



MAY - 2019 Cenergi Newsletter

“HR is a strategic partner in business”

We are HCM, and we are in the business of People.



Every day we are being challenged at the workplace. This can be anything from managing project overruns, handling difficult customers and dealing with a difficult boss. No matter what the issue is, it is ultimately people issue.

HR is no longer just about performing routine administrative tasks such as recruiting and hiring new employees, preparing payroll, processing medical claims and expenses claims or arranging training programmes. Now more than ever, HR is committed to be a strategic partner and enabler to the business. It is about implementing the best people solution that can make a direct impact on company's growth – and this is HCM's mission.

In order to handle our workplace challenges better, our capabilities agenda for the rest of 2019 will see great focus on building our capabilities through knowledge sharing programmes, institutionalizing high performance culture and also focusing our 5 core values: **integrity, transparency, respect, sustainability and safety**. It is timely that we start challenging the status quo and ask ourselves hard questions, to take the initiative to innovate, and to take ownership to do what is required. This is our culture vision while we stand guided by our core values.

While HCM commits to build a high performing organization through various efforts, it is everyone's responsibility to make Cenergi have **Right Talent, Right Leader and Right Environment!**

So, let's put our hearts and minds together to drive Cenergi forward!

Last but not least,

“If you want to go fast, go alone. If you want to go far, go together.” - African Proverb

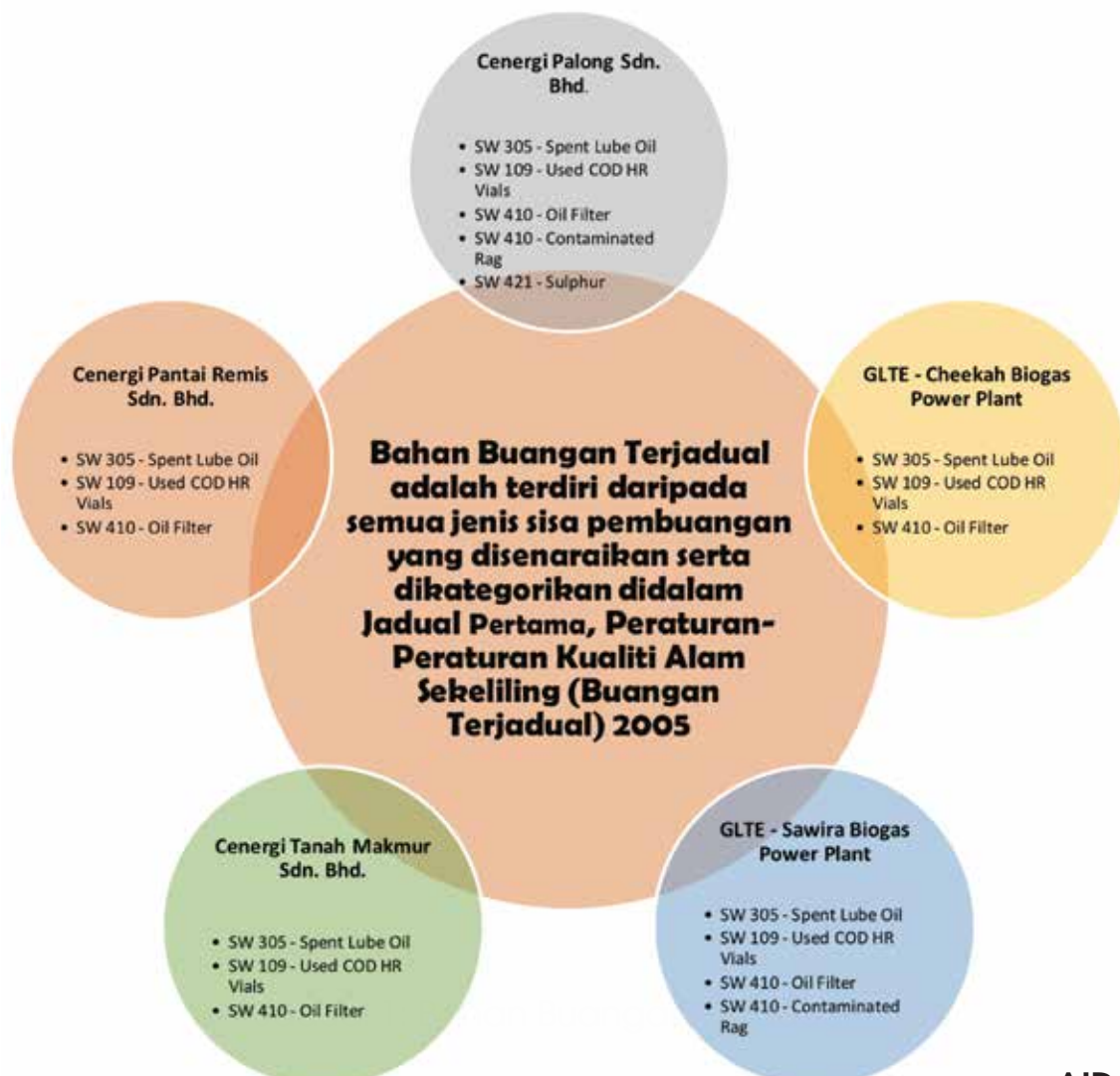
Bahan Buangan Terjadual (Schedule Waste) di semua logi janakuasa Cenergi

Pada ketika ini, hangat diperkatakan tentang Bahan Buangan Terjadual di media sosial susulan kes pembuangan secara haram sisa kimia di Sungai Kim Kim yang telah mencemarkan kawasan sekitarnya dan juga mempengaruhi kualiti udara sehingga menyebabkan penduduk terkesan dengan gas bertoksik yang berskala besar. Ditambah pula dengan isu Lynas yang menyimpan lebih 1.13 juta MT sisa buangan NUF sepanjang 6 tahun beroperasi.

Dengan ini, kami di logi jana kuasa amat menitikberatkan sisa bahan buangan terjadual yang telah dihasilkan melalui proses pembuangan dan pengurusan serta kesannya untuk jangka masa panjang. Antara bahan buangan terjadual tersebut adalah daripada 'lube oil', 'oil filter', 'Sulphur' dan sebagainya seperti yang tertera di Jadual 1.

Bahan Buangan Terjadual hendaklah diuruskan dengan rapi kerana ia mengandungi kandungan berbahaya dan sebagai premis yang menghasilkan bahan buangan terjadual tersebut, kita hendaklah bertanggungjawab dalam memaklumkan setiap penghasilan bahan buangan kepada pihak Jabatan Alam Sekitar (JAS) termasuk jenis dan kuantiti bahan buangan.

Di setiap logi jana kuasa, terdapat kakitangan yang telah dilantik sebagai orang berkemampuan (CePSWaM) yang terlatih untuk menguruskan segala jenis sisa pembuangan bahan terjadual dari segala aspek mengikut terma dan syarat yang telah ditetapkan oleh JAS. Orang berkemampuan hendaklah mengemaskini inventori sisa buangan terjadual setiap bulan melalui sistem "E-SWIS".



Are We There Yet?

A Summary of Q1 2019's Review



In January we set out goals for Cenergi to achieve in 2019 and now Q1 2019 has come to an end. How have we been faring for the past three months? This was the main point of discussion at Cenergi's quarterly review on 18 April 2019.

The message from top management was loud and clear, we are not where we want to be. Cenergi could have and can still perform better. After all the figures, graphs and tables had been presented, the key areas of improvement were identified as being increasing revenue, cost management and working as a team.

Expediting the completion of projects, bringing in new projects and revisiting 'old' projects on hold were among the recommendations suggested in order to increase the company's revenue.

In terms of cost management, managing resources responsibly was highly stressed upon, particularly personnel costs incurred.

The call to action from Cenergi's GCEO was to work together as a unit of '140 strong' Cenergians by contributing wherever one can regardless of job scope, department or organizational structure. Further encouraging the GCEO's sentiments was Head of Solar, Prakash who made an open call to the members of the Centre of Excellence to step up as Deputy Project Manager for upcoming Solar projects. On that note, congratulations to Prakash and team for securing a Letter of Intent from an industrial client for a rooftop solar project!

Despite the need for more improvement, the outlook for Q2 2019 onwards is expected to be better especially in the biogas, energy efficiency and solar sectors of Cenergi's business. Now it is up to the 140 of us to get Cenergi where we want it to be.

INDUSTRY OUTLOOK - SOLAR

Cenergi's target of achieving 100MW by 2021 resonates well with the nation's newly set target of sourcing 20% of the overall fuel mix of electricity to be produced from renewable energy by 2025. The recent change announced by MESTECC to the Net Energy Metering Scheme (NEM) due to the low uptake of the previous NEM scheme (only 4% of the 500MW allocated as of 2018), is a game changer as the NEM scheme will no longer be based on the displaced cost, but based on the same tariff that the customer pays for their electricity consumption (one-for-one).

Alongside the much-welcomed solar-leasing programme which finally paves way for a solar-leasing framework, the Supply Agreement for Renewable Energy (SARE) Programme is a new, tripartite agreement between TNB, solar leasing company or lessor and the client (homeowner or commercial owner) introduced to attract more players apart from enabling customers to enjoy lease-to-own solar systems or energy procurement without having to pay out-of-the-pocket.

One of the strategies in place by Cenergi-Sunseap Energy Solutions Sdn Bhd (CSES) in order to achieve Cenergi's magic figure of 100MW, CSES is registered as one of the twenty solar investors listed on SEDA's website under the SARE programme. CSES is exploring solar leasing aggressively as this programme opens a completely new playing field, allowing customers to enjoy the lower energy costs from a rooftop solar installation without any of the traditional upfront investment required. CSES is also targeting to focus on NEM schemes with commercial and industrial players due to their higher energy consumption as well as larger roof space potential.

In summarize, NEM scheme is better compared to Large Scale Solar Photovoltaic Plants (LSS) because you only need to apply for authorization. Bid terms of LSS, bidding is highly competitive as seen previously during the third round of bidding (only 1000MW allocated up until 2020) conducted by Energy Commission (EC). Although this is the case, in order to hit the 100MW fast, CSES will need to explore a strategy in making LSS sustainable and find aggressive structure that is sustainable.

From now, the relevant departments should work hand-in-hand and focus on leveraging on the two new solar programmes to attract customers with big numbers of rooftop or building space as well as strategize a way to make LSS a sustainable investment in the near future.



'TERIMA KASIH CENERGI'

Sedikit sejarah mengenai kerjaya saya, pada Jun 2008 saya telah ditawarkan oleh AES Agriverde Services (M) Sdn. Bhd. untuk menjadi seorang petugas yang menukar sisa kumbahan minyak sawit kepada aset. Ketika itu, saya lebih fokus kepada pengumpulan dan pelupusan gas metana yang dihasilkan oleh sisa kumbahan minyak sawit. Sebagai seorang Jurutera Mekanikal, saya mula berfikir untuk menggunakan gas metana dengan cara yang lebih baik seperti 'co-firing' dalam dandang biomas atau ke dalam enjin gas untuk menghasilkan elektrik.

Namun, industri biogas di Malaysia masih baru ketika itu dan tiada siapa yang sanggup untuk melakukannya dalam skala komersial sehinggalah Rhodia (kini dikenali sebagai Solvay) memulakan loji biogas 2MW sekitar tahun 2010 namun gagal dibangunkan. Kemudian, Camco SEA (kini dikenali sebagai Cenergi SEA) mengambil alih loji biogas tersebut dan saya mula menyertai Cenergi SEA sebagai Pengurus Operasi pada tahun 2013 ketika loji biogas masih dalam pembinaan. Di Cenergi, saya terlibat dalam proses rekaan, pembinaan, pengkomisenan, pengurusan dan penambahbaikan di 4 loji biogas dengan jumlah kapasiti sebanyak 5.5MW.



Pendek kata, Cenergi telah membuka peluang kepada saya untuk menceburi bidang tenaga boleh diperbaharui dengan lebih meluas serta banyak pengalaman yang tidak dapat dilupakan. Untuk warga 'Cenergians', saya ingin mengucapkan terima kasih atas segala pertolongan, bantuan dan peluang yang diberikan selama saya berada di Cenergi. Semoga Cenergi akan lebih sukses, berdaya saing dan paling penting, semangat 'team work' harus dikekalkan untuk terus maju ke hadapan.

SHAMSUDDIN SULAIMAN
Pengurus Operasi

SPOTLIGHT!

AKTIVITI BERTEMAKAN “LINDUNGI SPESIES KITA” DI SK PANTAI REMIS, PERAK

Sempena Sambutan Hari Bumi 2019 yang bertemakan “Lindungi Spesies Kita” Cenergi SEA turut meraikannya pada 24 April 2019. Aktiviti komuniti bertempat di SK Pantai Remis dalam daerah berdekatan Loji Biogas Pantai Remis.

Seramai 98 orang pelajar tahun 5 & 6 terlibat dalam bengkel alam sekitar ini. Turut serta menjayakan aktiviti tersebut sebagai fasilitator daripada Pantai Remis plant Encik Sazali, Afiqah, Rusydi dan juga daripada HQ Syafika, Mafeeza & Hafizi. Objektif bengkel ini adalah untuk meningkatkan kesedaran tentang perubahan tenaga iklim dan kelestarian alam sekitar dalam kalangan pelajar. Kami juga ingin menyatakan penghargaan buat pihak sekolah SK Pantai Remis dan Sky International Academy sebagai pengendali aktiviti.



SUDUT HUMAN CAPITAL MANAGEMENT (PERKEMBANGAN)

1. Heriot Watt University's Career and Internship Fair



Pada 27 March 2019, Universiti Heriot-Watt telah menganjurkan 'Career and Internship Fair'. Cenergi telah mengambil tempat untuk menyertai program anjuran Universiti Heriot Watt yang diwakili oleh Maizatul (HCM), Shanmungeswary @ Chaaru (HCM) dan Arif Azraei (COE). Ernest juga turut hadir pada acara tersebut bagi menyokong wakil dari Cenergi.

Objektif utama menyertai Career & Internship Fair ini adalah untuk memperkenalkan Cenergi kepada orang awam dan untuk membina hubungan baik dengan pihak universiti.

2. Program Bersama Zakat: Skuad Jejak Kemiskinan Orang Asli, Bukit Cherakah Shah Alam



Pada 27 Mac 2019, Rabu - Cenergi SEA diwakili oleh Nur Hafeeza Najiah (HCM) dan Firzah Hani (SCM) menyertai 'Program Skuad Jejak Kemiskinan Orang Asli Bukit Cherakah, Shah Alam'. Lebih daripada 30 ahli sukarelawan daripada organisasi luar termasuklah pegawai-pegawai daripada Lembaga Zakat menyertai program ini.



Pihak Cenergi telah memberi sedikit sumbangan berbentuk wang ringgit kepada Perkampungan Orang Asli. Menariknya, sepanjang operasi setengah hari kami disini, kami bukan sekadar terbuka minda dengan proses pencarian orang miskin oleh Lembaga Zakat, kami juga teruja melihat solar panel dipasang di setiap bumbung rumah mereka. Panel solar dipasang oleh kerana kepayahan mereka untuk mendapatkan jana kuasa elektrik di dalam kawasan hutan. Kami berasa bersyukur kerana ada organisasi yang perihatin untuk menyumbangkan panel solar tersebut. Program ini memberi pengalaman yang bermakna buat kami.



Lain-lain aktiviti bulanan HCM

a) Photoshoot untuk HRMS

b) [Internship video session](#) oleh Siti Hajar

Diwakili oleh bekas pelatih (internship student) – Aina Bazilah, Atiqah Zakaria & Amiruddin Akhyar dan 'current intern student' iaitu Nor Syahirah (SCM), Muhammad Irfan Syahmi (Project Delivery) & Shanmugeswary (HCM).

“April’s New Staff”



Muhammad Nazri Bin Ramli
Legal
Executive



Muhammad Shafiq Bin Zakaria
Draughtsman
Project Delivery



Muhammad Hafizi Bin Idrus
Corporate Affairs
Executive



Dear Cenergians,

This month's newsletter is rather special, with two articles being contributed by members of the Cenergi family (Afi and Shamsudin) who are moving on to different phases of their respective careers.

Much has happened in April 2019 (as you would see throughout the newsletter), but notably I would like to point out that the CSES team has done well to secure a Letter of Intent for an industrial rooftop solar project, as well as coming very close to finalising the acquisition of 5MW solar plant in Perlis.

Last but not least, by now most of you would have received your finalised performance rating for 2018. Congratulations to those who did well, but more importantly to those who did not fare so well, rather than being too disheartened, I urge you to use this opportunity to grab 2019 by the horns and show us that you can live up to the potential that we see in you!

This Month's Contributors

Amtaza - HR is a strategic partner in business

Aida - Schedule Waste

Afi - A Summary of Q1 2019's Review

Alia - Industry Outlook - Solar

En. Din - Terima Kasih Cenergi

Fika - Lindungi Spesies Kita

Fee - Sudut Human Capital Management



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Green Talks



Townhall



CCC: Saving the World, One kWh at a Time



CSR - Earth Day



