

LCDA Insights

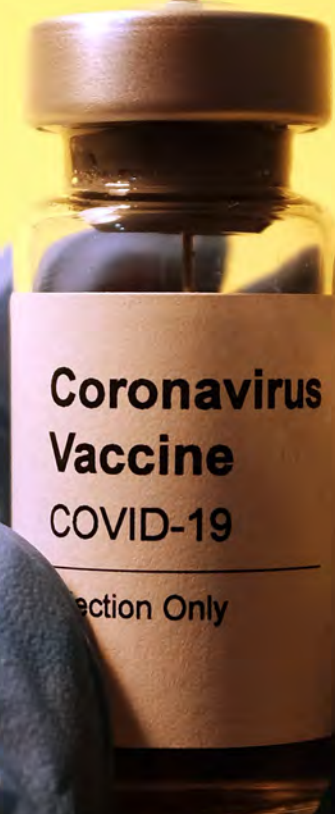
ISSUE 2 July-Dec 2021

NEW NORM
Vaccination and Standard
Operating Procedure

LCDA PRIHATIN
for the community

BSC Performance

Integrity
During PANDEMIC



COVID-19
Deadly Infectious Disease

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Table of Contents

01	ASPIRATION	From General Manager
02	THE OUTBREAK	Coronavirus Disease
04	COVID-19	SOP and Vaccination Programme
08	Rise Up	The Challenges of COVID-19
10	LCDA Way	Implementing SOP during COVID-19
12	BSC	Measure That Drive Performance
15	Summary	BSC Performance Report
16	Magna Focus	Implementation of BSC
18	Staff View	What They Say?
19	Staff	Fun Begins and Best Wishes
20	Integrity	During Pandemic
21	LCDA Prihatin	We Share Our Happiness

Aspiration

From General Manager

I would like to take this opportunity to congratulate those involved in the 2nd publication of LCDA Insight. LCDA Insight has become a platform in communicating the organization's aspiration to all LCDA staff.

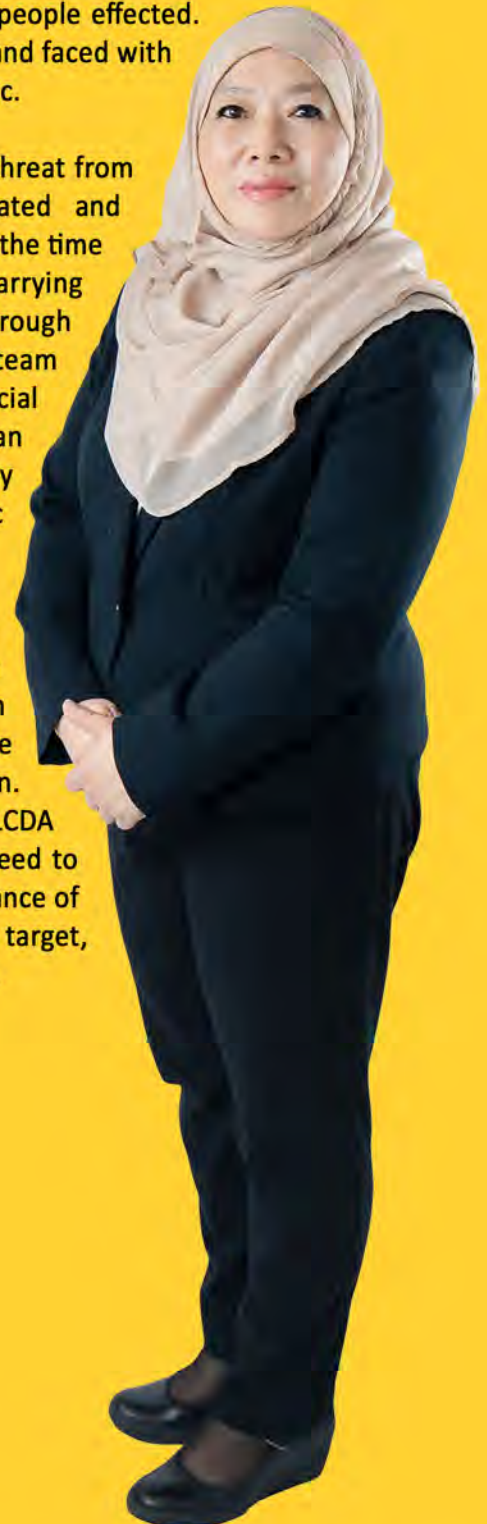
Years of 2020 and 2021 are really challenging times for everyone due to Covid 19 Pandemic. It has spread out globally and more than 50 million people effected. Governments had to incur quite dearly financial operating lost and faced with difficult trade offs in sectors like public health and socio economic.

However, daily business activities have to continue despite the threat from Covid-19 pandemic. Quick response has to be demonstrated and manpower capability need to be upgraded and improved. This is the time for everyone to consider ability to work from ordinary way of carrying daily job by adopting new approach like having meeting through available virtual platforms such as zoom, google meet, Microsoft team etc. These platforms can be easily used in official meeting and social engagement session with stakeholders. Work from home is such an approach, alternative for LCDA staff to effectively carrying out daily duties and adhering to the SOP during Covid-19 Pandemic imposed by the government.

We started the implementation of Balance Scorecard (BSC) in 2020 as an introduction stage. We take it seriously in 2021 with full implementation and the management has decided that an assessment of staff performance will be based on Key Performance Index (KPI). LCDA companies, comprises LCDA Agri Business Sdn. Bhd. LCD (LABSB)) and) LCDA Real Estate Sdn. Bhd (LRESB), LCDA Holdings Sdn. Bhd (LHSB) and Magna Focus Sdn. Bhd (MFSB), need to report their BSC performance quarterly. I hope that the performance of every company is on track, so they can achieve their yearly KPI target, subsequently contribute to overall LCDA Scorecard performance.

Lindung diri, Lindung semua and keep strong
Thank you

Monaliza Zaidel
General Manager
Land Custody & Development Authority



The Outbreak of Coronavirus Disease (COVID-19) by Izzati

What is COVID-19?

The world is currently experiencing a deadly infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2), called coronavirus disease 2019. On 12th January 2020, World Health Organization (WHO) has confirmed the novel coronavirus that originated in Wuhan City, Hubei Province, China which spread very quickly among the residents has now been added to the list of viruses threatening humans.

The Transmission

According to WHO, this virus can spread from an infected person's mouth or nose in small liquid particles when they cough, sneeze, speak, sing or breathe. The virus spreads primarily between people who are in close contact with each other, typically within 1 metre.

People may become infected by touching surfaces that have been contaminated by the virus when touching their eyes, nose or mouth without cleaning their hands. Additionally, people who are in close proximity to one another for long periods of time increases the risk of transmission. The "Three C's" are a useful way to think about this. They describe settings where transmission of the COVID-19 virus spreads more easily: Crowded places, Close-contact settings and Confined places.

The Symptoms

The symptoms of COVID-19 include fever, cough and breathing difficulties and can lead to death. These symptoms appear similar to common influenza, but the spread is way far speedier. Despite its low fatality as compared with severe acute respiratory syndrome, its high infection nature has led to a contagion of fear worldwide.



The Prevention

The best way to prevent the coronavirus is to not get it in the first place. People can lower chances of getting or spreading the virus to the other people by taking these measures:

- Wash hands well and often. It is advisable to use hand sanitizer too.
- Wear face mask once stepping out of the house.
- When in public, make sure to leave at least 1 metre of space between another person.
- Stay at home when there is unnecessary to go out.



COVID-19 tests

PCR stands for a polymerase chain reaction and is a method of examining the virus by detecting viral DNA. Compared to the Antigen Rapid Test Kit (RTK-Ag), the PCR examination is more accurate. PCR test also requires a much lengthier time to receive the results. The ceiling price for PCR test is at RM150.00.

The Antigen Rapid Test Kit (RTK-Ag) is also a common method used in Malaysia to determine if you have contracted the virus. As the name suggests, the rapid test is a faster method of detecting the virus in the body and can take as quickly as 15 minutes to acquire the results.

The Action

In Malaysia, the threat of COVID-19 became increasingly apparent when neighboring Singapore reported its first imported COVID-19 case from Wuhan, China on 23rd January 2020, which was also the first positive case in the republic. From this first case, eight close contacts were identified as being in Johor, Malaysia. To date, there are more than 1.7 million positive COVID-19 cases recorded with at least 17,191 deaths in Malaysia.

The Government of Malaysia enforced a Movement Control Order starting on March 18, 2020 to break the chain of COVID-19. The media actively spread the hashtag #stayhome. Non-governmental organizations, as well as prison inmates, started to produce personal protective equipment for frontliners. Various organizations hosted fundraising events to provide essentials mainly to hospitals. A provisional hospital was set up and collaborations with healthcare service providers were granted, while additional laboratories were assigned to enhance the capabilities of the Ministry of Health.



COVID-19

The COVID-19 outbreak has affected our daily life, thus creating new additional routines or lifestyle changes that required people to adopt. Furthermore, it triggered a change in human social behaviour, whether temporary or long-term. Amid the pandemic, wearing face masks in public has become the new normal. According to the World Health Organization (WHO), people are advised to wear face masks in public to reduce the risk of transmitting the virus.

In a step closer to normality, the Malaysian government aims to simplify the constantly changing list of SOPs. New Health Minister Khairy Jamaluddin said the government will introduce clear and concise SOPs as Putrajaya moves away from the current lockdown approach. Malaysians have to adjust themselves to the "living with the virus" mindset as the country prepares to transition from the COVID-19 pandemic to an endemic phase to ensure that the reopening of sectors is done carefully. Hence, wearing face masks will be treated as a regular fact of life to ensure the

Understanding the SOP & Vaccination by Chelsea



safety of the public as many more sectors are slated to re-open when vaccination rates hit the "herd immunity" stage.

In regards to herd immunity, there are concerns about the government's estimate of vaccination rates due to whether the population of undocumented immigrants is counted since it is based on 2010 census data, which means that it is likely to be overestimated. Malaysia has administered at least 36,141,604 doses of COVID-19 vaccines so far; however, the country continues to report 21,253 new COVID-19 infections daily. Deputy Health director-general Datuk Dr Hishamshah Mohd Ibrahim said that Malaysia should not rush to relax COVID-19-related SOPs for those who are fully vaccinated as there were lessons to be learnt from countries that had opened up earlier and are now seeing an increase in COVID-19 cases.

COVID-19 Vaccination

The world is currently undergoing its largest vaccination programme in history with more than 5.46 billion doses having been administered across 183 countries which are enough to fully vaccinate 35.6% of the global population. According to data, collected by Bloomberg, roughly 39 million doses are administered daily



Exit strategy

Since 15th June 2021, the Malaysian government imposed the National Recovery Plan (NRP) four phases to assist Malaysia in exiting the pandemic. The government is currently implementing the National COVID-19 Immunisation Programme (PICK). The vaccination is voluntary and will be provided free of charge to all Malaysian citizens and non-citizens. All individuals aged 12 years old can apply to take the vaccine. The government aims to achieve at least 80% of Malaysia's adult population receiving vaccines by February 2022 to reduce infection.



Do I still need to get vaccinated with a COVID-19 vaccine if I have already had COVID-19 and recovered?

Yes, you should be vaccinated regardless of whether you already had COVID-19 because emerging evidence shows that people get better protection by being fully vaccinated compared with having had COVID-19. A study showed that unvaccinated people who already had COVID-19 are more than 2 times as likely as fully vaccinated people to get COVID-19 again. Talk to your doctor if you are unsure what treatments you received or if you have more questions about getting a COVID-19 vaccine.



How long does protection from a COVID-19 vaccine last?

As of now, it is unknown how long protection from a COVID-19 vaccine lasts for those who are vaccinated. What we do know is that COVID-19 has caused very serious illness and death for a lot of people. If you get COVID-19, you also risk giving it to loved ones who may get very sick

How many doses of COVID-19 vaccine will I need to get?

The number of doses needed depends on which vaccine you receive. To get the most protection:

- Two Pfizer-BioNTech vaccine doses should be given 3 weeks (21 days) apart.
- Two Moderna vaccine doses should be given 1 month (28 days) apart.
- Johnson & Johnsons Jansen (J&J/Janssen) COVID-19 vaccine requires only one dose.
- Two AstraZeneca vaccine should be given 8 to 12 weeks apart.

If you receive a vaccine that requires two doses, you should get your second shot as close to the recommended interval as possible.

Source: <https://www.who.int/health-topics/coronavirus>
https://www.who.int/health-topics/coronavirus#tab=tab_3
<https://www.who.int/news-room/q-a-detail/coronavirus-disease-covid-19-how-is-it-transmitted>



PROTECT YOURSELF, PROTECT ALL



Staff Vaccination Program : 1st Dose (June - December 2021)



SERVICES SECTOR

LCDA Holdings Sdn Bhd (LHSB)
Magna Focus Sdn Bhd (MFSB)
Auxiliary Police (AP)

Vaccinated
155 staffs

■ 86 (LHSB)
■ 30 (MFSB)
■ 39 (AP)

Yet Vaccinated
0 staffs

■ 0 (LHSB)
■ 0 (MFSB)
■ 0 (AP)



■ Vaccinated
■ Yet Vaccinated

AGRICULTURE SECTOR

LCDA Agri Business Sdn Bhd (LABSB)

Vaccinated
67 staffs

■ 33 (KUCHING)
■ 34 (MUKAH)

Yet Vaccinated
0 staffs

■ 0 (KUCHING)
■ 0 (MUKAH)



■ Vaccinated
■ Yet Vaccinated

PROPERTY SECTOR

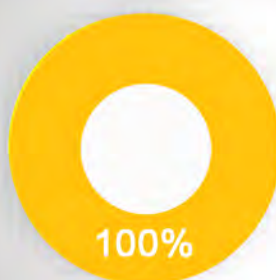
LCDA Real Estate Sdn Bhd (LRESB)
Pengurusan Harta Pelita Sdn Bhd (PHPSB)
Faradale Development Sdn Bhd (FDSB)

Vaccinated
96 staffs

■ 25 (LRESB)
■ 70 (PHPSB)
■ 1 (FDSB)

Yet Vaccinated
0 staffs

■ 0 (LRESB)
■ 0 (PHPSB)
■ 0 (FDSB)



■ Vaccinated
■ Yet Vaccinated



How LCDA rise up to the challenges of Covid-19 pandemic

by Allan Michael Rimong

Since March 2020, the government of Malaysia implemented a series of measures including, Movement Control Order (MCO), Conditional Movement Control Order (CMCO), Enhanced Condition Movement Control Order (EMCO), and later on the Recovery Movement Control Order (RMCO) to help curb the spread of Covid-19 Pandemic.

Remote project monitoring, which is fully imposed during the pandemic, proves to be a definite challenge. Online project monitoring was put to the test as the inter-district travel ban contributes to the limitation of physical inspection. This arrangement lasted for months and only changed somewhere around October 2021. As a result, only 3 projects as "Sick Projects" and hopefully by year end, the number will reduce to nil.



COVID-19's impact was immediate to LCDA, which forces us to look for new ways of working to ensure that the projects are running. Within a short period of time, working remotely was the solution for operation continuity with some projects having to be supervised from inaccessible locations. Operation continuity is important as LCDA's revenue rely on the number of projects commences and can deliver. For year 2021, LCDA was budgeted to receive grants worth more than RM300 million but due to the pandemic, LCDA only managed to receive about RM87 million. This was mainly due to slow project progress in terms of affected scope of work that involves shortage of workers, supplies and logistic adversity.



This pandemic situation was a harsh wake up call on the office current practise. LCDA as an organisation was too comfortable being in our comfort zone that when a circumstance such as this happens, it causes our daily works to go on pause. We relied too much on physical documents that anything and everything related to project documentation was stuck on some level, be it contractor, consultant or even LCDA itself. The worst part was, this inconvenience included financial transactions such as payment certificates.

LCDA is moving towards expediting the digital transformation transition it has been working on for quite some time. Starting with utilising the ICT Unit automation system improvement, all processes will be paperless and done online. The system is expected to be up for trial by 1st quarter of year 2022.

The widespread surge in remote working induced by the pandemic has created various security implications. These includes putting up security measures to protect the new connectivity options deployed. Getting creative in producing new ways of ensuring data collection continues to be an excitement to venture in. With the technology in place and sufficient manpower to utilize it to the fullest extent, working remotely will prove to be a safer and more efficient method in monitoring projects regardless of the logistics



Just a quick recap on what my thoughts are of the challenges LCDA is going through, we have to embrace the current scenario, develop skills and adapt with the new environment. New Processes and variety of methods will test our capabilities to protect our staff, minimize future project disruptions whilst adhering to the State Government regulations and restrictions without jeopardizing our stakeholders. This will make us be best suited to weather the storm and may actually emerge stronger and better.

LCDA Ways in Implementing SOP

during COVID 19 by Nancy & Rosdy

Understanding the SOP

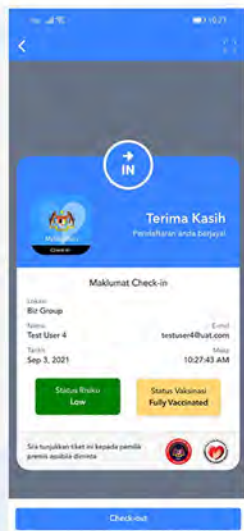
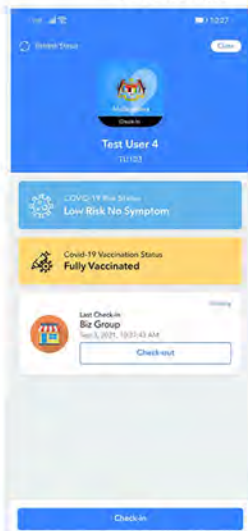
In view of the current COVID-19 Pandemic, LCDA has taken several measures as to comply with the standard of operations as to protect our staffs, subsidiaries, external service providers and public in general by strictly enforcing high standards in health and safety procedures.

Office General Practices

The general prevention from COVID-19 practice which is a compulsory preventive measure for all are highlighted as follows:

- Temperature Screening: anyone with temperature of 37C and above will NOT be allowed to enter
- Mask & Face Shield On: Double Mask is recommended to cover mouth and nose, face shield is optional but advisable
- Maintain distance: Physically 1 meter apart at all times
- Regular Cleaning at Office Premise and Individual Work Place: Keep the space neat, clean and tidy
- Disinfect Hands: Use hand sanitizers with min. 70% alcohol content is recommended
- MySejahtera: Compulsory to scan the QR code to facilitate movement and contact tracing

Gradually, the SOPs were enhanced and created to ensure all compulsory and informative guidelines are concurrently practice to the requirement standard advisable by Jabatan Ketua Menteri Sarawak.





Social Distancing



Office Operations during National Recovery Plan (NRP)

During the present days, the State Government agrees that the operation of state government offices/agencies continue to be implemented through being in the office in accordance with the phases of the National Recovery Plan (PPN). Among the matters highlighted are as follows:

i. Working From Home (WFH) with 40% capacity in office and 60% BDR:

* priority given to those with dependents of children aged 12 years and under or children with the status of Under privileged Persons (OKU), pregnant staffs and those employees having chronic diseases

ii. Physical Being in the office:

- a. Compulsory to wear face mask properly as advisable by KKM, added face shield is recommended;
- b. Register for attendance with MySejahtera,
- c. Always maintain physical distancing,
- d. Gradually washing hands and keep maintaining hygiene;
- e. Prohibited from sharing food / eating in groups in office pantry,
- f. Symptomatic employees are not allowed to work and required to undergo Covid-a9 screening test in health clinics

iii. Adhere to the Movement Control Order (different district/state) if travelling is required

Balanced Scorecard (BSC)

Your EASY GUIDE to UNDERSTANDING by Amira & Nazrul

Balanced Scorecard (BSC) is not a new thing in the business world. However, it is newly implemented in our organisation. It may seem to be very technical and difficult to understand but with the right guidelines, it will be a walk through the park. So, here is our take on the easy guide to understanding BSC.

ITEM NUMBER 1 : What is Balanced Scorecard?

The term balanced scorecard (BSC) refers to a strategic management performance metric used to identify and improve various internal business functions and their resulting external outcomes. Data collection is crucial to providing quantitative results as managers and executives gather and interpret the information. Company personnel can use this information to make better decisions for the future of their organizations.



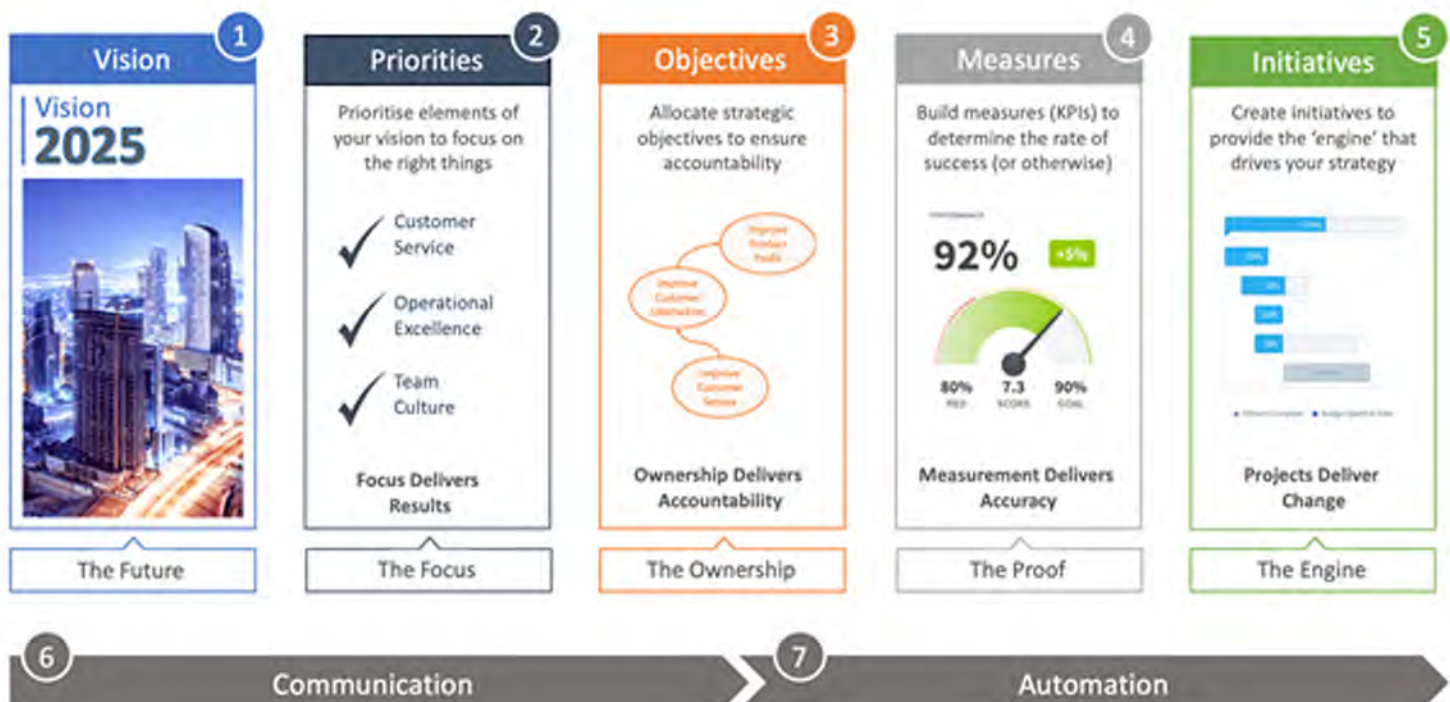
ITEM NUMBER 2 : What is measured in the BSC?

The balanced scorecard model reinforces good behavior in an organization by isolating four separate areas that need to be analyzed. It involves measuring four main aspects of a business: Learning and growth, business processes, customers, and finance. For LCDA, we interpret it slightly different by using Finances, Customers, Internal Processes and Organisational Capacity.

Financial or Stewardship	• Financial Performance • Effective Resource Use	
Customer & Stakeholder	• Customer Value • Satisfaction and/or Retention	
Internal Process	• Efficiency • Quality	
Organizational Capacity or Learning & Growth	• Human Capital • Infrastructure & Technology • Culture	

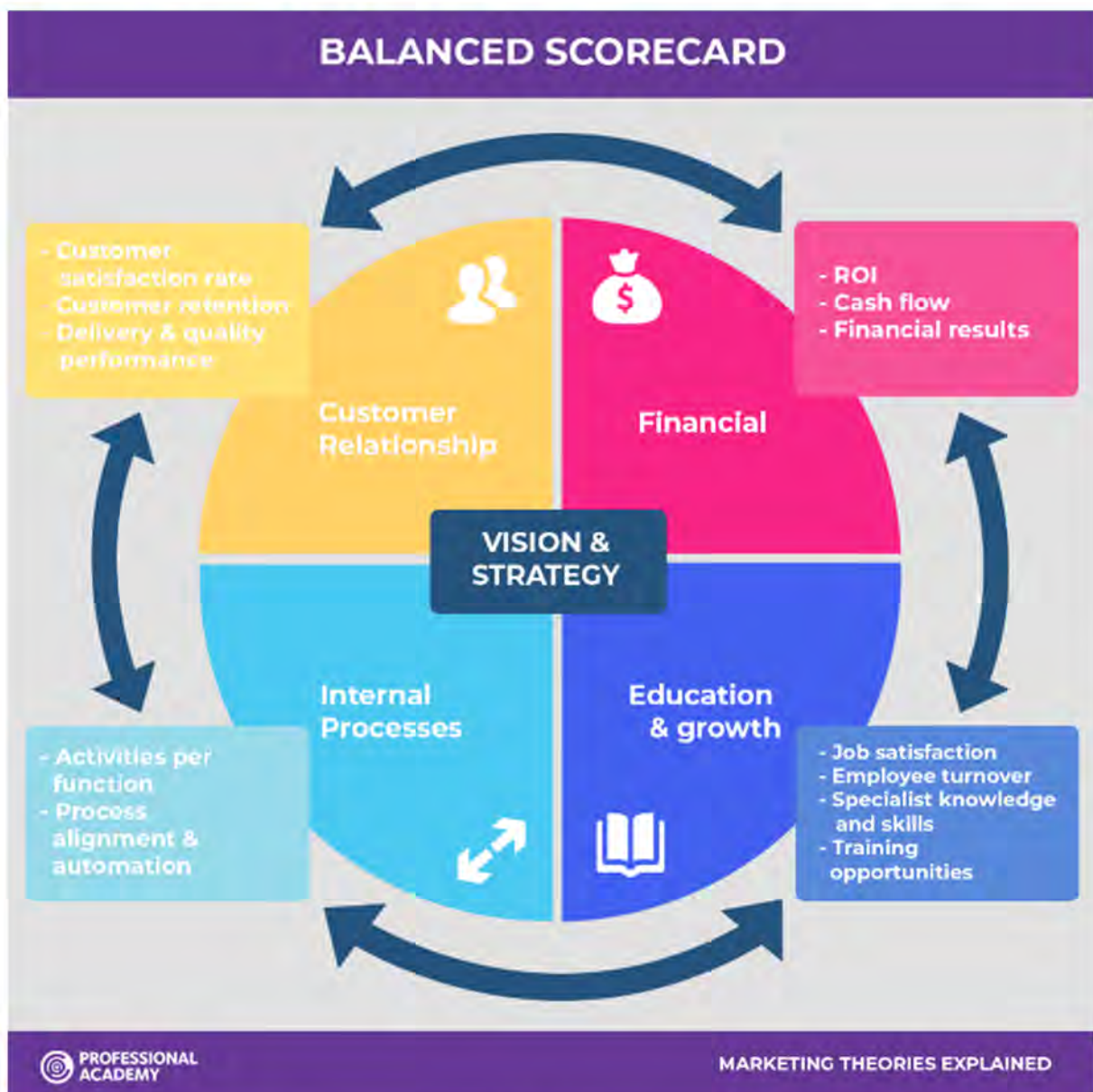
ITEM NUMBER 3 : What are the strategy elements of BSC?

The system connects the dots between big picture strategy elements such as mission (our purpose), vision (what we aspire for), core values (what we believe in), strategic focus areas (themes, results and/or goals) and the more operational elements such as objectives (continuous improvement activities), measures (or key performance indicators, or KPIs, which track strategic performance), targets (our desired level of performance), and initiatives (projects that help you reach your targets).



ITEM NUMBER 4 : What are Strategic Objectives and Key Performance Index?

Strategic Objectives are the continuous improvement activities that we must do to implement strategy. Actions that your organization take should be helping you achieve your strategic objectives. For each objective on the strategy map, at least one measure or Key Performance Indicator (KPI) will be identified and tracked over time. KPI's indicate progress toward a desirable outcome. Strategic KPIs monitor the implementation and effectiveness of an organization's strategies, determine the gap between actual and targeted performance and determine organization effectiveness and operational efficiency.



So, a quick recap on what you need to know is balanced scorecards allow companies to collect and study data from four key areas, organisational capacity, internal processes, customers, and finance. By pooling together information in just one report, companies can save time, money, and resources to better train staff, communicate with stakeholders, and improve their financial position in the market.

Balance Scorecard (as at 30 June 2021)

LCDA HOLDING SDN. BHD (LHSB)

SCORECARD PERFORMANCE	NO OF KPIs	
	Q1	Q2
NO OF KPIs REACHING SRETCH TARGET	1	3
NO OF KPIs ON TARGET	0	1
NO OF KPIs ON INTERVENTION VALUE	3	2
PERFORMANCE BELOW INTERVENTION VALUE	7	5
TOTAL KPI	11	11

LCDA REAL ESTATE SDN. BHD (LRESB)

SCORECARD PERFORMANCE	NO OF KPIs	
	Q1	Q2
NO OF KPIs REACHING SRETCH TARGET	2	2
NO OF KPIs ON TARGET	1	3
NO OF KPIs ON INTERVENTION VALUE	1	0
PERFORMANCE BELOW INTERVENTION VALUE	9	6
TOTAL KPI	13	11

LCDA AGRI BUSINESS SDN. BHD (LABSB)

SCORECARD PERFORMANCE	NO OF KPIs	
	Q1	Q2
NO OF KPIs REACHING SRETCH TARGET	0	1
NO OF KPIs ON TARGET	1	2
NO OF KPIs ON INTERVENTION VALUE	0	3
PERFORMANCE BELOW INTERVENTION VALUE	11	6
TOTAL KPI	12	12

MAGNA FOCUS SDN. BHD (MFSB)

SCORECARD PERFORMANCE	NO OF KPIs	
	Q1	Q2
NO OF KPIs REACHING SRETCH TARGET	1	2
NO OF KPIs ON TARGET	0	0
NO OF KPIs ON INTERVENTION VALUE	2	2
PERFORMANCE BELOW INTERVENTION VALUE	10	9
TOTAL KPI	13	13

PENGURUSAN HARTA PELITA (PHP)

SCORECARD PERFORMANCE	NO OF KPIs	
	Q1	Q2
NO OF KPIs REACHING SRETCH TARGET	5	5
NO OF KPIs ON TARGET	1	1
NO OF KPIs ON INTERVENTION VALUE	1	0
PERFORMANCE BELOW INTERVENTION VALUE	4	4
TOTAL KPI	11	10

Magna Focus Sdn Bhd (MFSB)

Balanced Scorecard (BSC) implementation

by Ahmad Daud Manan

MFSB is and always has been a profit-oriented company. A clear relationship between what could lead to a better financial performance was never defined apart from revenue from its normal business. By implementing BSC, the relationship of the four main frameworks namely Organization Capacity (OC), Internal Process (IP), Customer and Financial allows the company to create a strategy which would then contribute to a higher financial performance. With the relationship clearly defined, MFSB was able to plan and strategize both short term and long-term plan which would lead to an overall growth of the company.

Through the OC framework, MFSB was able to devise plans for the employee's growth. This is a major step, as the employees are the most important assets of the company. Among the initiatives taken under this framework are trainings and culture improvement. What can be seen as a result of the OC implementation are that the employees were able to be more independent in their decision making aligned with the company policy and be accountable on their tasks. This is a major change from previous years practice where the employees are over reliant on the Management especially on minor issues which can be resolved without any intervention.

There are several initiatives for the IP framework. Among the highlights are the identification and improvement of key processes. It is true that the processes were already in place before BSC. However, no measurement was ever done on the effectiveness of these processes. Through the IP framework, improvement was able to identified for implementation. This has led to a higher productivity rate. An example of one of the improved processes is the partial automation of debt reminder letters. The average time taken has improved from 5 days to 3 days.





Throughout the years, MFSB has never enquired the customers/stakeholders on their opinion of the company's image. By implementing surveys which measures key points such as communication, processes, monitoring and performance MFSB was able to identify areas for improvement based on the feedbacks received. The feedback was then converted to initiatives in the IP and OC framework.

The financial framework has led MFSB to be more cost conscious as a profit- oriented company. This is due to the fact the financial framework is an outcome which can be only achieved by implementing the other frameworks successfully. Proper monitoring on financial management was done to ensure targets are met. Through the monthly and quarterly reporting, the overall process was able to be monitored to ensure effectiveness and any corrective actions to be taken as required.

The implementation of BSC on the company had allowed all employees to take part and be involved in improvement process. In short, the balanced scorecard allows MFSB to have an overview of its short and long-term goals which leads the company to plan and execute strategies to achieve it.



Staff Views on BSC



Mr. Razmy, Magna Focus Sdb Bhd

BSC has introduced a performance metric system for evaluating key business goals and its impact across the organization through continuous performance monitoring.



Mr Shimon, Pengurusan Harta Pelita Sdn Bhd

BSC initiatives has managed to transform the organisation to be more focus oriented and achieving the common goals by the staff.



Mr Samuel, LCDA Agri Business Sdn Bhd

BSC is a must to all organization and must be well discussed and plan with everybody in the organization in order for the staff to understand and in-line with the Organization goal. With the BSC platform, the staff can contribute ideas and suggestion to the Management on any work process and procedure.



Mr M. Rosdy, LCDA Holdings Sdn Bhd

It is praiseworthy in LCDA organization to have embarked on a massive transformation journey on BSC implementation. It would certainly impact on staff mindset and make them more responsible and competent officers.



Mdm Azleen, LCDA Holdings Sdn Bhd

BSC promote communication across team members and divisions. It becomes easier when everyone is speaking the same language in achieving our target, mission & vision.

Staff Affairs by Shahrom / Rosdy

Our Retired Staff “Happy Retirement”

MR. SANI SUHAILI MR HARNI SUKOR

“Stay young at heart, kind in spirit, and
enjoy retirement living.”

Danielle Duckery

Our New Staff “Congratulations”



**MOHAMED
MOHD YASIN**
(LAND MANAGEMENT DIV.)
LCDAs HOLDINGS
SDN BHD



KRISTIANI SHARLENE POLIAN
(LAND MANAGEMENT DIV.)
LCDAs HOLDINGS
SDN BHD



**ABDUL HALIM
DRAHAN**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



AZRUL FIQRY SHUKRAYMAN
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**BOLHASSAN
ZULKPLIEE**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**MOHAMAD AZIZUL MOHD
ZAINI**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**MOHAMAD KHAIRUL
MOHAMAD IBRAHIM**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



MOHAMMAD SHAHRUL NOH
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**MUHAMMAD FAUZAN
JAMALI**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**MIA SHARIZMAN
SABLI**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**DOMINIC
WILSON LURIN**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



REMY MARTIN
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



KAMRI EKAN
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



MOHD NURPRIMA MADIAN
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**ABANG AMRAN
ABANG AMBIA**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD



**ABDUL RAHMAN
ABDUL LATHIFF**
(TECHNICIAN)
PENGURUSAN HARTA PELITA
SDN BHD

Internship “All The Best”

NUR SHAZWINA BINTI SEMAN
SYAZA NURFIQA BINTI BOLHASSAN
JACQUELINE JACKIE KENNEDY
AIDA MIRZA BINTI SUHAIDI
PUTERI NURSYUHADA BINTI KAMBERI
NUR ATIKAH BINTI MOHAMAD ALI
MUHAMAD AUDI BIN PASHA
AIN HASYA BINTI AHMAD HAZMORLLAH
SHARIFAH AZIEMAH BINTI WAN JAMALUDIN
DAYANG DANIA FATINI BINTI ABANG AHMAD RASHIDI
STEWART UNOL ANAK JHON JINGAN

ABDUL AFIZI BIN ABDUL RAHMAN
SUHAIMI BIN MAJERI
DAYANG NUR RAMIZAH BINTI SHAFIEE
CHELSEA DAWN DAVIDSON
NURUL IZZATI SHAFIQA BINTI TAHA
ANI HAFIFFY ANIL YAKIN
GRACE MIKAWELL ANAK MICHAEL
AHMAD YAASIN RAHMATULLAH BIN MOHAMAD LOTFI
MUHAMMAD SHAHMIER FARHAN BIN BOHARI
WAN MUHAMMAD HAZIQ ASYRAAF BIN HOOD

Maintaining culture of Integrity

during the COVID-19 pandemic
by Hj Yusuf Bujang



The coronavirus (COVID-19) pandemic has resulted in millions of people not being allowed to work and having to stay at home. Millions of people face unemployment, and governments are working day and night to provide financial and medical support to continue the survival ship of its people. It's also an incredibly testing time for the functioning of organizations.



Employees at companies around the world are still trying to be productive and perform their jobs either from home or other remote locations. Employers are concerned about the health and safety of their staff, but also whether their organizations will survive. In this context, companies must resist the temptation to sacrifice their controls, systems, governance and appropriate culture in adjusting to the new realities of COVID-19.





Fraud risk factors increase at a time of crisis because companies and individuals face more financial pressures, the opportunity for fraud increases if key internal controls weaken, and people find it easier to rationalize their actions. All fraud requires these three elements – opportunity, pressure and rationalization – to be present (known as the Fraud Triangle). COVID-19 offers all three and more.

The pandemic has potentially compromised the ability to undertake effective compliance monitoring, supervision and oversight, creating an opening for criminal and unethical behavior. The danger is that multiple layers of governance processes, previously effective controls and oversight of employee and management conduct are all relaxed – possibly in the name of business continuity. At the same time, the organization's wider integrity culture comes under threat.



LCDA PRIHATIN

PROGRAM KHIDMAT MASYARAKAT
by Ejam & Nancy



Majlis Pecah Tanah Projek Pembangunan Peace Park Sri Aman oleh Ketua Menteri Sarawak, Yang Amat Berhormat Datuk Patinggi Tan Sri (Dr) Abang Haji Abdul Rahman Zohari Tun Datuk Abang Haji Openg





Majlis Pecah Tanah Daro Town Extension Phase II oleh Ketua Menteri Sarawak, Yang Amat Berhormat Datuk Patinggi Tan Sri (Dr) Abang Haji Abdul Rahman Zohari Tun Datuk Abang Haji Openg



Lawatan Kerja Yang Berhormat Datuk Amar Hj Awang Tengah Ali Hasan ke Long Tuan,





06 11 21

Majlis Pecah Tanah Projek Perumahan Sebuyau oleh Ketua Menteri Sarawak, Yang Amat Berhormat Datuk Patinggi Tan Sri (Dr) Abang Haji Abdul Rahman Zohari Tun Datuk Abang Haji Openg



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Lawatan Tapak Yang Berhormat Datuk Amar Haji Awang Tengah Ali Hasan ke Metading Service Centre Mukah



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Majlis Pecah Tanah Pekan Baru Kabong oleh Ketua Menteri Sarawak, Yang Amat Berhormat Datuk Patinggi Tan Sri (Dr) Abang Haji Abdul Rahman Zohari Tun Datuk Abang Haji Openg



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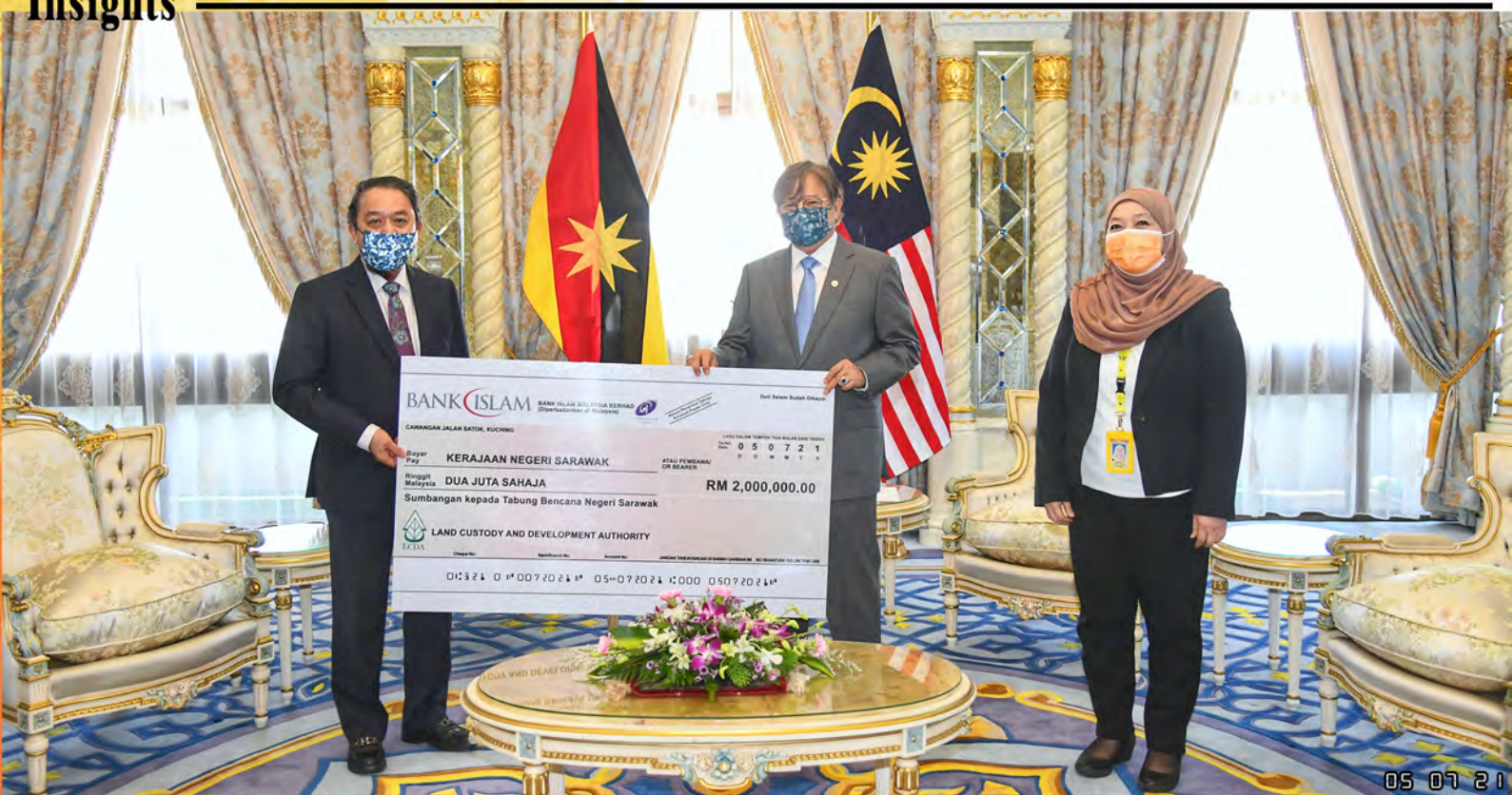
Lawatan Yang Amat Berhormat Ketua Menteri Sarawak ke Pekan Spaoh, Betong



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Sumbangan kepada Tabung Bencana Negeri Sarawak



Perjumpaan bersama Pejabat Daerah Kecil Debak dan Ketua Kaum



Temubual bersama pengusaha Repuk di Kg Dit Debak



Program Khidmat Masyarakat LCDA Prihatin Flat Tabuan Park Kuching



Program Khidmat Masyarakat LCDA Prihatin kepada Ibu Tunggal di Kampung Pati, Serian



**7 Habits of Highly Effective People by
Mr Gnanasegaren Arumugam,
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BEAT IT WE CAN

**“We are in this together -
and we will get through this,
together.”**

**António Guterres
UN Secretary-General**

**LCDA
Insights**



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