

## Chief Executive's Notes



We are now in the fourth quarter of 2020. In the past 11 months, we have witnessed many developments and changes politically, economically and socially. However, the main challenge is still COVID-19 pandemic which had impacted the economy severely including the plantation sector. The pandemic that had spread throughout the globe tested our ability to adapt and forced us to connect in ways we never did before. Thus, we made a few tough decisions, including cancelling or postponing meetings, courses, gatherings, AGMs, discussions and much to our regret, the 15th ISP National Seminar (NATSEM 2020) had been postponed to 12-14 July 2021 (NATSEM 2021). In the face of all this, placing the public health and welfare remains a priority. In spite of this, we were able to conduct the ISP/ISPM Board of Directors (BOD) and Standing Committees meetings as planned. The only difference is that it was done both ways through online and face to face meeting. The decisions by BOD were vital for the Secretariat to do the needful. Similarly, ISP and Branch AGMs were carried out successfully through the same methods. By using these platforms, members were able to share their views/ideas and provide feedback on ISP's roles and activities. All these meetings held in ISPHQ strictly adhered to the tight standard operating procedures (SOP) by the government on the Covid-19 pandemic.

One of the notable achievements in the past three quarters of 2020 was membership growth. There were 288 new members with an increase in subscription collection i.e. 56% in 2019 to 61% as of October 2020. We hope, with the revival of ISP Kelantan and Negeri Sembilan Branches, our membership number will continue to grow. As for *The Planter*, despite the lockdown and CMCO due to COVID-19 outbreak, we managed to produce the issues on time. The September issue was posted to members on 28th of October 2020. Meanwhile

the October issue is expected to be out soon. Despite all these challenges and limitations, the Secretariat managed to implement most of the programmes which were decided by ISP and ISPM BOD and Standing Committees.

However, it was a great challenge for the TES to produce the results for 2020. For LISP and AISP examinations, the number of students registered for March and October examinations were below our target. It was further compounded when two examination centres were closed due to COVID-19 resurgence.

Despite a number of short courses planned for the year as per the training calendar, the response from the members and non-members was poor which was mainly attributed to COVID-19 pandemic. However, we still managed to conduct a few face-to-face courses. In view of the current situation, we ran online courses using zoom application which received encouraging responses. Hence, we will consider both online and physical courses in the future.

Some of the key initiatives under progress is the Planters Act, formation of Consulting and Advisory Unit and implementation of Anti Bribery and Anti-Corruption under Section 17A (The Malaysian Anti-Corruption Commission 2009).

On the financial aspect, the performance registered by ISP to date is still good. However, it could be a very challenging year for ISPM. Concerted efforts have been taken to improve the bottom line despite the poor economic landscape prevailing as a result of the COVID-19 pandemic.

The Secretariat together with the support of BOD and members will strive to find new ways to move forward together. The COVID-19 has taught us to improve our ability to adapt. But adaptation alone is not enough. If we are to face the forthcoming challenges, we need to transform and take a lead in terms of adaptation. I am positive that with all the efforts and support, ISP will grow bigger and greater in the face of these challenges.

Rajindran Irusan

Organised by:



**15th ISP NATIONAL SEMINAR 2021**

# NATSEM 2021

12 - 14 JULY 2021

**PULLMAN MIRI WATERFRONT, MIRI, SARAWAK**

**"Addressing Challenges in Plantation Management"**

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For enquiry, Tel. no.: 03-79555561 / Mobile (Whatsapp): 011-16383266 or Email: [conference@isp.org.my](mailto:conference@isp.org.my)

Early Bird Registration Fee before 31/03/2021. HRDF CLAIMABLE



# NEW MEMBERSHIP BENEFIT: HEALTH BENEFITS PLAN (HBP)

We are glad to inform you that another important benefit has been added for members. ISP has collaborated with Qualitas Medical Group Sdn Bhd (Qualitas). Qualitas will be offering a comprehensive Health Benefit Plan (HBP) in which members can enjoy special package and price for primary healthcare, including Medical Check-up, Occupational Health Service and Immunisation. The HBP is only offered at Qualitas networks of clinics across Malaysia. The price list of services provided are as given below:-

## BASIC MEDICAL CHECK-UP RM60

History,  
Physical Examination

Investigations:

- Full Blood Count
- Renal Profile
- Liver Function Test
  - Lipid Profile
  - Glucose
- Urine for FEME

*Medical Reporting  
Certificate of Fitness*

## COMPLETE MEDICAL CHECK-UP RM99

History,  
Physical Examination

Investigations:

- Full Blood Count
- Renal Profile
- Liver Function Test
  - Lipid Profile
  - Glucose
- Urine for FEME
  - Iron (FE)
- ABO Grouping and RH
  - HbsAg & HbsAB
- Thyroid Stimulating Hormone
- Rheumatoid Factor

*Medical Reporting  
Certificate of Fitness*

## OCCUPATIONAL HEALTH BENEFITS PLAN 1 (OHB1)

- Confined Space Examination  
**RM110**
- Audiometry (Static)  
**RM30**
- Audiometry (Static)  
**RM30**
- Occupational Health Basic Package - **RM70**
- Occupational Health Premium Package - **RM105**
- Occupational Health Advance Package - **RM145**

## TAG ON SERVICES

Electrocardiogram ECG **RM30**  
Chest X-Ray (Report only) **RM30**  
COVID-19 Testing at Clinic **RM270**

## IMMUNISATION BENEFITS PLAN

Hepatitis A, Hepatitis B, HPV, MMR, Influenza, Meningococcal, Pneumonia, Tetanus, Typhoid etc.

Qualitas Medical Group (Qualitas) is one of the leading primary healthcare providers with a scalable business model offering healthcare services and solutions across the Asia Pacific Region. In Malaysia, their clinics are located across Kuala Lumpur, Melaka, Negeri Sembilan, Johor, Pahang, Perak, Perlis and Pulau Pinang with plans of expansions into other states soon.

## REQUIREMENTS

1. Must be a paid-up member
2. Must produce Identification Card (IC)
3. Must produce ISP Membership Card

*\*Family members are not entitled*

**We hope members will take advantage of this competitive and attractive medical benefits.**

### For membership enquiries:-

Contact : En. Ahmad Ikram  
Telephone : +603 7955 5561  
Fax : +603 7956 6898  
Mobile phone: +6011-16383266 (Whatsapp only)  
Email : isphq@isp.org.my

### For further details regarding the HBP, you may contact the following dedicated personnel from Qualitas:-

Contact : En Sollehuddin Bin Mohd Aris  
Telephone : +603 79646363  
Email : sollehuddin@qualitashealth.com.my



# ISPM CONSULTING & ADVISORY UNIT

The current situation has placed plantation related companies under increasing pressure to drive productivity, improve performance and reduce production costs. As the society continues to serve the planters, the **ISPM Consulting and Advisory Unit** was formed with a mission to help our clients to create the structures, processes, technology and behaviours needed to turn their vision for a more streamlined operation into reality. The new unit is supported by a talent pool comprising of experienced, knowledgeable and talented personnel in plantation/milling services. The unit provides consultation to a complete range of Plantation Services as listed below:-

1. Plantation Management Advisory Services
2. Agronomic and Fertilizer Services
3. Feasibility Studies and Due Diligence
4. Milling and Engineering Advisory Services
5. RSPO, ISCC, ISPO and MSPO Consultation
6. **Special Projects:**  
*Plantation Turnaround/ Mechanisation/ Pest & Disease Management/ Water Management etc.*

## Contact us

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## ISP BRANCH ACTIVITY



### ISP North West Malaysia Branch Activity

On the 26th of September 2020, ISP North West Malaysia Branch had organised a First Aid Training Programme at Permaipura Golf & Country Club, Bedong, Kedah.

The training programme attracted nearly 50 participants. For this training programme, experienced speakers were invited from Malaysian Red Crescent Society of Kedah State. The purpose of the training was to help the participants identify and eliminate potentially hazardous conditions in their environment, recognize emergencies and make appropriate decisions for first aid care especially for workers in plantations.

The committee also prepared a talk by RS Eco Palm Sdn Bhd. The training programme followed the guidelines as specified by the government for small social gatherings.

### ISP Sabah-Tawau's Donation to Tawau General Hospital

On the 13th of November 2020, the Sabah-Tawau ISP Committee members handed over ten (10) units of Clock-In/Clock-Out Time Recorder to Tawau General Hospital. Dr Azman B. Ibrahim, Deputy Director (Clinical), and Mr Pang Chun Shong, Assistant Director (Management), from Tawau General Hospital were present to receive the donation. A few members of the branch were present. Mr Anthony Tsen Sui Lin (Branch Chairman) mentioned that the donated time recorders were urgently needed by the Hospital for the COVID-19 pandemic control.



## Membership Renewal

Our society has worked hard over the past 11 months to help members acquire new knowledge and opportunities, connect with peers, build new networks and to keep our members ahead of others in the plantation/agriculture sector.

**WE HOPE TO RECEIVE YOUR SUBSCRIPTION FOR 2021**

**Renew your membership today to continue your access to ISP programmes and networking events.**

Payment can be made by cash deposit/online transfer/cheque to:  
 ACCOUNT IN THE NAME OF : THE INCORPORATED SOCIETY OF PLANTERS  
 CURRENT ACCOUNT NO : 888 102 304 3391  
 BANK : AMBANK (M) BERHAD / AMBANK ISLAMIC BERHAD  
 Swift Code: ARBKMYKL

### Do you write?

Submit your short article or experience in the plantation industry together with photos to the email below!!

**nabilahmohammad@isp.org.my**



# ISPHQ ACTIVITIES



## MEMORANDUM OF COLLABORATION (MOC) SIGNING CEREMONY WITH FGV PLANTATION

On the 27th of August 2020, The ISP team headed by Datuk Hj Daud Amatzin (ISP Chairman), Tuan Hj Mohamad Fadzil Hitam (ISP Vice-Chairman), Mr Rajindran (Chief Executive of ISP) and a Board Member (En Mohd Sabre Salim) were present at FGV for the MOC signing with FGV plantation. The purpose of the MOC is to conduct training and development programmes for FGV Plantation.



## NEGERI SEMBILAN/MELAKA BRANCH EXTRAORDINARY GENERAL MEETING ("EGM")

On the 5th of September 2020 (Saturday) an EGM was held at Tanah Merah Club, Tanah Merah Estate, Port Dickson, Negeri Sembilan where the new office Bearers were elected. Datuk Hj Daud Amatzin (ISP Chairman), Tuan Hj Mohamad Fadzil Hitam (ISP Vice-Chairman), Mr Rajindran (Chief Executive of ISP) and En Mohd Sabre Salim were present at the EGM.



## ISP 96th ANNUAL GENERAL MEETING VIA ONLINE PLATFORM

12th September 2020 marks a new milestone for ISP as the Society successfully organised its first hybrid AGM (face-to-face and virtual platform). A few essential individuals (Chairman of ISP, Vice-Chairman of the ISP, Chairman of Standing Committees, Chief Executive, Company Secretary, Senior Manager, Finance and Administration/ Human Resource, Assistant Manager, Corporate Secretary and Executive, Library and IT) were present at the Broadcast Venue in ISPHQ. Meanwhile, members-in-benefit were given a link to participate in the virtual AGM upon registration. Overall the AGM was conducted smoothly and successfully.



## FOREIGN LABOUR (FL) IN MALAYSIAN PLANTATIONS (*Online Forum*)

On the 17th of September 2020, ISP Management (M) Sdn Bhd successfully collaborated with Peterson Projects & Solutions to run an online forum. The forum focused on the best practices in addressing new developments, challenges and interventions for Foreign Labour issues. Among the speakers were Dr Mohammad Amizi (University Malaysia Kelantan), Mr Mahendran (Plantation GM, Ponak Plantation), Mr Shinnappan (Exec. Director of Global Partners) and Ms Christine Vaz from Peterson (Moderator). The positive responses received from members was a good indicator for ISP to organise more online courses and forums in the future.

**Merry Christmas & Happy New Year**

For more information, visit ISP at the links below or call us at:



<https://www.facebook.com/isphq/>



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



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