

BINA

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Integriti

Lembaga Pembangunan Industri Pembinaan Malaysia

Strengthening the **Image & Professionalism** of the Construction Industry

- **Menteri Kerja Raya Menerajui Program Pembangunan Integriti Industri Pembinaan Negara**
- **Compliance with the Laws and Regulations**
- **Basic Issues and Framework for Corporate Excellence**



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Integriti Dalam Industri Pembinaan (Sesi 2009)

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**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.

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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.

Malaysia dikejutkan dengan 2 berita keruntuhan bangunan dalam jangka-masa kurang 1 bulan tidak lama dulu. Kenapa dan bagaimana ini boleh berlaku? Adakah kesilapan itu datang dari golongan kontraktor, konsultan, pekerja atau pemilik projek? Dalam hubungan ini, biarlah siasatan yang menentukan siapakah yang tidak bertanggungjawab dan seterusnya menerima hukuman yang setimpal.

Apa yang telah terjadi memanglah sangat dikesalkan. Apatah lagi dalam masa Malaysia begitu giat ingin mempromosikan golongan kontraktor dan profesional kita yang berwibawa ke luar negara, berita kejadian berkenaan sedikit sebanyak memberi imej industri pembinaan Malaysia yang tidak baik. Apa yang boleh kita ambil iktibar dari keadaan ini adalah kita tidak boleh leka malah sentiasa perlu mengingatkan semua penggiat-penggiat industri pembinaan untuk terus mengukuhkan aspek INTEGRITI di dalam semua tindakan mereka.

Penganjuran seminar oleh CIDB Malaysia pada 11 Jun yang lepas tepat pada masanya. **Seminar Integriti Industri Pembinaan 2009** dengan tema *"Strengthening the Image & Professionalism of the Construction Industry : The Way Forward"* berjaya membawa 3 orang penceramah yang berkecuali untuk mengingatkan semua peserta akan pentingnya aspek Integriti di dalam menjayakan program-program membangunkan industri pembinaan negara. Berita-berita mengenai program ini ada di dalam ruangan Berita Utama di muka surat 10.

Akhirnya, Edisi BINA INTEGRITI kali ini juga akan meneruskan penjelasan Prinsip-prinsip **Kod Etika Kontraktor; Prinsip 2 iaitu 'Pematuhan Peraturan dan Undang-Undang'**, pembaca akan dapat melihat kupasan aspek-aspek ini sepanjang pelaksanaan projek pembinaan di muka surat 8 dan 9.

Selamat membaca!

Ketua Editor

Mengenalpasti Kontraktor yang Berintegriti dan Berkaliber



Laporan akhbar sejak kebelakangan ini khususnya mengenai kejadian bangunan runtuh dan kualiti binaan yang rendah telah menyedarkan kita bahawa perlunya satu sistem untuk mengenalpasti kontraktor yang benar-benar berkeupayaan dan berkemampuan untuk melaksanakan projek-projek pembinaan.

Pihak CIDB telah mendaftar sehingga kini sebanyak 64,000 syarikat kontraktor dari Gred G1 hingga Gred G7. Bilangan ini boleh dikategorikan sebagai terlalu besar dibandingkan dengan jumlah projek pembinaan yang ditawarkan setiap tahun. Dalam hubungan ini, CIDB ingin memperkemas daftar ini dengan hanya mendaftar syarikat kontraktor yang layak dan kompeten.

Program Penilaian Keupayaan & Kemampuan Kontraktor (SCORE) telah dibangunkan untuk tujuan tersebut dan akan dilaksanakan dalam tempoh terdekat. Langkah ini diharap dapat memberikan profil kontraktor-kontraktor yang benar-benar berkualiti dan mampu memberikan perkhidmatan yang terbaik dalam industri pembinaan tempatan dan luar negara. Selain dari itu, penghayatan kepada prinsip-prinsip Kod Etika Kontraktor mampu meningkatkan integriti kontraktor dan sekaligus dapat memelihara imej dan profesionisme industri pembinaan Malaysia.

Sebagai agensi yang diamanahkan untuk membangunkan industri pembinaan Malaysia secara keseluruhan, CIDB ingin turut mengajak semua penggiat-penggiat industri termasuklah semua lapisan profesional, pemaju, kontraktor dan pekerja untuk meningkatkan praktis integriti dalam cara berfikir, merancang dan mengambil tindakan mengikut panduan serta disiplin yang telah digariskan, menjaga amanah dan tanggungjawab yang digalas mengikut peranan masing-masing. Saya percaya sekiranya ini dapat dilakukan, tahap keyakinan masyarakat umum terhadap industri pembinaan akan meningkat.

DATUK IR. HAMZAH HASAN
Ketua Eksekutif

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PENGUKUHAN IMEJ & PROFESIONALISME INDUSTRI PEMBINAAN MALAYSIA

Petikan Ucapan Perasmian
MENTERI KERJA RAYA MALAYSIA
Y.B. DATO' SHAZIMAN BIN ABU MANSOR

Bersempena Majlis Perasmian: SEMINAR INTEGRITI INDUSTRI PEMBINAAN 2009

11 JUN 2009 (KHAMIS), PUSAT KONVENSYEN CIDB, KUALA LUMPUR

PEMBANGUNAN INFRASTRUKTUR DAN INDUSTRI PEMBINAAN

Pembangunan kemudahan infrastruktur sememangnya memberikan sumbangan yang signifikan dalam menjana pertumbuhan ekonomi negara bukan sahaja dalam membuka peluang-peluang perniagaan dan pekerjaan malah berupaya menarik kemasukan pelabur asing. Dengan adanya kemudahan infrastruktur yang lengkap, para pelabur asing akan lebih cenderung untuk menanam modal dan menjalankan aktiviti perniagaan termasuk seperti membuka kilang-kilang mahupun pejabat untuk mereka beroperasi di negara ini. Industri pembinaan memainkan peranan penting dalam menterjemahkan polisi sosio-ekonomi Kerajaan kepada bangunan dan infrastruktur di samping dapat mewujudkan kesan pengganda (*multiplier effect*) kepada industri-industri lain seperti pembuatan, pertanian dan perkhidmatan.

PEMBANGUNAN KONTRAKTOR DAN PEKERJA BINAAN

Malaysia mempunyai seramai lebih kurang 63,000 kontraktor dari pelbagai gred yang berdaftar dengan CIDB. Namun begitu, adakah bilangan kontraktor yang berdaftar ini

benar-benar tulen dan mampu bersaing untuk terus wujud dalam industri pembinaan di negara ini? Dalam hubungan ini, Kerajaan sememangnya komited dalam memastikan syarikat-syarikat kontraktor di dalam negara mempunyai kebolehan dan mampu untuk bersaing dalam pasaran terbuka secara efektif.

Negara amat memerlukan syarikat-syarikat kontraktor yang mempunyai tahap kekompetenan yang tinggi untuk bersaing dengan kontraktor luar. Dalam hubungan ini, beberapa perkara-perkara yang perlu diambil perhatian adalah seperti berikut:-

- Setiap kontraktor yang berdaftar adalah terdiri daripada mereka yang benar-benar layak serta mampu untuk mengurus dan

menyiapkan projek yang dilaksanakan dengan jayanya.

- Bilangan dan kemahiran pekerja binaan tempatan harus dipertingkatkan.
- Program-program latihan mestilah mampu mempertingkatkan kualiti pekerja dan seterusnya meningkatkan keupayaan kontraktor.
- Setiap personel binaan yang bekerja di tapak mempunyai tahap kemahiran yang tinggi
- Industri pembinaan negara kini yang dikendalikan secara berintensifkan buruh berproduktiviti rendah mestilah ditransformasikan ke arah industri yang berintensifkan kepada teknologi dan inovasi.





PENGLIBATAN LAIN-LAIN PIHAK PENGGIAT INDUSTRI PEMBINAAN

Proses pembelajaran dan peningkatan kemahiran ini tidak harus ditekankan hanya kepada pekerja, tetapi juga kepada penggiat-penggiat industri lain seperti kontraktor, konsultan dan pengilang komponen binaan. Kita mestilah sentiasa terbuka kepada pengenalan teknologi dan kaedah baru dalam pelaksanaan projek pembinaan seperti penggunaan kaedah *Industrialised Building system* (IBS). Oleh yang demikian, semua penggiat industri perlu sentiasa peka dan mempersiapkan diri dengan kompetensi yang mencukupi bagi merebut peluang dan bersaing di dalam industri pembinaan yang mencabar. Ini amat kritikal di dalam memastikan kelangsungan (*sustainability*) penggiat-penggiat industri kita dan juga sekaligus meningkatkan daya saing negara.

Pelbagai usaha dan inisiatif telah diambil oleh Kerajaan bagi memastikan semua pihak yang terlibat dalam industri pembinaan mendapat peluang yang sama rata terutamanya yang melibatkan projek-projek Kerajaan.

Salah satu daripadanya adalah cadangan penambahbaikan terhadap dasar pengagihan 10% nilai kontrak

kepada kontraktor kelas F. Diharap cadangan ini akan menyelesaikan masalah-masalah seperti tawaran kadar harga yang terlalu rendah oleh kontraktor utama, pengurusan kontraktor kelas F yang terlalu ramai di bawah kontraktor utama, kelewatan pelaksanaan projek oleh kontraktor utama dan skop kerja yang tidak jelas antara kontraktor utama dan kelas F yang kadangkala menyebabkan kontraktor kelas F terpaksa menanggung kerugian.

PEMBANGUNAN INTEGRITI DAN CABARAN-CABARAN INDUSTRI PEMBINAAN NEGARA

Beberapa peristiwa negatif yang terjadi sejak kebelakangan ini turut menyumbang terhadap persepsi negatif dan merupakan satu lagi titik hitam dalam industri pembinaan negara. Baru-baru ini negara kita



dikejutkan dengan dua insiden yang telah menjejaskan kredibiliti industri pembinaan dan juga telah mencemarkan imej negara di peringkat antarabangsa. Kejadian runtuh yang berlaku semasa kerja meroboh bangunan Jaya Supermarket di Petaling Jaya dan kejadian runtuh bumbung stadium Sultan Mizan Zainal Abidin di Gong Badak, Terengganu telah

mengundang bukan sahaja perhatian orang ramai, malah telah menyebabkan cara kita melakukan kerja dipersoalkan dan menjadi perdebatan umum.

Salah satu cara bagi kita menanamkan nilai integriti serta menjadikan ianya etika kerja industri pembinaan ialah dengan menganugerahkan kontrak dan projek-projek pembinaan kepada hanya mereka yang terbukti integritinya. Namun demikian pendekatan ini memerlukan satu kaedah yang boleh mengambilkira integriti di dalam proses penilaian. Saya memahami bahawa, ini bukanlah satu perkara yang mudah dan amat subjektif. Dalam hal ini, Lembaga-Lembaga Profesional yang mentadbir-urus bidang profesional di dalam industri pembinaan perlu meneruskan peranan mereka sebagai 'penjamin' integriti ahli-ahli mereka.

Kepentingan integriti sebenarnya bermula seawal fasa pemilihan kontraktor lagi yang mana hanya kontraktor yang betul-betul berkeupayaan sahaja yang selayaknya dipilih. Dalam hubungan ini, CIDB bertanggungjawab untuk menentukan firma-firma kontraktor diterajui oleh mereka mempunyai integriti yang tinggi, dan mengambil tindakan untuk membatalkan

pendaftaran firma dan syarikat yang telah terbukti mengadaikan integriti mereka. CIDB haruslah memperketatkan kriteria pendaftaran kontraktor berdasarkan kapasiti dan kapabiliti mereka di dalam usaha melahirkan golongan kontraktor yang berkaliber.

Bersambung ke muka surat 15

Program Penilaian Keupayaan & Kemampuan Kontraktor (SCORE)

Oleh: Bhg. Pembangunan Kontraktor Sektor Pembangunan Kontraktor & Personel Binaan CIDB Malaysia

Lembaga Pembangunan Industri Pembinaan Malaysia (CIDB) merupakan satu badan berkanun dibawah akta 520 yang telah dipertanggungjawabkan untuk menjaga kepentingan industri pembinaan di Malaysia. Sehingga kini, mengikut rekod CIDB, seramai lebih 64,000 kontraktor yang berdaftar dengan

CIDB. Hampir separuh daripada jumlah tersebut merupakan kontraktor kelas Gred G1 atau kelas F. Manakala selebihnya adalah di dalam gred G2 ke atas. Pihak CIDB senantiasa berusaha untuk meningkatkan imej industri pembinaan dengan mewujudkan pelbagai program yang diperlukan oleh industri pembinaan di Malaysia.

Program Penilaian Keupayaan dan



SENARAI BILANGAN KONTRAKTOR BAGI SELURUH MALAYSIA UNTUK SEMUA KATEGORI SEHINGGA JUN 2009

GRED	AKTIF	TIDAK AKTIF	DORMAN	BARU	TOTAL
G1	28545	108	2502	2813	33969
G2	5380	49	791	1554	7775
G3	7446	99	1193	2151	10890
G4	1762	42	204	493	2501
G5	2467	55	367	610	3499
G6	949	20	135	196	1300
G7	3527	46	349	318	4241
TOTAL	50076	419	5541	8135	64175

Kemampuan Kontraktor CIDB adalah merupakan satu program penilaian yang dibangunkan oleh CIDB khusus bagi memberi tanda aras dan mempertingkatkan imej industri pembinaan bersesuaian dengan Pelan Induk Industri Pembinaan ; *Construction Industry Master Plan (CIMP)*. CIMP telah mencadangkan beberapa teras strategik dan inisiatif yang perlu diambil tindakan oleh CIDB bagi memperkasakan imej industri pembinaan dan menetapkan tanda aras kontraktor tempatan sepertimana yang dinyatakan di bawah.

Teras Strategik 2.0

Memantapkan Imej Industri Pembinaan
Strengthen the Construction Industry Image

Saranan 2.1.4

Mewujudkan rangka kerja dan melaksanakan penilaian prestasi
Implement performance assessment framework

PROGRAM SCORE

Dalam usaha untuk mengenalpasti keupayaan dan kemampuan kontraktor, pihak CIDB dengan kerjasama *SME Corporation Malaysia*, (*SME Corp*) ; dahulu dikenali sebagai *Small Medium Industry Development Corporation*, (*SMIDEC*) telah merangka satu program untuk menilai keupayaan dan kemampuan kontraktor yang sedia ada berdaftar dengan CIDB. Melalui program ini, keupayaan dan kemampuan kontraktor akan diukur berdasarkan kepada 7 parameter seperti berikut:

- Prestasi Perniagaan (Business Performance)
- Keupayaan Kewangan (Financial Capability)
- Keupayaan teknikal (Technical Capability)
- Pengurusan Projek (Project Management)
- Pengurusan Perolehan (Procurement Management)
- Amalan Terbaik (Best Practices)
- Keupayaan Pengurusan (Management Capability)



Melalui penilaian tersebut, CIDB akan memberi *rating* 0 – 5 bintang kepada para kontraktor. *Rating* 0 adalah tahap yang paling asas dan *rating* 5 bintang adalah tahap yang paling tinggi. Dengan ini, pihak klien dapat mengenalpasti dan membuat pilihan terhadap kontraktor yang benar-benar layak dan berwibawa untuk melaksanakan projek-projek mereka.

Disamping itu juga, melalui parameter – parameter ini ia dapat memberi panduan kepada CIDB untuk mengenalpasti dan membina portfolio sesebuah syarikat pembinaan bagi tujuan pembangunan. Secara tidak langsung, kontraktor - kontraktor dapat dilatih atau dibantu oleh CIDB dengan cara lebih efektif berdasarkan kepada keperluan-keperluan yang dikenalpasti melalui sistem ini.

PERLAKSANAAN PROGRAM SCORE

Setiap kontraktor yang akan memperbaharui sijil pendaftaran kontraktor dengan CIDB akan dikehendaki untuk mengisi satu borang soalselidik. Pihak CIDB akan membuat penilaian keupayaan dan kemampuan kontraktor berdasarkan kepada borang tersebut serta maklumat yang diberikan. Pihak CIDB juga akan membuat pemeriksaan di pejabat / tapak bagi membuktikan kesahihan maklumat yang diberikan.

Bagi sebarang pertanyaan terhadap program SCORE, pembaca boleh menghubungi pegawai di Bahagian Pembangunan Kontraktor, CIDB Malaysia iaitu:

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DEFINITION OF ★ RATING

No Star	★	★★
Fulfill registration requirements and very basic operation.	Basic management and technical capability.	Satisfactory/ moderate management and technical capabilities.
★ ★	★ ★ ★ ★	★ ★ ★ ★ ★
Good management and technical capabilities, compliance to best practices and good project management.	Visionary leadership, efficient management and technical capabilities, compliance to best practices, innovative, very good integrated system and project management. Able to export services to international market.	Exemplary leadership, established brand presence, excellent management and technical capabilities, compliance to best practices, excellent integrated system and project management. Actively exporting services to international market.

MARKING SCHEME

No	Range of Points (%)	No. of STAR Rating
1	0 – 10	0
2	11 - 30	1
3	31 - 50	2
4	51 - 70	3
5	71 - 90	4
6	91 - 100	5

CODE OF ETHICS FOR CONTRACTORS: PRINCIPLE 2

COMPLIANCE with the LAWS and REGULATIONS



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

The word 'ETHICS' originated from the Greek word 'ETHOS' meaning 'CUSTOM or CHARACTER' [Prof. Robert C. Solomon] and 'ETHICS' simply means to 'DO WHAT IS RIGHT'. Also 'ETHICS' refers to study of moral conduct of code of conduct. It concerns individual character including what it means to be a 'good person and social values on behavior concerning 'good and evil morality' which: refers to human conduct values. 'ETHICS' and 'VALUES' are generally interchangeable in many discussions. It is possible for actions to be in compliance with the laws and regulations but not necessarily ethical as it is more concerned with individual feelings. In this article the word 'ETHICS' includes reference to being in compliance with the prescribed Laws and Regulations applicable to the contractors.

Construction Industry Development Board ['CIDB'] issued a Code of Ethics ['ETHICS'] for Contractors that became effective on 1 March 2008 and was in line with the National Integrity Plan ['NIP'] launched by the Prime Minister of Malaysia on 23 April 2004. The objective was to instill the culture of 'ETHICS' in the construction industry especially among the contractors who are the implementers in the industry.

The first article on the 'Principle 1:

Honesty in Carrying out Responsibilities' has been published in the earlier issue of the 'BINA Integriti'. The scope of this article covers the second Principle listed in the 'CODE' that is 'Compliance with the Laws and Regulations'. Articles related to the other four Principles will be published in the forthcoming issues of 'BINA Integriti'.

► 2.0 Compliance with the Laws and Regulations

It is the primary responsibility of all contractors to comply with laws and regulations that are prescribed by the relevant Government Agencies and Regulatory Authorities. In addition the main contractors are also mandated to ensure that all appointed sub-contractors also comply with these laws and regulations.

Federal and State Governments and Local Authorities periodically issues and may amend the Laws and Regulations and other relevant Authorities having jurisdiction over contractors whose business is construction and has employees. The Laws and Regulations listed here may not be comprehensive. Contractors are required to ensure that the applicable Laws and Relations are current with all the amendments that have been approved. The onus to be aware of all the relevant Laws and

Regulations is on the contractors as ignorance of Laws and Regulations is not an acceptable reason or excuse in law for non-compliance. The main relevant Laws and Regulations are listed below together with some legal and financial implications.

- [a] All construction contractors are mandated to be registered with the 'CIDB' under the appropriate grade and category. The main contractors must ensure that their appointed sub-contractors are similarly registered with the 'CIDB' under the appropriate grade and category.
- [b] Contractors having construction contracts beyond a certain value limit are required to inform CIDB of the receipt of the contracts and pay the prescribed amount of levy within the prescribed period.
- [c] Contractors including appointed sub-contractors must employ workers who are citizens or foreigners with approved permits issued by the relevant Government Agencies. Further the illegal workers could be subject to arrest, prison and deportation. Further the foreign employees must always keep their relevant permits and documents for inspection by relevant authorities. Failure for non-compliance can result in the contractor

being subject of criminal action that could result in financial penalties or prison terms or both.

- [d] All construction workers must have 'Green Card' issued by 'CIDB'. The Green Card signifies that the worker has undergone the mandated training course that covers among others safety aspects. Further the 'Green Card' also provides insurance coverage against any accident for the workers on full time basis. Failure to employing workers without the 'Green Card' can result in them being removed from the worksite and exposure to accidents without any compensation.
- [e] All contractors must register themselves as employers and comply

- [iv] Terms of employment to be not less favorable than those prescribed in the 'Act';
- [v] Date of Payment of Wages;
- [vi] Statutory Deductions and others as approved but total not to exceed 50%;
- [vii] Employment of women is subject to further specific requirements;
- [viii] Paid public holidays and annual leave;
- [ix] Termination & lay-off benefits;
- [x] Reporting of accidents;
- [xi] Register with KWSP, PERKESO and Inland Revenue and remit dues as prescribed and within the period prescribed. Also maintain records for the duration prescribed for inspection of relevant authorities.

[f] Contractors must ensure that any technical professionals employed are registered with their professional regulatory authorities. Appointment of technical professionals on partial

services must be with the consent of the relevant Local Authority.

- [g] Contractors are also required to comply with registration procedures prescribed by other organizations who require contractors wishing to participate in construction contracts to be registered with them. Such organizations include the Malaysian Government Treasury and some of its specialized agencies such as the Works Department, Drainage and Irrigation Department, Local Authorities and some utility services providers such as power, telecommunication, etc.

- [h] Construction Site [Safety Management]
- [i] Contractors are required to ensure the Safety Management at any construction site. There are three main Acts that are relevant to this requirement. These are:

Factories and Machinery Act under which are Regulations relevant to the construction industry. The relevant Regulations include the following:

- Building Operations and Works of Engineering Construction;
- Safety, Health and Welfare;
- Electrical Passenger & Goods Lifts;
- Noise Exposure; and
- Mineral Dust.

Occupational Safety and Health that provides for the following aspects:

- Responsibilities of employees, Designers and Manufacturer/Suppliers;
- Safety of persons at work and others effected by any hazards;
- Role of OSHA as the legal tool used by the Authority; and
- Emphasis of self-regulations by industries that includes construction contractors.

Construction Industry Development Board is also required to provide leadership and guidelines, among others, ensure quality and high safety standards.

► 3.0 Abandoned Projects

The main contributory factors for the delayed/abandoned projects may be attributed to lack of the First Principle of the 'Code' i.e. 'Honesty in Self Evaluation' and lack of 'Honesty in Pricing of Contracts' as the contractors may have over extended their expertise and/or under estimated the logistical and financial resources. Another cause

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

with the Employment Act]' Act'. The main requirements of the 'Act' to be complied are:

- [i] Register with the nearest Labor Department within 90 days of commencement/registration or formation of their business. Failure to do so can be an offence that can result, if found guilty, liable on conviction to prescribed fines;
- [ii] Maintain register of employees and made available for inspection for prescribed minimum number of years;
- [iii] Provide safe system of work [as provided under the Factories & Machinery Act;

Seminar Integriti Industri Pembinaan 2009, 11 Jun 2009

MENTERI KERJA RAYA MENERAJUI

Program Pembangunan Integriti

INDUSTRI PEMBINAAN NEGARA

Usaha bagi meningkatkan imej serta menggalakkan nilai-nilai integriti di dalam industri pembinaan telah diteruskan lagi oleh CIDB dan IIM dengan penganjuran **Seminar Integriti Industri Pembinaan 2009** pada **11 Jun 2009** yang lalu. Seminar ini telah dirasmikan oleh Menteri Kerja Raya Malaysia, Y.B. Dato'

Shaziman Abu Mansor pada jam 10 pagi di Pusat Konvensyen CIDB, Jalan Chan Sow Lin, Kuala Lumpur. Y.B. Menteri telah menyampaikan amanat beliau buat kali pertamanya di dalam forum yang dihadiri oleh hampir seribu peserta seminar yang terdiri dari kalangan kontraktor, konsultan, wakil-wakil persatuan industri pembinaan dan anggota perkhidmatan awam yang berkaitan.

Y.B. Dato' Shaziman di dalam ucapan peras-

berkaliber. Sesi pembentangan Seminar Integriti Industri Pembinaan 2009 pula dimulakan sejak jam 9 pagi lagi oleh Prof. Dr. George Ofori dari National University of Singapore dengan tajuk '*Integrity in the Construction Value Chain*' yang banyak menyentuh tentang amalan terbaik di dalam industri pembinaan dengan contoh-contoh projek luar negara serta memperkenalkan konsep 'COST'.

Pembentang kedua ialah Prof. Syed Abdul Hamid Al-Junid dari The Inter-



Menteri Kerja Raya, Y.B., Dato' Dato' Shaziman Abu Mansor menyampaikan ucapan perasmian.



Y. Bhg Datuk Dr. Mohd Tap Salleh, Presiden Institut Integriti Malaysia mengendalikan sesi soal jawab bersama Prof. Dr. George Ofori.



national Centre for Education in Islamic Finance (INCEIF) dengan tajuknya 'Values and Ethics in Business and Its Relevancy in the Economic Downturn' yang memberi penekanan berkaitan pembudayaan nilai integriti dan langkah-langkah menguatkuasakan Kod Etika Kontraktor dan kaitannya dengan keadaan ekonomi terkini.

Sementara itu, kertas kerja terakhir yang dipersembahkan oleh Penolong Pesuruhjaya Suruhanjaya Pencegahan Rasuah Malaysia (SPRM), En. Zarizal Ahmad yang bertajuk "Fraud In Construction Industri" yang menyentuh berkenaan penyelewangan di dalam projek pembinaan serta peranan SPRM di dalam membasmi rasuah serta amalan penyalahgunaan kuasa.

Kehadiran 1,000 peserta ke Seminar Integriti Industri Pembinaan 2009 dapat menggambarkan komitmen serta keprihatinan semua penggiat industri pembinaan termasuk kontraktor, juruperunding dan agensi kerajaan seperti JKR di dalam usaha memantapkan imej dan profesionalisme industri pembinaan negara di mata masyarakat umum. ■

Y.B. Dato' Shaziman di dalam ucapan perasmianya bertekad mendokong nilai-nilai murni integriti, kebolehan, kesetiaan serta dedikasi, di mana integriti merupakan nilai terulung yang diutamakan dengan pendekatan rakyat didahulukan dan pencapaian diutamakan.



Menteri Kerja Raya berkesempatan bertemu dengan peserta-peserta seminar.



Penceramah jemputan dari kiri, Prof. Syed Abdul Hamid Al-Junid, Prof. Dr. George Ofori dan En. Zarizal Ahmad

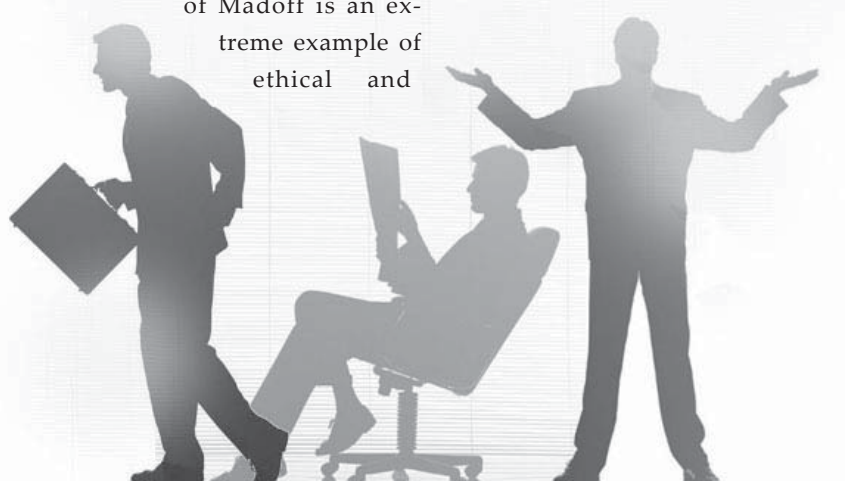


Values & Ethics in Business

BASIC ISSUES AND FRAMEWORK FOR CORPORATE EXCELLENCE

In recent years questions have been raised on the way ethics and business are being understood, practiced, taught and trained. The reverberations following the perceived greed, deceptions and excessive risk taking preceding the recent financial crisis appear to add vigor to this criticism. It seems that the “right way” to govern the financial and real estate sectors among others is and still elusive. Economic advancement seem to be nothing more than economic achievements based on the free reign of market motivated by ‘Gordon Gekko’s “greed is good” ethos. Unlike Adam Smith, modern interpretation of his ideas have been skewed to the unfettered role of self interest in liberalized market as the be all and end all of social progress. Non market institutions have been considered non-critical to effective functions of markets. The underpinning virtues of mutual trust are mere utterances. Similarly, obligations and responsibilities associated with transactions have been considered difficult to operationalize due to increasing complexity of markets especially secondary financial markets. The current backlash against the excessively high bonuses for so called value creation in speculative financial assets at the expense of the productive sector may not be illegal at the time they were created, but the

damage they have caused is definitely unethical and immoral. Yet there was no reason to believe that these executives were aware that the aggregative consequence of their ‘rationality’ would be so damaging. The PONZI scheme of Madoff is an extreme example of ethical and



moral consciousness gone completely awry. This is the case of knowingly and willingly doing something that is illegal and immoral while pretending to be moral and virtuous. As we uncover these questionable and unethical business manifestations of the “greed is good” ethos, there is a sense of skepticism as to whether or not values, virtues and ethics are things of the past.

Why are few powerful people given the space to destroy the lives of others? What happened to responsibility and integrity?

Why is there a neglect of ethics and values in the conduct of business that is eroding the social fabric of our nations and erodes the meaning of development and progress?

How can corporations and politicians restore the trust that has been depleted?

These are questions that will be foremost in the minds of the public at large.

Views on Business Ethics

Etics, especially Business ethics yields different meanings to different people. For some it refers to character and virtues of people involved in business; others consider business ethics as and oxymoron because business is at best amoral and usually unethical, some

¹ Gordon Gekko is a fictional character from the 1987 film Wall Street

looks at business ethics as a study of corruption or corporate governance in the conduct of business. Many other notions abound, and they vary from culture to culture, from sector to sector and among individuals of different background and experiences.

For those who regard business as amoral, ethics has no meaningful role to play in guiding behavior. No wonder greed is considered as virtue, when it is really a vice.

Any discourse or training in business ethics will be looked at with skepticism and a waste of time and money. Ethics if it matters must be in the realm of efficiency and competitiveness especially when competition represents at the extreme dog-eat-dog analogy.

Similarly, business is like war, and, the Art of War had been a prominent topic in management literature.

Ethics and responsibility in business are rather abstract and seem far removed from reality. Judging from the litany of scandals of the last decade, it appears that ethics is only for the idealist. As long as it is not illegal, anything goes. It is no longer strange to hear the argument that ethics is not for business or politics. It is also not uncommon that some people would willingly receive bribes or commit a wrong as long as these wrongdoings can escape detection.

It appears that the ethical problem is a manifestation of conflict between self gratification and morality. The latter is a constraint that deters selfish interest but is rather toothless without the force of the law.

Compliance is the buzzword as the law cannot be everywhere every time to bring corrupt officials and law breakers to justice.

There are also those who look at values and ethics interchangeably, believing that values-driven leaders and management are the pillars of ethical companies. The problem is that the “values” programs are often “pushed down” rather than their being “evolved with” the historical growth of the organization. Merely declaring the existence of values and values – based programs is no substitute for business ethics unless it can be translated and practiced as ethical behavior within and out-



side the organization. There are organizations with lofty values programs, but have been plagued by poor execution of integrity system. Moreover, values, though necessary for guiding conduct, is not by itself sufficient for ethical decision making especially in managing complex business decisions. Skills in problem definition and problem solving, elucidation of facts of the case as well as understanding of context play important and complementary roles in developing ethical predisposition. The belief that there is a universal and clear-cut formula for solving ethical problems is clearly erroneous. The environment within which business is conducted, the claims and expectations of stakeholders and the conflicting responsibilities and commitments of managers exert themselves

in different and often opposite directions.

Complexity of Ethical Problem Solving

Managers take ethical miscalculation when they think there are simple fundamental solutions to all ethical issues. Ethical problems tend to be complex and difficult to manage and the challenge is for manager to figure out the rights that may be violated, the harm and benefits ensuring from the decision and the context in which the decision has to be made. There is a need to incorporate all those considerations in searching for the right thing to do. The problem is multifaceted and so is the solution. Evoking “values” statement or code of ethics will not necessarily generate the right action.

Some of the factors contributing to complexity of ethical decisions are:

Benefits and harm exist simultaneously in the consequences of a decision. Besides, attempts to evaluate them are complicated by the inability to quantify non-monetary benefits and costs. In addition, knowledge of consequences over time and space is incomplete such that no one can be confident of the true value of net benefits or utilities. With competing claims from and responsibilities to different stakeholders, the dilemma of right versus right is difficult to resolve convincingly. This is especially so when different standards of ethical arguments are forwarded by different stakeholders to justify their claims. The necessity of differentiating between facts and values. Knowing one's core values without an objective understanding of the facts and details pertaining to an issue can lead to wrong evaluation or judgment of the problem. There is a strong tendency to prejudge a case rather than identifying its nature in relation to company policies.

When facts are interchangeable with values, then 'ought' become 'is' and vice versa. The issue of gifts and gift giving have been wrongly evaluated by some organizations. In fact new problems have been created as a result of simplistic solutions.

Rationalization of Questionable Conduct

Why do managers do things that they know are unethical? Why are they inclined to do the wrong thing? What motivates intelligent, and capable managers to act in ways that are dishonest and callous? Possible rationalizations of unethical conduct include the belief that others are doing it, that being ethical is not part of performance evaluation, that loyalty to organization is more important than integrity to name a few.

These rationalizations are frequently used in organizational cultures that are ill-defined and ambiguous. Aspiring executives without clear values are inclined to rationalize that initiatives and drive are the overriding determinants of success, especially if they are rewarded for doing things which have not been clearly defined as illegal. Furthermore, some company leaders leave things open-ended or give the impression that how managers achieve

targets is not their concern. They may use this ambiguity to keep themselves clear when the fault is discovered. When the ethical climate is murky, character and conscience are the only layers of self-defense against going too far into the ethical mess. The conflict of self-values and the pressure to "conform" to questionable practices is a great source of stress for managers. However, some became desensitized in the process while others are torn between employment, loyalty and ethics. There are also cases of those who want to do right but do not have the information they need or they do not know how to apply the information. Despite these limitations, they are unsure of whom to go to for help, or are unwilling to seek help, caused by the fear of being labeled incompetent.

Character, Leadership and Ethics

Despite the fact that ethical dilemmas are complex and do not allow for easy solutions, managers are expected to use their faculties of reason and affect in making that decision, rightly or wrongly, and after considering the moral and the practical sides of the equation. As long as the decision is something that we can live with and in accordance with our

character and deep-seated values, there is hope yet with the sharing and acquiring of experience and knowledge, future decisions will be made with greater wisdom. It is here that leadership can make a difference in promoting a shared vision, building trust and building on climate conducive to developing ethical awareness and character.

Leadership is important because it has the capacity to nurture and promote good character amongst the staff. Good leaders have the strength to govern their "selves" so as to enjoin good and avoid harm. They are guided by their internal compasses and they sincerely and continuously learn from their mistakes. Good and ethical leaders are the most unlikely candidates to do what they already know is wrong. Corporate governance is actually the extension of self governance, that is to invoke best practices and standards of conduct that are not only transparent but also serves as a yardstick in measuring improvements of organizational ethics and social responsibility. When compliance requirements are clear, when standards of operating procedure are codified, when responsibilities and commitments to stakeholders are seriously considered, corporate governance serves to eliminate loopholes or rationalization for bad ethics. But that is not sufficient. We need good leadership to carry the organization beyond legal and other compliance. In short good leaders move from compliance strategy to integrity strategy, where the ethos is characterized by self-governance according to core values.

Hallmarks of Effective Integrity System

From the above it can be seen that success in instilling the virtues of integrity requires the following:

That core values are effectively communicated and make sense to



KOD ETIKA KONTRAKTOR

Di dalam hal ini juga, penerimaan dan penggunaan Kod Etika Kontraktor boleh menjadi titik permulaan bagi membangunkan masyarakat kontraktor yang berintegriti tinggi. Kod Etika Kontraktor telah menggariskan enam prinsip utama bagi meningkatkan integriti di kalangan kontraktor seperti berikut:

- Jujur melaksanakan tanggungjawab,
- Pemuatan kepada peraturan dan undang-undang,
- Penghormatan kepada individu dan masyarakat,
- Kepentingan kualiti, kemahiran, dan piawaian,
- Kepentingan keselamatan, kesihatan dan kebajikan,
- Kepentingan pemeliharaan alam sekitar.

Kod Etika Kontraktor telah dibangunkan secara holistik dengan mengambil kira kepentingan sosial seperti keselamatan pekerja dan kesihatan, pemeliharaan dan pemuliharaan alam sekitar tanpa mengorbankan kualiti. Pada pandangan saya sekiranya Kod Etika Kontraktor ini telah diterima

pakai sejak dari dahulu lagi, banyak malapetaka dan bencana yang berlaku kepada projek pembinaan mungkin dapat dielakkan.

INTEGRITI DAN KEJAYAAN

Langkah pertama bagi menjayakan program integriti ini ialah dengan menentukan **setiap organisasi dalam industri pembinaan diterajui oleh**



individu yang mempunyai tahap integriti yang tinggi. Selain daripada **m e n e n t u k a n** organisasi, syarikat dan firma dalam industri ini dipimpin oleh mereka yang berwibawa, 2 lagi unsur utama bagi **m e n g a w a s i**

perlaksanaan kerja dengan berintegriti ialah **memastikan wujudnya ketelusan (transparency) dan akauntibiliti di dalam proses kerja.** Zaman di mana sebarang keputusan dibuat secara subjektif telah lama berakhir. Kini, **pengurusan mestilah terlebih dahulu menentu dan memaklumkan semua kriteria-kriteria yang digunakan** di dalam mencapai sesuatu keputusan serta mereka yang bertanggungjawab di dalam menentukan samada kriteria-kriteria ini telah tercapai. ■

members such that these values are seriously believed, discussed and even debated when challenged by crises. Using these values as guidelines, there is then a greater willingness to solutions compatible with the situation at hand. The credo of Johnson and Johnson was regularly debated and widely shared that the decision by their leader Mr. Burke to withdraw all Extra Strength Tylenol was made because it was the right thing to do. They suffered losses for a year or two, but the decision was still the only right thing to do. These core values are continuously integrated into management plans, policies, budgets, performance measurements and all other important activities of the company.

The company's systems and structures support and reinforce these core values. The institution of checks and balance in reporting relationship, the reward systems, the mechanisms for voicing concern and communication

channels are in consonance with the core values and purpose of the company.

Conclusion:

There are yet many issues to be covered in dealing with the subject of business ethics. To some the subject is too fluid and soft that it borders on rhetoric. To others, it is oximoronic. Yet the landscape of global business is replete with cases of companies going bust for not being sensitive to ethical issues. The global stakeholders are demanding ethical inputs in the conduct of business from production to the point of sale and beyond. Governmental sanctions and consumer boycotts are powerful instruments used to cripple companies regarded as unethical or socially irresponsible. Companies big and small will have to anchor themselves to a foundation from which they can compete and create

value-added from a position of moral and professional competency. Ethical climates are not created through such short cut methods and quick fix policies. As the saying goes, if honesty is the best policy, then it is not honesty. Success in instilling and ethical culture requires effort, time and ethical leadership. Code of conduct, annual ethics audit, ethics training are good signs of ethical awareness. However, they only serve as a support system. What matters is how core values are translated into attitude and behavior through the structures and systems of the company. This process taken time. But they are one of the few options left between creating virtuous characters and effective enforcement of policies, laws and regulations. It is in essence about contributing to social achievement by creating a quality framework for integrity by creating value in the process. Profits and recognition are the result of integrity and responsibility and not vice versa. ■

may be attributed to 'selling' in the name of sub-letting the works to other sub-contractors and then over-dependency on others to monitor their implementation.

Contractors together with owners of delayed or abandoned projects may also be liable to action by relevant authorities and prescribed penalties if certain relevant laws pertaining to safety and health aspects are not complied. Laws and Regulations require contractors who face temporary disruptions of works at any contract site to place appropriate warning signs of any dangers that may arise during the duration of disruption. The dangers could be health hazards like mosquitoes breeding in stagnant water or illegal entry by public that may result in accidents including death due to drowning or other causes such as falling of debris, cranes left on site or other par-

tially constructed works. The abandoned Sri Puteri Apartments in Shah Alam as reported in the media [The Star - Metro dated 31 March 2009] is quoted as an example where all the above referred dangers had been highlighted. Similar abandoned projects dot the skyline throughout the country including the Malaysian capital city of Kuala Lumpur.

► 4.0 Recommendations and Conclusion

The primary responsibility for compliance rests with the Contractors and it should not be delegated to their appointed consultants, management and on-site professionals. It is also a wrong presumption on the part of the main Contractor that once a contract has been sub-contacted the main Contractor is exempted from compliance of the

Laws and Regulations relevant to the contract works. While the sub-contractors may be penalized the main Contractor can also be held liable for any accidents and health hazards caused by non-compliance of Laws and Regulations and subject to penalties on conviction.

Contractors should always display dedication, passion and have commitment to excel in their chosen construction business. The basis of success is the implementation of works in an efficient manner and without any accidents or contravention of any prescribed Laws and Regulations. It may be noted that compliance of Laws and Regulations in respect of 'Safety' aspects in implementation of works is given very high level of importance by the UK Authorities who have made it mandatory for Contractors who are construction companies to designate a Member of the Board of Directors to be responsible for the safety aspects. A step in this direction has been taken in Malaysia where Contractors are required to separately price in the contract documents the cost of safety measures and provide safety manual and training to all the staff involved in the implementation of any works.

Changing the mindset of the Contractors, professionals and site personnel involved in any contract and to give due importance to compliance of relevant Laws and Regulations will require all to play their role. The objective would be to ensure total compliance and 'Zero' level of accidents that would then result in implementation of works in a cost-effective and cost-efficient manner and successful completion of works that would provide full satisfaction to owners and end users of the projects. This would then enhance the reputation of Malaysian Contractors which would enable them to successfully compete also in foreign countries. ■

PRINCIPLE

We all should have our principles and our beliefs, otherwise we are nobody.

We should not waver from our principles.

This is the true test of an upright leader.

How to Promote & Practice:

- Be an example of a principled person oneself.
- People will judge us by what we say and do, just as what we do not say or not do.

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.

Program LATIHAN PENGURUSAN KONTRAKTOR



Program Latihan Pengurusan Kontraktor telah dibangunkan oleh CIDB bertujuan untuk mempertingkatkan **pengetahuan, kemahiran dan kecekapan** para kontraktor di dalam mengurus projek pembinaan yang dipertanggungjawabkan.

Kontraktor mestilah kompeten di dalam melaksanakan segala aktiviti yang melibatkan bidang tugas kontraktor. Bagi maksud tersebut, CIDB telah membangunkan modul secara sistematik dan teratur dengan menggunakan proses pembangunan modul yang diperkenalkan oleh Kerajaan melalui Kementerian Sumber Manusia. Proses pembangunan modul yang digunakan bagi latihan kontraktor merupakan proses yang diadaptasi dari proses pembangunan latihan kemahiran bagi industri binaan.

Modul Bisnes secara am serta Modul Khusus dalam pelbagai bidang kepakaran dan kerja tred telah dibangunkan berdasarkan Course of Study (COS) atau silabus yang diterbitkan dari Standard Kompetensi Kontraktor. Standard serta COS tersebut telah dibangunkan secara bersama oleh pihak industri yang mempunyai pengetahuan, pengalaman dan kepakaran dalam industri pembinaan.

Setiap modul terbahagi kepada Pakej Pembelajaran atau Learning Package (LP) dengan objektif yang berbeza dan merangkumi komponen-komponen tertentu.

Berikut adalah Modul-modul yang telah dibangunkan:

Modul Bisnes

- a. Jaringan Perniagaan
- b. Pengurusan Sumber Manusia
- c. Perakaunan Projek
- d. Sumber Dana dan Pembiayaan Projek
- e. Kewajipan Berkanun

Modul Pengurusan Tred

- a. Perolehan Peralatan dan Bahan
- b. Perolehan Loji dan Jentera
- c. Tugas Kerja
- d. Pengurusan Tapak
- e. Sijil Perakuan Siap Kerja
- f. Servis dan Penyelenggaraan
- g. Penjadualan Kerja
- h. Penganggaran dan Tender Projek

Senarai Modul Tred yang telah dibangunkan adalah seperti berikut:

1. Masonry Works, Penerapan Bata & Pelepaan
2. Penjubinan
3. Pembengkokan Besi
4. Perpaipan – Bang. & Sanitari, Retikulasi Air
5. Perpaipan – Pembetulan (Sewerage)
6. Pemasangan Siling & Plasterboard
7. Pemasangan Drywall & Dinding Sesekat
8. Pemasangan Struktur Keluli
9. Pertukangan Besi dan Logam
10. Pemasangan Lapisan Pelindung Kalis Air & Pembaikan Konkrit
11. Pembinaan Sistem Saliran Permukaan & Bawah Tanah
12. Pembinaan Landskap & Padang Permainan
13. Pembinaan Pavement dan Hard-stand
14. Kerja Cat
15. Pemasangan Bumbung dan Cladding Logam
16. Pemasangan Tanda Arah

Modul Pengurusan Teknikal Bidang Kepakaran/ Pengkhususan

Modul Pengurusan Teknikal merangkumi Pakej Pembelajaran yang sama seperti Modul Pengurusan Tred.

Senarai Modul Teknikal yang telah dibangunkan adalah seperti berikut:

1. Struktur Marin
2. Sistem Bekalan Air
3. Sistem Perlindungan Cerun
4. Kerja Penyiasatan & Penstabilan Tanah
5. Kerja Tanah
6. Sistem Penyaman & Pengedaran Udara
7. Sistem Automasi Bangunan
8. Sistem Pencegah & Perlindungan Kebakaran
9. Sistem Keselamatan Bangunan
10. Kerja Pembaikan Konkrit
11. Kerja Cerucuk
12. Kerja Kaca
13. Kerja Bangunan – Perumahan
14. Kerja Bangunan – Institusi Pendidikan
15. Kerja Bangunan – Hospital
16. Kerja Bangunan – Perniagaan
17. Kerja Bangunan – Industri
18. Kerja Bangunan – Pengubahsuaian
19. Kerja Bangunan – Penyelenggaraan Bangunan dan Persekitaran Kompleks
20. Kerja Jalan
21. Sistem Binaan Berindustri (IBS) – Sistem Konkrit Pratuang (Panel Pratuang)
22. Sistem Binaan Berindustri (IBS) – Sistem Konkrit Pratuang (Tiang dan Rasuk Pratuang)
23. Pembinaan Jambatan
24. Lif dan Eskalator
25. Sistem Bunyi
26. Hiasan Dalaman

Untuk menyertai latihan di atas, sila layari www.cidb.gov.my untuk maklumat lanjut.

Setiap
peserta diberi
*8 mata CCD

KURSUS INTEGRITI KONTRAKTOR

Jadual Kursus 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.

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

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

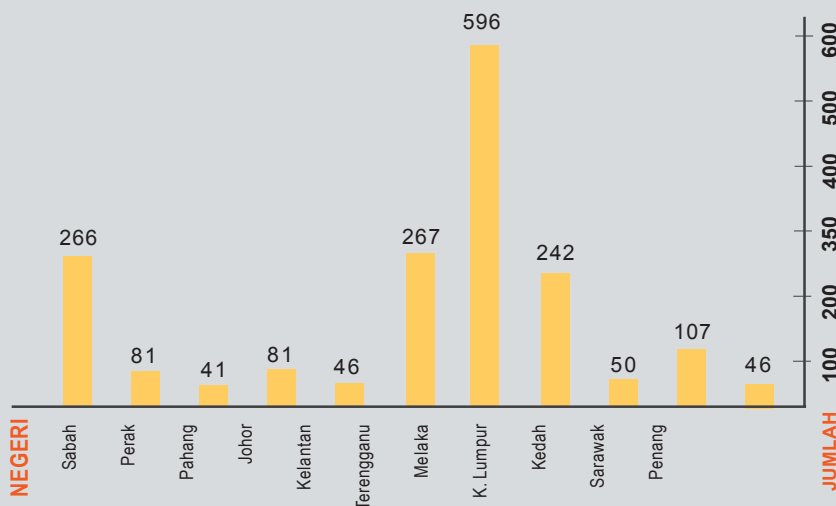


Sekitar Kursus Integriti Kontraktor di Kuala Lumpur.

Sehingga Jun 2009, seramai 1823 kontraktor telah menghadiri kursus ini. Pecahan peserta kursus mengikut negeri adalah seperti di bawah.

STATISTIK PESERTA KURSUS INTEGRITI 2009

Sehingga Jun 2009



IBU PEJABAT CIDB
Bahagian Pembangunan Kontraktor
LEMBAGA PEMBANGUNAN
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Faks: 03-2617 0340
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CIDB KELANTAN

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CIDB MELAKA

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Lebuh Ayer Keroh
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Tel: 06-232 8895 Fax: 06-232 8950

CIDB PERAK

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25200 Kuantan, Pahang.
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CIDB PULAU PINANG

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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)

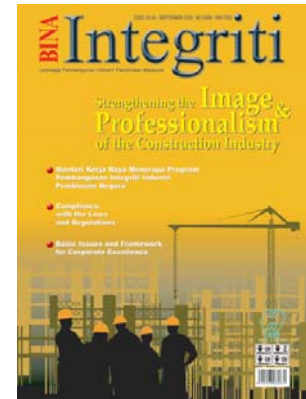
Tingkat 1, Wisma Rela Aman,
Lot 1301, Blok 9 MCLD Miri Water Front,
98000 Miri, Sarawak.
Tel: 085-417 431 Fax: 085-417 432

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.