

BINA Integriti

Lembaga Pembangunan Industri Pembinaan Malaysia

Surviving the Economic Downturn with an Integrity Mindset



- A Session with IIM President
- Why Do Companies & Businesses Need a Code of Ethics?
- Honesty in Carrying out Responsibilities
Principle 1: CODE of ETHICS for CONTRACTORS



Memperkenalkan
SISTEM PUNGUTAN
MATA CCD
Kontraktor

Penasihat

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Ketua Eksekutif CIDB Malaysia

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Pengerusi - Jawatankuasa Pembangunan
Integriti Dalam Industri Pembinaan (Sesi 2009)

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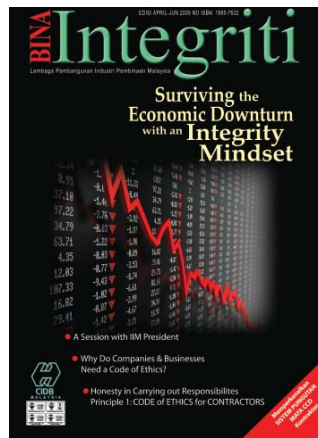
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ISI KANDUNGAN



4 **FOKUS - 'Surviving the Economic Downturn With An Integrity Mindset'- A Session with IIM President**

6 **APA ITU - Suruhanjaya Pencegahan Rasuah Malaysia**

8 **Honesty In Carrying Out Responsibilities Principle 1 of CODE of ETHICS FOR CONTRACTORS**

10 **BERITA UTAMA - Penganugerahan Sijil Penghargaan Rakan Integriti : Usaha CIDB Mempelopori Pengukuhan Integriti Pembinaan Dihargai**

12 **Why Do Companies & Businesses Need A Code Of Ethics?**

16 **Program Pembangunan Kontraktor Secara Berterusan**

18 **Kursus Integriti Kontraktor**

**Nota Editor:**

Kami mengalu-alukan sebarang komen dan sumbangan artikel dari anda. Sebarang pertanyaan, komen dan penulisan hendaklah di emel ke bpk@cidb.gov.my.

Buletin Bina Integriti (dalam format PDF) boleh dimuat turun daripada www.cidb.gov.my

BINA INTEGRITI

BINA - Mencerminkan industri pembinaan Malaysia.

INTEGRITI - Melambangkan objektif utama penerbitan buletin ini iaitu untuk menjadi bahan rujukan dan perkongsian ilmu pengetahuan, makluman mengenai program-program penerapan integriti dalam industri pembinaan, penggalakkan budaya kerja berintegriti dan juga untuk mewarwarkan peranan CIDB dalam program-program berkenaan.

OBJEKTIF PENERBITAN

1. Memberi kesedaran kepada semua pemain industri negara akan kepentingan integriti di dalam bisnes binaan.
2. Menanamkan budaya kerja beretika dalam kerja-kerja pembinaan.
3. Mempertingkatkan tahap kepercayaan awam terhadap industri pembinaan negara.
4. Mempromosikan program anjuran Bahagian Pembangunan Kontraktor CIDB.
5. Mewarwarkan program-program pembangunan integriti anjuran CIDB.

Bersua kembali di dalam edisi kedua Bina Integriti bagi tahun 2009. Buletin kali ini memberi **fokus** kepada isu semasa yang sedang dihadapi oleh seluruh dunia yang dikatakan berpokok pangkal daripada kejatuhan sistem kewangan dunia. Temubual eksklusif kami bersama Yang Berbahagia Datuk Dr Mohd Tap Salleh, Presiden Institut Integriti Malaysia cuba melihat sejauhmana minda 'integriti' dapat membawa syarikat-syarikat pembinaan negara keluar dari suasana suram ekonomi hari ini di bawah tajuk '**Surviving the Economic Downturn with an Integrity Mindset - A Session With IIM President**' di muka surat 4 dan 5.

Seperti yang dijanjikan di dalam edisi sebelum ini, Buletin Integriti akan mula membincangkan mengenai prinsip-prinsip utama Kod Etika Kontraktor. Bermula dengan **Prinsip 1** iaitu '**Jujur Melaksanakan Tanggungjawab**', pembaca akan dapat melihat kupasan aspek-aspek kejujuran sepanjang perlaksanaan projek pembinaan. Kejujuran melaksanakan tanggungjawab nampak seolah-olah mudah untuk dikotakan kerana hanya dengan mematuhi sahaja apa yang tertulis di dalam kontrak boleh dikatakan sebagai 'jujur'. Namun berlaku jujur ketika berhadapan dengan sesuatu permasalahan dan risiko itulah yang mencabar seperti ketika dilanda dengan kemelut ekonomi yang pastinya memberi tempas kepada kehidupan harian dan perniagaan kita.

Akhir kata, dalam menghadapi cabaran ini marilah kita mengikut resmi sang lebah, bersusah payah terbang berbatu-batu jauhnya, tolong menolong untuk mengutip manisan dari beribu bunga dan akhirnya dapat menghasilkan madu yang amat berharga.

Selamat membaca.

Ketua Editor

PENGUKUHAN INTEGRITI KE ARAH PEMANTAPAN INDUSTRI PEMBINAAN NEGARA



Suasana ekonomi dunia yang menyaksikan penurunan jumlah eksport dan kehilangan pekerjaan di pelbagai lapisan masyarakat ekoran daripada krisis kewangan telah menyedarkan kita bahawa gerakan pemantapan integriti merupakan satu agenda penting yang perlu diteruskan oleh segenap lapisan masyarakat. **Integriti** dilihat sebagai elemen yang dapat menyelamatkan sesebuah organisasi bisnes dalam mempertahankan prestasi, imej atau jenama sesuatu perkhidmatan atau produk. Dalam hubungan ini, CIDB akan terus membangunkan program-program pengukuhan integriti industri binaan yang bersesuaian yang bukan sahaja memfokuskan kepada kontraktor yang membina tetapi juga kepada kumpulan perunding-perunding profesional seperti arkitek, jurutera, juruukur bahan, pengurus projek, pengilang dan pembekal bahan binaan serta para klien yang terdiri daripada pihak swasta dan kerajaan. Pengukuhan integriti secara menyeluruh ini diharap dapat menghasilkan kualiti terunggul bermula daripada individu, kemudiannya akan tercermin oleh organisasi yang berintegriti dan diharap ianya dapat diterjemahkan kepada sumbangan positif kepada ekonomi negara.

Penganugerahan Sijil **Rakan Integriti** oleh Institut Integriti Malaysia kepada CIDB beserta 24 agensi lain pada 17 Mac yang lepas di atas kerjasama melaksanakan agenda Pelan Integriti Nasional menyuntik satu semangat baru kepada CIDB untuk meneruskan usaha pengukuhan integriti di dalam industri pembinaan. CIDB sebagai agensi kerajaan yang berperanan untuk membangun dan menentukan halatuju industri pembinaan negara menggalas tanggungjawab yang amat besar di dalam memperkukuhkan imej dan profesionalisma di kalangan warga industri. Dalam hubungan ini, CIDB ingin mengambil kesempatan di sini mengucapkan terima kasih kepada kesemua pihak yang terlibat di dalam Program Pengukuhan Integriti industri binaan samada pihak berkuasa, swasta, NGO atau individu-individu di atas kesungguhan dan komitmen yang telah diberikan di dalam merangka halatuju pengukuhan integriti di dalam industri pembinaan.

Datuk Ir. Hamzah Hasan

Ketua Eksekutif CIDB Malaysia

April 2009

Surviving the Economic Downturn with an Integrity Mindset

A Session with IIM President

Of late, the media has been replete with headlines that offer breaking news on the dismal developments in the economic downturn, updates on the global and national initiatives undertaken by governments throughout the world, and remedial actions for businesses to take to 'combat' the challenges from the economic downturn.

We are now faced with an urgent question: How do we keep today's economic turmoil from jeopardising business sustainability, especially that which belongs to an enabling sector like Construction where it is often seen as playing a pivotal role in wealth creation and raising quality of life?

In an exclusive interview, **Y. Bhg. Datuk Dr Mohd Tap Salleh, President of the Malaysian Institute of Integrity**, offers some interesting views and insights on leveraging an **integrity mindset** not only to survive but thrive in the throes of the global economic downturn that is besotting the construction community, in the form that we are all experiencing right now....

The Challenges of the Economic Downturn

CIDB: Datuk, given the scenario of the global economic downturn, businesses are advised, among other things, to change business models, act swiftly, diversify, tighten marketing, watch competitors, never to stop innovating... the list goes on...what would be one key consideration that comes to mind?

Datuk Dr Mohd Tap Salleh: I believe

a key consideration that is often overlooked or by-passed in terms of its definitive relevance and significance by most organisations is the potential impact of inculcating an integrity mindset. To actualise such an intention, we are talking about imbuing not only the individuals in the workplace, but the collective consciousness of the entire construction community with integrity principles that form the basis for ethical dealings with the challenges of today, and the making of decisions about how business dealings will be approached tomorrow.

The burden is not just on contractors alone but lies in the need for the nurturing of a conducive environment founded on a 'walk the talk' attitude and progressive leadership thinking at the government, business and community levels.

The Strategic Importance of Integrity

CIDB: Construction companies these days are required to deliver products not only as cost-effectively as possible, but in the shortest time possible with the highest quality attainable as safely as deemed acceptable. Set against this backdrop of 'demands', there seems to be an on-going concern over the Construction In-



Y. Bhg. Datuk Dr Mohd Tap Salleh, President of the Malaysian Institute of Integrity

dustry being traditionally viewed as an unethical industry. Where would the notion of 'integrity' fit into this scenario in terms of its strategic importance, Datuk?

Datuk Dr Mohd Tap Salleh: All these views basically add up to two things. Firstly, the on-going need to strengthen the construction industry image and secondly, the necessity for a change in mindset and the 'way' of doing business. We must never down-play the strategic imperative of inculcating an Integrity mindset amongst the Construction Community because it lends itself as an integral part of the top-of-mind strategic direction and core value of any construction company aspiring to 'weather' the storms of the current economic downturn.

Within this context, we are talking about thought-leadership that extends beyond the corporate boardroom, taking corporate governance to the 'lowest

The burden is not just on contractors alone but lies in the need for the nurturing of a conducive environment founded on a 'walk the talk' attitude and progressive leadership thinking at the government, business and community levels.

rung' of the organizational pyramid.

The very fact that some organisations which are steeped in their undivided attention on upholding integrity in all aspects of functional and client management have received awards for industry leadership and respected for their best practices, is a strong testimony on the strategic importance of integrity.

These organisations have continued to thrive, especially in an environment where, right now, **the true currency of the economy is confidence**. In the Construction Industry in particular, an organization [whether pursuing projects locally or overseas] is not only judged by its track record, but by the personal corporate values of the management team, hence, reputation does 'sell' and such an engaging perception of the 'soul' of an organization can only be nurtured if the top management are seen to constantly subscribe to demonstrating the three key attributes of an integrity mindset in their workplace demeanours – Integrity, Honesty and Ethics.

Driving the Integrity Agenda

CIDB: So Datuk, while the emphasis is on the importance of nurturing the right environment or climate to support construction companies in their endeavours to take integrity beyond the boundaries of the boardroom as Datuk has rightly put it, what would Datuk's views be on driving the Integrity Agenda for the long term in relation to what IIM has done and what is in store for the future?

Datuk Dr Mohd Tap Salleh: During the initial 5-year phase, the Malaysian Institute of Integrity [IIM] has embarked on building awareness and offering advisory services to promote and reinforce the significance of an Integrity Agenda at all levels of both the pub-

SIX Principles of Code of Ethics for Contractors

Principle 1: Honesty in Carrying out Responsibilities

Principle 2: Compliance with the Laws and Regulations

Principle 3: Respect for the Individual and Community

Principle 4: Importance of Quality, Skills and Standards

Principle 5: Importance of Safety and Health

Principle 6: Importance of Environmental Preservation

lic and private sectors.

These efforts were further advanced with the launching of the National Integrity Plan (NIP) by the government on 23 April 2004. This year witnessed the commencement of the second phase of IIM's Integrity Agenda, with the momentum driving the IIM's collaboration with the Companies Commission of Malaysia to further its integrity agenda outreach to the huge base of 700,000 companies under the commission.

IIM has also been working closely with CIDB in the implementation of "Integrity in Construction" programmes, commensurate with the strategic intention of aligning the Construction Industry with the NIP, the implementation of which has demonstrated a 100% success rate thus far. The year 2009 and



beyond will see more programmes being undertaken that focuses on incorporating best practices in the Construction Industry Master Plan's P2P [Procurement to Pay] Strategy, thus further reinforcing the significance of the integrity dimension, especially in the partnering approach.

In the not-too-distant future, IIM will be setting the pace for the incorpora-

tion of the concept of integrity at the 'grassroots' level. This capacity expanding exercise is expected to involve the Education Ministry's 350,000 teachers and retired 'tok gurus' who will take the lead in guiding the teachers. These teachers will be trained to inculcate the integrity value in the classrooms by interweaving the

concept of integrity into the curriculum, although it is not anticipated that 'integrity' will be featured as a separate subject matter.

The Government's Intention With the RM 60 B Stimulus Budget

CIDB: We are sure that Datuk is very much aware of the short-term based stimulus budget of RM 60 billion as part of the fulfillment of the 9th Malaysia Plan. What then would Datuk's recommendations be in terms of the implementation of the Stimulus Budget, from an integrity mindset standpoint?

Datuk Dr Mohd Tap Salleh: Firstly, I would like to offer a comment that the mini budget reflects the Government's understanding of the critical importance of sustaining the Construction Industry by creating opportunities in the social and economic infrastructure.

From what I understand, there are two thrusts in the stimulus package that is relevant to our discussion here. There is Thrust 3 – Assistance for the Private Sector in Addressing the Crisis that comes with a budget allocation of RM 29 billion and Thrust 4 which involves Capacity Building for the Future, with a budget allocation of RM 19 billion.

My stand on the matter, in terms of advancing the 'Integrity in Construction Agenda', would be to emphasise on transparency in the procurement

Bersambung ke muka surat 16

Sekilas Pandang...

SURUHANJAYA PENCEGAHAN RASUAH MALAYSIA

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Suruhanjaya Pencegahan Rasuah Malaysia

PENUBUHAN SPRM

Akauntabiliti untuk memenuhi amanah 27.73 juta¹ rakyat Malaysia dikotakan pada 1 Januari 2009, apabila Suruhanjaya Pencegahan Rasuah Malaysia² (SPRM) menjadi realiti. Penubuhan suruhanjaya ini adalah transformasi daripada Badan Pencegah Rasuah yang telah ditubuhkan sejak 1967 untuk mencegah jenayah rasuah, penyelewengan dan penyalahgunaan kuasa yang ditegah oleh undang-undang dan peraturan yang berkuat kuasa di negara ini³. SPRM diwujudkan untuk memenuhi aspirasi dan ekspektasi masyarakat atau *stakeholder* untuk melahirkan satu jentera pentadbiran yang benar-benar cekap, berkesan, bertanggungjawab dan berintegriti.

Penubuhan SPRM akan menjadi satu titik bersejarah dalam perjuangan membina Negara Malaysia sebagai sebuah negara yang maju menurut acuan sendiri⁴. Ia telah diilhamkan oleh Y.A.B. Perdana Menteri Malaysia, Dato' Seri Abdullah bin Hj. Ahmad Badawi atas iltizam dan keazaman politik untuk menghapuskan jenayah rasuah, penyelewengan dan penyalahgunaan kuasa di negara ini. Tujuannya ialah untuk (1) menggalakkan integriti dan akauntabiliti pentadbiran sektor awam



Perdana Menteri melancarkan Penubuhan Suruhanjaya Pencegahan Rasuah Malaysia pada 24 Februari 2009..

dan swasta; dan (2) mendidik pihak berkuasa awam, Pegawai Awam dan masyarakat tentang rasuah dan kesan buruknya terhadap pentadbiran sektor awam, swasta dan komuniti⁵.

STRATEGI SPRM

Bagi memastikan SPRM dapat mencapai objektifnya, strategi serampang tiga mata digunakan (1) strategi penguatkuasaan undang-undang yang efektif, (2) strategi pencegahan dan (3) strategi pendidikan untuk memerangi jenayah rasuah.

(1) **Strategi Penguatkuasaan undang-undang:** SPRM komited untuk membanteras jenayah rasuah,

penyelewengan dan penyalahgunaan kuasa melalui penguatkuasaan undang-undang yang efektif melalui pelaksanaan Penyiasatan berdasarkan perisikan, Penyiasatan yang cekap dan berkualiti, Penggunaan Teknologi terkini dan Pengkhususan dan kemahiran.

(2) **Strategi Pencegahan:** SPRM komited membanteras jenayah rasuah dengan menyemai nilai-nilai integriti dan akauntabiliti dalam sektor awam dan swasta dengan (a) meneliti amalan, sistem dan tatacara badan-badan awam yang terdedah kepada amalan

¹ Malaysia Population updated 5 September 2008.

² Suruhanjaya Pencegahan Rasuah Malaysia atau Malaysian Anti Corruption Commission (MACC)

³ Penguatkuasaan Akta Pencegahan Rasuah 1997 dan Kuasa-Kuasa Pentadbiran

⁴ Perutusan Y.A.B. Dato' Seri Abdullah Hj. Ahmad Badawi (2004). Pelan Integriti Nasional, Kuala Lumpur.

⁵ Seksyen 2 Akta Suruhanjaya Pencegahan Rasuah Malaysia 2009.

rasuah dan juga (b) menasihati Ketua-Ketua Badan Awam dan Swasta supaya memperbaiki sistem dan tatacara kerja dengan menutup ruang dan peluang jenayah rasuah.

- (3) **Strategi Pendidikan:** SPRM akan melaksanakan program-program/aktiviti pencegahan bagi mendapatkan dan memelihara sokongan orang ramai untuk memerangi jenayah rasuah melalui (a) penggunaan media massa dan komunikasi bersemuka untuk menyampaikan mesej tentang keburukan rasuah (b) program-program perhubungan masyarakat dan (c) menggalakkan perkongsian pintar dengan agensi-agensi kerajaan, syarikat kerajaan yang mempunyai kepentingan dan pertubuhan-pertubuhan bukan kerajaan

FUNGSI SPRM

Dari segi fungsi, SPRM diberikan tanggungjawab dan kuasa-kuasa legislatif untuk ⁶:

- Menerima dan menimbangkan apa-apa aduan tentang perlakuan kesalahan di bawah akta ini dan menyiasat aduan;
- Mengesan dan menyiasat sebarang konspirasi cubaan yang disyaki untuk melakukan apa-apa kesalahan di bawah akta ini;
- Meneliti amalan sistem dan tatacara badan-badan awam untuk memudahkan penemuan kesalahan di bawah akta ini dan untuk menghasilkan kajian semula amalan, sistem atau tatacara yang mungkin membawa kepada rasuah;
- Mengarahkan, menasihati dan membantu mana-mana orang tentang cara-cara bagaimana rasuah dapat dihapuskan;
- Menasihati ketua badan-badan

awam tentang apa-apa perubahan dalam amalan, sistem atau tatacara yang sesuai dengan penunaian berkesan kewajipan-kewajipan badan awam itu untuk mengurangkan kemungkinan berlaku rasuah;

- Mendidik orang ramai menentang rasuah; dan
- Mendapatkan dan memelihara sokongan orang ramai dalam memerangi rasuah.

KEBEBASAN DAN KETELUSAN

Dari segi operasi, SPRM mempunyai segala kuasa untuk menjalankan siasatan dan tugas-tugas siasatan yang diperuntukkan di bawah Akta Suruhanjaya Pencegahan Rasuah (Akta SPRM) 2009 dan undang-undang lain yang ditetapkan. Laporan tahunan aktiviti dan pencapaian SPRM pula perlu dikemukakan kepada Jawatankuasa Khas Mengenai Rasuah sepertimana kehendak seksyen 11(b) Akta Suruhanjaya Pencegahan Rasuah dan seterusnya dibentangkan kepada Ahli Dewan Rakyat dan Dewan Negara. Seksyen 5 Akta Suruhanjaya Pencegahan Rasuah Malaysia pula menetapkan bahawa perlantikan Ketua Pesuruhjaya hendaklah oleh Duli Yang Maha Mulia Yang Dipertuan Agong atas nasihat YAB Perdana Menteri Malay-

sia. Dari segi prinsip *check and balance*, kredibiliti dan ketelusan Suruhanjaya terserlah dengan kewujudan Lembaga dan Jawatankuasa-Jawatankuasa (sebelum ini tidak ada) seperti berikut:

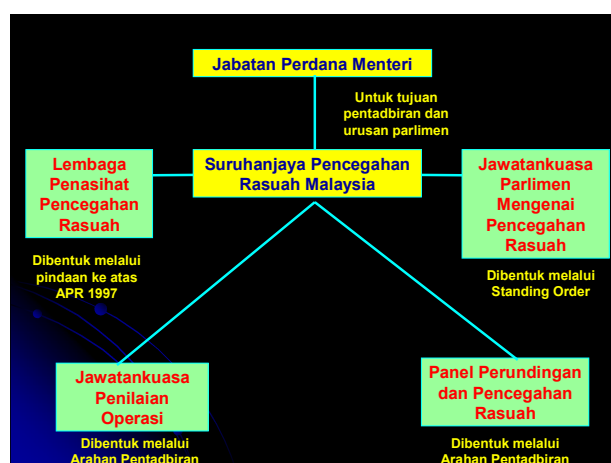
Secara jelasnya, keanggotaan dan tugas-tugas Lembaga Penasihat dan Jawatankuasa-Jawatankuasa yang diwujudkan bawah SPRM adalah:

i) Lembaga Penasihat Pencegahan Rasuah⁷ – Tujuh (7) ahli dilantik di kalangan mereka yang berintegriti dan dilantik oleh Yang di Pertuan Agong untuk menasihati Suruhanjaya mengenai dasar dan strategi, meneliti dan memperakukan cadangan daripada Suruhanjaya ke arah meningkatkan kecekapan dan keberkesanan Suruhanjaya.

ii) Jawatankuasa Khas mengenai Rasuah⁸ – Tujuh (7) ahli dipilih di kalangan Ahli Dewan Negara dan Dewan Rakyat dan pelantikan oleh Yang di Pertuan Agong. Mereka dipertanggungjawabkan menasihati Perdana Menteri dalam segala aspek berhubung masalah rasuah di Malaysia; dan untuk memeriksa, memberi ulasan dan mendapatkan penjelasan dan penerangan mengenai Laporan Tahunan Suruhanjaya dan ulasan Lembaga Penasihat Pencegahan Rasuah.

iii) Jawatankuasa Aduan⁹ – Lima (5) orang ahli dilantik oleh Perdana

Menteri bagi memantau pengendalian oleh Suruhanjaya berhubung dengan aduan mengenai salah laku yang tidak bersifat jenayah terhadap pegawai-pegawai Suruhanjaya dan mengenal pasti apa-apa kelemahan dalam tatacara kerja Suruhanjaya yang



⁶ Seksyen 7 Akta SPRM 2009

⁷ Seksyen 13 Akta SPRM 2009

⁸ Seksyen 14 Akta SPRM 2009

⁹ Seksyen 15 Akta SPRM 2009

CODE OF ETHICS FOR CONTRACTORS: PRINCIPLE 1

HONESTY IN CARRYING OUT RESPONSIBILITIES



GURSHARAN SINGH C.M.I.I.A.
Trainer - Knowledge Sharer-Audit Officer

INTRODUCTION

The construction industry in every country is a multi-billion ringgit industry that contributes substantially to the national GDP and provides business and employment opportunities to millions.

The position of the construction industry in Malaysia is not any different where a substantial portion of the adult population is directly/indirectly affected by it. The success of the construction industry, like other industries, is largely dependent on the players being ethical. The players constitute clients, contractors including sub-contractors, technical/financial professionals and regulatory authorities. One of the major components of ethics is honesty in dealings.

The Prime Minister of Malaysia launched the National Integrity Plan 'NIP' on 23 April 2004. As the construction industry is perceived to be one of the industries that is most susceptible to corruption, fraud, bribery and kickbacks the Government assigned the Construction Industry Development Board 'CIDB' to instill ethics among the contractors. Consequently the 'CIDB' issued a formal Code of Ethics 'Code' vide Pekeliling Pembangunan Kontraktor CIDB Bil 1/2008 (Contractor Development Circular No. 1/2008 – 'CIDB No. 1/2008') that became effective on 1 March 2008.

► Contents of Code of Ethics

The 'Code' is based on six principles which are as follows:

- [a] Principle 1: Honesty in Carrying out Responsibilities
- [b] Principle 2: Compliance with the Laws and Regulations
- [c] Principle 3: Respect for the Individual and Community
- [d] Principle 4: Importance of Quality, Skills and Standards
- [e] Principle 5: Importance of Safety and Health
- [f] Principle 6: Importance of Environmental Preservation



This scope of this article covers the first Principle listed in the 'CODE' that is listed in the next paragraph that is 'Honesty in Carrying out Responsibilities'. Articles related to the other five Principles will be published in the forthcoming issues of BINA Integriti.

► Honesty in Carrying out Responsibilities

There are 3 aspects in which the contractors should be honest to be able to discharge their responsibilities in an ethical manner.

- [a] Honesty in Self Evaluation;
- [b] Honesty in Pricing of Contracts; and
- [c] Honesty in Implementation of Works

► Honesty in Self Evaluation

Every contractor should honestly evaluate his ability to perform prior to submitting any tender. The scope of evaluation should include the following aspects:

- [a] In-House & External Technical/Management Expertise to Implement the Works;

- [b] Availability of Financial Resources without dependency on the Client;
- [c] Reliable Access to Logistical Support [Building Materials, Equipment, Labor, etc].

Every contractor should evaluate and confirm with honesty on his ability to implement any contract prior to decision to participate in any tender.

► Honesty in Pricing of Contracts

Contractors should display honesty in ensuring that the pricing basis of the

various components of contracts is based on current and anticipated market rates during the construction period. This should be practiced not only on the overall value of the contract with reasonable level of profitability but also in respect of individual components that constitute the scope of works. The individual components would include Mobilization, Actual Works and Specialist Works for which he has the expertise and are listed under Prime Cost Items in the scope of works. The pricing at reasonable rates is one of the most important aspects of ethics. However before the pricing can be done at a fair

price it is essential that the contractors understand the market conditions and anticipated economic and construction industry prospects/conditions, scope of works, specifications, terms and conditions of contract, site conditions and their financial implications.

Contractors should be honest and never under price the cost of implementation with a view to obtaining the contract. Such under pricing tends to lead to poor implementation that would in all probability lead to poor quality and possible abandonment of the contract.

► Honesty in Implementation of Works

It is a common perception that some contractors treat contracts as a commodity that can be bought and sold. This has resulted in contractors obtaining contracts either as favors or purchase and later sell them. Thus this small number of registered contractors is perceived as 'brokers' who give the construction industry a bad reputation. The implication of this practice is there are tendencies to over price the contract. The successful contractor then appoints sub-contractors at a lower price and this sub-contracting system is repeatedly several times with each sub-contractor taking a percentage of the original contract value. Consequence of this process is that works are implemented by cutting of corners on quality.

► Consequences of Absence of Honesty among Contractors

It can be observed throughout the Malaysian landscape that there are many buildings or infrastructure projects that had been either delayed or had defects shortly after handover or had been abandoned. The contribu-

HONESTY

It is universally recognized that all religions advocate honesty among their believers. However, some people have a habit to lie, or say half truths. Such people will have to tell 2 lies to cover the first lie. Eventually, such people will be exposed as dishonest, a liar and loses credibility in society.

Dishonest people cause doubt and discord with whoever they come in contact with. Ultimately they will indulge in dishonest practices and break the law and go to jail. Such people are in the minority.

How to Promote & Practice:

- Lead by good example by being honest ourselves, in all the things we do, and say at all times- in the home, in our firm, in our organisation.
- Emphasize honesty at every opportunity.
- If we see or hear something that is clearly dishonest or false, we should have the courage and wisdom to correct such dishonest statements – though on most occasions we exercise tact in doing so.
- Give public recognition to honest acts.

Excerpted from 'Promoting & Practising Universal Values and Good Work Ethics'. Published By International Trade & Industry Committee Associated Chinese Chambers of Commerce & Industry Malaysia (ACCCIM). This handbook is circulated to ACCCIM members.

Bersempena dengan *Persidangan Pelan Integriti Nasional dan Tekad 2008 : Penilaian dan Hala Tuju di IIM*, Kuala Lumpur pada 17 Mac 2009 baru-baru ini, CIDB adalah di antara 26 organisasi telah menerima Sijil Penghargaan Rakan Integriti. Sijil tersebut telah disampaikan oleh Yang Amat Berhormat Timbalan Perdana Menteri, Dato' Sri Haji Mohd. Najib Tun Haji Abdul Razak kepada Ketua Eksekutif CIDB, Yang Berbahagia Datuk Ir. Hamzah bin Hasan. Sijil penghargaan Rakan Integriti ini merupakan satu simbolik penghargaan daripada Institut Integriti Malaysia (IIM) terhadap organisasi-organisasi yang telah bekerjasama di dalam melaksanakan agenda Pelan Integriti Nasional (PIN).



Ketibaan YAB Timbalan Perdana Menteri ke Persidangan.

PENGANUGERAHAN SIJIL PENGHARGAAN RAKAN INTEGRITI USAHA CIDB MEMPELOPORI PENGUKUHAN INTEGRITI DI DALAM INDUSTRI PEMBINAAN DIIKTIRAF



Seawal tahun 2005, buat pertama kalinya CIDB dengan kerjasama IIM telah mula mengorak langkah terhadap usaha pembudayaan integriti di dalam sektor pembinaan dengan peng- anjuran Forum Integriti Di Dalam Sektor Pembinaan pada 12-13 September 2005. Ini diikuti dengan pelancaran Pelan Induk Industri Pembinaan 2006-2015 (CIMP) pada Ogos 2007 telah memberi penekanan terhadap agenda pemantapan imej dan profesionalisma di dalam salah satu daripada tujuh teras strategi yang terkandung di dalamnya. CIDB kemudiannya membangunkan Kursus Integriti Kontraktor Industri Pembinaan yang



Seawal tahun 2005, buat pertama kalinya CIDB dengan kerjasama IIM telah mula mengorak langkah terhadap usaha pembudayaan integriti di dalam sektor pembinaan dengan pengan- juran Forum Integriti Di Dalam Sektor Pembinaan pada 12-13 September 2005.

mana telah diwajibkan kepada pemilik syarikat pembinaan yang baru berdaftar dengan CIDB. Satu naskah rujukan amalan murni dan budaya kerja beretika yang dinamakan Kod Etika Kontraktor Industri Pembinaan telah di- bangunkan oleh CIDB dengan kerjasama erat

Institut Integriti Malaysia serta agensi-agensi kerajaan dan swasta yang berkepentingan di dalam industri pembinaan. Ianya telah dilancarkan pada 1 Julai 2008 oleh Yang Berhormat Menteri Kerja Raya, Dato' Sri Ir. Mohd Zin bin Mohamed.



Timbalan Perdana Menteri menyampaikan Sijil Penghargaan Rakan Integriti kepada Datuk Ir. Hamzah Hasan.

Penganugerahan Sijil Rakan Integriti oleh IIM ini dilihat sebagai satu pengiktirafan yang amat bermakna terhadap usaha-usaha awal yang telah dilaksanakan oleh CIDB setakat ini. Selain meneruskan program-program sedia ada yang berkaitan dengan

pengukuhan integriti di dalam sektor pembinaan, CIDB akan terus merangka program-program baru yang dapat menggarap kesedaran penggiat industri pembinaan terhadap kepentingan pembudayaan integriti. ■



Senarai penerima Sijil Rakan Integriti Pelan Integriti Nasional adalah seperti berikut:

- Amanah Raya Berhad (ARB)
- Bursa Saham Malaysia
- Gabungan Dewan Perniagaan dan Perindustrian China Malaysia (ACCCIM)
- Institut Akauntan Malaysia (MIA)
- Institut Pengurusan Malaysia (MIM)
- Jabatan Bomba dan Penyelamat Malaysia
- Jabatan Imigresen Malaysia
- Jabatan Kerajaan Tempatan, Kementerian Perumahan dan Kerajaan Tempatan
- Jabatan Pengangkutan Jalan (JPJ)
- Kementerian Pelajaran Malaysia
- Kementerian Pengajian Tinggi
- Kolej Universiti Teknologi dan Pengurusan Malaysia (MSU)
- Lembaga Pembangunan Industri Pembinaan Malaysia (CIDB)
- Majlis Amanah Rakyat (MARA)
- Majlis Kebangsaan Pertubuhan-Pertubuhan Wanita Malaysia (NCWO)
- MIMOS Berhad
- Petroliaam Nasional Berhad (PETRONAS)
- PLUS Expressway Berhad
- Polis Diraja Malaysia (PDRM)
- Suruhanjaya Sekuriti Malaysia (SC)
- Suruhanjaya Syarikat Malaysia (SSM)
- United Nations Development Programme (UNDP)
- Universiti Nottingjam, Kampus Malaysia
- Universiti Tenaga Nasional (UNITEN)
- Universiti Tun Abdul Razak (UNITAR)

HADIS

Rasulullah S.A.W bersabda:

“Dua orang yang sedang melakukan jual beli dibolehkan tawar-menawar selama belum berpisah; jika mereka itu berlaku jujur dan menjelaskan (ciri dagangannya) maka mereka akan diberi barakah dalam perdagangan itu; tetapi jika mereka berdusta dan menyembunyikannya (ciri dagangan) barakah dagangan itu akan terhapus.

- (Riwayat Bukhari)

WHY DO COMPANIES & BUSINESSES



Dr Wilson Tay

Need a CODE of ETHICS?

WHAT IS A CODE OF ETHICS IN BUSINESS?

When people talk about ethics, it is always about 'right vs wrong' or 'right vs right'. The term 'right vs wrong' is easier to determine as compared to the 'right vs right'. The 'right vs right' term may define something that is acceptable to do by one person but not to others. This term may involve issues of grey areas that could lead to unethical behaviour.

In business, employees have to make decisions based on their rational thinking and are always considering the benefits for the company. It is due to their nature of work that requires employees to make ethical decisions. Sometimes, employees may think they make the right decision but actually it is not always clear whether it is right or wrong. There is a possibility that their decisions may sometimes go against the code of ethics set by the company.

The code of ethics applies to all employees once they have accepted the job and responsibilities at a company. This code of ethics then becomes the guideline for employees to behave and act accordingly in all matters related to the company's well-being. It will determine whether both behavior and action is well-accepted or rejected by the superiors of the company. Therefore, the code of ethics is indeed a guide in doing the right things, making the right decisions and employees have to make sure their actions can endure ethical beliefs.

DETERMINANTS OF CODE OF ETHICS

Employees have to depend on code of ethics when making decisions that have ethical implications. They need to think of the consequences of their decisions. Their knowledge on ethical

theories would enable them to act and make appropriate decisions. Decisions that are based on acceptable principles of ethics could protect them against any accusation of carelessness or misconduct.

The code of ethics may be determined by looking at the values between one person and those of another. These values normally refer to justification that is agreed by society which includes:

- Moral or natural law that is based on the belief of the natural order of things in the universe
- Social contract that refers to the rules agreed by the society
- Reasons that make man act rationally
- Moral authority that is handled by the rulers of the countries
- Disclosure through the recorded documents such as the Holy Koran, the Bible and the Vedas
- Human intuition that can answer the question of right and wrong
- Cultural justification that has moral principles and values.

These sources of justification reflect employees behaviour and action towards what they do and their decision-making.

RATIONALE OF HAVING A CODE OF ETHICS

High-level employees such as the Chief Executive Officer and managers in a company may have difficulty in responding to complex situations. How they respond reflect their personal credibility to their superiors, peers, subordinates and external parties with whom they interact. The response they make will be based on their personal value judgment and the company's code of ethics that channeled that response to decision-making.

There are many scenarios that

require thorough judgment in decision-making such as when managers are pressured to announce good news to drive up the company's stock value or to publish misleading advertisements to generate a positive financial impact. When they are caught in these situations, they tend to make a wrong decision whereby they have to think of the company's benefits. This behaviour, however, will affect other employees' thoughts and judgment on what they should or should not do when faced with similar situations in the future.

Under these circumstances, the code of ethics will help managers to determine how to behave and react when such a situation arises. Managers must be aware of the potential impact of their decisions together with the decisions that the company makes. These decisions not only affect their personal credibility but also the company's reputation.

CEOs and all managers are responsible to guide their lower level employees to adhere to acceptable standard code of ethics as expected by the company. In order to coach and guide these employees, each company must have its own expectations and culture. Through this expectation, the standard behaviour and conduct could be dictated. These standard behaviour and conduct would prescribe the core values to which employees should aspire such as integrity, honesty, courage, objectivity, respect, fairness, and competence.

WHY COMPANIES NEED A CODE OF ETHICS

There are many reasons for companies to apply and implement the code of ethics such as in combating corruption and fraud and at the same time, creating value and moral enhancement to all employees and the

society. Many talks and discussions have been held on corruption and fraud in business handling. These corruption and fraud involve cheating, criminal breach of trust, and currency and non-currency forgery. In 1992, there are more than 4,000 such cases reported to the Malaya High Court and there are possibilities of unreported ones. Hence, there is an urgency to reinforce the code of ethics and make it compulsory for companies to implement.

Companies with high ethical codes of practice and a commitment to enhance integrity are not only more profitable but more likely to succeed in this competitive world. By practising high standard of ethical codes, the companies could maintain their corporate image and branding, create more customers that appreciate companies with strong ethical values, establish positive corporate practices among employees and generate the same moral standard to society to improve the quality of life.

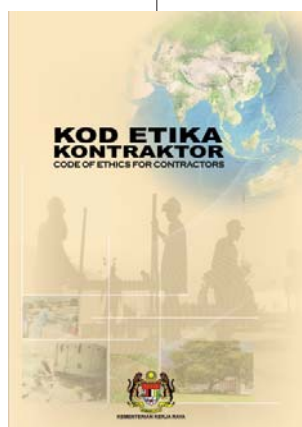
Through the implementation and execution of right values such as honesty, integrity, courage, objectivity, respect, fairness, and competence to all employees at all levels, these corruption and fraud problems can be reduced. The company now should focus on the re-establishment of clear terms of ethics to follow and a sense of fair play within the value system of the company. If these ethical issues are not overcome by now, not only strong companies will collapse but also the honest companies that deal with them will crash.

IMPLEMENTATION OF CODE OF ETHICS

Companies have a responsibility to address the unethical issues. If the issues are not settled, they will lead to high business cost, low investment, unfair competition, uncertain supply

and increase in price. It is a challenge for the government, non-government organisation, and the public and private sectors to make sure the code of ethics is implemented in the organisations to stop the practice of unethical behaviour and action.

The code of ethics must be introduced or re-introduced, implemented and improvised in order to make it work. It is not just as guidance but also as rules that employees have to follow. Companies have to reinforce ethical behaviour at all management levels and in the event that employees fail to follow the rules, they are subject to punishment.



The reinforcement could be done in the workplace with the following conditions:

1. Top management level must have the will to execute the code of ethics by including ethics in training and professional development courses
2. There must be a standard code of ethics that clearly states offences that reflect the values of the companies which covers all parties dealing with the company such as vendors, clients, dealers, stakeholders, etc.
3. There must be an effective power of investigation and rules of evidence that assist the proper prosecution of those charged with ethics offences
4. The company must enforce effectively the code of ethics, prevent the criminal breach from happening, educate employees about ethics and persuade them to avoid misconduct
5. All employees must give a long-term commitment to support the implementation and execution of the code of ethics
6. The continued assessment of ethical practice in the company

For example, companies may adopt part of the code of ethics hereunder:

- Demonstrate integrity and humanity and avoid all discriminatory practices including those relating to race, sex, religion and politics.
- Not injure or attempt to injure, maliciously or recklessly, directly or indirectly, the professional reputation, prospects or business of others.
- Respect the confidentiality of information, which comes to them during the course of their duties.
- Balance the interests of their organisations, employers, colleagues or friends with their personal responsibilities and commitments.
- The appointment, training and development of employees, seeking to integrate their aspirations with the requirements of the organisation.
- The development of effective communication, understanding and cooperation between all employees.
- The practice of delegation of authority wherever possible and the acceptance of responsibilities for the work of subordinates.
- Preserve and, wherever possible, improve the quality of life within the employee's sphere of influence, including making every endeavor to conserve the environment.
- Ensure that all contracts and terms of business are clear, concise, and honoured in full, unless terminated or modified by mutual consent.
- Ensure that all communications are informative, true and not misleading, respecting cultural and moral standards, the principles, practices and beliefs of all parties and the dignity of the individual.
- Eradicating corrupt practices.

In the end, the top-level management and employees are responsible to work together to create a culture that is free from unethical behavior by collaborating with other organisations such as government, religious institutions, professional bodies and the society. ■

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Perdana Menteri menyampaikan ucapan perasmian di dalam Majlis Pelancaran SPRM.

mungkin menimbulkan aduan dan membuat apa-apa syor bagi penambahbaikan.

iv) **Panel Penilaian Operasi** ¹⁰– Tujuh (7) ahli terdiri daripada individu dengan kemahiran yang tertentu, dilantik melalui perintah Pentadbiran oleh Perdana Menteri. Mereka dipertanggungjawabkan mengkaji laporan Suruhanjaya berhubung dengan Kertas Siasatan dan keputusan yang dibuat oleh Timbalan Pendakwa Raya; dan untuk menasihati dan memperakukan langkah-langkah untuk mempertingkatkan kualiti siasatan.

v) **Panel Perundingan dan Pencegahan Rasuah** ¹¹– Tujuh (7) ahli

yang terdiri daripada individu dengan pengalaman tertentu, dilantik melalui perintah pentadbiran oleh Perdana Menteri. Mereka dipertanggungjawabkan untuk menasihati Suruhanjaya dalam aktiviti pemeriksaan dan perundingan berhubung amalan, sistem atau tatacara kerja dalam perkhidmatan sektor awam dan swasta di dalam melaksanakan program-program pendidikan masyarakat dan memantau keberkesannya.

BIDANG KUASA

Berbanding dengan Akta Pencegahan Rasuah 1997, Akta SPRM 2009 memperuntukkan kuasa-kuasa tambahan dari segi siasatan dan pendakwaan. Penambahan ini adalah untuk memastikan SPRM dapat melaksanakan tugas dan tanggungjawabnya dengan lebih berkesan. Dari segi skop, interpretasi Badan Awam¹², Pegawai Badan Awam, ejen dan saudara¹³ telah diperluaskan sementara Ketua Pesuruhjaya SPRM diberikan kuasa-kuasa Timbalan Pendakwa Raya. Kes-kes sensitif dan berkepentingan awam secara bebas diputuskan oleh Timbalan Pendakwa Raya SPRM.

CABARAN DAN HARAPAN

Penubuhan SPRM memperlihatkan kesungguhan kerajaan dalam usaha merealisasikan Wawasan 2020 untuk *“membentuk sebuah masyarakat yang kukuh ciri-ciri moral dan etikanya, dengan para warganya mempunyai nilai keagamaan dan kerohanian yang utuh, dan ditunjangi oleh budi pekerti yang luhur”*¹⁴. Walau bagaimanapun, cabaran besar yang perlu dihadapi oleh SPRM dalam usaha merealisasikan wawasan ini ialah bagaimana menggerakkan kesedaran masyarakat Malaysia khususnya pegawai-pegawai dan kakitangan sektor awam, swasta, pertubuhan kebajikan dan politik serta komuniti supaya membenci rasuah dan menyambut baik serta memberi sokongan terhadap usaha-usaha yang dilakukan oleh Kerajaan ke arah tersebut. Harapan SPRM, setiap individu rakyat Malaysia hendaklah menyambut baik usaha terpuji ini dan menanamkan keyakinan dan kepercayaan bahawa Malaysia akan lebih maju, berdaya saing, aman, makmur dan sejahtera tanpa rasuah. *“Bulat air kerana pembentuk, bulat kata kerana muafakat”*. Ayuh, *“Bersama Kita Hapuskan Rasuah”*. ■

¹⁰ Dibentuk melalui Arahan Pentadbiran SPRM

¹¹ Dibentuk melalui Arahan Pentadbiran SPRM

¹² Badan Awam merangkumi:-

- a. Kerajaan Malaysia
- b. Kerajaan sesuatu Negeri
- c. Mana-mana pihak berkuasa tempatan dan mana-mana pihak Berkuasa Berkanun yang lain
- d. Mana-mana jabatan, perkhidmatan atau pengusahaan Kerajaan Malaysia, Kerajaan sesuatu Negeri, atau sesuatu pihak berkuasa tempatan
- e. Mana-mana pertubuhan yang didaftarkan di bawah subseksyen 7(1) Akta Pertubuhan 1966 [Akta 335]
- f. Mana-mana cawangan sesuatu pertubuhan berdaftar yang ditubuhkan di bawah seksyen 12 Akta Pertubuhan 1966
- g. Mana-mana badan sukan yang didaftarkan di bawah seksyen 17 Akta Pembangunan Sukan 1997 (Akta 576)
- h. Mana-mana koperasi yang didaftarkan di bawah seksyen 7 Akta Koperasi 1993 [Akta 502]
- i. Mana-mana kesatuan sekerja yang didaftarkan di bawah seksyen 12 Akta Kesatuan Sekerja 1959 (Akta 262)
- j. Mana-mana pertubuhan belia yang didaftarkan di bawah seksyen

9 Akta Pertubuhan Belia dan Pembangunan Belia 2007 [Akta 668]

- k. Mana-mana syarikat atau syarikat subsidiari yang terhadapnya atau yang dalamnya mana-mana badan awam yang tersebut dalam perenggan (a), (b), (c), (d), (e), (f), (g), (i) atau (j) mempunyai kawalan atau kepentingan; atau
- l. Mana-mana pertubuhan, kesatuan, organisasi atau badan yang ditetapkan oleh Menteri dari semasa ke semasa melalui perintah yang disiarkan dalam *Warta*.

¹³ Isteri atau suami merangkumi:-

- a. Adik atau abang atau kakak
- b. Adik atau abang atau kakak isteri / suami
- c. Orang yang mempunyai pertalian nasab langsung ke atas atau ke bawah dengan orang itu
- d. Orang yang mempunyai pertalian nasab langsung ke atas atau ke bawah dengan isteri atau suami orang itu
- e. Orang yang mempunyai pertalian nasab langsung ke bawah dengan orang yang disebut dalam perenggan (b)
- f. Bapa saudara, emak saudara atau sepupu orang itu; atau
- g. Menantu orang itu

¹⁴ Cabaran Keempat Wawasan 2020.



tory factors for the delayed, defective or abandoned contracts can be attributed to any or all of the above referred aspects.

Further the world is generally faced with recessions almost every ten years and these recessions may also cause abandonment of works. Some projects completed within the last forty years are still facing defects even after remedial works had been completed whereas there are some that were abandoned. Government and other relevant agencies are in the process of rehabilitating some abandoned projects but this is a time consuming and expensive affair.

► Delayed Projects

The main contributory factors for the delays can be attributed to lack of 'Honesty in Self Evaluation' and also lack of 'Honesty in Pricing of Contracts'. Here the contractors may have over extended their expertise and/or under estimated the logistical and financial resources. Similarly absence in 'Honesty in Pricing' may have contributed to grossly under pricing the works resulting in losses that may have led to time consuming appeal process for seeking additional financial resources.

Further lack of commitment to understand the risks and in studying the

scope of works, site conditions and the many unknown risks especially underground cables, impact of the works on adjoining structures especially in urban areas, etc. could be a major factor.

► Defective Projects

Greed has been perceived to be the main factor for defective works. Another factor is the 'sub-contracting' culture [or selling the contracts]. In both these cases the contractors cut corners or replace specified and quality materials with sub-standard building materials. The contractors may also employ inexperienced or under qualified professionals and supervisory personnel to monitor the work of low paid and cheap unskilled workers.

The absence of continuous monitoring of works being implemented and compliance of prescribed specifications can give rise to cover up of concealed utility services that may breakdown shortly after the expiry of the defects liability periods. The subsequent remedial measures can be expensive for the new owners of the works. The main cause again is the absence of 'Honesty' among the contractors resulting in bad reputation for the contractors and the whole of the construction industry.

► Abandoned Projects

The cause for the abandonment of most contracts had been attributed to recessionary or economic problems that were faced by the country and the construction industry. It may be noted that recessions have hit the country almost every ten years and projects abandoned in the seventies, eighties and nineties are standing out like sore thumbs throughout Malaysia as a reminder of absence of foresight among the developers. The present economic turmoil where demand and revenues are falling, finance facilities are getting difficult and confidence in future and continued employment is also continuously being eroded. It is being forecasted that the current decade may result in substantial unemployment and a major recession.

► Recommendations and Conclusion

Contractors should always display dedication, passion and have commitment to excel in their chosen construction business. The basis of success and high rewards is 'Honesty' in daily working and ordinary life. 'Honesty' among the contractors can mitigate the problems currently being faced by the industry and country and reduce the hardship with faster recovery of the industry. However this is a uphill task due to the dishonest behavior of few that has tarnished the reputation of the whole construction industry. Changing the mindset of the people will require all the construction industry players to play their role. ■

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Program Pembangunan Kontraktor Secara Berterusan (Contractor Continuous Development (CCD) Program)

PROGRAM CCD dalam industri pembinaan dibangunkan dengan objektif untuk meningkatkan pengetahuan dan kecekapan kontraktor dalam pelbagai aspek pengurusan, meningkatkan interaksi (*networking*) sesama kontraktor melalui pelbagai aktiviti industri pembinaan.

Program CCD memperkenalkan sistem pungutan mata yang dikenali sebagai Mata CCD atau 'CCD Points' melalui penglibatan kontraktor dalam pelbagai acara atau aktiviti yang dianjurkan oleh pihak CIDB ataupun

penganjur berdaftar bersama CIDB. Kontraktor perlu mengumpul jumlah mata yang ditetapkan sepanjang tempoh aktif sijil pendaftaran kontraktor CIDB dan jumlah mata terkumpul akan digunakan bagi tujuan penilaian pembaharuan sijil. Jumlah mata CCD yang perlu dikumpul oleh kontraktor dalam setahun adalah seperti berikut:

- Gred G1 dan G2: 10 mata CCD.
- Gred G3 dan G4: 20 mata CCD.
- Gred G5 dan G6: 30 mata CCD.
- Gred G7: 40 mata CCD.

Penguatkuasaan ke atas program ini akan dilaksanakan pada tahun 2010. Kontraktor disaran untuk mula mengumpul jumlah mata yang ditetapkan bagi memudahkan prosedur pendaftaran kelak. Wakil syarikat yang boleh mengikuti program CCD adalah pemilik/rakan kongsi/pengarah/pengurusan utama/kakitangan syarikat yang digajikan.

Bagi mendapatkan butiran mengenai skim mata CCD ini, kontraktor bolehlah merujuk kepada **Pekeliling Bil 2/2008: Program Pembangunan Kontraktor Secara Berterusan**. Pekeliling boleh didapati daripada semua Pejabat CIDB di seluruh negara.

Bagi sebarang pertanyaan mengenai program CCD sila hubungi mana-mana Pejabat CIDB Negeri **di muka surat 19** atau Ibu Pejabat di talian 03- 2617 0338/230/394 ■

Sambungan dari muka surat 5

process, teamwork based on good governance principles and the creation of a platform for the people to be consulted in decisions made by the Government.

To hit home a point, our now honorable Prime Minister Dato' Seri Najib Tun Razak, at the recent launching a report on the National Integrity Plan at the Malaysian Institute of Integrity on 17 March 2009 explained that the common factors a boss looked at when choosing a man for a key position were ability, acceptability, integrity and loyalty. To quote Dato' Seri, **"For me, integrity should be put first among the factors"** and I, in my capacity as the President of IIM, fully subscribe to this view as well.

Inculcating an Integrity Mindset – a Journey Not a Destination

CIDB: Datuk, in viewing the process of inculcating an Integrity Mindset as more of a journey than a destina-

tion, what would be Datuk's closing thoughts on leveraging an Integrity Mindset to help the construction community to not only survive but thrive in the current economic downturn?

Datuk Dr Mohd Tap Salleh: The way I see it, for us to witness lasting and positive change, we should maintaining a paradigm towards the priorities for an Integrity Mindset, and I am pleased to see that such a paradigm is shifting significantly and the progress is promising.

Another interesting angle that I would like to offer involves the fact that integrity-centered leadership and integrity principles have to be cultivated not only at the workplace but also in schools and at home... it is from this 'base' that the future members of the workforce, the working citizens, will bring their personal values to the workplace, and it is imperative that the organisations where they choose to work are also in a synergistic mode of thinking on the subject of integrity. With this in place, the conducive environ-

ment to nurture integrity in the workplace, would have become part and parcel of both personal life and corporate performance.

In turn, this will effect lasting change in the mindsets of not only the construction community but eventually all communities and society at large, because value creation – created and nurtured by nothing less than an extraordinary reputation and integrity is indeed a result of those corporate and personal values.

Hence, by and large, the subject of integrity will lend itself as an internal moral compass for all the constituents at the business, community as well as the national level. In fact, on hind sight, inculcating an Integrity Mindset is more than a paradigm, it is a very special effort on the part of organisations, communities, societies and the Government that can be represented as a continuum for this internal moral compass to be kept 'alive' in the minds of everyone involved. ■

Program Pembangunan Kontraktor Secara Berterusan

SKIMA MATA CCD

NO	ACARA CCD		PENERANGAN	MATA CCD SETIAP ACARA	MATA CCD SETAHUN	
1	Konvensyen, Forum, Seminar, Bengkel, Syarahan, Lawatan teknikal, Kursus, Latihan.	a	Menghadiri konvensyen, persidangan, forum, seminar, bengkel, kursus pendek dan program yang berkaitan sebagai peserta yang dianjurkan oleh CIDB dan agensi kerajaan yang berkaitan			
			- 2 hari atau lebih - sepenuh hari - separuh hari	16 8 4		
		b	Menghadiri konvensyen, persidangan, forum, seminar, bengkel, kursus pendek dan program yang berkaitan sebagai peserta yang di anjurkan oleh pihak lain yang diiktiraf oleh CIDB			14 6 3
			- 2 hari atau lebih - sepenuh hari - separuh hari			
c	Lawatan teknikal / Misi Pelaburan Antarabangsa yang dianjurkan oleh CIDB atau pihak lain yang berkaitan yang diiktiraf oleh CIDB.	8				
d	Latihan kemahiran pembinaan yang dianjurkan oleh Akademi Binaan Malaysia (ABM) atau pusat latihan yang telah diiktiraf oleh CIDB	25				
2	Terlibat di dalam Program – Program Pembangunan CIDB	a	Ahli Lembaga Pengarah CIDB		20	
		b	Jawatankuasa CIDB (kumpulan; pakar/khas/gerak kerja dan sebagainya) - (Kehadiran mesyuarat minima sebanyak 60%)		20	
		c	CIDB's Mediator, Adjudicator, etc.	20		
		d	Penyertaan di dalam pertandingan MCIEA	10		
3	Persembahan ucaptama, kertas kerja dan sebagainya		Penceramah, Pengerusi atau ahli panel terlibat di dalam penyediaan dan persembahan ucaptama atau kertas kerja bagi persidangan, konvensyen, forum, seminar, bengkel, kursus dan sebagainya.			
		a	Dianjurkan oleh CIDB	6		
		b	Dianjurkan oleh pihak lain yang diiktiraf oleh CIDB.	3		
4	Berkhidmat kepada Profesion	a	Pemilik berdaftar kepada syarikat pembinaan yang berkhidmat dengan persatuan/pertubuhan pembinaan yang diiktiraf oleh CIDB; yang mana telah menghadiri secara kerap mesyuarat (60% kadar kehadiran minima) selaku mana – mana pemegang jawatan seperti di bawah samada diperingkat kebangsaan atau negeri. i. Presiden ii. Timbalan Presiden, Naib Presiden iii. Ahli Majlis iv. Ahli Jawatankuasa v. Ahli biasa		10 8 6 4 1	
			b	Mewakili persatuan ke mana – mana acara rasmi		4
5	Penerbitan Buku atau artikel	a	Penerbitan buku berkait dengan profesion>100 muka surat	20		
		b	Penerbitan buku berkait dengan profesion<100 muka surat	15		
		c	Penerbitan artikel di dalam jurnal, majalah atau akhbar yang berkaitan dengan profesion.	10		
6	Sumbangan kepada aktiviti persatuan berkaitan pembinaan	a	Menghadiri mesyuarat agong persatuan pada peringkat kebangsaan, negeri dan cawangan		4	
7	Lain - lain	a	Anugerah dan pengiktirafan berkaitan dengan aktiviti pembinaan oleh badan / institusi yang diiktiraf oleh CIDB	10		
		b	Penglibatan dan sumbangan yang berkaitan dengan aktiviti pembinaan serta diiktiraf oleh CIDB	Akan Ditentukan Oleh CIDB		

KURSUS INTEGRITI KONTRAKTOR

Setiap
peserta diberi
*8 mata CCD

Jadual Kursus

Jadual bagi tahun 2009 adalah seperti yang dipapar di bawah ini. Jadual juga boleh dimuat-turun daripada laman web CIDB atau dirujuk daripada Pejabat CIDB Negeri/Cawangan.

Bagi pertanyaan mengenai Kursus Integriti Kontraktor, anda boleh menghubungi mana-mana Pejabat CIDB.

Bagi urusan permohonan kursus/ pengesahan tarikh kursus, sila hubungi pejabat CIDB Negeri di muka surat 19.

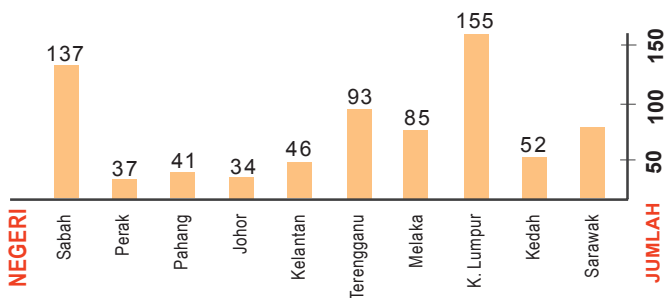
KALENDAR KURSUS INTEGRITI KONTRAKTOR SELURUH NEGARA SEPANJANG APRIL – DISEMBER 2009

NEGERI / BULAN	APR	MEI	JUN	JUL	OGOS	OKT	NOV	DIS
KEDAH / PERLIS	1		3	1	2	1		
PULAU PINANG		6		30		22		17
PERAK	22		26		20	21		22
K. LUMPUR / SELANGOR	16 & 30	14 & 28	11 & 25	16 & 30	6 & 20	15 & 29	12 & 24	5 & 29
MELAKA / N. SEMBILAN	15	13	17					
PAHANG		12			25		26	
JOHOR	22-	27	24	29	19	28	25	
KELANTAN		4		27		26		
TERENGGANU	7 & 21	12 & 26	9 & 23	7 & 21	4 & 18	6 & 10	10 & 24	
SABAH	16	14	18	16	6	15	19	10
SARAWAK	28	12	9	8	6		5	16
TAWAU	21 & 22						24 & 25	
MIRI	2		9 & 11				10 & 11	

*Tertakluk Kepada Pindaan & Perubahan

STATISTIK PESERTA KURSUS INTEGRITI 2009

Sehingga Februari 2009



Gambar sekitar Kursus Integriti Kontraktor di MITC.



IBU PEJABAT CIDB
Bahagian Pembangunan Kontraktor
LEMBAGA PEMBANGUNAN INDUSTRI
PEMBINAAN MALAYSIA

Tingkat 10A, Grand Seasons Avenue,
72, Jalan Pahang, 53000 Kuala Lumpur
Tel: 03-2617 0206/0255 Faks: 03-2617 0340

Website: www.cidb.gov.com email: bpk@cidb.gov.my

PEJABAT CIDB NEGERI

CIDB WILAYAH PERSEKUTUAN KUALA LUMPUR

Tkt. 7, Grand Seasons Avenue,
72, Jalan Pahang, 53000 Kuala Lumpur
Tel: 03-4045 3800 Fax: 03-4045 3858

CIDB JOHOR

Lot 2067, Batu 3, Jalan Tampoi,
81200 Johor Bahru, Johor.
Tel: 07-234 4808 Fax: 07-234 4807

CIDB KEDAH

Lot 1-4, Tingkat 11, City Plaza,
Jalan Tunku Ibrahim,
05000 Alor Setar, Kedah.
Tel: 04-733 1243 Fax: 04-733 1175

CIDB KELANTAN

No. U7. 2, Tingkat 7,
Menara Perbadanan,
Jalan Tengku Petra Semarak,
15000 Kota Bharu, Kelantan.
Tel: 09-744 4311 Fax: 09-743 4311

CIDB MELAKA

No.24-2 & 26-2, Tingkat 2,
Bangunan Kota Cemerlang
Lebuh Ayer Keroh
75450 Ayer Keroh, Melaka
Tel: 06-232 8895 Fax: 06-232 8950

CIDB PERAK

Lot 5.02, Tingkat 5,
Bangunan KWSP,
Jalan Greentown,
30450 Ipoh, Perak.
Tel: 05-242 3488 Fax: 05-255 5488

CIDB PAHANG

B246 & 248,
Wisma Kontraktor Melayu Pahang
Jalan Dato Lim Hoe Lek,
25200 Kuantan, Pahang.
Tel: 09-517 8734 Fax: 09-517 8751

CIDB PULAU PINANG

Lot 9.01, Tingkat 9,
Bangunan KWSP,
No. 3009 Off Lebuh Tenggiri 2,
Bandar Seberang Jaya,
13700 Seberang Jaya, Pulau Pinang.
Tel: 04-390 2448 Fax: 04-390 7448

CIDB SABAH

Tingkat 4,
Blok E, Bangunan KWSP,
88100 Kota Kinabalu, Sabah.
Tel: 088-242 495 Fax: 088-242 481

CIDB SABAH (CAW. TAWAU)

TB 306, Tingkat 2, Blok 35,
Kompleks Perdagangan Fajar,
Jalan Hj. Karim,
91009 Tawau, Sabah.
Tel: 089-777 842 Fax: 089-777 840

CIDB SARAWAK

Tingkat 1, Blok A, Kompleks CIDB,
Jalan Sultan Tengah,
93050 Kuching, Sarawak.
Tel: 082-445 833 Fax: 082-447 833

CIDB SARAWAK (CAWANGAN MIRI)

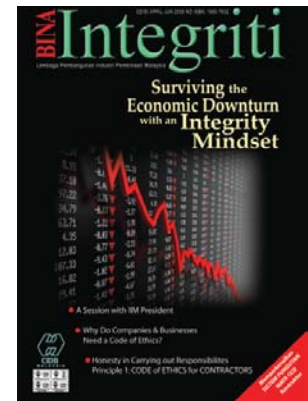
Tingkat 1, Wisma Rela Aman,
Lot 1301, Blok 9 MCLD Miri Water Front,
98000 Miri, Sarawak.
Tel: 085-417 431 Fax: 085-417 432

CIDB TERENGGANU

Tingkat 7, Menara Yayasan
Islam Terengganu, Jalan Sultan Omar,
20300 Kuala Terengganu, Terengganu.
Tel: 09-624 5311 Fax: 09-623 8973

WHAT IS IN THE NAME

‘BINA INTEGRITI’



BINA

Reflects the construction industry in Malaysia.

INTEGRITI

Reflects the objective of the publication that emphasises a knowledge sharing platform for the integrity program, that is geared towards nurturing a new work culture that's centered on 'integrity' amongst the construction community. It also reflects CIDB's contribution towards reinforcing the value of integrity in the Construction Industry.

IKRAR INTEGRITI MALAYSIA

KAMI, RAKYAT MALAYSIA MERDEKA, BERWAWASAN DAN BERDAULAT, DENGAN TULUS DAN SUCI HATI, BERIKRAR, MEMANTAP DAN MEMPERKUKUHKAN, MARUAH DAN INTEGRITI KAMI, KELUARGA DAN MASYARAKAT, AGAMA, BANGSA DAN NEGARA KAMI. KE ARAH ITU KAMI AKAN:

- MEMATUHI SEPENUHNYA PERLEMBAGAAN PERSEKUTUAN, UNDANG-UNDANG DAN PERATURAN SEMASA;
- MEMATUHI DAN MENGAMALKAN PRINSIP-PRINSIP RUKUN NEGARA;
- SENTIASA BERUSAHA MEMUPUK DAN MENGAMALKAN NILAI-NILAI MURNI, ETIKA DAN INTEGRITI;
- BEKERJASAMA SEPENUHNYA DENGAN MANA-MANA PIHAK UNTUK MENCEGAH SEBARANG PERLAKUAN JENAYAH, SALAH LAKU DAN PERBUATAN TIDAK BERINTEGRITI;
- BERTINDAK TEGAS TERHADAP MEREKA YANG MELANGGAR UNDANG-UNDANG DAN PERATURAN;
- BERTINDAK TEGAS TERHADAP MEREKA YANG CUBA MENGGUGAT INTEGRITI, IMEJ MASYARAKAT DAN NEGARA;
- SECARA KOLEKTIF DAN BERTERUSAN MEMBUDAYAKAN INTEGRITI MASYARAKAT MALAYSIA.

Sumber: Pelan Integriti Nasional

BORANG PERMOHONAN KURSUS INTEGRITI KONTRAKTOR INDUSTRI PEMBINAAN

Tarikh Kursus Dipohon:.....

Tempat Kursus Dipohon:.....

A. MAKLUMAT PEMOHON *(Sila sertakan salinan Kad Pengenalan)*

Nama Penuh:.....
(seperti dalam kad pengenalan)

Tarikh Lahir:.....

No. Kad Pengenalan:.....

Jantina: ☐ Lelaki ☐ Perempuan

No. Telefon:.....

No. HP:.....

Emel:.....

Alamat Surat Menyurat:.....

..... Poskod:.....

Jawatan Pemohon Di Dalam Syarikat:.....

B. MAKLUMAT SYARIKAT *(Sila sertakan salinan perakuan pendaftaran CIDB)*

Nama Syarikat:..... Gred:.....

No. Pendaftaran CIDB:.....

Alamat Syarikat:.....

..... Poskod:.....

No. Telefon Syarikat:.....

C. PENGAKUAN PEMOHON

Saya dengan ini mengisytiharkan bahawa maklumat yang diberikan di dalam borang ini dan salinan dokumen yang saya sertakan adalah benar. Permohonan ini akan terbatal dengan sendirinya sekiranya terdapat sebarang keraguan.

.....
Tandatangan & Cop Syarikat

.....
Tarikh

D. KEGUNAAN PEJABAT *(Sila kosongkan ruang ini)*

Ulasan:.....

Disemak:.....

Tarikh:.....

SYARAT-SYARAT PERMOHONAN

1. Yuran kursus RM30.00
2. Pembayaran hendaklah dibuat secara wang pos, bank draf atau banker's cek atas nama CIDB Malaysia.
3. Pemohon yang layak mengikuti kursus di atas adalah:
 - (a) Pemilik Syarikat
 - (b) Pengarah Syarikat
 - (c) Pengurusan Utama Syarikat
4. Permohonan oleh pemilik syarikat hendaklah disertakan dengan salinan Kad Pengenalan serta form 49/Borang A.
5. Permohonan oleh pegawai pengurusan utama yang digajikan hendaklah disertakan dengan salinan Kad Pengenalan, surat perlantikan dan penyata KWSP terkini.
6. Semua dokumen hendaklah disahkan oleh Pegawai Kerajaan Kumpulan A /Setiausaha Syarikat atau pihak yang mengeluarkan dokumen.