

EFFECTIVE PLANTATION MANAGEMENT FOR ESTATE SUPERVISORS



DATE: 11 MARCH 2019 SPEAKER: NG KHEN WAH
 VENUE: THE INCORPORATED SOCIETY OF PLANTERS
 SUITE 3A01, LEVEL 3A, PJ TOWER, AMCORP TRADE CENTRE
 18 PERSIARAN BARAT, 46050 PETALING JAYA, SELANGOR

ORGANISED BY ISP MANAGEMENT
 (M) SDN BHD

OVERVIEW

- As the Planting Industry is labor-intensive, this program will increase participants' ability and urgently reach out to the estate employees' hearts and minds who are mainly foreigners by always maintaining close rapport with them at all times
- Provide a clean and conducive living conditions with adequate and well-maintained amenities and looking after their welfare.
- As foreigners are contractual workers, sustain them to work for a longer period on the estate by ensuring they earn reasonable income by offering piece-rated works when and wherever possible.
- Consequences of labor shortage are known and ever present, estate management would have to always try to create conditions in which to sustain employees to do outstanding work with reasonable earnings in the fast-changing environment which creates fierce competition for manpower. With change, there must be better alternatives with modern technology.
- 5 Functions of management.
- 11 Principles Of Leadership
- Qualifications required of an effective supervisor.
- Effective communication skills with clear instructions are necessary for all levels of executives and supervisors.
- Inculcate wellness in your company setup – it is imperative to know that the health of the plantation is related to the health of the personnel managing it
- Do a job and create other benefit/s with examples.

HOW YOU WILL BENEFIT?

- Supervisors will get a firm grasp on what and how to observe on the plantation and add value to increase productivity as yield is a function of each planted palm and number of palms per unit area. These cover all aspects of machinery and work tools, employees' welfare and earnings and their living environment
- To develop a highly critical approach to your work i.e a keen sense of observation and asking 'why' which will teach oneself to learn more with a follow-up to seek an answer – the late John Duckett

METHODOLOGY

Lecture, notes and discussion.

WHAT YOU WILL COVER?

EFFECTIVE PLANTATION MANAGEMENT

9.00 AM - 10.30 AM	WHAT ARE YOU LIVING FOR – HEALTH vs PRODUCTIVITY
10.30 AM – 11.00AM	TEA BREAK
11.00 AM – 1.00 PM	GREENING THE WORKPLACE TO PROVIDE A CLEAN & CONDUCTIVE LIVING ENVIRONMENT
	EFFECTIVE PLANTATION MANAGEMENT – ROLES OF EFFECTIVE EXECUTIVES & SUPERVISORS
1.00 PM – 2.00 PM	LUNCH
2.00 PM – 3.30 PM	GOLDEN OPPORTUNITY FOR GOLDEN CROP – A CASE STUDY ON A PERSONAL ATTAINMENT OF HIGH OIL PALM YIELDS PEAKING AT 42 TONNES PER HECTARE PER YEAR.
3.30 PM – 4.00 PM	TEA BREAK
4.00 PM – 5.00 PM	GOLDEN OPPORTUNITY FOR GOLDEN CROP - GOOD AGRICULTURAL AND MANAGEMENT PRACTICES IN ESTATE

TARGET AUDIENCE

- Senior Managers, Managers, Assistants & Field Supervisors

LEARNING OUTCOME

- In addition, this program is also to share on the attainment of excellent Planting Advisers' Reports on achieving high yields in every functional area of responsibility in plantation environment especially in the matured areas and the good standards in immature areas during the 21 years of service in Sime Darby Plantations.
- The average national yield is still hovering around 3.8 tonnes of CPO per hectare/year. In this session, the high yields, peaking at 42 tonnes of FFB per hectare on Merlimau Estate, Malacca will be discussed/shared from the personal write-up published in 'The Planter' in 1996.
- In 1990, during the prolonged drought of 6 months during which domestic flights were cancelled, irrigation with flood pumps (13 units) to pump water in from the DID canal using the existing field drains without additional cost to channel the water into the fields. This resulted in the neighboring estate (6,000 ha) dropped 7 tonnes per hectare in the subsequent years as opposed to 2 in the irrigated fields. The salinity of the DID canal water was found to be safe with effective coordination with the tidegate keeper during high tides and to sustain the desired water-level in the canal

REGISTRATION FEES

ISP MEMBER	RM550 (INCLUSIVE OF 6% SST)
NON-MEMBER	RM650 (INCLUSIVE OF 6% SST)

SUMMARY

- You will gain substantially as a planter and supervisor after being exposed to this program to observe and view things differently during the course of your work and add value to your work and career advancement provided you take an interest to learn, be innovative and implement.

Outline Detail

1. WHAT ARE YOU LIVING FOR? - Providing an insight on sustaining a healthy lifestyle throughout to attain the desired productivity. The health of the plantation is related to the health of the personnel managing it. All business operations can be reduced to these words - PEOPLE, PROFITS & PLANET. People come first. Unless you have a good team, one cannot do much with the other 2.

The focus is healthy employees mean healthy business - healthy palms mean more crop.
Fit is not a destination. It is a way of life.

2. GREENING THE WORKPLACE - A personal writeup - pertinent to provide a conducive-living environment after a hard day's work in the fields. Involving the employees to participate in the landscaping program with prizes awarded to the best-maintained houses annually.

3. EFFECTIVE ESTATE MANAGEMENT - Reaching out to the executives, staff and employees to excel in their work with appropriate earnings to sustain them to work for the estate for long period. The essence of effective management is getting the ideas out of the heads of the bosses into the heads of employees to develop an effective team. The manager can get what he wants provided he helps others get what they want. What is needed is a clean and nice-conducive living for employees

4. GOLDEN OPPORTUNITY - A personal write-up on how we achieved 42 tonnes of FFB per hectare against the benchmark of 28 on Merlimau Estate, Malacca - Sime Darby Plantations . This estate is still laughing to the bank with the present reasonable CPO prices due to the high yields. The oldest planting is more than 20 years old. Good agricultural and good management practices were put in right from the start to achieve such excellent results. I will be sharing on how estates should be able to get good reports from the Planting Advisers' visits.

5. Award from MPOB in 2003 for yielding 36 m.tons per hectare. Again awarded in 2007 in Kota Kinabalu for yielding 30.m.tons per hectare.

6. Yield Stats for August 2000 - yielding an average of 4.70 m.tons per hectare for the month against the normal industry at the most 2.5 to 3 m.tons at peak period.

7. Yield Statistics with average yields from 29 - 32 m tons per hectare from palms more than 20 years old.

It is my strong belief that 'IN THE RACE OF QUALITY, THERE IS ALWAYS NO FINISH LINE.

I have learnt from my boss, 'THE MOST PRICELESS ASSET OF A PLANTER IS *EXPERIENCE* PROVIDED HE TAKES AN INTEREST TO LEARN WITH TIME'.

I am optimistic that my sharing of the experience gained can provide the inputs/impetus to enhance the productivity plantations.

Regards,

Ng Khen Wah

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11/3/19
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NO. 18 PERSIARAN BARAT, 46050 PETALING JAYA, SELANGOR
REGISTRATION FORM

BILLING DETAILS

Company Name: _____
 Person In Charge: _____
 Telephone: _____
 Email: _____
 Address: _____

Signature
Name: _____ Designation: _____

Company's Stamp

PARTICIPANT(S)' DETAILS

1. Name: _____
 I/C No.: _____ Member (Membership No.: _____) Non-Member
2. Name: _____
 I/C No.: _____ Member (Membership No.: _____) Non-Member
3. Name: _____
 I/C No.: _____ Member (Membership No.: _____) Non-Member
4. Name: _____
 I/C No.: _____ Member (Membership No.: _____) Non-Member
5. Name: _____
 I/C No.: _____ Member (Membership No.: _____) Non-Member

PAYMENT METHOD

Cash Online Transfer ATM Transfer
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Amount: RM _____

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****Please return the registration form and provide proof of payment to emails below**

TERMS AND CONDITIONS

- Request for cancellation must be made in writing.
- 100% refund will be made for written cancellation received before the day of the Seminar. Refund will be issued after the Seminar.
- No refund will be given for cancellation received after the Seminar. However, replacement is acceptable; please forward the replacement name to emails below.
- The registration form serves as the official invoice.
- All membership subscription should be paid before the day of the Seminar to entitle for members' rate, or else, non-members' rate will be applied.
- Registration must be done by faxing/emailing the registration form to the following:

CONTACT PERSON					
For REGISTRATION:	En. Rizal	Tel. No.:	03-7955 5561	Email:	rizalhisham@isp.org.my
For enquiries:	Mr. Rajindran	Tel. No.:	012-316 1280	Email:	rajindran@isp.org.my

DEADLINE:

8/3/19



Personal Profile

Ng Khen Wah started his planting career as an Estate Assistant in 1970 after serving as a young subaltern in the Malaysian Armed Forces in an infantry unit for 3 years. He has 49 years of experience in the planting industry in Malaysia (37 including 21 in Sime Darby Plantations), Papua New Guinea (3 years in visiting capacity) and Indonesia (9). He has managed the three major crops i.e. oil palm, rubber and cocoa and has extensive experience in good agronomic practices and good estate management. Presently he provides advisory services as a Planting Advisor on a free-lance basis.

Key achievements:

Completed over 90% replanting of Merlimau Estate comprising 2,800 hectares from rubber and cocoa into oil palm where the estate has achieved excellent yields, producing 42 tonnes per hectare per year against the benchmark of 28 tonnes per hectare per year in the 6th year of harvesting. The first-year yield at 30 months to maturity produced 17 tonnes per hectare against the benchmark of 8 tonnes per hectare. The estate was awarded as the highest-yielding estate for its category in Malaysia by the Malaysia Palm Oil Board in 2003 and 2007 for producing 36 tonnes per hectare and 30m.tons per hectare respectively. Nominated as an in-house facilitator to train estate executives and staff of Sime Darby Plantations on General Estate Management- Roles Of Effective Executives and Supervisors and Replanting/New Planting. Published 2 write-ups in 'The Planter' on good-estate landscaping in 2009 to win the hearts and minds of the employees to excel in their work and a personal experience in 2006 as highlighted above in bold producing high oil-palm yields in a 2,800-hectare estate in Malacca. This estate was awarded by the Human Resource Ministry as the champion in the Landscape Competition organised by the National Day Celebration 1994 with cash prizes totaling RM 64,000 plus certificates over a few years.

IN SERVING EACH OTHER, WE BECOME FREE.