NATURAL RESOURCES AND ENVIRONMENT BOARD (NREB) SARAWAK (Lembaga Sumber Asli dan Alam Sekitar Sarawak) http: www.nreb.gov.my

Headquarters
18th - 20th Floor, Merana Pelita, Jalan Tun Abdul Rahman Ya'akub, Petra Jaya, 93050 Kuching, Sarawak

> Tel: 082 - 447488 / 319500 Fax: 082 - 448254 / 312800

NREB KUCHING

Shoplot No. 29, Lot 9005 Block 11 Muara Tebas Land District Jalan Setia Raja 93350 Kuching, Sarawak Tel: 082 - 365971 / 365972 Fax: 082 - 365934

NREB BETONG

Level UG, Blok Menara Kompleks Pejabat Kerajaan Negeri Kawasan Bandar Baru Betong Jalan Spine 95700 Betong, Sarawak

Fax: 083 - 471900

Tel: 083 - 471895 / 471901

NREB SIBU

8th Floor, Wisma Sanyan No. 1, Jalan Sanyan 96000 Sibu, Sarawak Tel: 084 - 349429 / 337428 Fax: 084 - 327488

NREB MUKAH

6th Floor, Menara Pehin Setia Raja 96400 Mukah, Sarawak Tel: 084 - 873486 / 873485 Fax: 084 - 873488



NREB BINTULU

2nd Floor, Wisma Bintulu No. 1, Jalan Tanjung Kidurong 97000 Bintulu, Sarawak Tel: 086 - 335772 / 334448 Fax: 086 - 335340

NREB MIRI

9th Floor, Wisma Pelita Tunku, Jalan Puchong, 98000 Miri, Sarawak Tel: 085 - 427486 / 437488 Fax: 085 - 410254

NREB LIMBANG

3rd Floor, Limbang Plaza Jalan Buang Siol 98700 Limbang, Sarawak Tel: 085 - 216487 / 216488 Fax: 085 - 216486

NATURAL RESOURCES AND ENVIRONMENT BOARD SARAWAK



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WINDOWS OF NREB, 2013



Environmental exhibition in conjunction with Civil Service Day



2





"Kelab Pencinta Alam Sekitar (PALS)" - a flagship activities unique to NREB and schools in Sarawak





Modern Livestock Farming Area, Centralized Waste Water Treatment System and Biogas Plant at Pasir Puteh, Samarahan



Used Tyre Recycling Plant Facility at Matang



Workshop on Balance Scorecard



Launching of Pelan Integriti NREB (PINS)



Solid Waste Management project at Kampung Bako



Kuching-Kitakyushu Environmental Symposium



Lab on Key Focus Area



Environmental Audit Course







Investigation Course for Enforcement personal were held at Kuching and Miri respectively









Various environmental / Awareness and Education Programme



CONTROLLER'S MESSAGE

Salam Sejahtera dan Salam Satu Malaysia,

2013 has been yet another successful year for the NREB and I am glad to present our 2013 Annual Report. The NREB has entered its 19th year of establishment and with its maturity also comes more complex environmental challenges for the Board to tackle.

This report outlines progress and achievements of the NREB for the year 2013 in addressing various environmental related issues to enhance sustainable development of the State.

As a State statutory body, in line with our vision to achieve excellence in environmental management and protection, sourcing commitment from other government agencies, non-governmental organisations, private sector and the general public to create awareness and change is critical.

Though laws and regulations are in place to ensure compliance towards environmental management and protection, uniting people to voluntarily engage in environmental stewardship is more effective as the results will be long lasting.

For this to happen, every organisation and individual plays important role despite the NREB being the leading agency in Sarawak to promote good environmental management and protection of its environment and natural resources.

Over the years, the NREB has received good support from its stakeholders and I wish to take this opportunity to extend my gratitude. I assure that as a growing organisation, we will continue to strive for excellence in environmental management and protection in Sarawak for the benefit our current and future generation.

Cont Jality

Sarawak



1.0 INTRODUCTION TO NREB

The Natural Resources and Environment Board (NREB), Sarawak was established on 1st February 1994 pursuant to Section 3(1) of the Natural Resources and Environment Ordinance, 1993 (Cap. 84 – Laws of Sarawak). The NREB is tasked with the responsibility of protecting and managing the environment and the conservation of the natural resources of the State based on the principles of sustainable development.

VISION:

Achieving excellence in environmental management and protection

MISSION:

To efficiently regulate and enforce environmental laws for the protection of environment and well-being of the state

QUALITY POLICY: To continuously improve the effectiveness and efficiency of the NREB's quality system implementation, to communicate the policy to all the NREB's Staff, to comply with the requirements of the quality management system and to continually improve and review the quality objectives and policy for continuing suitability (MS ISO 9001:2008)

FUNCTIONS AND POWERS OF NREB

Since its establishment on 1st February 1994, the functions and powers of NREB, relating to the protection and management of the environment, are as follows:

- (i) To determine the mode and manner whereby natural resources can be exploited or used without damaging, polluting or causing adverse impact on the environment;
- (ii) To direct any Environmental Authority and any other person or body involved in or undertaking the development, exploitation, utilization or management of natural resources on the steps or measures to be undertaken by them to maintain environmental quality control;
- (iii) To control, stop or prohibit the destruction of vegetation for the prevention or erosion, damage or injury to the natural resources, rivers and landscapes or the protection of the inland waters of the State;
- (iv) To provide rules, guidelines and directions for the protection and enhancement of the environment;
- (v) To provide information and education to the public regarding the protection and enhancement of the environment; and
- (vi) To make orders for the protection and enhancement of the environment.

BOARD MEMBERS OF NREB

Chairman



YAB Da<mark>tuk Patinggi T</mark>an Sri (Dr) Haji Adenan Bin Haji Satem

Chief Minister of Sarawak

Deputy Chairman



YB Datu Haji Len Talif Salleh

Assistant Minister for Environment and Assistant Minister at Chief Minister's Office (Promotion of Technical Education)

Secretary



Mr. Peter Sawal

Controller of Environmental Quality Sarawak

Board Members



Yang Arif Datu Haji Abdul Razak Bin Haji Mohd. Tready

State Attorney General, Sarawak



YBhg. Dato Sri Ahmad Tarmizi Haji Sulaiman

State Financial Secretary, Sarawak



YBhg. Datu Haji Misnu Bin Haji Taha

Deputy State Secretary (Administration, Security & Corporate Affairs), Sarawak



YBhg. Dato' Halimah Hassan

Director-General Department of Environment, Malaysia



YBhg. Datu Sudarsono Haji Osman

Permanent Secretary, Ministry of Resource Planning and Environment Sarawak



YBhg. Datu Jaul Samion

Permanent Secretary, Ministry of Land Development Sarawak



YBhg. Datu Sajeli Bin Kipli

Director Land and Survey Department, Sarawak



Mr. Lai Kui Fong

Director, Agriculture Department Sarawak



YBhg. Tuan Haji Sapuan Bin Ahmad

Director Forest Department, Sarawak



YBhg. Ir. Wong Siu Hieng

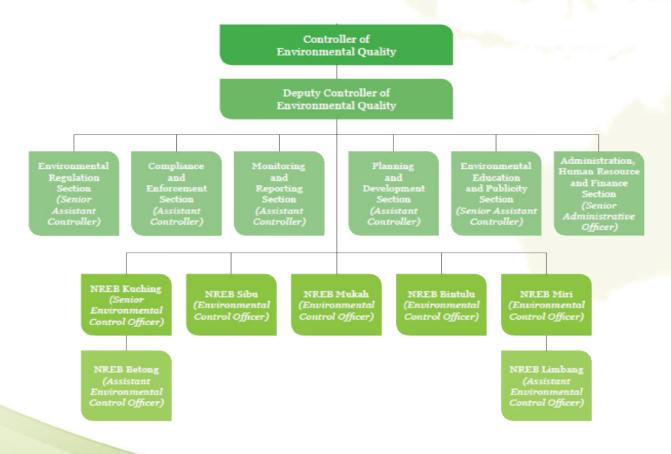
Director Drainage and Irrigation Department, Sarawak



1.2 NREB MANAGEMENT TEAM



1.3 NREB ORGANIZATION STRUCTURE

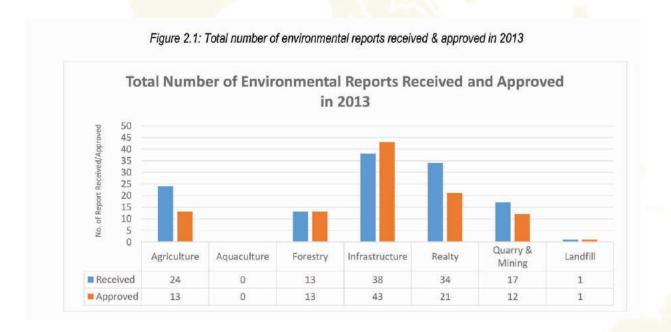


2.0 PROGRESS AND ACHIEVEMENT

In the year 2013, the NREB undertook several activities and following are the progress and achievement report.

2.1 Approval of Environmental Impact Assessment (EIA) and Environmental Management Plan (EMP) Reports

Approval of EIA and EMP reports are the core business of the NREB to promote sustainable development in Sarawak. For the year 2013, a total of 127 environmental reports were received, of which, only 103 reports were approved.

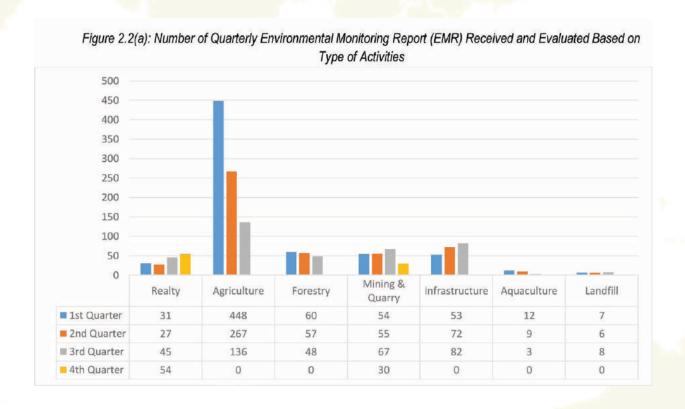


Note: For Infrastructure sector, the number of reports received in 2013 was less than the number of reports approved in the same year. This is due to, some reports that were submitted in 2012 required addendum or resubmission and these reports were resubmitted and approved only in the year 2013.

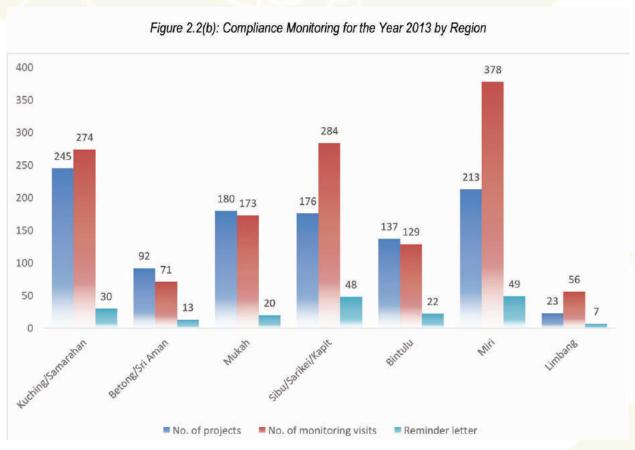


2.2 Environmental Monitoring Report (EMR) and Post EIA Compliance Monitoring

In 2013, a total of 1,631 EMR were received and of which 1,431 reports (87.74%) were evaluated within 15 working days (Refer to charts below). Project proponents submit the EMRs to the NREB to highlight their undertaking in implementing necessary mitigating measures and to inform the progress of their project.



In order to verify findings from the EMR and to check on the compliance status to the EIA Terms and Conditions, enforcers from the NREB also carries out compliance monitoring to the project sites. For 2013, the NREB conducted 1,365 monitoring visits to monitor 1,066 projects in the State. This amounts to 86.87% of the total approved projects being monitored. The remaining 13.13% were not visited as those projects were only approved towards the latter part of the year 2013.



It was found that the general compliance to the approval conditions by the project proponents had been satisfactory and for any non-compliance of the approval conditions, directive letters were issued or guidelines were provided to allow project proponents to rectify the situation. For year 2013, a total of 189 directive letters for rectification works were issued and 122 monitoring visit were conducted to monitor 108 projects that were directed to abide by the guideline provided. Details as summarized in the following Tables 2.2(a) and (b).



Table 2.2(a): Compliance Monitoring for the Year 2013 by Division

Region	No. of project	No. of monitoring visits	No. project visited once a year	% of project visited one a year	Reminder letter
Kuching/Samarahan	245	274	214	87.34	30
Betong/Sri Aman	92	71	81	88.04	13
Mukah	180	173	169	93.89	20
Sibu/Sarikei/Kapit	176	284	143	81.25	48
Bintulu	137	129	116	84.67	22
Miri	213	378	180	84.51	49
Limbang	23	56	23	100	7
Total	1,066	1,365	926	86.87	189

Table 2.2(b): Compliance Monitoring for the Year 2013 by Activities

		January-Dec	ember 2013	
Activities	No. of projects	No. of monitoring visits	No. of projects visited once a year	Projects completed
Realty	169	274	125	12
Agriculture	489	71	435	2
Forestry	89	173	87	22
Mining & quarry	128	284	105	11
Infrastructure	161	129	147	104
Aquaculture	17	378	17	14
Landfill	13	56	10	0
Total	1,066	1,365	926	145

2.3 **Approval of Open Burning Permit**

A total of 237 applications for open burning permit were received for the year 2013, of which only 191 applications were approved and permits issued. Majority of permit applied were for the disposal of biomass from clearing for plantations. The Division of Mukah recorded the highest number of approved open burning permit, which is 54 permits. Please refer to Figure 3.3 and details as tabulated at Tables 2.3(a) 2.3(b).

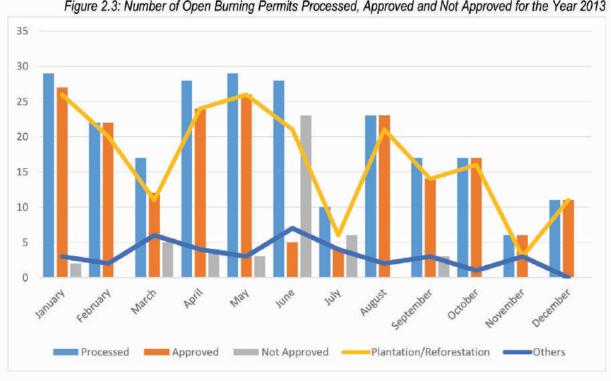


Figure 2.3: Number of Open Burning Permits Processed, Approved and Not Approved for the Year 2013

Table 2.3(a): Number of Open Burning Permits Processed, Approved and Not Approved by Division

REGION	PROCESSED	APPROVED	NOT APPROVED
Kuching	31	27	4
Betong	21	16	5
Mukah	43	29	14
Sibu/Sarikei/Kapit	60	54	6
Bintulu	14	14	0
Miri	61	44	17
Limbang	7	7	0
Total	237	191	46



Table 2.3(a): Number of Open Burning Permits Processed, Approved and Not Approved by Region

	Number	of Open Burnin	g Permit	No. of Permit per Activities		
Month	Processed	Approved	Not Approved	Plantation/ Reforestation	Others	
January	29	27	2	26	3	
February	22	22	0	20	2	
March	17	12	5	11	6	
April	28	24	4	24	4	
May	29	26	3	26	3	
June	28	5	23	21	7	
July	10	4	6	6	4	
August	23	23	0	21	2	
September	17	14	3	14	3	
October	17	17	0	16	1	
November	6	6	0	3	3	
December	11	11	0	11	0	
Total	237	191	46	199	38	

2.4 Enforcement

A total of 31 investigation papers (IP) were prepared in 2013 and majority are for the offence related to illegal open burning cases (19 IPs), non-compliance to the EIA approval (11 IPs) and one (1) IP on water pollution. [Refer to Table 2.4(a) and Table 2.4(b)]

Other than that, the NREB also investigates public complaints on environmental offences. A total of 192 public complaints were received by the NREB and relevant complaints were investigated, reported and follow-up action taken within 14 working days based on client's charter (Refer to Figure 2.4). For complaints under the purview of other departments, reports are immediately referred to relevant departments for further action.

Table 2.4(a): Investigation Paper (IP) and Compound for Non Compliance

REGION	Number of Investigation Paper (IP)				
REGION	IP Prepared Compound Issued		Pending assessment		
Kuching/Samarahan	3	2	0		
Sri Aman/Betong	6	5	1		
Mukah	7	6	1		
Sibu/Sarikei/Kapit	10	5	0		
Bintulu	3	3	0		
Miri	1	1	0		
Limbang	1	1	0		
Total	31	22	2		

Note: Common nature of offence are open burning, EIA approval contravention & failure to comply with directive.

Table 2.4(a): Number of Investigation Paper by Nature of Offence

Contravention of Open Burning Permit	of Open Burning Open burning Open burning Open burning Of Construction Of Construction Open burning				
-	11	2	17	1	31



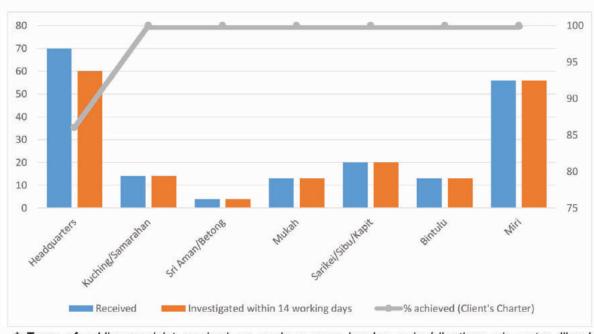


Figure 2.4: Investigation on Public Complaint for the Year 2013

2.5 Registration of Environmental Consultants

All EIA reports submitted to the NREB must be prepared by environmental consultants registered with the NREB. All consultants, be it individual or firm interested to perform consultation work will have to register and renew their registration with the NREB on a yearly basis. For the year 2013, a total of 168 individual consultant have their registration renewed with NREB and 48 new consultant registered with the Board.

2.6 River Water Quality Monitoring Programme (RWQMP)

In 2013, a total of 286 monitoring stations located within 59 rivers, three (3) lakes and four (4) dams have been monitored in the State under RWQMP. Results from the WQI classification of the rivers monitored in Sarawak for 2013 showed that only eight (8) or 14% of rivers were categorized as clean while 40 (68%) rivers were slightly polluted and 11 (19%) were polluted. The details of the findings on the status and trends of water quality of all monitored river, lakes and dam are further elaborated in the **Annual Environmental Quality Report for 2013.**

^{*} Types of public complaint received are such as open burning, noise/vibrations, air, water, illegal dumping and etc.

2.7 Air Quality and Air Quality Monitoring Stations (AQMS)

The NREB has three (3) AQMS located at Tebedu, Lubok Antu and Lawas, placed strategically near border between Sarawak and neighbouring country. The objectives of these stations are to monitor the transboundary smoke haze. Besides, NREB also carried out ground patrolling, air surveillance and using satellite imageries to monitor open burning activities throughout the State. In 2013, overall Air Pollutant Index (API) reading for air quality in Sarawak was reported as good for all areas except for one unhealthy day recorded in Sibu. Number of hotspots recorded was also lower in comparison to the previous year. Detailed reports are available in the NREB's Annual Environmental Quality Report for 2013.

2.8 Solid Waste Management

In 2013, the NREB conducted leachate monitoring at 49 active operating landfills throughout Sarawak to determine the quality of waste water discharged from each landfills. Results are compared to the Environmental Quality (Control of Pollution from Solid Waste Transfer Station and Landfill) Regulations 2009: Second Schedule of (Regulation 13) Acceptable Conditions for Discharge of Leachate. The monitoring exercise determines the effectiveness of leachate management in sanitary landfills. Detailed reports are available in the NREB's Annual Environmental Quality Report for 2013.

2.9 GeoEnviron Database System

As the responsible agency that regulate development activities in the State, the NREB are required to maintain records of Environmental Impact Assessment (EIA), Environmental Management Plan (EMP), Environmental Monitoring Report (EMR), air quality, water quality and leachate quality monitoring data. In NREB, the data are recorded and managed through the GeoEnviron Database System. The environmental data is collected from various groups of users, consisting of internal users (NREB) and external users (other government agencies). The GeoEnviron Database system provides easy data storage and retrieval when needed.

2.10 Environmental Education and Publicity Programmes

The NREB is mandated to carry out environmental education and awareness, publicity and incentives activities to improve level of environmental citizenship in the State. Various environmental education programmes are carried out yearly for school students, communities and the general public (as in Appendix 1). Generally, among the outreach programmed are:-

(i) PALS Club (Kelab Pencinta Alam Sekitar)

In 2013, the PALS club membership stood at 324 schools with members totaling to 5,959 student. Various programmes were organised to actively engage members in environmental lessons and conservation activities both within and outside school compound. For the year 2013, the NREB organised 14 workshops and environmental talk sessions, 3 Eco-Camps and jointly organized one workshop and one nature camp with the Department of Environment and State Education Department.



(ii) Study on the Outcome and Impact of the Integrated Environmental Education and Awareness Programme with focus on PALS (Pencinta Alam Sekitar) Club Programme.

In 2013, Dr. Esther Gnanamalar from the Consultation Unit of University of Malaya was appointed to undertake this study. Data were collected from 30 randomly chosen PALS schools to determine the level of environmental citizenship and environmental behavior among club members and school community in general. The overall environmental citizenship level was determined to be at 45.89 % and the environmental behavior level at 39.8%. A total of 11 schools were also identified as having activities that are especially beneficial to the students and effective in terms of environmental learning, awareness and attitude.

(iii) Non- School Related Environmental Education and Awareness Programmes

To enhance environmental citizenship among local community, the NREB conducted five (5) community outreach programmes and two (2) outreach programmes with higher learning institutions in year 2013. In addition, the NREB was also appointed to coordinate Rakan Alam Sekitar (RAS) Programmes at nine (9) parliamentary areas. The RAS programme is a programmes under the Ministry of Natural Resources and Environment Malaysia implemented through local environmental agencies and Members of Parliament.

(iv) Publicity Programmes

As part of the effort to disseminate accurate environmental information, the NREB also actively involved in environmental exhibitions throughout the State. In 2013, a total of 10 exhibitions were conducted for school students and another 10 for the community and general public.

3.0 ENVIRONMENTAL PROJECTS

3.1 Development of Biogas and Wastewater Treatment Plant for Livestock Farming Areas (LFA) at Pasir Puteh, Samarahan Division

The construction of the Biogas and Wastewater Treatment Plant for Livestock Farming Area (LFA) has been completed on 7 August 2013. The Project has entered its Defects Liability Period of two years with effect from 8 August 2013. The Plant is still not fully operated due to limited volume of wastewater generated from the LFA. The minimum operating requirement for the Plant is to have at least 50,000 Standing Pig Population (SPP) and currently there are only about 11,000 SPP available at the LFA.

3.2 Implementation of Natural Resources and Environment (Collection and Disposal of Used Tyre) Rules 2012

The Natural Resources and Environment (Collection and Disposal of Used Tyre) Rules 2012 was approved by the Cabinet on 16th February 2012 and came in force on 2nd January 2013. Initially, used tyres will be collected from local authority areas of the Commission of the City of Kuching North (DBKU), Council of the City of Kuching South (MBKS), Padawan Municipal Council (MPP), Miri City Council (MCC), Bintulu Development Authority (BDA), Sibu Municipal Council (SMC) and Sibu Rural District Council (SRDC). The purpose of the Rules is to regulate and control the collections and treatment of used tyres in Sarawak.

3.3 Environmental Studies and Survey

In order for the NREB to recommend new environmental policies for the State, the NREB also actively carrying researches and studies which include:

(i) Study on Integrated Management Plan for Bengoh Water Catchment Area

Under the 10th Malaysia Plan, an allocation with a ceiling of RM 2.5 million was approved for the Study. The procurement for consultancy services through invitation of proposals was started since January and the process was completed in May 2013. Chemsain Konsultant Sdn. Bhd. was appointed on 1 October 2013 to carry out the study for a period of twelve (12) months. The Study was progressing according to the schedule and the Inception Report of the Study has been submitted on 1 November 2013.

(ii) Study on Solid Waste Composition in Dalat and Mukah District Council, Mukah Division, Sarawak

The NREB has awarded Eco-Ideal Consulting Sdn. Bhd. to carry out the study in February 2013 for a period of six (6) months. The field surveys i.e. sampling and sorting of solid wastes at Dalat and Balingian dumpsites were carried out in



May 2013 and the final report was submitted in November 2013. Similar to other cities and towns in Sarawak, organic waste constituted the largest proportion of wastes, followed by papers, diapers and plastic.

(iii) Survey on Appropriate Desludging Frequency for Single Household Septic Tank in Kuching City

With the assistance from Japan International Cooperation Agency (JICA) Senior Volunteer, Mr. Masato Morishita, the survey on appropriate desludging frequency for septic tank of single household were conducted. From the analyses made on the effluent of the septic tanks, the frequency of desludging of septic tanks should be around two years, and recommended that retention of some sludge for continuous digestion process in the septic tank.

3.4 EIA Guidelines for Agricultural Development and Forest Harvesting

To further streamline and enhance the conduct of EIA for the Agricultural Development and Forest Harvesting, the NREB have revised the EIA Guidelines for the two prescribed activities under the Natural Resources and Environment (Prescribed Activities) Order 1994. These revised guidelines will be implemented in 2014.

3.5 Implementation of Natural Resources and Environment (Audit) Rules, 2008

To ensure smooth implementation of the Natural Resources and Environment (Audit) Rules 2008, a series of roadshow were conducted for both NREB officers and also stakeholders from other government agencies, consultants and project proponents. In the year 2013, six (6) roadshows were conducted in Kuching, Betong, Sibu, Mukah, Miri and Bintulu in the month of February, March, July and August. Apart from roadshows, a 10-day Environmental Compliance Audit Training were also held in November and December 2013 at 360 Hotel Kuching to train 17 participants on how to exercise environmental compliance audit.

3.6 NREB Strategic Plan and Balance Scorecard

The Strategic Plan (SP) was finalized and presented in the 28th Board Meeting on 11 September 2013. Five (5) Strategic Thrusts and their related strategies/action plans are identified and formulated for the period of 2014-2020. The 5 Strategic Thrusts are:

- (i) Enhance planning and research to support strategic input to policy makers;
- (ii) Ensure environmental compliance through effective enforcement;
- (iii) Enhance environmental education through effective stakeholder engagement;
- (iv) Enhance inter-agency collaboration; and
- (v) Enhance efficiency in key services delivery.

Besides, a revised organization structure, manpower requirements, the SP includes NREB Balanced Scorecard (BSC) which was finalised with realistic Key Performance Indicators (KPIs) set. The internal processes identified in BSC are in line with the Strategic Thrusts of the Strategic Plan. The BSC has also been presented in the 28th Board Meeting on 11 September 2013.

3.7 Environmental Conservation and Domestic Solid Waste in Kampung Bako

Dewan Bandaraya Kuching Utara (DBKU) has been identified as the local counterpart as they are the local authority who is responsible for solid waste management at Kampung Bako. The involvement of DBKU is crucial to achieve the objective of the Project i.e. to reduce improper dumping of solid wastes in the areas.

3.8 Key Focus Area of NREB 2013

The NREB have selected "To develop a procedure for retrieving and usage of water quality data in GeoEnviron System" as Key Focus Area (KFA) for the year 2013. This KFA aimed to expedite the process of report preparation and to fully utilize water quality data in the system for reporting purposes. At the end of 2013, the achievement of the KFA was 95% waiting for endorsement from the Management. The time required to retrieve water quality data has been improved from existing half an hour to less than a minute.

3.9 Launching of PINS (Pelan Integriti NREB Sarawak)

The NREB celebrated and launched its PINS in conjuction with the Hari Integriti dan

Inovasi on 2nd December 2013. The event was held at Auditorium Yayasan Sarawak, Semariang and officiated by YB Datu Hj Len Talif Hj Salleh, Assistant Minister of Environment cum Deputy Chairman of the NREB. The programme included talks by officer from Suruhanjaya Pencegahan Rasuah Malaysia. Additionally, officers from Land and Survey Department and Sarawak Timber Industrial Development Corporation (STIDC) were also invited to share their experience in implementing the Kumpulan Inovatif dan Kreatif (KIK) with the staff of NREB.





3.10 ISO Certification

The NREB has been recertified with MS ISO 9001:2008 standard for "The Management of EIA Process" and the certification is valid from



1st February 2012 until 2nd February 2015 subject to the yearly Surveillance Audit by AJA EQS (Malaysia) Certification Sdn. Bhd. For the year 2013, Surveillance Audit was held on 21st February 2013 to renew the certification.

3.11 Implementation of 5S

NREB re-activated the 5S implementation at NREB Headquarters and Regional Offices. The launching was officially held on 28th February 2013 throughout NREB offices, followed by a 5S competition to promote the practice of 5S. Trophies and certificates for the 5S Competitions were awarded to the winners at NREB Headquarters and Regional Offices during the Launching of PINS. The NREB targeted to be re-certified with the certification of 5S by mid of 2014.

3.12 Environmental Symposiums and Dialogue

(i) Kuching-Kitakyushu Cities Environmental Symposium

The NREB together with the Commission of the City of Kuching North (DBKU), Kuching South City Council (MBKS), Japan's Takamiya Mariver Foundation on Environmental Protection (TMF) and Japan's We Love Murasaki River (WLMR) organised an environmental symposium at Pullman Hotel Kuching on 4th July 2013. The symposium aimed at promoting knowledge and experience sharing between experts and implementers from cities of Kuching and Kitakyushu Japan on approach to overcome environmental issues. A total of 120 participants attended the Symposium.

(ii) NREB-EPD (Environmental Protection Department, Sabah) Enviromental Dialogue

The Third NREB-EPD Environmental Dialogue took place at Mega Hotel Miri on the 6th -9th October 2013. The dialogue themed Towards Effective Environmental Regulation and Enforcement, aimed at strengthening networking and collaboration between EPD and NREB as part of the efforts in enhancement of service delivery of both agencies. Working papers from both departments were shared in the open session and, best practices and issues related to environmental protection and management of both states were extensively discussed. A total of 90 officers from NREB and EPD attended the dialogue.

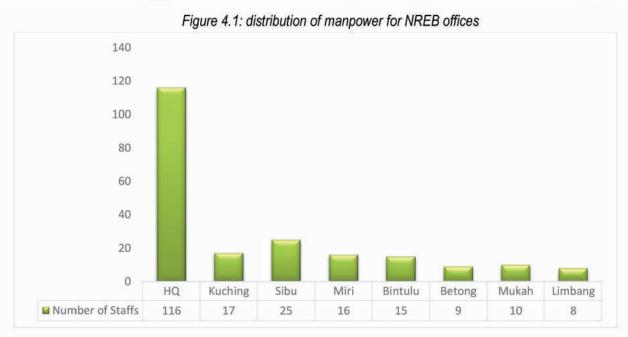
4.0 CORPORATE DIARIES

4.1 Manpower Strength

Currently, NREB has 216 personnel which include 46 personnel under the Management and Professional group, 138 personnel for Support Group I and 32 personnel for Support Group II, respectively.

Nine (9) new employees were recruited in 2013 comprising of six (6) Environmental Control Officer (C41), one (1) Enforcement Assistant (N17) and two (2) Drivers (R3).

The distribution of manpower for NREB offices in Headquarters and Regional Offices are as follows:



4.2 Human Resources Development

The NREB strongly supports empowerment and career development of its personnel. In the year 2013, NREB personnel attended several in-house and external training.

(i) NREB staff capacity building

NREB organized 8 in-house training and sent its staff to participate in 62 external training programmes, including oversea training. The training list is attached in Appendix 2.



Table 4.2(i): Officers Attended Oversea Training

No.	Officer	Date	Duration	Country	Oversea Training Programme
1	Mdm. Vijaya Menon	25/6-	1 month		Environmental
2	25///2013	THIOTHIT	Japan	conservation and domestic solid waste	
3	Ms. Tang Hung Huong	2-15/9/2013	2 weeks		management
4	Mr. George Nyaon	17/10/2013 -28/11/2013	1 ½ month	Japan	Course on Capacity Building Towards Air Quality Management

(ii) Career Development

In 2013, five (5) NREB staff pursued their higher learning education in work related fields as in Table 4.2(ii) below. The staff may further their study either on part time or full time basis.

Table 4.2(ii): List of Staff Pursuing Higher Learning Education

No.	Name of Staff	Field of Studies
1	Mr.Wong Jor Jee	PhD in Environmental Science (Research)
2	Mr. Jonathan Manggah	Master in Information Technology (OUM)
3	Mr. Jakson Saban	
4	Mr. Halarry Nyambar	
5	Mdm. Diana ak Jonathan Jalin	Bachelor Degree in Occupational, Safety and Health (OUM)
6	Mr. Mathew Losey	
7	Mr. Mohamad Hanafi bin Sapiee	
8	Mdm. Sabariah bt Taha	Diploma in Public Administration (OUM)

(iii) Industrial Training for University Students

In the year 2013, NREB approved 27 applications for industrial training from various institutions of higher learning. Throughout the industrial training attachment, the students were attached to various Sections/Units at NREB Headquarters and Regional Offices. The record of students who were attached to the NREB for year 2013 as in Table 4.2 (iii).

Table 4.2(iii): Record of Student from Various Institutions for Industrial Training in NREB

No.	Name of Institutions	Number of Students
1	Universiti Malaysia Sarawak (UNIMAS)	10
2	Universiti Teknologi Mara (UiTM)	8
3	Universiti Malaysia Sabah (UMS)	3
4	Master Skill College	3
5	Universiti Putra Malaysia (UPM)	1
6	Politeknik Kuching	7 0 1
7	Universiti Tun Hussein Onn	1
	Total	27

4.3 Majlis Bersama Jabatan (MBJ)

The MBJ of NREB consist of twenty eight (28) members, of which seven (7) members are from the senior management group representatives and twenty seven (27) members are represented by the employees. In the year 2013, four (4) MBJ meetings were held as required by the Terms of Reference (TOR) of the MBJ. Among the important issues discussed during MBJ meetings were establishment matters, work procedures, staff benefits and welfare, staff training and ICT facility. NREB was also rewarded with certificate of recognition by JPA for the compliance with the TOR of the MBJ.

4.4 KERENA (Kelab Rekreasi dan Kebajikan Kakitangan NREB)

(i) Festival celebrations

As a caring organization, the KERENA club of NREB actively organizes events for its staff to enhance working relationship and promote goodwill. One of the ways is through the celebration of festivals such as the Chinese New Year, Gawai and also Hari Raya Aidilfitri gatherings organized at office level.

(ii) Recreation visit to Pontianak, Kalimantan, Indonesia

Promotion of healthy and balance lifestyle is one of the main priorities to the NREB. In 2013, KERENA organized a 3-day recreational visit to Pontianak, Kalimantan, Indonesia. 24 staff took part in this visit.

(iii) NREB Team Building

Togetherness and team spirit is especially important to an agency like NREB. To enhance working relationship and promote teamwork, KERENA together with Admin, Human Resource and Finance Section of the NREB jointly organized a team building session for NREB staff at Kubah National Park.



(iv) KERENA Family Day

KERENA also organised the 2013 NREB Family Day in December 2013. The event took place at D'Cove Pasir Panjang Beach, Kuching. During this event, family members of NREB staff took part in interesting games and staff's children who excelled in public exams also received award to encourage them in their studies.

4.5 KOPESA (Koperasi Lembaga Sumber Asli dan Alam Sekitar, Sarawak)

KOPESA is a cooperative association of NREB undertaking entrepreneurial activities such as catering services, recycling, investment, loan facilities, roadtax renewal and supply of stationery and souvenir items for NREB.

4.6 Involvement in Various Working Committees, Conventions and Councils

The NREB is a member of numerous working committees, task forces, councils and conventions at District, Divisional, State, National, Regional and International levels and participates actively in meetings that are held throughout the year.

(i) At the International and Regional levels, NREB is involved in:

- SOSEK MALINDO (Environmental and Forestry Technical Team)
- ASEAN Haze Action Committee (Sub-regional Fire Fighting Arrangement)
- BIMP-EAGA Working Committee on Environment and Forestry
- The Heart of Borneo (HOB) Committee
- International Conference on Natural Resources and Environmental Management (NREM) and Environmental Safety and Health (ESH)
- Malaysia-Netherlands Working Group on Carbon Emission

(ii) At the National level, NREB is involved in:

- Working Committee on the United Nations Framework for Convention on Climate Change (UNFCCC)
- Convention on Biological Diversity (CBD)
- National Committee for ECO-Schools

- Environmental Quality Council of Malaysia (EQCM)
- Federal-State Committee on Environment
- National Action Council (NAC)
- National Coastal Zone Management (NCZM) Committee
- National Committee on Basel Convention
- National Haze Committee
- National Parks Committee
- National Steering Committee on Biodiversity
- National Steering Committee on Environment and Development
- National Wetlands Steering Committee
- National Wetlands Technical Committee

(iii) At the State level, NREB is involved in:

- Angkatan Zaman Mansang/Sarawak Development Institute (AZAM)/
 SDI
 - **Environmental Management Committee**
- State Bakun Cabinet Committee
- Sarawak Biodiversity Centre Council
- GEF-UNDP Core Management Team for Loagan Bunut National Parks
- Integrated Environmental Education and Awareness Committee
- National Environmental Week
- Natural Products Research Committee
- Panel Penilaian Tahap Kecekapan
- Project Management Group on Livestock Farming Area (LFA)
- Sabah-Sarawak Civil Council
- Sarawak-Sabah Environmental Committee
- Sekolah Rakan Alam Sekitar (SERASI) Committee
- State Border Towns Development Committee
- State Development Executive Committee (SDEC)
- State Information Technology Research Council (SITRC)
- State Judging Panel/Committee on Local Authority Environmental Enhancement
- State Natural Disaster Relief and Management Committee
- State Public Health Committee
- State RAMSAR Site Management Committee



- State Security Haze Committee
- State Task Force on Native Customary Land (NCL) Development
- State Water Resources Council
- State Wetlands Committee
- State Working Committee on NCL Development
- Planning and Management Committee

(iv) At the Divisional, City and District levels, NREB is involved in:

- Healthy City Programme
- Local Agenda 21
- Miri City Incorporated
- National Parks Committee

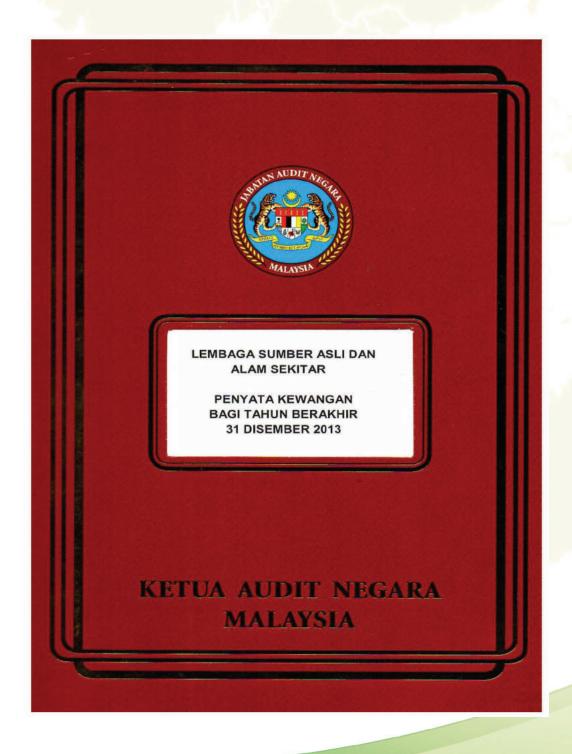
(v) As part of the statutory requirement, the NREB has also formed a number of internal committees, including:

- JawatanKuasa Keutuhan Jabatan
- JawatanKuasa Disiplin
- Majlis Bersama Jabatan (MBJ)
- Panel Pembangunan Sumber Manusia (PPSM)
- Tender, Finance and Investment Committee (TFIC)
- Human Resource Committee (HRC)
- Senior Management Meeting (SMM)
- Senior Officers Meeting (SOM)
- Management Review Meeting (MRM)
- JawatanKuasa Carian

5.0 FINANCIAL STATEMENTS

5.1 Financial Statement for 2013

The NREB receives financial resources from the State Government annually and its manpower has also grown tremendously since its establishment. Following are the details on NREB's financial resources for the year 2013.





5.2 Balance Sheet

NATURAL RESOURCES AND ENVIRONMENT BOARD, SARAWAK

[Incorporated Under The Natural Resources And Environment Ordinance (Chapter 84-Laws of Sarawak, 1958 Edition)]

BALANCE SHEET AS AT 31 DECEMBER 2013

9.	Note	2013 RM	2012 RM
NON-CURRENT ASSET			
Property, plant and equipment	4	1,937,573	1,838,763
CURRENT ASSETS			
Other receivables	5	122,351	129,463
Fixed deposits with licensed banks	6	5,146,208	6,226,738
Cash and bank balances		> 2,504,061	9,225,399
		7,772,620	15,581,600
CURRENT LIABILITIES			
Trade and other payables	7	1,334,173	1,271,132
Tax payable		> 26,667	91,084
* **		1,360,840	1,362,216
NET CURRENT ASSETS		6,411,780	14,219,384
		8,349,353	16,058,147
FINANCED BY:			
Development funds	8	4,788,816	11,838,810
Revolving funds	9	532,700	532,700
General reserve	10	> 3,027,837	3,686,637
		8,349,353	16,058,147

The notes on pages 10 to 24 form an integral part of the Financial Statements

6.0 CONCLUSION

The year 2013 was a challenging year for NREB and as the complexity of these challenges will continue to grow as the years pass. However, as the agency responsible to promote sustainable development in the state, the NREB will continue to carry out its duty to ensure that environmental protection and conservation, and achieving a status of developed state and high income economy are implemented in a balance manner.



LIST OF ENVIRONMENTAL EDUCATION AND PUBLICITY PROGRAMMES ORGANIZED BY NREB FOR THE YEAR 2013

PROGRAMMES	ACTIVITIES	PROGRAMME	DATE
		Talk on waste management and candle making workshop at SMK Tabuan Jaya Talk on waste management	19th Mac 2014
	,	and candle making workshop at SMK St. Mary's	25th Mac 2013
	V _b	3. Environmental Awareness Workshop for PALS club members at SK Punang, Lawas	9th May 2013
School programmes for students	Environmental talks and	4. Environmental Awareness workshop at SK RPR Astana, Kuching in conjunction with the schools Environmental Week	20th to 23rd May 2013
and teachers organized by NREB	workshops	5. Environmental Awareness workshop at Sarawak Museum in conjunction with 5th to	5th to 7th June 2013
		World Environment Day 6. Environmental Awareness Workshop for PALS club members at Dalat	12th June 2013
		7. Environmental Awareness Workshop for PALS club members at Kapit	13th June 2013
		8. Environmental Awareness Workshop for PALS club members at Song	14th June 2013
		9. Environmental Awareness Workshop for PALS club members at Saratok	15th June 2013

PROGRAMMES	ACTIVITIES	PROGRAMME	DATE
		10. Talk on waste management and candle making workshop at SMK Demak Baru 11. Environmental Awareness	20thAugust 2013
	Environmental	Workshop for PALS club members at SK Kampung Baru Bintulu	10th October 2013
	talks and workshops	12. Environmental Awareness Workshop for PALS club members at SMK Melugu	29th October 2013
School programmes for students	-	13. Environmental Awareness Workshop at SMK Tun Abdul Rahman , Matang	30th October 2013
and teachers organized by NREB		14. Environmental Awareness Workshop for PALS club members at SK Abok	30th October 2013
TWEE		NREB- SHELL Environmental Education and Awareness Seminar for Secondary Level Rural School Students at	11th to 13th April 2013
	Eco-Camps, 3R camps and seminar	Parkcity Hotel, Bintulu 2. Eco-Camp for Secondary Level Rural School Students at SK Punang, Lawas	10th to11th Mei 2013
		3. NREB- PETRONAS Eco- Camp for Secondary Level Rural School Students at Limbang	27th to 29th September 2013



PROGRAMMES	ACTIVITIES	PROGRAMME	DATE
	,	Solid Waste Management Workshop at Kampung Bako	19th February 2013
		2. Community outreach at SMK Tarat, Serian	27th April 2013
		3. Community outreach at Rh. Michael Chabo, Nanga Jelai, Dalat	7th July 2013
Community programmes,		4. Community outreach at Nanga Spak, Betong	27th to 29th September 2013
organised by NREB		5. Community outreach at Rh. Sigan, Nanga Belabut, Balleh, Kapit	29-30/11/13
	Higher learning education	Compost Making Workshop at Institute of Teachers' Education, Batu Lintang Campus	19th April 2013
		2. Environmental Awareness Talk for Undergraduates of Alamanda College UNIMAS	13th Mac 2013
	School based	State level Environmental Awareness Camp at Santubong	20th February 2013
		2. SERASI 2012/2013 Award Presentation at Pustaka Negeri Sarawak	13th Mac 2013
		3. Talk on waste management and candle making workshop at SMK Tabuan Jaya	19th Mac 2014
Exhibitions		4. Talk on waste management and candle making workshop at SMK St. Mary's	25th Mac 2013
		5. NREB- SHELL Environmental Education and Awareness Seminar for Secondary Level Rural School Students at Parkcity Hotel, Bintulu	11th to 13th April 2013
		6. Study visit by PALS Club members from SMK Sungai Maong to NREB headquarters	23rd April 2013

PROGRAMMES	ACTIVITIES	PROGRAMME	DATE	
	School based	7. Environmental Awareness workshop at SK RPR Astana, Kuching in conjunction with the schools Environmental Week	20th to 23rd May 2013	
		8. Environmental Awareness workshop at Sarawak Museum in conjunction with World Environment Day	5th to 7th June 2013	
		9. Talk on waste management and candle making workshop at SMK Demak Baru 20thAugust 2013	20thAugust 2013	
		10. LESTARI Workshop 2013	21dt to 23rd August 2013	
	Community programmes	RAS Lubok Antu at Rumah Jubang, Sebangki Panjai	2nd February 2013	
Exhibitions		Solid Waste Management Workshop at Kampung Bako	19th February 2013	
		3. Community outreach at Rh. Michael Chabo, Nanga Jelai,	7th July 2013	
		Dalat 4. "Sambutan 50 Tahun	22nd to 24th	
		Sarawak Merdeka" at Betong	September 2013	
		5. RAS Saratok at Rh. Katol, Krian, Saratok	22nd October 2013	
		6. RA	6. RAS Betong at SMK Datuk Patinggi Kedit	23rd October 2013
		7. RAS Lubuk Antu at Tabika KEMAS, Skrang	23rd October 2013	
		8. RAS Sri Aman at Tabika KEMAS, Melugu	24th October 2013	
		9. RAS Serian at SK Serian	24th October 2013	
		10. RAS Baram at Dataran Marud	26th October 2013	



PROGRAMMES	ACTIVITIES	PROGRAMME	DATE
	School based	State level Environmental Awareness Camp at Santubong LESTARI Workshop 2013	20th to 23rd May 2013 21st to 23rd August 2013
		1. RAS Lubok Antu at Rumah Jubang, Sebangki Panjai	2nd February 2013
Joint Environmental		2. RAS Igan 3. RAS Saratok at Rh. Katol, Krian, Saratok	15th March 2013 22nd October 2013
Education programmes with		4. RAS Betong at SMK Datuk Patinggi Kedit	23rd October 2013
other agencies	Community programmes	5. RAS Lubuk Antu at Tabika KEMAS, Skrang	23rd October 2013
		6. RAS Sri Aman at Tabika KEMAS, Melugu	24th October 2013
		7. RAS Serian at SK Serian	24th October 2013
		8. RAS Baram at Dataran	26th October
		Marudi	2013
		9. Pertandingan Lanskap dan Kebersihan Sungai Kawasan DUN Tarat	17th to 20th December 2013

LIST OF IN-HOUSE AND EXTERNAL TRAININGS ATTENDED BY NREB OFFICERS

A. In-House Trainings Organized in 2013

NO	TRAINING PROGRAMME	DATE
1	GPS Training	20/1/2013
2	Bengkel Kumpulan Inovatif dan Kreatif (KIK)	15-16/4/2013
3	Kursus Audit Dalaman Amalan Persekitaran Berkualiti 5S	9-10/5/2013
4	Kursus Penyiasatan dan Penguatkuasaan (Kump.1)	13-16/5/2013
5	Workshop on Balanced Scorecard	20-22/ <mark>6/</mark> 2013
6	Training on The Geoenviron Database System (GE) Application	25-26/7/2013
7	Kursus Penyiasatan dan Penguatkuasaan (Kump.2)	22-25/10/2013
8	Kursus Bina Semangat	26/10/2013

B. External Trainings Attended By NREB Staff In 2013

			Number of
NO	TRAINING PROGRAMME	DATE	officers attending
1	Project Management for Beginners	26-28/3/2013	1
2	KFA Portal Training	25 -27/3/2013	1
3	Kursus Penerbitan Video Dokumentari	16-18/4/2013	1
4	Administrative Professionals	16-17/4/2013	2
5	Kursus Pembantu Am Pejabat	18-19/4/2013	4
6	Kursus Obligasi Majikan Terhada Akta KWSP	25/04/2013	3
7	Kursus Asas Pemanduan Pacuan Empat Roda (4x4)	13-15/5/2013	2
8	Kursus Pembangunan Individu dan Organisasi Berintegriti	14-16/5/2013	6
9	Kursus Penulisan Laporan dan Kertas Cadangan Berkualiti	20-23/5/2013	2
10	Sharpening Accounting Skills	27-28/5/2013	1
11	Microsoft Excel (Elementary & Intermediate) Course	10-11/6/2013	2
12	Better Spoken English	17-21/6/2013	2
13	Effective Meeting Minutes Writing	27-28/6/2013	4
14	High Order Thinking Skills and Competencies of Champions	1-2/7/2013	3
15	Environmental Conservation and Domestic Solid Waste	25/6- 25/7/2013	2
16	Kursus Teknik Rekabentuk Grafik - Adobe Indesign	1-2/7/2013	1
17	Kursus Komposisi dan Kreatif Fotografi	3-5/7/2013	1
18	Environmental Conservation and Domestic Solid Waste Management	2-15/9/2013	

19	RSARAT			
Course on Capacity Building Towards Air Quality Management	19	Investigative Interviewing Techniques Training	8-9/10/2013	1
Management 28/11/13 1 22 22 23 24 24 25 25 25 25 26 26 27 27 27 27 27 27	20	Kursus Pengeditan Imej Kreatif (Adobe Photoshop)	30/9-2/10/13	2
23 Kursus Motivasi 6-7/11/2013 2 24 Fast Closing of Monthly & Year-End Accounts 13-14/11/13 2 25 Kursus Pemahaman Akta Keterangan 1950 dan Kanun Tatacara Jenayah 25-27/11/13 2 26 Brown Bag Seminar 20/03/2013 2 27 Seminar On Geosynthetics for Reinforced Soil Structure and Basal Reinforcement 03/04/2013 2 28 Seminar On Geosynthetics for Reinforced Soil Structure and Basal Reinforcement 03/04/2013 1 29 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 1 29 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 1 30 Seminar Fatha Peringkat Neg. Sarawak 10-11/4/2013 2 31 Seminar Pemandu Berhemah & Prihatin 25/04/2013 2 32 Islamic Information Centre 19-20/6/2013 2 33 Islamic Information Centre 19-20/6/2013 1 34 Seminar Sarawaks Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36	21		-	1
24 Fast Closing of Monthly & Year-End Accounts 13-14/11/13 2 25 Kursus Pemahaman Akta Keterangan 1950 dan Kanun Tatacara Jenayah 25-27/11/13 2 26 Brown Bag Seminar 20/03/2013 2 27 Seminar on Ceosynthetics for Reinforced Soil Structure and Basal Reinforcement 03/04/2013 2 28 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 1 29 Seminar Fatwa Peringkat Neg. Sarawak 11/04/2013 2 30 Seminar Tatwa Peringkat Neg. Sarawak 11/04/2013 2 30 Seminar David Melaya Melayet 2013 Tax Implications of Employers and Employees 31/04/2013 2 30 Seminar Pemandu Berhemah & Prihatin 25/04/2013 2 31 Seminar Remandu Berhemah & Prihatin 25/04/2013 2 32 Islamic Information Centre 19-20/6/2013 2 33 Islamic Information Centre 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2	22	Kursus Tatacara Aset Alih Kerajaan	6-7/11/2013	2
25	23	Kursus Motivasi	6-7/11/2013	2
25 Kanun Tatacara Jenayah 25-27/11/15 2 26 Brown Bag Seminar 20/03/2013 2 27 Seminar on Geosynthetics for Reinforced Soil Structure and Basal Reinforcement 03/04/2013 2 28 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 1 29 Seminar Tetwa Peringkat Neg. Sarawak 10-11/4/2013 1 30 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 1 30 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 2 30 Seminar Pemandu Berthemah & Prihatin 25/04/2013 2 31 Seminar Pemandu Berthemah & Prihatin 25/04/2013 2 32 Islamic Information Centre 19-20/6/2013 2 33 Islamic Information Centre 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Islamira Fencegahan Rasuah dan Pemerkasaan Integriti <td>24</td> <td>Fast Closing of Monthly & Year-End Accounts</td> <td>13-14/11/13</td> <td>2</td>	24	Fast Closing of Monthly & Year-End Accounts	13-14/11/13	2
Seminar on Geosynthetics for Reinforced Soil Structure and Bosal Reinforcement Seminar Fatwa Peringkat Neg. Sarawak Seminar Patwa Peringkat Neg. Sarawak 10-11/4/2013 Seminar on Taxation "Budget 2013 Tax Implications of Employers and Employees Seminar RIK Outreach Seminar RIK Outreach Seminar RIK Outreach Seminar Sarawak's Control for Accountings Final Accounts, Analysis & Control for Accountings Finance Staff Seminar Sarawak's Heart of Borneo Seminar Budaya Melayu Sarawak Ke-6 ID-11/9/2013 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti Seminar Pencegahan Rasuah dan Pemerkasaan Integriti Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan Workshop on Labour Ordinance of Sarawak IT Networking + Support Fundamentals Closing of Monthly + Annual Accounts Bengkel Pelupusan, Kehilangan dan Hapuskira Aset Bengkel Perdana 5S Bengkel Perdana 5S Bengkel Perdana 5S Bengkel Perdana 5S Bengkel Setiouscha Super Bengkel Setiouscha Super SEMERES 2013: Worldhybrid & Worldsafety Conference SIEMFEST 2013: Worldhybrid & Worldsafety Conference SIEMFEST 2013: Worldhybrid & Worldsafety Conference Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 20-21/5/2013	25		25-27/11/13	2
27 ture and Basal Reinforcement 05/04/2013 2 28 Seminar Fatwa Peringkat Neg. Sarawak 10-11/4/2013 1 29 of Employers and Employees 11/04/2013 2 30 Seminar Permandu Berhemah & Prihatin 25/04/2013 8 31 Seminar KIK Outreach 23/05/2013 2 32 Islamic Information Centre 19-20/6/2013 1 33 Final Accounts, Analysis & Control for Accounting& Finance Staff 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar GST kepada Pihak Awam 12/12/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41	26	Brown Bag Seminar	20/03/2013	2
29 Seminar on Taxation "Budget 2013 Tax Implications of Employers and Employees 11/04/2013 2 30 Seminar Permandu Berhemah & Prihatin 25/04/2013 8 31 Seminar KIK Outreach 23/05/2013 2 32 Islamic Information Centre 19-20/6/2013 1 33 Final Accounts, Analysis & Control for Accounting& Finance Staff 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Iseminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar GST kepada Pihak Awam 12/12/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 1 42 IT Networking + Support Fundamentals 20-21/5/2013	27		03/04/2013	2
29 of Employers and Employees 11/04/2013 2 30 Seminar Pemandu Berhemah & Prihatin 25/04/2013 8 31 Seminar KIK Outreach 23/05/2013 2 32 Islamic Information Centre 19-20/6/2013 1 33 Final Accounts, Analysis & Control for Accounting& Finance Staff 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Islamiar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 2 42 IT Networking + Support Fundamentals 20-21/5/2013 1 43 Closing of Monthly + Annual Accounts 20-21/5/2013 1 44 Bengkel Perdana 5S 21-23/5/2013 2	28	Seminar Fatwa Peringkat Neg. Sarawak	10-11/4/2013	1
31 Seminar KIK Outreach 23/05/2013 2 32 Islamic Information Centre 19-20/6/2013 1 33 Final Accounts, Analysis & Control for Accounting& Finance Staff 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar GST kepada Pihak Awam 12/12/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 1 42 IT Networking + Support Fundamentals 20-21/5/2013 1 43 Closing of Monthly + Annual Accounts 20-21/5/2013 1 44 Bengkel Pelupusan, Kehilangan dan Hapuskira Aset 20-21/5/2013 2 <td>29</td> <td></td> <td>11/04/2013</td> <td>2</td>	29		11/04/2013	2
32 Islamic Information Centre 19-20/6/2013 1 33 Final Accounts, Analysis & Control for Accounting& Finance Staff 19-20/6/2013 2 34 Seminar Sarawak's Heart of Borneo 26-27/6/2013 2 35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar GST kepada Pihak Awam 12/12/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 1 42 IT Networking + Support Fundamentals 20-21/5/2013 1 43 Closing of Monthly + Annual Accounts 20-21/5/2013 1 44 Bengkel Pelupusan, Kehilangan dan Hapuskira 20-21/5/2013 2 45 Bengkel Perdana 5S 21-23/5/2013 2	30	Seminar Pemandu Berhemah & Prihatin	25/04/2013	8
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Finance Staff	32	Islamic Information Centre	19-20/6/2013	1
35 LEAN Management Seminar 11/07/2013 2 36 Seminar Budaya Melayu Sarawak Ke-6 10-11/9/2013 1 37 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar GST kepada Pihak Awam 12/12/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 1 42 IT Networking + Support Fundamentals 20-21/5/2013 1 43 Closing of Monthly + Annual Accounts 20-21/5/2013 1 44 Bengkel Pelupusan, Kehilangan dan Hapuskira Aset 20-21/5/2013 2 45 Bengkel Perdana 5S 21-23/5/2013 2 46 Bengkel Setiausaha Super 23-24/9/2013 1 47 Bengkel Setiausaha Super 23-24/9/2013 1 48 Environmental Health and Disaster Mgmt 27-28/6/2013 1 49	33		19-20/6/2013	2
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37 Seminar Pencegahan Rasuah dan Pemerkasaan Integriti 26/09/2013 2 38 Seminar GST kepada Pihak Awam 12/12/2013 2 39 Second Stakeholders Consultation Workshop-Green Growth Strategies for Foresty Section 19/03/2013 2 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 27/03/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 1 42 IT Networking + Support Fundamentals 20-21/5/2013 1 43 Closing of Monthly + Annual Accounts 20-21/5/2013 1 44 Bengkel Pelupusan, Kehilangan dan Hapuskira Aset 20-21/5/2013 2 45 Bengkel Perdana 5S 21-23/5/2013 2 46 Bengkel Kumpulan Kerja Inventori Gas Rumah Hijau (GHG) Sektor Sisa Buangan 3-4/9/2013 1 47 Bengkel Setiausaha Super 23-24/9/2013 2 48 Environmental Health and Disaster Mgmt 27-28/6/2013 1 49 Global Tourism Cities Conference 2-3/7/2013 1 50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 2-3/7/20	35	LEAN Management Seminar	11/07/2013	2
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39 Second Stakeholders Consultation Workshop- Green Growth Strategies for Foresty Section 40 Bengkel Pemerkasaan Pengemaskinian Buku Perkhidmatan 41 Workshop on Labour Ordinance of Sarawak 42 IT Networking + Support Fundamentals 43 Closing of Monthly + Annual Accounts 44 Bengkel Pelupusan, Kehilangan dan Hapuskira Aset 45 Bengkel Perdana 5S 46 Bengkel Kumpulan Kerja Inventori Gas Rumah Hijau (GHG) Sektor Sisa Buangan 47 Bengkel Setiausaha Super 48 Environmental Health and Disaster Mgmt 49 Global Tourism Cities Conference 50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 51 Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 27/03/2013 2 27/03/2013 2 20-21/5/2013 1 2 20-21/5/2013 2 2 21-23/5/2013 2 2 23-24/9/2013 1 3 2 3-4/9/2013 2 3 2 3-4/9/2013 2 3 2 3-4/9/2013 2 3 3 4 4 6 Bengkel Setiausaha Super 2 3-24/9/2013 3 2 4 7 28/6/2013 4 9 Global Tourism Cities Conference 2 30/9-1/10/13 2 2 5 1 Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 2 8/03/2013 2 2	37		26/09/2013	2
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40 Perkhidmatan 2/703/2013 2 41 Workshop on Labour Ordinance of Sarawak 27/03/2013 1 42 IT Networking + Support Fundamentals 20-21/5/2013 1 43 Closing of Monthly + Annual Accounts 20-21/5/2013 1 44 Bengkel Pelupusan, Kehilangan dan Hapuskira Aset 20-21/5/2013 2 45 Bengkel Perdana 5S 21-23/5/2013 2 46 Bengkel Kumpulan Kerja Inventori Gas Rumah Hijau (GHG) Sektor Sisa Buangan 3-4/9/2013 1 47 Bengkel Setiausaha Super 23-24/9/2013 2 48 Environmental Health and Disaster Mgmt 27-28/6/2013 1 49 Global Tourism Cities Conference 2-3/7/2013 1 50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 30/9-1/10/13 2 51 Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 28/03/2013 2	39		19/03/2013	2
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44 Aset 45 Bengkel Perdana 5S 21-23/5/2013 2 46 Bengkel Kumpulan Kerja Inventori Gas Rumah Hijau (GHG) Sektor Sisa Buangan 3-4/9/2013 1 47 Bengkel Setiausaha Super 23-24/9/2013 2 48 Environmental Health and Disaster Mgmt 49 Global Tourism Cities Conference 2-3/7/2013 1 50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 51 Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 20-21/3/2013 2 21-23/5/2013 1 22 23-24/9/2013 2 24 25-28/6/2013 2	43		20-21/5/2013	1
46Bengkel Kumpulan Kerja Inventori Gas Rumah Hijau (GHG) Sektor Sisa Buangan3-4/9/2013147Bengkel Setiausaha Super23-24/9/2013248Environmental Health and Disaster Mgmt27-28/6/2013149Global Tourism Cities Conference2-3/7/2013150STEMFEST 2013: Worldhybrid & Worldsafety Conference30/9-1/10/13251Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak28/03/20132	44		20-21/5/2013	2
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48 Environmental Health and Disaster Mgmt 27-28/6/2013 1 49 Global Tourism Cities Conference 2-3/7/2013 1 50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 30/9-1/10/13 2 51 Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 28/03/2013 2	46		3-4/9/2013	1
49 Global Tourism Cities Conference 2-3/7/2013 1 50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 30/9-1/10/13 2 51 Pemerhati bagi Mini Konvensyen ICC Wilayah Sarawak 28/03/2013 2	47	Bengkel Setiausaha Super	23-24/9/2013	2
50 STEMFEST 2013: Worldhybrid & Worldsafety Conference 30/9-1/10/13 2 51 Pemerhati bagi Mini Konvensyen ICC Wilayah 28/03/2013 2	48	Environmental Health and Disaster Mgmt	27-28/6/2013	1
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31 Sarawak 20/03/2013 2	50		30/9-1/10/13	2
52 Persidangan Antarabangsa "City with a Soul" 26-27/8/2013 1	51		28/03/2013	2
	52	Persidangan Antarabangsa "City with a Soul"	26-27/8/2013	1

53	Forum "Improving Public Participation in Policy& Project Planning - Special Focus on Infrastructure Projects"	27/06/2013	2
54	Mini Konsultasi Bajet	17/07/2013	1
55	Health, Safety & Environment Day	23/08/2013	1
56	Competency for Career Development (CFCD) II Promotional Roadshow	18/08/2013	2
57	Program Roadshow Pelan Pengurusan Penghapusan HCFC (HPMP) Peringkat 1 dan Sambutan Hari Ozon	05/09/2013	3
58	Forum Kesihatan Sempena Sambutan Hari Wanita Peringkat Negeri	22/09/2013	2
59	Forum Gerakan Pemantapan dan Pengukuhan Integriti	09/10/2013	2
60	Ceramah P <mark>emand</mark> uan Berhemah dan Selama <mark>t</mark>	22/10/2013	1
61	Forum Serantau The Commenwealth Association for Public Administration and Management	28-29/10/13	1
62	Ceramah Integriti	15/11/2013	2