

EXECUTIVE SUMMARY

TITLE	:	FACT FINDING AND BENCHMARKING VISIT TO AUSTRALIA ON TRANSFORMATION OF WAGES TO INCREASE PRODUCTIVITY FOR SUSTAINABLE WORKFORCE
OBJECTIVES	:	<ul style="list-style-type: none"> • To study and understand adaptability of various profit-sharing models which include on several factors such as firm size, organizational structure, workforce structure, industrial relation, union and regulation; • To benchmark Australia's best practices in profit sharing model to increase labour compensation share to GDP; and • To identify and observe Australia's best practices and various forms of profit-sharing models offer full flexibility for industries to be implemented.
EXPECTED OUTCOMES	:	<ul style="list-style-type: none"> • Best practice on profit-sharing models to provide employees with incentives for improved performance. The wage increment promotes productivity growth. • Learning experience on effective transformation wages model and strategy that can be adopted for sustainable workforce. • Gaining insights and ideas on the need for having proper guidelines for profit-sharing models. These guidelines can be used as a reference to industries and documentation to the relevant stakeholders.
DATE & VENUE	:	22 – 28 October 2023, Australia
DELEGATES (S)	:	Ministry of Economy, MITI, MOHR, MTUC
ESTIMATED COST	:	<p>Development Budget (TWIP) = RM 356,100.00 Operational Budget (TKP OED) = RM 13,520.00</p> <p>Overall Cost = <u>RM 369,620.00</u></p>
BUDGET	:	TWIP 2023 Budget & Operation Budget
RECOMMENDED BY	:	Talent Development, People Productivity
Comment/ Signature byPCT		

**FACT FINDING AND BENCHMARKING VISIT TO AUSTRALIA ON
TRANSFORMATION OF WAGES TO INCREASE PRODUCTIVITY FOR
SUSTAINABLE WORKFORCE**

1.0 Purpose

The purpose of this paper is to request approval from MPC Board of Management on Fact Finding and Benchmarking Visit to Australia on Transformation of Wages to Increase Productivity for Sustainable Workforce.

2.0 Background

In line with the Twelve Malaysia Plan (RMK-12) and Malaysia Productivity Blueprint (MPB), human capital is a key driver of economic growth and socioeconomic development. Efforts to accelerate human capital development is vital for Malaysia to progress in the future. In this context, emphasis should be given towards initiative on Talent Development and Managing the Labor Workforce. A high-quality education system will produce a high-caliber talent pool which possess relevant industrial skills and is highly adaptable. However, there are still issues that persist in the labour market and in the education system that needs to be addressed. These facts finding and benchmarking visits is one of the initiatives to benchmark best practices in the Transformation of Wages and it would be beneficial to support initiatives by the government that focus on realigning the workforce structure for inclusive and sustainable growth as well as developing proper guidelines for profit-sharing models.

3.0 Objectives of the programme

- i. To study and understand adaptability of various profit-sharing models which include on several factors such as firm size, organizational structure, workforce structure, industrial relation, union and regulation.
- ii. To benchmark Australia's best practices in profit sharing model to increase labor compensation share to GDP; and
- iii. To identify and observe Australia's best practices and various forms of profit-sharing models offer full flexibility for industries to be implemented.

4.0 Expected Date & Venue

22 – 28 October 2023, Melbourne & Canberra, Australia

5.0 Expected outcomes.

- i. Best practice on profit-sharing models to provide employees with incentives for improved performance. The wage increment promotes productivity growth.
- ii. Learning experience on effective transformation wages model and strategy that can be adopted for sustainable workforce.
- iii. Gaining insights and ideas on the need for having proper guidelines for profit-sharing models. These guidelines can be used as a reference to industries and documentation to the relevant stakeholders.

6.0 Participants Nomination

Please refer to Lampiran 1.

7.0 Expenses Cost

Please refer to Lampiran 2.

8.0 Approval From BOM

The approval of Board of Management (BOM) is sought on the estimated total expenses of **RM369,620.00** for the program.

Prepared by:



Siti Sakinah Mohd Zaki
Assistant Manager
Date: 14 July 2023

Reviewed by:



Dr. Suriati Zainal Abidin
Deputy Director
Date: 17 July 2023

Approved by:



Mohamad Muzaffar Abdul Hamid
Director
Date: 17 July 2023

SENARAI PESERTA

FACT FINDING AND BENCHMARKING VISIT TO AUSTRALIA ON TRANSFORMATION OF WAGES TO INCREASE PRODUCTIVITY FOR SUSTAINABLE WORKFORCE

22 HINGGA 28 OKTOBER 2023

BIL	NAMA	JAWATAN	ORGANISASI	JUSTIFIKASI
1.	Encik Che Rahim bin Daud	Director	Human Capital Development Division, Ministry of Economy	1. Monitoring the progress of the national programs initiatives and development projects. 2. National secretariat to the national socio-economic planning and development.
2.	Puan Siti Norlailasari binti Abdul Rahman	Senior Director	Strategic Planning Division, MITI	3. As the focal point for international cooperation and joint border development.
3.	Dr. Zaki bin Zakaria	Deputy Secretary Division	Bahagian Dasar Sumber Manusia, MOHR	
4.	Encik Khalid bin Jali	Director General	Jabatan Perhubungan Perusahaan Malaysia, MOHR	
5.	Encik Mohd Effendy bin Abdul Ghani	President	Malaysian Trades Union Congress (MTUC)	Representative of workers in Malaysia and is consulted by Government on major changes in labour laws.
6.	YBhg. Dato' Dr. Syed Hussain bin Syed Husman	President	Malaysian Employers Federation (MEF)	Representative of employers' interests and business needs a national, regional, and international.
7.	YBhg. Dato' Seri Wong Siew Hai	President	Malaysian Semiconductor Industry Association (MSIA)	Representative of collective voice of the industry in Malaysia by advocating industry's challenges and to be globally competitive.
8.	YBhg. Dato' Nathan K Suppiah	Vice President	Federation of Malaysians Manufacturers (FMM)	
9.	Puan Hartini binti Othman	MPC Associates	Technical Working Group of Human Capital (TWGHC)	Facilitating discussion, addressing any issues, and providing oversight of activities and implementation various industry needs on human capital.

10.	YBrs. Prof. Madya Dr. Mohd Yusf bin Saari	Economic Analyst	Centre for Future Market Labour Studies (EU-ERA)	<ol style="list-style-type: none"> 1. Conducting, developing, analysing, and forecasting research on economics. 2. Recommending changes to national policies.
11.	YBrs. Dr. Mazrina binti Mohamed Ibramsah	Deputy Director General	Malaysia Productivity Corporation (MPC)	Chief de mission for fact finding and benchmarking visit on transformation of wages to increase productivity for sustainable workforce initiatives.
12.	Dr. Suriati binti Zainal Abidin	Deputy Director	Malaysia Productivity Corporation (MPC)	Head of project for labor market strategies and initiatives.
13.	Encik Zul Ezwan bin Muhamad	Manager	Malaysia Productivity Corporation (MPC)	Representative for study on <i>“New Wage Model for Building Sustainable and Business Workforce”</i> .
14.	Puan Siti Sakinah binti Mohd Zaki	Assistant Manager	Malaysia Productivity Corporation (MPC)	Representative for study on <i>“Measures and Strategies to Increase Labour Compensation”</i> .

ANGGARAN PERBELANJAAN

FACT FINDING AND BENCHMARKING VISIT TO AUSTRALIA ON TRANSFORMATION OF WAGES TO INCREASE PRODUCTIVITY FOR SUSTAINABLE WORKFORCE

22 HINGGA 28 OKTOBER 2023

PERUNTUKAN PEMBANGUNAN (TWIP)		
KOD	BUTIRAN	JUMLAH (RM)
29403	Tambang Pergi Balik Tiket Kapal Terbang Perniagaan Kuala Lumpur – Melbourne – Canberra untuk Seorang (1) Delegasi (RM24,000.00 seorang X 1 orang)	24,000.00
29403	Tambang Pergi Balik Tiket Kapal Terbang Ekonomi Kuala Lumpur – Melbourne – Canberra untuk Tiga Belas (13) Delegasi (RM11,000.00 seorang X 13 orang)	143,000.00
29402	Penginapan semasa Misi Penandaarasan (RM1,500.00 semalam x 6 malam x 14 orang)	126,000.00
29403	Pengangkutan Tempatan di Canberra & Melbourne Beserta Insurans (RM3,500.00 x 14 orang)	49,000.00
29403	Permohonan Visa ke Australia (RM250.00 seorang x 14 orang)	3,500.00
29111	Insurans Perjalanan & Tipping (RM400.00 seorang x 14 orang)	5,600.00
27108	Promosi (Bahan Cetak)	5,000.00
	Jumlah Penggunaan Peruntukan Pembangunan TWIP	<u>356,100.00</u>

PERUNTUKAN OPERASI (TKP OED)		
<u>KOD</u>	<u>BUTIRAN</u>	<u>JUMLAH (RM)</u>
15102	Tuntutan Elaun Baju Panas untuk Pegawai MPC (RM1500 seorang x 4 Pegawai)	6,000.00
21202	Tuntutan Elaun Makan untuk Pegawai MPC semasa Misi Penandaarasan <ul style="list-style-type: none"> i. Timbalan Ketua Pengarah Jusa C (RM340.00 sehari x 6 hari) ii. Timbalan Pengarah (RM270.00 sehari x 6 hari) iii. Pengurus E44 (RM255.00 sehari X 6 hari) iv. Penolong Pengurus E41 (RM255.00 sehari X 6 hari) 	2,040.00 1,620.00 1,530.00 1,530.00
21101	Tuntutan Perjalanan untuk Pegawai MPC (RM100.00 untuk satu hala x 2 hala x 4 pegawai)	800.00
	Jumlah Penggunaan Peruntukan Operasi TKP OED	<u>13,520.00</u>
	JUMLAH BESAR (PEMBANGUNAN TWIP + OPERASI TKP OED)	356,120.00

TENTATIF PROGRAM

FACT FINDING AND BENCHMARKING VISIT TO AUSTRALIA ON TRANSFORMATION OF WAGES TO INCREASE PRODUCTIVITY FOR SUSTAINABLE WORKFORCE

22 HINGGA 28 OKTOBER 2023

TIME	PROGRAM DETAILS	DETAILS/ REMARKS
22 OCTOBER 2023 (SUNDAY) – KUALA LUMPUR/ CANBERRA		
0630	Delegation arrives at KLIA Terminal 1 <ul style="list-style-type: none"> - <i>Check-in luggage</i> - <i>Program briefing</i> - <i>Reciting prayers</i> Tour Leader: TBC Chief de Mission (MPC): Dr. Mazrina	(Dress Code: Smart Casual)
0920 – 1915	Depart from KLIA Terminal 1 to Canberra, Australia (Duration: XXX) Airline – Malaysia Airlines**	Delegation to fulfil ' Incoming Passenger Card '
1930	Delegation arrival at Canberra, Australia Customs, Immigration and Quarantine (CIQ) clearance	
2030	Heading to Hotel XXX (Duration: XXX) Dinner Check-in hotel & rest	

TIME	PROGRAM DETAILS	DETAILS/ REMARKS
23 OCTOBER 2023 (MONDAY) – DAY 1 – CANBERRA		
0930 – 1200	<p>Courtesy visit to Consulate General of Malaysia (CGM) and MATRADE Office, Canberra</p> <p>CGM: TBC MATRADE: TBC</p>	(<i>Dress Code: Business Attire</i>)
1300	Lunch at XXX	
1400 - 1700	<p>Fact finding mission to The Fair Work Commission (FWC)</p> <p>Address: Level 3, 14 Moore Street Canberra, ACT, 2600</p> <p>FWC: MPC: Prof. Madya Mohd Yusof</p>	
1800	Back to hotel & Dinner (End Day 1)	
24 OCTOBER 2023 (TUESDAY) – DAY 2 – CANBERRA		
0930	Fact finding mission to Department of Employment & Workplace Relation (DEWR)	(<i>Dress Code: Business Attire</i>)
1000 – 1200	<p>Agency under DEWR:</p> <ul style="list-style-type: none"> i. National Skills Commission (NSC) ii. Jobs and Skills Australia iii. The National Careers Institute (NCI) <p>Address: GPO Box 9828, Canberra ACT 2601 Australia</p> <p>DEWR: MPC: Prof. Madya Mohd Yusof</p>	
1230	Lunch at XXX	
1400 - 1700	Continue fact finding with Department of Employment & Workplace Relation (DEWR)	

TIME	PROGRAM DETAILS	DETAILS/ REMARKS
	Agency under DEWR: i. National Skills Commission (NSC) ii. Jobs and Skills Australia iii. The National Careers Institute (NCI)	
1800	Back to hotel & Dinner (End Day 2)	
25 OCTOBER 2023 (WEDNESDAY) – DAY 3 – CANBERRA/ MELBOURNE		
0930	Best Practice Company Visit in Canberra	(Dress Code: Smart Casual)
1000 – 1200	Address: MPC: Dr. Mazrina	
1230	Lunch at XXX	
1400	Depart to Melbourne, Australia Address: Melbourne Airport Tour Leader: TBC	
1600 - 2300	Check-in hotel, Rest & Dinner (End Day 3)	
26 OCTOBER 2023 (THURSDAY) – DAY 4 – MELBOURNE		
0930 - 1200	Courtesy visit to Consulate General of Malaysia (CGM) and MATRADE Office, Melbourne CGM: En. Adham MATRADE: Pn. Azimatul	(Dress Code: Business Attire)
1200	Lunch at XXX	
1400 -1700	Courtesy visit to Australian Productivity Commission (APC) APC: MPC: Dr. Mazrina Address: Level 8, Two Melbourne Quarter, 697 Collins Street Docklands Vic 3008, Australia	

TIME	PROGRAM DETAILS	DETAILS/ REMARKS
1800	Back to hotel & dinner (End Day 4)	
27 OCTOBER 2023 (FRIDAY) – DAY 5 – MELBOURNE		
0930	Best Practice Company Visit in Melbourne	<i>(Dress Code: Smart Casual)</i>
1000 – 1200	Address: MPC: Dr. Mazrina	
1230	Lunch at XXX	
1400 -1700	City Tour	
1800	Back to hotel & dinner (End Day 5)	
28 OCTOBER 2023 (SATURDAY) – DAY 6 – MELBOURNE		
0900 - 1700	City Tour	<i>(Dress Code: Smart Casual)</i>
1800	Check-out hotel	
1830	Delegation heading to airport for departure, check-in luggage and reciting prayers. Tour Leader: MPC:	
2330 – 0600	Flights departs from Tullamarine Airport, Melbourne, Australia to KLIA Terminal 1. (Duration: 8 hours and 30 mins)	
29 OCTOBER 2023 (SUNDAY) – DAY 7 – KUALA LUMPUR		
0600	Delegation arrives at KLIA Terminal 1, Kuala Lumpur END PROGRAM	

**Program might have some changes subject to situation and suitable time*