率。他相信在处理时间能够显著改善。例如，原则上批准函 (AP) 的申请通常需要2到3个月，可以缩短到不超过一个半月。而申请新劳工证从1个月缩短到7天，而申请签证从2到4个月缩短到30天。并保证随时间推移会逐步改进。

其二，入境点 (POE)。

作为一项预防措施，砂拉越灾难管理委员会 (SDMC) 发布系列与冠病疫情相关的标准作业程序 (SOP)，作为进入砂拉越的指南。在列出的标准作业程序中，与非马来西亚人，特别是外国工人的文件和入境状态有关的问题是该会成员最关心的问题。

### 外劳检测呈阴不需隔离

邱冠森说，包括外籍工人在内的国际旅行者，若已完成疫苗接种并在入境处检测呈阴性，不需要接受隔离。但那些不完整或POE检测呈阳性的人，将发出电子居家隔离令 (HSO)。

他强调，重要的是雇主必须安排代表在工人抵达入境处后接待和管理他们。他提醒说，将工人送往工作地点或指定检疫中心的交通任务是雇主的责任。

“格拉瓦加拉也意识到，有必要制定具体的标准作业程序来管理入境处的外国工人，因为预计入境工人会高于旅行者。为更好了解情况，他建议在所有相关利益者参与下，进行一次模拟研究。”

## Tempatan

Sabtu, 9 April 2022 **Borneo** 5

# SOP khusus perlu uruskan pekerja asing di pintu masuk

Bilangan ketibaan dijangka lebih tinggi berbanding perjalanan biasa susulan pembukaan sempadan antarabangsa

**KUCHING:** Prosedur operasi standard (SOP) khusus diperlukan bagi menguruskan pekerja asing di pintu masuk (POE) kerana bilangan ketibaan dijangka lebih tinggi berbanding perjalanan biasa.

Timbalan Menteri di Jabatan Premier Sarawak (Buruh, Imigresen dan Pemantauan Projek) Dato Gerawat Gala berkata, pengembara antarabangsa termasuk pekerja asing yang lengkap vaksinasi dan disahkan negatif COVID-19 di POE tidak perlu menjalani kuarantin.

Bagaimanapun katanya, mereka yang tidak lengkap vaksinasi atau didapati positif di POE akan dikeluarkan Perintah Pengawasan Rumah (HSO).

“Bagi memahami situasi dengan lebih baik, kajian simulasi mungkin perlu dijalankan dalam masa terdekat dengan penyertan semua pihak berkepentingan yang berkaitan.

“Majikan juga perlu mengatur wakil untuk menerima dan menguruskan pekerja mereka sebaik tiba di POE serta bertanggungjawab menyediakan perkhidmatan pengangkutan menghantar pekerja ke tempat kerja atau pusat kuarantin yang ditetapkan.”

**Dato Gerawat Gala**  
Timbalan Menteri di Jabatan Premier Sarawak (Buruh, Imigresen dan Pemantauan Projek)

“Majikan juga perlu mengatur wakil untuk menerima dan menguruskan pekerja mereka sebaik tiba di POE serta bertanggungjawab menyediakan perkhidmatan pengangkutan menghantar pekerja ke tempat kerja atau pusat kuarantin yang ditetapkan,” katanya.

Beliau berkata demikian semasa sesi libat urus bersama Persatuan Pemilik Ladang

Kelapa Sawit Sarawak (SOPPOA) mengenai isu pengambilan pekerja asing menerusi webinar pada Rabu lepas.

Sesi libat urus tersebut diadakan SOPPOA sebagai maklum balas kepada pengumuman pembukaan sempadan antarabangsa oleh kerajaan Malaysia yang mungkin mempunyai implikasi kepada pengambilan pekerja asing. Pengerusi SOPPOA Eric



**GUNA TEKNOLOGI:** Gerawat (atas dua kanan) dan Eric (atas tengah) bersama ahli SOPPOA yang lain pada sesi libat urus secara webinar.

Kiu berkata, ladang kelapa sawit sentiasa menghadapi masalah kekurangan tenaga kerja kerana sifat aktiviti pekerjaannya adalah intensif buruh.

Perkara itu katanya, men-

jadi lebih terus semasa sekatan pergerakan kerana tiada pekerja asing dibenarkan masuk ke negeri ini untuk bekerja.

Ujarnya lagi, meskipun pengumuman pembukaan

sempadan, ladang kelapa sawit tidak menerima keemasan pekerja asing kerana keengganan kerajaan Indonesia membenarkan warganya mencari pekerjaan di Malaysia.

Beliau mengakui Kerajaan Sarawak telah banyak membantu industri ketika masa sukar ini dalam banyak aspek.

Tetapi katanya, proses pengambilan pekerja asing memakan masa dan satu permohonan mungkin mengambil masa sehingga enam dan lapan bulan.

Menjawab isu ini, Gerawat memaklumkan beliau telah meminjamkan pegawai buruh dan imigresen yang bertanggungjawab terhadap kemusnahan data dan pemrosesan pengambilan pekerja asing untuk ditempatkan di jabatannya.

Dengan itu katanya, beliau yakin proses pengambilan pekerja asing dapat dipercepatkan sebagai contoh permohonan lesen buruh baharu yang mengambil masa sebulan dipendekkan kepada tujuh hari, manakala Visa Panggilan daripada dua hingga empat bulan kepada 30 hari.





## WEBINAR ON POLLUTION CONTROL SYSTEM ON 13 APRIL 2022



William Wong from Hitherm Sdn Bhd gave a briefing on dust filter system for air pollution control purpose in palm oil mill.

This webinar was organized in view of the difficulty of palm oil mill operator in meeting the restrictions imposed by DOE under the Environmental Quality (Clean Air) Act 2014.

According to William Wong, his system is also applicable to empty fruit bunches (EFB) incinerator and the functionality of the system was explained according to:-

1. ash racking system
2. multi-cyclone dust collector
3. bag filter, thermal oxidizer
4. continuous emission monitoring system.

William Wong further explained that it is crucial to have EFB pre-pressed by press machine to achieve the required moisture content limit before burning in incinerator.



## Pollution Control System For Palm Oil Mill

13 April 2022 (Wednesday)
2:00PM
Zoom Online Platform


**Speaker:**  
Wong Feei Chiew  
 Director  
 Hitherm Sdn Bhd

**JOIN ZOOM MEETING**  
<https://zoom.us/j/99388585966?pwd=YVZPWUx2ZWNoaHRERDExcE5vMngwdz09>

**Meeting ID: 993 8858 5966**  
**Passcode: 608883**

Organized by  
**Sarawak Oil Palm Plantation Owners Association**

## COURTESY CALL TO MINISTER FOR MODERNIZATION OF AGRICULTURE AND REGIONAL DEVELOPMENT SARAWAK (MANRED) ON 14 APRIL 2022



*SOPPOA led by Chairman Eric Kiu Kwong Seng (3rd right) and YB Dato Sri Dr. Stephen Rundi Anak Utom (center) Minister for MANRED. Also presence are (from left) Alexi Lawrence Marcel Wan Ullok, Lim Hong Hing, Joseph Blandoj, Shannon Yii, Dr. Felix Moh and Roger Lai.*

The purpose of the meeting was to update and to seek advice from the Minister on some of the issues faced by Sarawak palm oil industry.

### 1. Labor shortage

Labor shortage is a perennial issue to oil palm plantation as it is labor intensive. Since locals are not interested in plantation works, oil palm plantations in Malaysia (including Sarawak) rely heavily on foreign workers. Another reason why the plantation still dependence on foreign workers is because there is no suitable harvesting equipment available at the moment to replace manual workers.

Survey conducted by SOPPOA showed that its members short of 45,000 foreign workers last. This number is expected to increased this year as more are leaving their workplace once the borders are fully opened. As a result of the shortage, the industry reportedly lost about RM2 bil in revenue last year as closed to 30% of crops were not harvested.

### 2. Increasing cost of production

Historical data showed that CPO prices have been fluctuating between RM2,300 and RM2,800 in the period of 2014 to 2019. On the other hands, the cost of production has increased steadily from RM2,000 to RM2,800 in the same timeframe. The cost of production even exceeded the CPO process in 2018 and 2019.

These increased on cost of productions are mainly due to continuous rise of input costs like raw material, labor and transportation.

CPO is subject to 5% state sales tax when the CPO price exceeds RM1,000. This threshold price was set in 1998 when the cost of production was much lower then. Since the cost of production has surpassed RM2,000 per ton, SOPPOA has numerous times brought the matter to the state for revision.

### 3. Low yield

Historical data showed that the average yield of FFB and CPO for Sarawak palm oil has consistently been lower than the 2 counterparts. From 2019 to 2021, the yields were 11% and 16% lower, respectively.

### 4. Lack of localized R&D

Large areas of peat soil in Sarawak are planted with oil palm. Peat soil has inferior soil quality that requires a lot of nutrient inputs and tedious management compares to mineral soil. On top of that, peat soil estates are susceptible to high pests and diseases.

It is disappointing to note that there are not much of serious R&D being carried out to resolve the issues associate with peat soil planting.

In the past 3 years, Sarawak palm oil industry has contributed hundreds of millions of taxes and levies to state and federal government. SOPPOA has requested a higher portion from these contributions to be returned for the improvement of this industry for the purpose of R&D.

▶ *Cont..08*



► From..07

## 5. FFB collection center

The nature of business for FFB collection center is to purchase FFB from smallholdings or estates and resell them to palm oil mill. Currently there are 286 FFB collection centers throughout Sarawak.

FFB collection center plays important role in FFB supply chain. However, there are incidences that many of these operations have been abuses. As a result, without proper control some of these FFB collection centers may lead to problems like creating unhealthy competition with palm oil mill, controlling or dictating FFB pricing, or tendency to encourage vice activities.

## 6. No representation in federal agencies

SOPPOA has been absence in the 2 important decision-making boards (MPOB and MPOC) since 2020. It was understood that the representation from state government has also been terminated on same year.

The main negative implication of not having representative in these 2 agencies may create lack of judicial stakeholder's quorum for important decision making especially pertaining to issues on Sarawak palm oil. This can be witnessed that many policies enforced are not in Sarawak's favor of late.

## 砂油棕種植業者協會 拜會倫迪交流

砂拉越油棕种植业者协会 (SOPPOA) 代表团在主席邱冠霖率领下，4月14日礼貌拜会砂拉越农业现代化及区域发展部长拿督斯里史蒂芬伦迪。该会此行目的是向史蒂芬伦迪更新砂拉越油棕业面对的课题，并寻求史蒂芬伦迪的意见。

## Delegasi SOPPOA adakan kunjungan hormat ke atas Dr Rundi

**KUCHING:** Persatuan Pemilik-Pemilik Ladang Kelapa Sawit Sarawak (SOPPOA) mengadakan kunjungan hormat ke atas Menteri Pemodenan Pertanian dan Kemajuan Wilayah Sarawak (MAN-RED) Dato Sri Stephen Rundi di pejabat beliau pada 14 April lepas.

Delegasi SOPPOA diketuai Pengerusinya Eric Kiu Kwong Seng dan Ketua Pegawai Eksekutif Dr Felix Moh Mee Hoserta ahli, Alexi Lawrence Marcel Wan Ullok, Lim Hong Hin, Joseph Blandoi, Shannon Yii dan Roger Lai.

Pertemuan antara delegasi SOPPOA dan Dr Rundi di Wisma SALCRA antara lain bertujuan untuk



**KUNJUNGAN HORMAT:** Dr Rundi (tengah), Eric (tiga kanan) Dr Moh (dua kanan) merakamkan kenangan semasa kunjungan hormat tersebut. Turut kelihatan (dari kiri) Alexi, Lim, Joseph, Shannon dan Roger.

mengemas kini dan mendapatkan nasihat daripada

beliau berkenaan beberapa isu berbangkit yang di-

hadapi oleh industri sawit di Sarawak.





## PRESS STATEMENT: SARAWAK PALM OIL INDUSTRY NEEDS OTHER SOURCE COUNTRIES FOR WORKERS ON 17 APRIL 2022

Palm oil is a very productive crop, producing more oil per land area than other equivalent vegetable oil crops. With less than 10% of land devoted to produce all vegetable oil crops, palm oil supplies about 32% of the world's vegetable oil demand in 2021 according to Malaysia Palm Oil Board. Of this, Malaysia accounted for 24% of world's palm oil production in the same year.

Oil palm plantation is labor intensive. Since locals are not interested in plantation works, Malaysian palm oil industry relies heavily on foreign workers to carry out a range of tasks including nursing new oil palm seedlings, maintaining existing oil palm trees to harvesting of palm fruits. Foreign workers make up to 80% of total workforce in the oil palm plantation.

As the pandemic shut borders, it basically also halted the new recruitment for foreign workers in the last 2 years. A temporary freeze on hiring these workers by Putrajaya, with good intention to maintain public health, has exacerbated the shortage. Official statistics showed that there were 1.1 mil foreign workers in Malaysia in 2021 down from about 2 mil a year before.

Last couples of months has witnessed HR Minister worked tirelessly finalizing memorandum of understanding on recruitment of foreign workers with Indonesia and Bangladesh. Even though there is yet anything concrete realized with the Indonesian, HR Minister has been quoted saying that about 500,000 workers from Bangladesh are expected to arrive in stages starting this month. According to his earlier statement, the recruitment of these workers are opened to all sectors allowed namely plantation, agriculture, manufacturing, services, mining and quarrying, construction and domestic service.

Sarawak is the biggest state with oil palm planted area starting this year. The industry lost about RM2bil in revenue last year as a result of not enough foreign workers for harvesting.

The only allowed source of foreign workers for Sarawak oil palm plantation is from Indonesia. There are many indications that Indonesians are not coming to seek employment in Malaysia anytime soon due to restriction imposed by their government. Prolong delay of Indonesia workers is detrimental to Sarawak oil palm plantation.

Putting all one's egg in one basket may not be wise anymore especially when the source of workers are coming from the country which has direct competition with Malaysia in terms of palm oil market share.

West Malaysia has a number of countries to source workers for oil palm plantation. Perhaps it is timely for Sarawak to relax its foreign worker recruitment policy to allow more source countries for oil palm plantation for instance from Bangladesh.

Undeniably that Malaysia oil palm plantation still needs foreign workers for many years as suitable automated equipment for harvesting is not likely to be available in a short period of time.

## Sarawak perlu longgar dasar pengambilan pekerja asing

la bagi membolehkan lebih banyak sumber dari negara lain seperti Bangladesh untuk bekerja di ladang kelapa sawit

Oleh Marilinda Mardzuki

**KUCHING:** Sarawak perlu melonggarkan dasar pengambilan pekerja asing bagi membolehkan lebih banyak sumber dari negara lain seperti Bangladesh untuk bekerja di ladang kelapa sawit.

Ketua Pegawai Eksekutif Persatuan Pemilik Ladang Sawit Sarawak (SOPPOA) Dr Felix Moh Mee Ho berkata, industri tersebut kehilangan kira-kira RM2 bilion hasil tahun lepas akibat kekurangan pekerja asing untuk menuai buah sawit.

"Satu-satunya sumber pekerja asing yang dibenar-

kan untuk bekerja di ladang kelapa sawit Sarawak adalah dari Indonesia.

"Bagaimanapun, sekatan yang dikenakan oleh kerajaan mereka menyukarkan pekerja untuk datang mendapatkan pekerjaan di Malaysia dalam masa terdekat," katanya dalam kenyataan hari ini.

Dr Felix khuatir kesulitan yang berterusan dalam urusan pengambilan pekerja Indonesia akan memudaratkan industri sawit di Sarawak.

"Sarawak merupakan negeri terbesar yang mempunyai kawasan tanaman kelapa sawit.

"Justeru, kita perlu men-

“Bagaimanapun, sekatan yang dikenakan oleh kerajaan mereka menyukarkan pekerja untuk datang mendapatkan pekerjaan di Malaysia dalam masa terdekat.”

Dr Felix Moh Mee Ho  
Ketua Pegawai Eksekutif SOPPOA

gambil penyelesaian yang lain terutama dengan sumber pekerja kini datang dari negara yang mempunyai persaingan secara langsung dengan Malaysia dari segi

bagian pasaran minyak sawit," tegasnya.

Menurutnya, Malaysia menyumbang 24 peratus daripada pengeluaran minyak sawit dunia pada tahun 2021 dan

tenaga kerja amat diperlukan.

"Memandangkan penduduk tempatan tidak berminat dengan kerja-kerja perladangan, industri minyak sawit Malaysia sangat bergantung kepada pekerja asing.

"Pekerja asing membentuk sehingga 80 peratus daripada jumlah tenaga kerja di ladang kelapa sawit dan disebabkan pandemik, penutupan sempadan menghentikan pengambilan pekerja asing dalam tempoh dua tahun lalu," tambahnya.

Sebelum ini, Menteri Sumber Manusia Datuk Seri M. Saravanan memaklumkan Malaysia dijangka menerima

kemasukan 500,000 pekerja asing Bangladesh secara berperingkat mulai April ini.

la susulan memorandum persefahaman (MoU) yang dimeterai antara Malaysia dan Bangladesh pada Disember lalu berhubung pengambilan pekerja negara itu untuk berkhidmat di negara ini berkuat kuasa lima tahun hingga Disember 2026.

Pengambilan pekerja ini dibuka kepada semua sektor yang dibenarkan iaitu perladangan, pertanian, pembuatan, perkhidmatan, perlombongan dan kuari, pembinaan dan perkhidmatan domestik.

# ‘Allow workers from other countries besides Indonesia’

By Irene C  
reporters@theborneopost.com

## 毛維浩：油棕業缺人力 砂應允引進各國外勞

(本报古晋16日讯) 砂拉越油棕种植园主协会首席执行官毛维浩博士表示，砂拉越油棕行业需要更多来自不同国家的外劳！

他今日发文告时表示，油棕是一种产量很高的作物，每块土地的产油量比其他同等植物油作物还要多。

他说，根据马来西亚棕榈油局的数据，鉴于用于生产所有植物油作物的土地不足10%，2021年棕榈油供应大约占了世界植物油需求的32%。其中，马来西亚占同年世界棕榈油产量的24%。

“油棕种植是劳动密集型的行业。由于本地人对种植工作不感兴趣，马来西亚棕榈油行业在很大程度上依赖外国劳工来完成一系列的工作，这包括培育新的油棕树苗、维护现有的油棕树和收获棕榈果实。外国劳工占油棕种植园总劳动力的80%。”

由于冠病大流行关闭了边界，毛维浩指出，在过去的2年里，这基本上也停止了招聘新的外国劳工。布城出于维护公共卫生的良好意图，暂时冻结了这些外劳的招聘，但却加剧了短缺。

“根据官方统计显示，2021年马来西亚有110万名外国劳工，比一年前的200万有所下降。”

他续说，在过去的几个月里，人力资源部长不遗余力地与印尼和孟加拉敲定关于招聘外国劳工的谅解备忘录。尽管还没有与印尼方面达成任何具体的协议，但根据人力资源部长的说法，约有50万名来自孟加拉的劳工预计将从本月开始分阶段抵达。

毛维浩说，根据人力资源部长先前的文告，这些工人可以在被允许的行业包括种植业、农业、制造业、服务业、

采矿和采石业、建筑业和家庭服务工作。

“从今年开始，砂拉越是油棕种植面积最大的州。由于没有足够的外国劳工进行收割，这行业去年损失了大约20亿令吉的收入。”

毛维浩续说，砂拉越油棕种植园唯一允许的外国劳工来源是来自印尼。有很多迹象表明，由于印尼政府的限制，印尼人很快就不会来马来西亚寻找工作。面对印尼劳工的长期拖延对砂拉越油棕种植园是不利的。

“把所有的鸡蛋放在一个篮子里可能是不明智的，特别是当劳工的来源，是与马来西亚在棕榈油市场份额方面有直接竞争的国家之时。”

他指出，在西马，有许多国家可以为油棕种植园寻找劳工。也许现在是时候了，砂拉越应该放宽其外国劳工的招聘政策，允许更多国家的劳工前来砂拉越从事油棕种植，例如孟加拉。

他补充，无可否认的是，马来西亚的油棕种植行业在多年内仍然需要外国劳工，因为在短时间内不可能有合适的自动化采摘设备。

# Looking beyond Indonesian manpower

## Sarawak seeks federal approval to recruit plantation workers from other countries to resolve labour crunch

Churchill Edward

**KUCHING:** Sarawak is seeking the federal government's approval to source more plantation workers from other countries beside Indonesia, after it was revealed that the acute labour shortage had caused the state to lose RM2 billion in revenue last year.

Deputy Minister in the Premier of Sarawak's Department (Labour, Immigration and Project Monitoring) Dato Gerawat Gala said planters were asking for the opportunity to recruit workers from Bangladesh because of the difficulty in sourcing workers from Indonesia.

"We are seeking the government's approval for more source countries for plantation workers besides Indonesia.

"Plantation owners have asked to recruit workers from Bangladesh in view of the difficulty they are facing in recruiting workers from Indonesia," he told The Borneo Post yesterday.

The Indonesian government, according to Gerawat, is not encouraging their workers to come and work as plantation workers in Malaysia.

During the movement control order (MCO) period when borders were closed, he said the Malaysian government allowed plantation companies to extend the work permits of their existing workers whose documents had expired when they could not return to Indonesia.

"This was referred to as a



**Plantation owners have asked to recruit workers from Bangladesh in view of the difficulty they are facing in recruiting workers from Indonesia.**

Dato Gerawat Gala

recalibration exercise to allow workers whose work permits had expired and could not be renewed in time during the MCO."

The recalibration exercise also allowed employers to extend their workers' work permits for up to two additional years beyond the limit of 10 years, he added.

Gerawat said in order to attract foreign workers, planters must ensure that workers are well taken care of and provided with safe and comfortable housing as well as basic facilities such as clean water and electricity.

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## PRESS STATEMENT: ON UNREADINESS OF IMPLEMENTATION OF MINIMUM WAGES ON 18 APRIL 2022

### SOPPOA belum bersedia laksana gaji minimum RM1,500 sebulan

(本报古晋17日讯) 砂拉越油棕种植业者协会首席执行官毛维浩博士表示，油棕行业中只有两家官联公司同意从今年5月1日开始将最低工资提高至1500令吉，而其他私营公司还没有准备好跟随。

### Sarawak private palm oil companies not ready for minimum wage hike, says Soppoa

**KUCHING:** Only two government-linked companies (GLCs) in the palm oil industry have agreed with the RM1,500 minimum wage hike starting May 1, while the other private companies are not ready, said Sarawak Oil Palm Plantation Owners Association (Soppoa).

Its chief executive officer Dr Felix Moh said the GLCs, having backing from the government, are presumably more resistant to the economic shock as a result of the sudden rise of minimum wage by 36 per cent.

"Therefore, it makes good business sense for the GLCs to undertake a feasibility study to gather more convincing data on the RM1,500 minimum wage for a period of time before it is gradually implemented on private sectors," he said in a press statement yesterday.

Moh reaffirmed that Soppoa members cannot afford to increase wages at the moment.

"Despite the high palm oil price, input cost like fertilisers and chemicals have increased by 100 per cent compared to last year.

"On top of that, all plantation operations are running at less than 50 per cent capacity as there is no improvement on labour intake."

He said in a worst case scenario, at the present high cost of production, oil palm plantations in Sarawak may struggle to maintain positive balance sheet if there is a drastic drop of palm oil price to below RM4,000 per tonne.

He added that while the palm oil industry appreciated the effort contributed by Human Resources Minister Datuk Seri M. Saravanan in helping the business sectors solve the labour crunch, the views of the private sectors collectively should be heeded.

### 促分階落實最低薪制 毛維浩：棕油公司未就緒

砂拉越油棕种植业者协会 (SOPPOA) 首席执行官毛维浩

(诗巫17日讯) 砂拉越油棕种植业者协会 (SOPPOA) 首席执行官毛维浩指出，对于即将强制落实的1500令吉最低薪金制，砂拉越的棕油公司尚未准备就绪。

"一些行业及雇主同意于5月1日生效的最低薪金政策，而人力资源部长最近发布的报告显示，多数商业领域都不赞成，就棕油行业而言，仅2家同意该政策，且都属于政府关联公司。"

毛维浩今日发文指出，由11个代表马来西亚油棕供应链利益的协会组成的团队，两周前曾呼吁联邦政府推迟强制提高最低工资的举措，并敦促分阶段实施，给予该行业更多喘息空间。

"人力资源部长所述的51万9000名外国工人的需求，不能被视作油棕部门的良好表现，反而彰显商业领域面对工人严重短缺的迹象。官方统计数据显示，2020年有210万外国工人在马来西亚工作，去年下降至110万人，这清楚说明商业领域迫切需要至少100万外国工人来维持运营。如果51万9000名外国工人的需求能实现，也仅是以填补冠病爆发前要求的一半空缺。"

#### 部长应听取私人界意见

毛维浩称，棕油业界赞赏人力资源部长帮助商业领域解决劳动力紧缩方面做出的努力，但该部长应该集思广益，并听取私人界意见。

"本会会员目前无法负担该项最低薪金制，尽管棕油价格居高不下，但化肥和化学品等投入的成本与去年相比增加100%。更重要的是，他们录取的劳动力没有改善，所有种植园的产能都不足50%。在最坏的情况下，鉴于生产成本低，如果棕油价格再急剧下跌至每吨4000令吉以下，砂拉越的油棕种植园可能难以维持正资产负债表。"

毛维浩指出，获政府支持的官联公司承受的经济冲击可能较低，包括工资突然上涨36%对他们财务带来的负面影响。为让该政策实施得更具商业意义，他建议逐步在私人界落实前，官联公司可展开可行性研究，以便在一段时间内收集更有说服力的1500令吉最低薪金数据。





# Defer minimum wage hike, say oil palm groups

**KUCHING** - Eleven associations representing the interests of the Malaysian oil palm supply chain have called for the minimum wage hike on May 1 to be postponed.

A joint statement said while the associations support the minimum wage revision to RM1,500 as announced by Prime Minister Datuk Seri Ismail Sabri Yaakob last month, the correct approach needed inclusive stakeholder engagement under the National Wages Consultative Council (NWCC) to find the right balance between workers' welfare and the impact on employers.

"The NWCC, enacted by an Act of Parliament under the National Wages Consultative Act 2011 should be the consultative conduit to deliberate on the minimum wage.

"Until then, we are calling for a postponement in implementing the revised minimum wage followed with its phased implementation to provide soft landing on its impacts.

"Any increase in gazetted minimum wages cannot be retracted once implemented, and will invariably have a bearing on production costs and the competitiveness and viability of businesses in Malaysia. The plantation sector is no exception," said the associations.

The associations pointed out that any proposed wage increase must address the key issue of expediting the return of guest workers for the plantation sector.

"Addressing the return of guest workers will help to curb crop losses and thereby drive-up production, through enabling plantation rehabilitation works, and replanting of areas with old palms, on-going maintenance and renewal programmes and



File photo of plantation workers carrying fresh fruit bunches.

The NWCC, enacted by an Act of Parliament under the National Wages Consultative Act 2011 should be the consultative conduit to deliberate on the minimum wage.

Statement

but there is no need to hurriedly roll out the new minimum wage order across the board within the Malaysian palm oil supply chain.

"There are differences in holding sizes in the Malaysian oil palm sector, especially the smallholders and other small- and mid-sized oil palm plantations. Thus, postponing with phasing the implementation for the smaller 'SME-like' smallholders and planters would be the better and fairer approach," they suggested.

They also queried whether small- and mid-sized planters without the economies of scale of big planters would qualify for exemptions in view that Ismail Sabri's announcement on the revised minimum wage, had noted that discussions would be held to investigate delaying the implementation of the new minimum wage for small and micro businesses.

"If it is deemed that the implementation of the new minimum wage should be prioritised for companies operating in large cities where the cost of living is higher, then it should again be stressed that most planters are operating in rural areas.

"In addition to their wages, plantation workers are provided by their employers with free and subsidised benefits such as housing, electricity, water, medical treatment, and crèche facilities.

"All these benefits are added-on costs to operations but provide the workers substantial savings. It is estimated that these benefits cost the employers up to RM500 per worker per month. Why shouldn't these benefits form part of the minimum wage?" they questioned.

They added that hopefully, over time, wages and other benefits will be attractive and entice more locals to join the palm oil sector, while all stakeholders strive for implementation of an effective mechanisation to increase productivity.

"Without upgrading skills and sustaining improvements in productivity, increasing minimum wages now will have unwarranted repercussions with respect to competitiveness," the associations claimed.

The associations are the Malaysian Estate Owners' Association (Meca), National Association of Smallholders (Nash), Sarawak Oil Palm Plantation Owners Association (Soppoa), East Malaysian Planters Association (Empal), Palm Oil Millers Association (Poma), Malaysian Oleochemical Manufacturers (MOMG), Malayan Edible Oil Manufacturers' Association (Meoma), Malaysian Biodiesel Association (MBA), Incorporated Society of Planters (ISP), Sabah Employers Consultative Association (Seca), and Tawau Agricultural Association (TAA).

"If the unskilled workers are given a hike of this magnitude in their basic minimum wage, skilled workers across the entire supply chain, including staff and management, will also expect similar wage treatment to account for their difference in skill levels and experience, triggering an inflationary spiral throughout the industry that cannot be countered because wage increases once gazetted and implemented cannot be withdrawn," the associations pointed out.

They said large government-linked plantation houses with better financial resources have indicated that they will roll out the wage hike come May 1.

"Early adopters can be set to go, shortage of workers, movement restrictions, and higher cost of inputs.

"Its rollout will also entail the recalibration of hourly or daily rates and revision of previous benchmarks used for wage calculations including for piece-rated work.

"There will be ripple or knock-on effects across the board on cost of production that cannot be retracted once introduced."

In addition to skilled harvesters, the associations said the plantation sector still has a sizable number of unskilled workers in some tasks related to general maintenance and planting, and also other unskilled works throughout the supply chain.

at estates are essential for sustaining the economic growth and contribution of this sector to the Malaysian economy, including the sector's significant contribution to the government's coffers.

"The rollout of any minimum wage policy should be done in an orderly manner to ensure all business sectors, including the palm oil supply chain are able to sustain the economic growth of the nation without adding inflationary pressure," the associations said.

They said the 36 per cent increase in minimum wage by May 1 is a significant hike for planters in rural areas recovering from the Covid-19 pandemic amid crop losses,



## PRESS STATEMENT: ON LABOR SHORTAGE ON 2 MAY 2022

### Soppona: 'High hopes' for state govt to resolve foreign workers shortage

**KUCHING:** The Sarawak Oil Palm Plantation Owners Association (Soppona) is now putting high hopes on the state government to resolve the shortage of foreign workers, by strengthening three approaches.

Its chief executive officer Dr Felix Moh said the approaches are to negotiate directly with

their Indonesian counterpart to resume sending its citizens to Sarawak; expedite the consideration of approving other source countries for foreign workers for the plantation sector; and to immediately cut red tape and improve processing time for foreign worker recruitment.

"No sign of inbound foreign

workers yet. Last two months have been dramatic for businesses," he pointed out in a statement Sunday.

Moh said the federal government had promised that two policies, namely the much-anticipated lifting of restrictions to allow international travel to resume after two years of

total lockdown; and the harsh raise of the minimum wage to RM1,500 without considering the views from majority stakeholders, would enable businesses to resume foreign worker recruitment while at the same time, the higher pay would encourage more locals to take up jobs in various sectors.

## 毛維浩建議3措施解決 砂油棕業缺外勞加劇

(本报古晋3日讯) 砂拉越油棕种植园主协会现在寄予厚望砂拉越政府通过加强三种措施, 来解决本州外劳短缺问题。

该协会首席执行官毛维浩博士发文告表示, 有关措施分别是通过直接与印尼协商, 恢复派遣印尼公民到砂拉越工作; 加快考虑批准其他来源国的外国劳工进入种植园; 立即减少繁文缛节, 缩短外劳招聘的处理时间。

"目前还没有外国劳工入境的迹象。过去两个月对企业来说是戏剧性的。"

### 印尼限制公民來馬工作

他指出, 联邦政府承诺了两项政策, 即在完全封锁两年後恢复国际旅行, 以及在不考虑多数利益相关者之意见的情况下将最低薪金提高至1500令吉, 使工商界恢复招聘外国工人的同时, 更高的工资将鼓励更多本地人在各个行业就业。

然而, 他感叹声言, 上述提到的似乎都没有立即实现。

"有许多迹象表明, 印尼政府将继续限制其公民在马来西亚就业。"

"自几个月前, 马来西亚和孟加拉国签署重新开放就业市场的协议以来, 也没有任何进一步的进展。"

他表示, 与所有行业

一样, 砂拉越油棕种植园主协会在外国劳工招聘方面, 仍不清楚其前景。

他指出, 积极的一面是, 种植及原产业部和人力资源部同意加快外国劳工入境, 让去年获得批准的3万2000名外国劳工被带到西马半岛。

然而, 他遗憾砂拉越棕榈油业再次不包括在内。

他进一步表示, 马来西亚工业面临的外国劳工严重短缺, 很可能无法在短期内得到解决。

他重申, 砂拉越棕榈油行业在去年严重短缺4万5000名外国劳工, 这个数字如今已经增加。

他说, 该协会在过去几个月里积极与砂拉越有关部门接触, 提出的许多问题都得到压倒性的支持。





## SOPPOA gesa kerajaan tangani kekurangan pekerja asing

Berharap kerajaan negeri selesai masalah ini khasnya dalam sektor perladangan dengan perkukuh tiga pendekatan

**KUCHING:** Persatuan Pemilik-Pemilik Ladang Kelapa Sawit Sarawak (SOPPOA) menaruh harapan tinggi agar kerajaan negeri menyelesaikan masalah kekurangan pekerja asing dihadapi khasnya dalam sektor perladangan dengan memperkukuh tiga pendekatan.

Ketua Pegawai Eksekutif (CEO) SOPPOA Dr Felix Moh menerusi kenyataan pada Rabu berkata, pendekatan pertama ialah mengadakan rundingan langsung

dengan Kerajaan Indonesia mengenai penghantaran semula pekerja warga negara itu ke Sarawak.

Kedua ujarinya, mempercepatkan pertimbangan meluluskan pengambilan pekerja dari negara lain khusus untuk sektor perladangan dan segera menghapuskan kerehah birokrasi dan menambah baik tempoh pemrosesan pengambilan pekerja asing.

"Tiada tanda-tanda memasukkan pekerja asing (ke Sarawak). Dua bulan lalu

tempoh dramatik untuk perniagaan," ujarnya.

Moh berkata, kerajaan persekutuan menjanjikan dua dasar iaitu menarik balik seketan bagi membolehkan perjalanan antarabangsa selepas Perintah Kawalan Pergerakan dijalankan selama dua tahun dan kenaikan gaji minimum kepada RM1,500 tanpa mempertimbangkan pandangan majoriti pihak berkepentingan.

Ini bagi membolehkan industri perniagaan mengambil pekerja asing pada masa sama



MOH

peningkatan gaji minimum dilihat akan menggalakkan

rakyat tempatan bekerja dalam pelbagai sektor, katanya.

Bagaimanapun beliau berkata tiada satu pun daripadanya memberi penyelesaian segera kepada masalah tersebut.

Tambahnya, terdapat tanda-tanda Kerajaan Indonesia akan terus menyekat rakyatnya bekerja di Malaysia dan menegaskan tiada perkembangan terkini berhubung perjanjian antara Malaysia dan Bangladesh bagi membuka semula pasaran peker-

jaan beberapa bulan lalu.

"Seperti sektor lain, SOPPOA masih tidak tahu mengenai prospek mereka dari segi ketersediaan pekerja asing.

"Secara positifnya, Kementerian Perusahaan Perladangan dan Komoditi (KPPK) dan Kementerian Sumber Manusia (KSM) mempercepatkan permohonan membawa masuk 32,000 pekerja asing ke Semenanjung Malaysia yang telah diluluskan tahun lalu," katanya.

Bagaimanapun, beliau kekal kerana ia tidak melibatkan industri kelapa sawit Sarawak.

"Secara ringkasnya, industri minyak sawit Sarawak kekurangan 45,000 pekerja asing pada 2021 dan jumlah itu terus meningkat ketika ini," ujarnya.

Katanya lagi, beberapa bulan yang lalu, SOPPOA terlibat aktif dengan jabatan kerajaan negeri berkaitan dan banyak isu yang dibangkitkan mendapat sokongan menggalakkan.

# 'Foreign labour a matter between central governments'

Churchill Edward

**KUCHING:** Memorandums of understanding (MoUs) on foreign labour are a central government matter to central government matter, said Dato Gerawat Gala.

The Deputy Minister in the Premier of Sarawak's Department (Labour, Immigration and Project Monitoring) said it is the federal government that signs MoUs with foreign governments on importation of labour.

"Federal government agencies, particularly the Immigration Department and Labour Department, process all applications for foreign labour, which will then be submitted to the state. The state then has the right under Immigration laws and Malaysia Agreement of 1963 (MA63) to approve or reject any application," he said yesterday.

Gerawat was explaining why Sarawak is unable to discuss labour importation issues directly with foreign countries, but needs to wait for the federal government's prior approval.

"Our state's autonomy over immigration is clearly provided for in the MA63 and immigration



Dato Gerawat Gala

laws," he said.

Gerawat said as part of the Federation of Malaysia, the state cannot sign agreements with any foreign country on supply of foreign labour as Sarawak is not a sovereign nation.

Only after the federal government has signed an MoU with foreign governments is Sarawak able to recruit workers from those countries in accordance with the terms of the agreement, he explained.

"We cannot deal with a foreign country, say Indonesia or Bangladesh, on our own without the federal government's prior approval through MoUs with the foreign government concerned," he stressed.

Gerawat told The Borneo Post on Wednesday that Sarawak is

seeking the federal government's approval for more source countries besides Indonesia for plantation workers.

This follows an acute labour shortage, which caused the state to lose RM2 billion in revenue last year.

Plantation owners are now asking for workers from Bangladesh in view of difficulties faced in recruiting workers from Indonesia.

During the Movement Control Order (MCO) period when borders were closed, the government allowed plantation companies to extend work permits for existing workers whose work permits had expired and workers could not return to Indonesia.

The recalibration exercise also allowed employers to extend their plantation workers' permits for up to two additional years beyond the limit of 10 years.

The Star recently reported Sarawak Oil Palm Plantation Owners Association (Soppoa) chairman Eric Kiew as saying that last year alone, Soppoa members needed around 45,000 foreign workers to intensify production.





## PRESS STATEMENT: NO SIGN OF INBOUND FOREIGN WORKERS YET ON 5 MAY 2022

Last 2 months have been dramatic for businesses.

First was the announcement of much anticipated uplifting of restriction to allow international traveling to resume after 2 years of total lockdown.

Second was the harsh raised of additional RM300 and RM400 on previous minimum wage, depending on areas of operations, without considering the views from majority stakeholders.

Federal government has promised that these 2 policies would enable business industry to resume foreign worker recruitment at the same time a higher pay will encourage more locals to take up job in various sectors.

Thus far, none of the above mentioned seem to give immediate realization.

The acute shortage of foreign workers faced by Malaysian industry is highly likely not able to be solved in anytime soon.

There are many signs that Indonesian government will continue to restrict its citizens to seek employment in Malaysia.

Neither does there is any further progress since Malaysia and Bangladesh signed an agreement to reopen job market several months ago.

Like all sectors, Sarawak Oil Palm Plantation Owners Association (SOPPOA), remain unclear of their prospects in terms of availability of foreign workers.

On a positive note, the MPIC and MOHR have agreed to fast track the application to bring in the 32,000 foreign for Semenanjung Malaysia that was approved last year.

However, regret to note that Sarawak palm oil industry is once again not part of the equation.

To recap, Sarawak palm oil industry seriously shorted of 45,000 foreign workers last year and this figure had increased by now.

Last few months SOPPOA had actively engaged with relevant state departments and many of the issues raised had received overwhelming supports.

SOPPOA puts high hope in state government to resolve this foreign worker shortage by strengthening the following approaches:

1. To negotiate directly with Indonesian counterpart to resume sending its citizens to Sarawak's market.
2. To expedite the consideration of approving other source countries for foreign workers for plantation sector.
3. To immediately cut red tape and improve processing time for foreign worker recruitment.

### 毛維浩：工業領域嚴缺外勞 短期恐無法解決

(古晋3日讯)砂拉越油棕种植业者协会(SOPPOA)首席执行官毛维浩指出,砂拉越棕榈油行业去年严重短缺4万5000名外国工人,而这个数字现在还在增加。这几个月来,该协会积极与政府部门接触,提出的许多问题也得到支持。

他指出,该协会寄望砂政府通过加强措施,来解决外劳短缺的问题,其一,直接与印尼同行谈判,恢复派遣其公民到砂拉越市场;其二,快考虑批准其他来源国为种植业的外国工人;其三,减少繁文缛节,缩短外劳招聘的处理时间。

#### 联邦承诺2政策未兑现

毛维浩发文告指出,至今仍暂无外劳入境迹象,而过去两个月对企业而言是戏剧性的。首先是宣布备受期待的解除限制,允许在两年全面封锁后恢复国际旅行。其次,在没有考虑大多数利益相关者的意见的情况下,根据业务领域,在之前的最低工资基础上苛刻提高了300令吉和400令吉。

“联邦政府承诺,这两项政策将使工商界恢复招聘外国工人,同时更高的薪资将鼓励更多本地人在各个领域就业。到目前为止,上述提到的似乎都没有立即实现。马来西亚工业面临的外国工人严重短缺很可能无法在短期内得到解决。”

毛维浩披露,有许多迹象表明,印尼政府将继续限制其公民在马来西亚寻求就业。自从几个月前马来西亚和孟加拉国签署重新开放就业市场的协议以来,也没有进展。与所有行业一样,协会仍不清楚他们在外劳供应方面的前景。

“积极的一面是,原产业部和人力源资部已同意快速跟踪去年批准的为西马引进3万2000名外国人的申请。然而,遗憾的是,砂拉越棕榈油产业又再次不在其中。”



## PRESS STATEMENT BY CHAIRMAN IN THE STAR, WEDNESDAY ON 11 MAY 2022

THE STAR, WEDNESDAY 11 MAY 2022

Nation 5

Reports by HANIM ADNAN, MOHD FARHAAN SHAH, LO TERN CHERN, JOSEPH KAOS JR and FATIMAH ZAINAL

### Acute labour shortage causing Sarawak to lose billions

**PETALING JAYA:** The labour crunch has reduced the crude palm oil (CPO) production in Sarawak, with the state chalking up a loss of about RM2bil in revenue last year.

Sarawak Oil Palm Plantation Owners Association (Soppo) chairman Eric Kiu said its members were short of 45,000 foreign workers in 2021.

"Using the 1:10 worker to area ratio, Sarawak needs about 160,000 workers to achieve optimal operation."

"Unfortunately, many plantations

are running at 50% capacity now.

"Unlike Peninsular Malaysia, presently Sarawak plantation companies can only source workers from Indonesia," said he in a statement yesterday.

The harvesting of palm fruit is still heavily dependent on workers and any shortage in harvesters will result in reduced CPO production, said Kiu.

"Sarawak produced about 3.9 million tonnes of CPO in 2021, which was 3.68% lower than the year before.

"This translated to a loss of about RM2bil in revenue for last year," said Kiu.

He said there have been almost no new foreign workers entering the country for the last two years as the international borders were closed.

"As a result, the oil palm plantations are unable to replenish vacancies left by those workers who had returned to their home countries prior to the pandemic, he said.

Malaysia has no other alternative but to recruit foreign workers because there is no automated

equipment to replace manual harvesting for now, he said.

Plantation companies were unable to rely on locals to work on their plantations due to a lack of interest, a negative perception and a lack of the necessary skill sets.

Previously, Soppo said that Malaysian CPO prices had hit RM5,000 a tonne in October 2021 and another record high at RM6,000 on Feb 17, 2022.

However, local palm oil companies could not enjoy the full benefit, as 20% to 30% of palm fruits were

left unharvested and rotten due to insufficient harvesters.

Losses incurred by companies translate to a loss of opportunity to generate more revenue for the government through the collection of corporate tax, said Kiu.

"Soppo and other business communities have continually asked the government to negotiate harder with countries like Indonesia and Bangladesh or others for supply of workers.

"It can only be done via government-to-government," said Kiu.

## Plantations at a breaking point

### Private palm oil producers facing continued losses due to labour shortage

**PETALING JAYA:** The prolonged labour shortage in the oil palm plantation sector remains unresolved, as the government has yet to fulfill its promise of bringing in 32,000 foreign workers.

The labour crunch, especially for fruit harvesters in the oil palm estates, is currently still critical, said Malaysian Palm Oil Association (MPOA) chief executive officer Datuk Nageeb Wahab.

Many plantation companies have been waiting in vain for the arrival of foreign workers since late last year.

"While I don't see this happening soon, I believe that the approval (for foreign workers) has been expedited by the government.

"The onus now is for the plantation companies to start sourcing for their estate workers," he said.

MPOA represents about 70% of the privately-owned oil palm-planted areas in Malaysia, which makes up about 40% of the total planted oil palm area.

Its members include major plantation companies such as Kuala Lumpur Kepong Bhd, IOI Corp Bhd, Sime Darby Plantation Bhd and FGV Holdings Bhd.

Last year, Plantation Industries and Commodities Minister Datuk Zuraida Kamaruddin said the ministry had approved 32,000 foreign plantation workers who have been fully vaccinated to be brought into Malaysia in stages starting in mid-October 2021.



**In a crunch:** A harvester working at a palm oil plantation in Dengkil. Many plantation companies have been waiting in vain for the arrival of foreign workers since late last year.  
— AZHAR MAHFOF/The Star

They were expected to become harvesters, as most locals were not yet ready to take on that task, she added.

United Plantations Bhd recently warned that the acute labour shortage in the sector has now reached a breaking point in several plantation companies.

"If the government does not provide an urgent yet safe avenue to recruit guest workers, it will become impossible to avoid serious crop losses in 2022," said an official of the top planter.

Although the government has

introduced the recruitment of guest workers into Malaysia, United Plantations said the main challenge is expediting the process, including providing them with work permits, vaccinations and meeting other important pre-conditions.

"It is therefore not a measure that will create relief in the second quarter of 2022 and, in the best case, the industry will only likely feel the positive impact of this by the end of the first quarter of next year," said the official.

MPOA's Nageeb said most plantation companies are at risk of losing

some 15% to 25% of production this year and are likely to revisit last year's production shortfall.

Malaysia recorded lower crude palm oil (CPO) production at 18.12 million tonnes in 2021, compared with 19.14 million tonnes in 2020.

He added that most local planters' 30-day to 40-day harvesting intervals were now the norm versus the 10-day to 15-day intervals previously.

The labour shortage has impacted planters' yields and output in their estates, said Nageeb, adding that this has stopped many planta-

tion companies from fully optimising the record-high CPO prices averaging at RM6,300 per tonne in the first four months of this year.

The plantation sector reaped RM106.5bil in revenue in 2021, compared with RM73bil in 2020, thanks to the soaring CPO prices.

"Actually, the sector could have reaped an additional RM30bil in revenue (in 2021) if not for the acute worker shortage," said Nageeb.

CGS-CIMB Research in its recent report said the planned intake of foreign workers to address the labour shortage appeared to have been delayed by a few months.

"We expect the labour shortage problem to only be partially alleviated in the first half of 2022," it said.

Industry consultant MR Chandran said that the foreign worker shortage in the sector has taken a turn for the worse, particularly in the past six months.

He claims that the shortage in the sector has increased to over 100,000 so far, affecting mostly estates.

This is in comparison to the sector's worker shortage of 62,000 in 2021 and 31,000 prior to the Covid-19 outbreak in 2020.

Chandran pointed out that the local palm oil sector is heavily dependent on foreign workers, who make up about 70% of the total workforce.

"Many will stand to lose nearly 15% of their crop this year or equivalent to about three million tonnes of palm oil," he said.

## M'sia unable to cash in on rising palm oil prices

**JOHOR BARU:** Malaysia is unable to take advantage of the rising prices of crude palm oil due to an acute labour shortage, lament Felda settlers.

It has been an ongoing problem since movement control orders were enforced due to the pandemic some two years ago, said Felda Ulu Tebrau village chief Ab Jalil Sahlan, adding that many foreign workers had packed their bags and left for home.

"We don't have enough manpower now as there are only a handful of foreign labourers working at palm oil plantations, which is an issue for settlers besides the rising cost of fertilisers," he said.

"Settlers are complaining that the lack of workers has affected the quality of the oil palm fruits because they can't harvest them in time, which may cause them to rot."

According to Ab Jalil, an oil palm plantation worker receives a monthly wage of between RM1,800

and RM2,000. And despite the monthly salary, locals don't like working under the sun and have opted to work at factories instead, he added.

"There are talks that Felda is looking to bring workers from Bangladesh to replace Indonesian labourers but many settlers are quite hesitant, as they foresee many issues, including communication issues," he said.

Felda Malaysia Youth Council president Mohd Fadzli Hasan admitted that the issue had become a problem but said that it is being proactively addressed with new measures to lessen dependency on foreign labourers.

The council has introduced a programme to interest youths in plantation jobs such as harvesting, which has attracted about 3,000 third-generation Felda settlers nationwide.

"Besides that, we are using machines to make it easier for set-

ters to harvest and drones to spray pesticides, which are faster than conventional means," he said, adding that there are currently 22 Felda youth trained to pilot drones.

According to Mohd Fadzli, the council is also looking at setting up an academy to instruct Felda youngsters on taking care of palm oil trees.

"They will have to start from the bottom and work their way up, they will have to be a labourer first before becoming a plantation manager," he said.

He said this is not a stopgap measure for addressing labour shortages, but a long-term solution to reduce dependency on foreign workers.

The countries supplying workers are also making higher demands, said Mohd Fadzli, especially in terms of salary.

"And if we get workers from Nepal or Bangladesh, we will need more time to train them, compared

to Indonesian labourers who already have a basic knowledge of working in plantations," he added.

In Perak, a 2,000ha oil palm plantation owner who wished to be known as Lim, said he only has 20% of the workforce needed for full operation.

"Three years ago, when I had about 200 workers, the harvesting cycle was about 12.5 days.

"During the initial MCO, I managed to persuade many of the workers to stay on, but not for the second year. Now, without the arrival of new workers in the past two years, I have only 32 workers remaining, many of them elderly," he said.

"The harvest cycle will soon extend to 38 days if the situation does not improve.

"I'm supposed to harvest 33 tonnes per hectare per annum, but last year we only managed 18 tonnes," Lim added.

He said his plantation is "not coping well" due to the labour short-

age, which has affected everything from harvesting to maintenance work.

"Back then, pathways between trees were cleared with enough workers carrying out their respective tasks.

"Now, we have to sacrifice weeding work to enable the workforce to focus on harvesting and production tasks. This has resulted in the plantation getting overgrown with bushes causing workers to be unable to collect oil palm fruits which drop.

"The uncollected fruits start to rot and the seeds eventually grow into young trees around the mature ones, and we end up spending more time removing them.

"We have to incur all these added costs and the losses due to low harvest are a double whammy for plantation owners like me," said Lim.

He hopes that the labour shortage will be ironed out by the government before they incur more losses.



## WEBINAR ON BRIEFING ON TERMS & CONDITIONS AND PROCEDURES TO REGISTER WITH HUMAN RESOURCES DEVELOPMENT CORPORATION (HRD Corp) UNDER PSMB ACT 2001 ON 11 MAY 2022



### Introduction

On 11 May 2022, SOPPOA has organized a briefing session conducted by HRD Corp on Terms & Conditions and Procedures to Register with HRD Corp Under PSMB Act 2001.

The expansion of PSMB Act 2001 has included additional sectors like palm oil that take effect from March 2021.

The briefing session serves as a platform to create and enhance awareness on the coverage of the PSMB Act 2001 which is to provide for the imposition and collection of a human resources development levy for the purpose of promoting the training and development of employees, apprentices and trainees for the registered employers through training grants.

### Registration

According to PMSB Act 2001, an employer is defined as 'any person who has entered into a contract of service to employ any other person as an employee including an agent, manager or factor of such first-mentioned person.'

Therefore, for employers with 10 or more Malaysian employees, it is compulsory to register with HRD Corp and is liable to pay monthly levy charged at the rate of 1% of the monthly wages of employees. However, employers with 5 to 9 Malaysian employees are given the option to register with HRD Corp and if they choose to register, the monthly levy is charged at the rate of 0.5% of the monthly wages of employees.

The registration must be done through HRD Corp's website by submitting the Form 1.

### Claimable

The levy collected by HRD Corp can be claimed by employers upon the completion of trainings according to the Enhanced Terms and Conditions for Allowable Cost Matrix.

The 9 focused area courses that are developed with the aim of supporting government initiatives in nation building are Industry 4.0, Green Technology or Renewal Energy, FinTech, Smart Construction, Smart Farming, Aerospace industry, Block Chain, Micro-Credential and Future Technology.

On top of that, employers can opt for Employer-Specific Courses that are not listed under the priority areas and are typically conducted to meet the employers' specific training requirements.

Employers are advised to refer to the Claim Helper on HRD Corp' website on guidelines to submit claims.

### Way Forward

SOPPOA members are encouraged to tag along HRD Corp other value propositions so that registered employers can enjoy various training offerings in accordance to their business and industry needs.

Beyond that, they will also be able to utilize contributions and special funds from the government.



## 毛維浩：PSMB法令擴大範圍

# 培訓課程專注9領域

(古晉12日訊) 砂拉越油棕種植業者協會 (SOPPOA) 昨日與人力資源發展機構 (HRD Corp) 舉辦線上簡報會，以了解根據2001年人力資源發展有限公司 (PSMB) 法令向該機構註冊的條款和條件及程序。

該會首席執行員毛維浩今日發文指出，自2021年3月1日起新修訂的2001年PSMB法令擴大包括棕櫚油等其他行業。

### 提供雇主培訓補助金

他說，此簡報會是個平台，旨在提高會員對2001年PSMB法令覆蓋範圍的認識。該法令規定徵收人力資源發展稅款，以促進員工、學徒和受訓者的培訓和發展，為註冊的雇主提供培訓補助金。

“根據該項法令，雇主被定義為‘任何簽訂服務合同以雇用任何其他他人為雇員的人，包括上述人員的代理人、經理或代理人’。為此，對於擁有10名或更多馬來西亞雇員的雇主，必須在人力資源發展機構註冊，並有責任按雇員每月工資的1%支付人力資源發展稅款 (HRD Levy)。而擁有5至9名馬來西亞雇員的雇主可以選擇在HRD Corp註冊，如果自願註冊，則按雇員工資的支付0.5%每月徵費。註冊必須通過HRD Corp網站提交表格1。”

毛維浩稱，所徵收的費用在培訓後，雇主根據允許成本矩陣的增強條款和條件申請。培



砂拉越油棕種植業者協會首席執行員毛維浩 (前排左) 及會員在線上簡報會，與人力資源發展機構講員合影。

訓課程須為政府在国家建设政策中而开发的9个重点领域课程，即工业4.0、绿色技术或可再生能源、金融科技、智能建筑、智能农业、航空航天工业、区块链、微凭证和未来技术。

### 满足雇主特定培训要求

“雇主可以选择未在优先领域中列出的特

定课程，这些课程通常是为了满足雇主特定培训要求而进行。建议雇主参照HRD Corp网站上的索赔助手，了解提交索回课程费用的指南。

他鼓励会员们按照在HRD Corp的其他价值主张进行标记，以便注册雇主可以根据其业务和行业需求享受各种培训课程。除此之外，他们还将能够利用政府的拨款和专项资金。

# Majikan mempunyai 10 atau lebih pekerja wajib daftar dengan HRD Corp

**KUCHING:** Majikan yang mempunyai 10 atau lebih pekerja wajib mendaftar dengan Perbadanan Pembangunan Sumber Manusia (HRD Corp) sekali gus bertanggungjawab membayar levi bulanan pada kadar satu peratus daripada gaji bulanan pekerja.

Ketua Pegawai Eksekutif Persatuan Pemilik Ladang Kelapa Sawit Sarawak (SOPPOA) Dr Felix Moh Mee berkata, keputusan itu dibuat selepas SOPPOA menganjurkan sesi taklimat yang dikendalikan HRD Corp pada 11 Mei lalu.

Menurutnya, bagaimana pun majikan yang mempunyai lima hingga sembilan pekerja warga Malaysia diberi pilihan untuk mendaftar dengan HRD Corp.

“Sekiranya mereka memilih untuk mendaftar, levi bulanan dikenakan pada kadar 0.5 peratus daripada gaji bulanan pekerja.

“Ini kerana, perluasan Akta PSMB 2001 telah memasukkan sektor tambahan seperti minyak sawit yang berkuat kuasa mulai Mac 2021,” katanya menerusi satu kenyataan semalam.

Jelas Felix, pendaftaran hendaklah dibuat melalui laman web HRD Corp dengan menghantar Borang 1.

Katanya pendaftaran menurut Akta PMSB 2001, majikan ditakrifkan sebagai ‘mana-mana orang yang telah menandatangani kontrak perkhidmatan untuk meng-gaji mana-mana orang lain sebagai pekerja termasuk ejen, pengurus atau fak-

tor sebutan orang pertama itu’.

Sementara itu, levi yang dikutip oleh HRD Corp boleh dituntut oleh majikan setelah tamat latihan mengikut terma dan syarat dipertingkatkan untuk matrik kos yang dibenarkan.

Dalam pada itu beliau menambah, sembilan kursus bidang fokus yang dibangunkan dengan tujuan menyokong inisiatif kerajaan dalam pembinaan negara ialah industri 4.0, teknologi hijau atau tenaga pembaharuan, FinTech, pembinaan pintar, perladangan pintar, industri aeroangkasa, rantaian blok, kelayakan mikro dan teknologi masa depan.

“Majikan boleh memilih kursus khusus majikan

yang tidak disenaraikan di bawah bidang keutamaan dan ia biasanya dijalankan untuk memenuhi keperluan latihan khusus majikan.

“Majikan dinasihati merujuk kepada pembantu tuntutan di laman web HRD Corp mengenai garis panduan untuk mengemukakan tuntutan,” katanya.

Pada masa yang sama, Felix menggalakkan ahli SOPPOA mengemukakan cadangan nilai lain supaya majikan berdaftar boleh menikmati pelbagai tawaran latihan mengikut keperluan perniagaan dan industri mereka untuk masa depan.

Selain itu, mereka juga akan dapat menggunakan sumbangan dan dana khas daripada kerajaan.





## ROUNDTABLE DISCUSSION BETWEEN SOPPOA AND SARAWAK SKILLS: PAVING THE WAY FOR THE CURRENT & FUTURE TRAINING NEEDS ON 12 MAY 2022



Sarawak Skills management team led by its chief commercial officer Mohd Hisham Fauzi (third right) called on Soppoa, represented by Dr Felix Moh (third left), on May 12.

### Sarawak Skills, Soppoa explore areas of collaboration

**KUCHING:** Sarawak Skills Development Centre (Sarawak Skills) and Sarawak Oil Palm Plantation Owners Association (Soppoa) held a roundtable discussion recently to discuss potential collaboration for the current and future training needs of Sarawak oil palm industry.

Among the areas of collaboration is the plantation assistant programme which is an employee development programme. It will cover a broad range of functional areas, in particular focussing on sharpening field operation management skills for the supervisor level, said Soppoa chief executive officer Dr Felix Moh in a statement recently.

In addition, the programme

would also incorporate elements on business management roles including work management, resource management, and more, which aims to prepare participants for further career advancement, he added.

Another area of collaboration, he said, is the skills training programme that targets school leavers.

"The objective of this programme is very similar to vocational education that imparts the skills and knowledge needed to work in a given occupation. However, the difference is that students will be placed at the participating companies and 'work' like normal employees for a period of time while training is conducted,"

explained Moh.

The advantage of this mode of training is that the students will receive allowances and other employment benefits from the participating company throughout the period of training, he said.

Upon completion of the training, the students not only will be awarded with relevant certificates, but also have the opportunity to continue employment with the participating company directly, he added.

For the time being, Sarawak Skills is focusing on enrolling students for field operations such as for fruit harvesting and collection, and upkeep activities like manuring and weeding.

**砂技能發展中心 SOPPOA 交流**

# 商討員工培訓計劃

**（加月17日訊）**砂技能發展中心（Sarawak Skills）管理團隊於本月12日與砂拉越油棕種植業者協會（SOPPOA）首席執行員毛維浩進行交流，重點是就兩個組織之間的潛在合作，為砂拉越油棕產業當前的和未來的培訓需求鋪平道路。

**種植園助理計劃**

毛維浩在文告指出，此次交流中探討的課程計劃，即種植園助理計劃及安置和培訓計劃。

“種植園助理計劃為一個員工發展計劃，此計劃將涵蓋‘逆勢’的職能領域，特別側重於提高主管級別的現場操作管理技能。”

“進行的課程也會包含有關業務管理角色的元素，包括工作管理、資源管理等，旨在為參與者在職業生涯中為個人發展做好準備。”



**“整體學習經驗將強調解決問題的行動學習方法，要求參與者將課程所學到的理論應用在種植園實踐的案例研究中。”**

**安置與培訓計劃**

毛維浩指出，安置和培訓計劃是針對本校生的技能培訓計劃。此計劃的目標與職業教育非常相似，但將教授在特定職業中工作所需的技能和知識。不同的是，學生將被安置在參與的公司，在進行培訓的同時像普通員工一樣“工作”一段時間。

“這種培訓模式的特色是，學生在培訓期間將獲得參與公司的補貼和其他稅收福利。培訓結束後，學員不僅會獲得相關證書，還有機會在參與公司繼續就業。”

“目前，砂技能發展中心專注於為教學生進行培訓作業，例如水果採集和收集以及維護工作，如施肥和除草。”

**帛榕屬新墓園鑄土改善會所排水招標**

（加月17日訊）帛榕屬新墓園鑄土改善會所排水招標工程，收標有...



## CIRCULAR: DEFERMENT OF INSTALLATION OF SMOKE EMISSION'S PARTICULATE MATTER ABATEMENT EQUIPMENT FOR EFB INCINERATOR



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Tarikh : 2 April 2021

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Tuan,

**APPLICATION FOR APPROVAL TO DEFER THE INSTALLATION OF SMOKE EMISSION'S PARTICULATE MATTER (PM) ABATEMENT EQUIPMENT FROM 400MG/M<sup>3</sup> TO 150MG/M<sup>3</sup> AS REQUIRED UNDER THE ENVIRONMENT QUALITY (CLEAN AIR) REGULATIONS 2014 FOR OUR FOURTEEN (14) UNITS OF EMPTY FRUIT BUNCH (EFB) INCINERATOR UNTIL YEAR 2026**

Saya dengan segala hormatnya diarah merujuk kepada perkara tersebut di atas dan surat tuan rujukan 01/MILL/DOE/2021 bertarikh 11 November 2021. Mesyuarat antara pegawai-pegawai Ibu Pejabat Jabatan Alam Sekitar, JAS Negeri Sarawak dan wakil Sarawak Oil Palm Plantation Owners Association (SOPPOA) bersama Timbalan Menteri Tenaga dan Kelestarian Alam Sekitar, Sarawak pada 25 Januari 2022 secara dalam talian adalah berkaitan.

2. Merujuk kepada surat yang dikemukakan, didapati pihak tuan ingin memohon pelanjutan tempoh pemasangan sistem kawalan pencemaran udara bagi 14 unit insinerator yang digunakan untuk pembakaran tandan kosong (empty fruit bunch, EFB) sehingga tahun 2026 kerana masih belum mendapat kontraktor yang boleh membekal sistem kawalan pencemaran udara bagi insinerator EFB.

3. Sehubungan itu, Jabatan ini bersetuju untuk **mempertimbangkan** permohonan syarikat tuan dengan syarat-syarat berikut:-

- (i) Tempoh pemasangan sistem kawalan pencemaran udara bagi 14 unit insinerator yang digunakan untuk pembakaran EFB **dilanjutkan sehingga 31 Disember 2024;**
- (ii) Setiap Insinerator sedia ada yang menggunakan EFB hendaklah dinaiktaraf sehingga mencapai nilai batas Aktiviti (I)2 Jadual Kedua, Peraturan-Peraturan Kualiti Alam Sekeliling (Udara Bersih) 2014 iaitu 150 mg/m<sup>3</sup> bagi parameter jumlah jirim zarah (PM) dan 1000 mg/m<sup>3</sup> bagi parameter karbon monoksida (CO) sebelum 31 Disember 2024; dan
- (iii) Sepanjang tempoh ketidakpatuhan, hendaklah memohon Lesen Pelanggaran di bawah Seksyen 22(1), Akta Kualiti Alam Sekeliling 1974 dan Peraturan 25, Peraturan-Peraturan Kualiti Alam Sekeliling (Udara Bersih) 2014 daripada JAS Negeri Sarawak dan sesalinan kepada JAS Ibu Pejabat.

4. Sepertimana keputusan mesyuarat yang diadakan pada 25 Januari 2022, SOPPOA dan syarikat-syarikat Kilang Kelapa Sawit lain di negeri Sarawak hendaklah menjalankan penyelidikan dan pembangunan (R&D) ke atas keupayaan alat-alat kawalan pencemaran udara bagi insinerator EFB mematuhi nilai batas mengikut Aktiviti (I)2 Jadual Kedua, Peraturan-Peraturan Kualiti Alam Sekeliling (Udara Bersih) 2014.

5. Adalah diingatkan bahawa pertimbangan ini tidak mengecualikan pihak tuan dari sebarang tindakan undang-undang bagi mana-mana kesalahan yang telah dilakukan di bawah Akta Kualiti Alam Sekeliling 1974 dan Peraturan-Peraturan di bawah Akta yang sama.





**CIRCULAR: MSPO TRANSITION TO MS2530:2022 STANDARD SERIES**

Source: [www.mpocc.org.my](http://www.mpocc.org.my)

This Malaysian Standard on Malaysian Sustainable Palm Oil (MSPO) (MS 2530:2022) standard series replaces the current MSPO Standards (MS 2530:2013) and Supply Chain Certification Standard (MSPO-SCCS-01).

The series of MS2530:2022 have been revised based on international practices and in accordance with the Standard Setting Process by the Department of Standards Malaysia (Standards Malaysia). The MS2530:2022 standard series was launched on the 22 MARCH 2022 with initial approved date from the Ministry of International Trade and Industry (MITI) on 27 JANUARY 2022.

The revised series of MS2530:2022 for the English Language version will be applied effective immediately with an eighteen (18) months transition period starting from 1 JULY 2022 and will end on 31 DECEMBER 2023. All audits by 1 JANUARY 2024 onwards shall be carried out against these MS 2530:2022 Standards.

Compared to its predecessor, the MS 2530:2022 was developed with very different industry baseline knowledge on sustainable oil palm management practices. In 2013, sustainable certification of oil palm was only implemented by large industry players.

# Overview of Revised MSPO Standard (MS2530:2022)

The MS 2530:2022 still consists of the four main parts and is further divided into a total of eight (8) separate parts. This was to cater to the differences in capacity and scale of the implementors of the MSPO. The scope of the 8 parts of the MS 2530:2022 are as follows:

- MS2530-1:2022 - MSPO Part 1: General Principles.
- MS2530-2-1:2022 - MSPO Part 2-1: General Principles for Independent Smallholders (less than 40.46 hectares)
- MS2530-2-2:2022 - MSPO Part 2-2: General Principles for Organized Smallholders (less than 40.46 hectares)
- MS2530-3-1:2022 - MSPO Part 3-1: General Principles for Oil Palm Plantations (40.46 hectares to 500 hectares)

▶ [Cont..22](#)







► From..21

- MS2530-3-2:2022 - MSPO Part 3-2: General Principles for Oil Palm Plantations (more than 500 hectares)
- MS2530-4-1:2022 - MSPO Part 4-1: General Principles for Palm Oil Mill Including Supply Chain Requirements
- MS2530-4-2:2022 - MSPO Part 4-2: General Principles for Palm Oil Processing Facilities Including Supply Chain Requirements

The new framework for MSPO Standards has only five (5) principles compared to the previous versions of seven (7) principles.

	MS 2530: 2022	MS 2530: 2013
<b>PRINCIPLE</b>	<b>PRINCIPLE 1:</b> Management commitment and responsibility.	<b>PRINCIPLE 1:</b> Management commitment and responsibility.
	<b>PRINCIPLE 2:</b> Transparency.	<b>PRINCIPLE 2:</b> Transparency.
	<b>PRINCIPLE 3:</b> Compliance with legal and other requirements.	<b>PRINCIPLE 3:</b> Compliance with legal and other requirements.
	<b>PRINCIPLE 4:</b> Responsibility to social, health, safety and employment conditions.	<b>PRINCIPLE 4:</b> Responsibility to social, health, safety and employment conditions.
	<b>PRINCIPLE 5:</b> Environment, natural resources, biodiversity and ecosystem services.	<b>PRINCIPLE 5:</b> Environment, natural resources, biodiversity and ecosystem services.
		<b>PRINCIPLE 6:</b> Best practices
		<b>PRINCIPLE 7:</b> Development of new plantings







[www.mpocc.org.my](http://www.mpocc.org.my)

Principle 6 of the MSPO 2013 has been merged into Principles 1, 2, 4 and 5. Whereas the requirements for new plantings has been strengthened and incorporated mainly into Principle 1, with supporting requirements appearing in Principle 4 and Principle 5.