



MB/38/25

November 26, 2025

For attention of: Chief Executive Officers of Member Companies in Malacca

**Summary and Highlights of the 1st Meeting of  
FMM Malacca Branch Committee 2025/2026 Held on November 4, 2025**

**1) FMM Malacca Branch 51<sup>st</sup> Annual General Meeting (AGM)**

The Branch held its 51st Annual General Meeting on November 4, 2025, and adopted all 18 nominations as Branch Committee members. The list of Branch Committee Members is circulated via circular no MB/37/25.

**2) Report of Significant Issues and Development Affecting the Manufacturing Industry in the State and Recent Updates on Meetings with the State Government, Agencies and Departments**

a) Revive & Reconnect Strengthening the Training Provider Network - August 26, 2025

- Skills in the areas of administration, leadership and safety are among the top priorities of employers in Melaka. The skill levels in the areas of quality, financial & accounting, productivity and operation management remain low.
- HRD Corp encourages training providers to offer more certification training programmes to employers. These programmes will enable employees to obtain recognised certificates and add value to their career development.
- HRD Corp Melaka has a total of 2,725 registered employers. The levy collection as of date for 2025 is RM27,701,187.40.

b) Engagement Session for the Policy Formulation of the Melaka State-Level Political Funding Bill - September 9, 2025

- BHEUU is currently under the leadership of YB Dato' Sri Azalina Othman Said, Minister in the Prime Minister's Department (Law and Institutional Reform).
- As part of its institutional reform agenda, BHEUU has implemented laws on political funding to strengthen the integrity and transparency of political parties and their members.

- The session served as an important platform for gathering feedback from diverse stakeholders to strengthen the policy formulation process on political funding in Malaysia.
  - The division is also collecting public feedback on the proposed policy consideration of the anti-bullying bill 2025 in Malaysia.
- c) MATRADE Southern Regional Office Visit to FMM Malacca Branch Office – September 26, 2025
- The Branch welcomed the visit of En Mohamad Haris Abdul, Director and En Mohd Shahfur Bakhtiar Mohd Supian, Assistant Director of MATRADE Southern Regional Office.
  - MATRADE’s mission is to develop and promote Malaysia’s enterprises to the world.
  - En Mohamad Haris Abdul was recently appointed as the new Director MATRADE Southern Regional Office and would like to establish more connection or collaboration with the branch in promoting Malaysian exports to the world.
  - Interested members can contact En Haris at mharis@matrade.gov.my or En Shahfur at shahfur@matrade.gov.my
- d) Workshop on Flexible Working Arrangements (FWA)- October 4, 2025
- Flexible Working Arrangements (FWA) is an arrangement to support employees’ work-life integration that highlights the flexibility in choosing when, where and how work gets done.
  - Common challenges of FWA including misunderstanding of FWA by stakeholder, unfair access or misused by employees and inconsistent communication and collaboration in the organization.
  - HR should implement a clear FWA policy aligned with company values, outlining conduct, processes, and expectations to ensure fairness, consistency, and a productive work environment.
  - Mr. Simon Kong Sai Weng (Mamee-Double Decker (M) Bhd) and Mr. Ruban Aunparasan (Mission Foods Malaysia Sdn Bhd) shared their approaches to implementing Flexible Work Arrangements (FWA) within their organisations. They highlighted the need for strong supporting data and careful planning to assure stakeholders that FWA will not negatively impact employee productivity.
  - For further information or assistance regarding Flexible Work Arrangements (FWA), please contact TalentCorp Malaysia at flexworklife@talentcorp.com.my.
- e) Courtesy Visit to CEO of Invest Melaka – October 7, 2025
- A total of seven branch committee members participated in the visit to Invest Melaka (IM).

- Givaudan Flavours & Fragrances Malaysia Sdn Bhd raised a long-standing issue regarding land amalgamation with the Land Office. Despite settling all required fees and submitting the necessary documents, the process has been delayed. Datuk Ginie Lim, CEO of IM has committed to addressing this matter urgently.
- Fudex Rubber Products (M) Sdn Bhd highlighted concerns over the maintenance of infrastructure in the Jasin Industrial Estate, particularly clogged drains that have led to flash floods and disrupted production. Poor road conditions, despite repeated reports to the relevant authorities, were also raised.
- Everts (Malaysia) Sdn Bhd reported restricted access for vehicles and lorries in and out of the Rembia and Ayer Keroh Industrial Estates. Datuk Ginie plans to visit the affected areas to better understand the issues, which include traffic congestion, stray animals, and general cleanliness, and to gather feedback from other stakeholders.
- Concerns were also raised regarding difficulties in renewing the Certificate of Accommodation (COA) for foreign worker housing. Datuk Ginie acknowledged the issue and advised companies to contact IM or the Labour Department (JTK) should they face penalties due to delays.
- Companies in Ayer Keroh requested improved road access to ensure safer commuting for foreign workers between i-Asrama and their workplaces. IM informed that a meeting will be arranged with the relevant authorities to discuss the matter, including the proposal to construct a dedicated walkway.

f) Human Resource Development Corporation Melaka Future Skills and Talent Exchange  
– October 14, 2025

- Under the expanded scope of the PSMB Act 2001, effective 1 March 2021, all private sector employers with 10 or more Malaysian employees are required to register with the Human Resource Development Corporation (HRD Corp).
- Companies employing 5 to 9 Malaysian employees may register with HRD Corp on an optional basis.
- HRD Claimable Programme applications must be submitted for approval at least one day before the commencement of the event.
- Roshan Thiran, CEO of Leaderonomics Group, shared insights on the evolving role of HR leadership, emphasizing the integration of Artificial Intelligence (AI) into business workflows. He highlighted that AI should be used to enhance and support business processes, not to completely replace them.

## 2) Application for Membership and Resignations

### a) Branch Membership Status as at September 9, 2025

Ordinary Members	129
Affiliate Members	8
<b>Total Members</b>	<b>137</b>
Service Members	18

## 3) Programmes and Activities

### Programme Undertaken

- a) FMM Malacca Branch FMM Malacca Webinar on Malaysia Stamp Duty Compliance by IRB/LHDN - September 25, 2025
- b) FMM Malacca ESG Series, Greening Manufacturing: Environmental Enzyme Applications for Industry and Beyond – October 15, 2025
- c) FMM Malacca Branch Human Resource/Industrial Relations – October 16, 2025

## 4) Forthcoming Programmes

- a) FMM Seminar on Dismissal & Termination of Employment Contracts- How to Do it Right?  
Date : November 6-7, 2025 (Thu-Fri)  
Time : 9.00am to 5.00pm  
Venue : Tamara Hotel Melaka
- b) FMM Webinar on Taxation of Foreign Workers – Employer’s Compliance Guide  
Date : November 4, 2025 (Tue)  
Time : 9.00am to 5.00pm  
Venue : Tamara Hotel Melaka
- c) FMM Webinar on Ways to Overcome Difficulties in Getting MIDA Import Duty and Sales Tax Exemption  
Date : November 11, 2025 (Tue)  
Time : 9.00am to 5.00pm  
Venue : Zoom
- d) FMM Webinar on Budget 2026  
Date : November 13, 2025 (Thursday)  
Time : 9.00am to 5.00pm  
Venue : Zoom
- e) FMM Malacca Branch Blood Donation Campaign 2025  
Date : November 15, 2025 (Saturday)

Time : 11.00am to 5.00pm  
Venue : Kipmall Melaka

- f) FMM Seminar on Mastering Incoterms 2020 in Import Export Management  
Date : December 9-10, 2025 (Tue -Wed)  
Time : 9.00am to 5.00pm  
Venue : FMM Malacca Branch
- g) FMM Seminar on Payroll Administration for Human Resource  
Date : January 21-22, 2025 (Wed-Thu)  
Time : 9.00am to 5.00pm  
Venue : FMM Malacca Branch

**5) FMM Institute Public Programmes – November and December 2025**

No	Title	Date
1	AI in Business	November 6, 2025
2	Perancangan dan Kawalan Pengeluaran Untuk Penyelia	November 10 & 11, 2025
3	Mental Health Awareness	November 12, 2025
4	6S Implementation and Workplace Organisation	November 12 & 13, 2025
5	Negotiating with Influence and Persuasion towards a Win-Win Situation	November 18 & 19, 2025
6	Business Growth & Innovation	December 8, 2025
7	8 Disciplines Methodology (8D)	December 9, 2025

For any further enquiries, please call the **undersigned of the FMM Malacca Branch Office**  
**at tel: 06-2831639 or email:justina@fmm.org.my**

  
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Manager

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