

MINISTERIAL DECREE OF FORESTRY OF THE REPUBLIC OF INDONESIA
NUMBER P. 54 / Menhut-II / 2014
ABOUT
COMPETENCY AND CERTIFICATION OF TECHNICAL WORKER AND
SUPERVISOR OF TECHNICAL WORKERS FOR SUSTAINABLE MANAGEMENT
OF PRODUCTION FOREST

BY THE GRACE OF GOD ALMIGHTY
FORESTRY MINISTER OF THE REPUBLIC OF INDONESIA,

- Considering:
- a. that based on Article 71 of Government Regulation Number 6 Year 2007 as having been amended by Government Regulation Number 3 Year 2008, one of the obligations of the holder of the permit for the utilization of area of forest is to recruit a professional worker of forestry and other qualified workers based on the need;
 - b. that as a follow up to the provision in letter a, it shall be necessary to enact Ministerial Decree of Forestry Number P.58/Menhut-II/2008 on Competency and Certification of Technical Workers for Sustainable Management of Production Forest, as having been amended by Ministerial Decree of Forestry Number P.20/Menhut-II/2010;
 - c. that based on the result of evaluation there are some provisions that have yet to be regulated under the Ministerial Decree as cited in paragraph b, so there is a need for improvement (revision);
 - d. that based on the consideration as cited in letters a, b, and c, it is necessary to enact a Ministerial Decree of Forestry on Competency and Certification of Technical Worker and Supervisor of Technical Workers of Forestry for the Sustainable Management of Production Forest;
- Referring to in
1. Law Number 41 Year 1999 on Forestry (State Gazette of the Republic of Indonesia Year 1999 Number 167, Supplement to State Gazette of the Republic of Indonesia Number 3888), as having been amended by Law Number 19 Year 2004 on Enactment of Government Regulation in Lieu of Law Number 1 Year 2004 on Amendments of Law Number 41 Year 1999 on Forestry, of which is to become a law (State Gazette of the Republic of Indonesia Year 2004 Number 86, Supplement to State Gazette of the Republic of Indonesia Number 4412);
 2. Government Regulation Number 44 Year 2004 on Forestry Planning (State Gazette of the Republic of Indonesia Year 2014 Number 146, Supplement to State Gazette of the Republic of Indonesia Number 4453);
 3. Government Regulation Number 45 Year 2004 on Forest Protection

- (State Gazette of the Republic of Indonesia Year 2004 Number 147, Supplement to State Gazette of the Republic of Indonesia Number 4453), as having been amended by Government Regulation Number 60 Year 2009 on Amendment of Government Regulation Number 45 Year 2004 on Forest Protection (State Gazette of the Republic of Indonesia Year 2009 Number 137, Supplement to State Gazette of the Republic of Indonesia Number 5056);
4. Government Regulation Number 6 Year 2007 on Forest Management and Preparation of Forest Planning and Utilization (State Gazette of the Republic of Indonesia Year 2007 Number 22, Supplement to State Gazette of the Republic of Indonesia Number 4696), as having been amended by Government Regulation Number 3 Year 2008 (State Gazette of the Republic of Indonesia Year 2008 Number 16, Supplement to State Gazette of the Republic of Indonesia Number 4814);
 5. Presidential Decree Number 47 Year 2009 on Establishment and Organization of State Ministry as having been amended several times and the latest amendment by Presidential Decree Number 55 Year 2013;
 6. Presidential Decree Number 24 Year 2010 on Position, Duties and Function of State Ministries and Organizational Structure, Duties and Functions of Echelons I of State Ministries as having been amended several times and the latest amendment by Presidential Decree Number 56 Year 2013;
 7. Presidential Decree Number 84/ P Year 2009 on Formation of Indonesia United Cabinet II as having been amended by Presidential Decree Number 41 / P Year 2014;
 8. Ministerial Decree of Forestry Number P.39/Menhut-II/2008 on Procedures for Imposing Administrative Sanctions against the Holder of the Permit for Forest Utilization (State Gazette of Republic of Indonesia Year 2008 Number 14);
 9. Ministerial Decree of Forestry Number P.40/Menhut-II/2010 on Organization and Administration of Ministry of Forestry (State Gazette of the Republic of Indonesia Year 2010 Number 405) as having been amended by Ministerial Decree of Forestry Number P.33/Menhut-II/2012 (State Gazette of the Republic of Indonesia Year 2012 Number 779);
 10. Ministerial Decree of Forestry Number P.42/Menhut-II/2012 on Private Guide of Forestry and Local-community Guide of Forestry (State Gazette of the Republic of Indonesia Year 2012 No. 1151).

DECIDES:

To Enact

MINISTERIAL DECREE OF FORESTRY OF THE REPUBLIC OF
INDONESIA ON COMPETENCY AND CERTIFICATION OF
TECHNICAL WORKER AND SUPERVISOR OF TECHNICAL
WORKERS FOR SUSTAINABLE MANAGEMENT OF PRODUCTION
FOREST

PART I
GENERAL PROVISION

Article 1

Under this Ministerial Decree what is meant by:

1. Forest produces shall be biological things in form of Timber Products of Forest (HHK) and Non-Timber Products of Forest (HHBK) in addition to plants and wild animals, of which are gathered from State Forest or from outside State Forest.
2. Permits for the utilization of natural forests shall be the permits issued by governmental official as authorized, of which comprise permit for the utilization of area, permit for the utilization of environmental services, permit for the utilization of timber products and/or non-timber products, and permit for gathering timber products and/or non-timber products from the areas of forests that have been determined.
3. Permit of undertakings for the utilization of timber products of forest hereinafter referring to IUPHHK and/or Permit of undertakings for the utilization of non-timber products of forest hereinafter referring to IUPHHBK shall be the permits of undertakings that are granted for the utilization of forest produces such as timber products and/or non-timber products from natural forest within a production forest by ways of harvesting or felling, enriching, maintaining, and marketing.
4. IUPHHK and/ or IUPHHBK within a forest of plants (plantation forest) shall be permits of undertakings that are granted for the utilization of forest produces such as timber products and/or non-timber products from the forest of plants within a production forest by ways of activities of preparing, seeding, planting, maintaining, harvesting and marketing.
5. Permit for gathering forest produces such as timber products hereinafter referring to IPHHK shall be the permit for gathering forest produces such as timber products from a production forest by ways of activities of harvesting, transporting and marketing for a certain period of time and in a certain volume.

6. Permit for gathering forest produces such as non-timber products hereinafter referring to IPHHBK shall be the permit for gathering forest produces of non-timber products such as rattan, honey, fruits, saps, and herbals from a protected forest and/ or a production forest for a certain period of time and in a certain volume. .
7. The holder of permit shall be Private Owned Enterprises (BUMS), State-owned Enterprise (SOE), Region-owned Enterprise (BUMD), cooperative or group of individuals that are permitted to carry out the activities for the utilization of forest produces and/ or gathering forest produces.
8. Periodic and Comprehensive Inventorying of Forest Produces hereinafter referring to IHMB shall be the activity of garnering information about the forest condition of standing stock (plants and trees), of which is implemented periodically 1 (one) time in 10 (ten) years in all work plots of every area of production forest in each unit of management.
9. Work Plan for the Utilization of Forest Produces of timber products hereinafter referring to RKUPHHK from natural forest and ecosystem restoration of natural forest within a production forest shall be a work plan for the whole working area and valid for ten (10) years, of which includes the aspect of sustainability, the aspect of business, the aspect of environment, and the aspect of social-economic and environmental balances based on IHMB for a period of 10 (ten) years.
10. Annual Work Plan hereinafter referring to RKT of Undertakings for the Utilization of Forest Produces of Timber Products from Natural Forest and Restoration of Ecosystems of Natural Forest or from Industrial Forest of the Forest of Plants (plantation forest) within a production forest shall be the work plan for a period of 1 (one) as a result of the depiction of RKUPHHK.
11. Report from the Result of Cruising hereinafter referring to LHC of Work Plots of Annual Felling shall be the document on the process of data of trees resulted from the implementation of inventorying of standing stocks prior to the felling (ITSP) in the work plots, of which shall depict the number, type, diameter, height of trees without branches and estimation of timber volume.
12. Category of timber type shall be the category of timber species based on the category of rates of provision of forest resources in Province (PSDH)/ Reforestation Fund (DR) as determined by an authorized agency that represents the State over the rights to such a type of timber.
13. The category of HHBK shall be the category of forest produces of non-

timber products gathered from Protected Forest and Production Forest such as the category of tree trunks, the category of oil, the category of resin, the category of sap, and the category of tree barks.

14. Measurement of Forest Produces shall be an activity of determining the quantity, type, and volume / weight of forest produces.
15. Assessment of Forest Produces shall be an activity of determining the type, volume /weight and quality of forest produces.
16. Technical Worker for Sustainable Management of Production Forest hereinafter referring to GANISPHPL shall be an official of company as the holder of permit for the sustainable management and utilization of production forest, who has the competency in sustainable management of production forest based on proper qualification and shall be assigned and dismissed by Head of Center on behalf of Director General.
17. Supervisor of Technical Workers for Sustainable Management of Production Forest hereinafter referring to WAS-GANISPHPL shall be a Forestry Official who has competency in supervision and inspection of the sustainable management of production forest based on proper qualification and shall be assigned and dismissed by Head of Center on behalf of Director General.
18. Education and Training shall be the education and training to prepare qualified personnel to become GANISPHPL and WAS-GANISPHPL.
19. Competency Assessment (Appraisal) shall be the assessment (appraisal) of the abilities and skills of candidates of technical workers for the sustainable management of production forest and/ or prospective supervisor of technical workers for the sustainable management of production forest in conducting their respective duties and authorities based on the positions by using a standard of technical competencies.
20. Competency shall be a combination of knowledge (cognitive), skills (psychomotoric) and attitude (normative) as specifically expected from a person in conducting the function, position and role.
21. Certification shall be a process to provide recognition and written assurance from government agency that has the authority over an individual who has fulfilled a standard of technical competency as required.
22. GANISPHPL Card/ WAS-GANISPHPL Card shall be a card issued by Head of Center on behalf of Director General, of which is inseparable part of Decision Letter and it is intended for the assignment of individual

who has got competency of GANISPHPL or WAS-GANISPHPL based on qualification.

23. Material of Competency Assessment (Appraisal) shall be a measuring instrument to assess or appraise the capability of someone based on the duties or tasks, of which shall be prepared in form of standard of work performance based on qualification of competency and all the units of competency shall be identified based on the duties, and each unit of the competency shall be broken down into a number of elements of competency and each element shall be translated into a number of criteria of fulfillment of indicators of work performance.
24. Performance Assessment or Appraisal of GANISPHPL or WAS-GANISPHPL shall be an activity of objective assessment or appraisal in determining the knowledge, skills and level of moral integrity, discipline, responsibility and technical capability of GANISPHPL or WAS-GANISPHPL.
25. Director General shall be the Director General who is responsible for and in charge of the management and utilization of forests.
26. Education and Training Center of Forestry shall be a center for education and training of forestry under the Ministry of Forestry.
27. Director shall be the Director who is responsible for and in charge of guidance and control of GANISPHPL or WASGANISPHPL.
28. Division of Province shall be a division that is responsible for and in charge of the forestry sector in Province.
29. Division of Regency/ Municipality shall be a division that is responsible for and in charge of the forestry sector in Regency/ Municipality.
30. Forestry Education and Training Center hereinafter referring to Balai Diklat of Forestry shall be a centre of training for forestry officials and/ or employees of company engaged in forestry in order that they can later on be skillful or expert in particular jobs in certain areas and they have to be responsible to the Centre of Education and Training under the Ministry of Forestry.
31. Center of Education and Training of the Provincial Government/ Local Government of Regency/ Municipality shall be a center to train the governmental officials and/ or employees of company in order to make them skillful or expert in particular jobs in areas of Province/ Regency/ Municipality and they have to be responsible to Governor/ Regent/ Mayor.

32. Center shall be a center for monitoring or supervising the utilization of production forest based on the work area and responsible to Directorate General in charge of the management and utilization of production forests.
33. Institution (Governmental Agency) shall be a Division of Forestry in Province/ Regency/ Municipality that is assigned and responsible to Governor/ Regent/ Mayor.
34. GANISPHPL of Forest Planning hereinafter referring to GANISPHPL-CANHUT shall be a GANISPHPL who has competency in the activity of inventorying forests on a comprehensive and periodical basis (IHMB), in the activity of timber cruising, in the activity of preparing the annual LHC of work plots of felling, the annual LHC of work block of felling, and the periodic measurement of Permanent Plot of Measurement (PUP), in the activity of preparing RKUPHHK-HA or RKUPHHK of Restoration of Ecosystem, or RKUPHHK-HTI or RKUPHHK-HTR or RKUPHHBK, in the activity of preparing Proposal of RKT and making a map of work area for the sake of preparation for the utilization of area of production forest within a natural forest or a forest of plant (plantation forest).
35. GANISPHPL of Forest Harvesting hereinafter referring to GANISPHPLNENHUT shall be GANISPHPL who has competency in the environmentally-friendly activity of harvesting that includes making road alignment, Area of Forest Clearing (PWH), watchtowers, TPn, TPK, and Log Pond in order to prepare the infrastructures for the management/ utilization of production forest within a natural forest or a forest of plant, and also has competency in the activity of felling, dividing of tree trunks, stripping, extracting and transporting forest produces.
36. GANISPHPL of Forest Guidance hereinafter referring to GANISPHPLBINHUT shall be GANISPHPL who has competency in the activity of forest guidance based on silvicultural system that will be applied including in which are nurseries, land preparation, planting, enrichment, maintenance (weeding, thinning, liberating), monitoring of Permanent Plot of Harvesting (PUP) in natural forest or forest of plants as well as the management of protected area of forest and watershed, controlling the slash-and-burn area of forest, illegal logging, protection of flora and fauna, protection of endangered species, and also the implementation of the Analysis about Environmental Impact (AMDAL)/ Study of Evaluation about Environmental Impact (SEMDAL), Environmental Management (UKL)/ Environmental Monitoring (UPL), Environmental Management Plan (RKL)/ Environmental Monitoring

Plan (RPL), Forest Management with Community (PHBM), management of social conflicts, customs, sectoral issues and local communities.

37. GANISPHPL of Assessment of Jungle Logs hereinafter referring to GANISPHPL-PKB-R shall be a GANISPHPL who has competency in the activity of measuring and assessing jungle logs, luxury/gorgeous logs, billet, log-shaped “pacakan” from natural forest and forest of plants.
38. GANISPHPL of Assessment of Teakwood logs hereinafter referring to GANISPHPL-PKB-J shall be GANISPHPL who has competency in the activity of measuring and assessing teak logs, billet, log-shaped “pacakan” from natural forest and forest of plants.
39. GANISPHPL of Assessment of Sawed Wood (sawn wood) of Jungle Logs (timber) hereinafter referring to GANISPHPL-PKG-R shall be GANISPHPL who has competency in the activity of measuring and assessing sawn wood of jungle logs, sawn wood of luxury/gorgeous logs, wood shavings of S1S, S2S, S3s and S4S, flooring, “pacakan” in form of sawn wood and shingles.
40. GANISPHPL of Assessment of Sawn-teakwood hereinafter referring to GANISPHPL-PKG-J shall be GANISPHPL who has competency in the activity of measuring and assessing sawn-teakwood, wood shavings of S1S, S2S, S3S and S4S, flooring, “pacakan” in shape of sawn wood and shingles.
41. GANISPHPL of Assessment of Plywood hereinafter referring to GANISPHPL-PKL shall be GANISPHPL who has competency in the activity of measuring and assessing plywood, veneer, particle board and fiberboard.
42. GANISPHPL of Assessment of Chip hereinafter referring to GANISPHPLChip shall be GANISPHPL who has competency in the activity of measuring and assessing chips.
43. GANISPHPL of Assessment of Wood Charcoal hereinafter referring to GANISPHPL-PAK shall be GANISPHPL who has competency in the activity of measuring and assessing charcoal of wood, charcoal of briquette and briquette of wood.
44. GANISPHPL of Assessment of Category of Tree Trunks hereinafter Referring to GANISPHPL-JIPOKTANG shall be GANISPHPL who has competency in the activity of measuring and assessing rattan, bamboo, roomie, mopuk, and sago.

45. GANISPHPL of Assessment of Category of Oils hereinafter referring to GANISPHPL-JIPOKMIN shall be GANISPHPL who has competency in the activity of measuring and assessing the category of essential oils (vetiver oil, gandapura oil, sandalwood oil, oil of eucalyptus, aloes, camphor oil, cinnamon oil, cajuput oil, gold flower oil, ylang oil, keruing oil, kilemo oil, mace oil, masoi oil, pangi oil, sintok oil, trawas oil, turpentine oil, ylang-ylang oil (ilangilang), patchouli oil, pine oil, lemongrass oil, and sindur oil) and the category of fatty oils (fowl oil, cerbero/bintaro oil, red-fruit oil, croton oil, moringa oil, hazelnut oil, walnut oil, ketapan oil, ketiau oil, flax oil, macadamia oil, neem nyamplung oil, nyatoh oil, picung oil, saga-tree oil, semina oil, suntai oil, tallow oil, mace oil, neem oil and sindur oil).
46. GANISPHPL of Assessment of Category of Resin hereinafter referring to GANISPHPL-JIPOKSIN shall be GANISPHPL who has competency in the activity of measuring and assessing the category of resin (copal, biga, resin of cat eyes, resin of meat (copal), resin of rasak, resin of pilau, amber stone, embalau, agarwood resin, resin of kemedangan, camphor, incense resin, shedlak, resin of jernang, godorukem).
47. GANISPHPL of Assessment of Category of Saps hereinafter referring to GANISPHPL-JIPOKTAH shall be GANISPHPL who has competency in the activity of measuring and assessing a category of saps (sap of balam, sap of gemor, red sap, sap of hangkang, sap of jelutung, rubber sap, sap of ketiau, sap of kiteja, sap of percha, sap of pulai, sap of sundik, sap of cikel, sap of kumi, pine sap, and sap of puan duyan).
48. GANISPHPL of Assessment of Category of Tree Barks hereinafter referring to GANISPHPL-JIPOKLIT shall be GANISPHPL who has competency in the activity of measuring and assessing the category of tree barks (acacia bark, mangrove bark, gelam bark, gemor bark, cinnamon bark, high-wood bark, kulilawang bark, malapari bark, masoi bark, nyirih bark, pulosantan bark, salampati bark, salaro bark, soja bark, suka bark, tancang bark, tangir bark and tarok bark).
49. GANISPHPL of Assessment and Mapping hereinafter referring to GANISPHPL-KURPET shall be GANISPHPL who has competency in the knowledge of soil/ land measurement, optical instrument measurement, creation of topographic maps, interpretation of maps and satellite images.
50. GANISPHPL of Tour Guide hereinafter referring to GANISPHPL-PEMANTA shall be GANISPHPL who has competency in ethics, communications both in Indonesian and foreign languages, ecotourism, and local social-culture.

51. WAS-GANISPHPL of Forest Planning hereinafter referring to WAS-GANISPHPL-CANHUT shall be WAS-GANISPHPL who has competency as that of GANISPHPL-CANHUT with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-CANHUT.
52. WAS-GANISPHPL of Forest Harvesting hereinafter referring to WAS-GANISPHPL-NENHUT shall be WAS-GANISPHPL who has competency as that of GANISPHPL-NENHUT with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-NENHUT.
53. WAS-GANISPHPL of Forest Guidance hereinafter referring to WASGANISPHPL-BINHUT shall be WAS-GANISPHPL who has the competency as that of GANISPHPL-BINHUT with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPLBINHUT.
54. WAS-GANISPHPL of Assessment of jungle logs hereinafter referring to WAS-GANISPHPL-PKB-R shall be WAS-GANISPHPL who has the competency as that of GANISPHPL-PKB-R with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PKB-R.
55. WAS-GANISPHPL of Assessment of Teak Logs hereinafter referring to WAS-GANISPHPL-PKB-J shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PKB-J with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PKB-J.
56. WAS-GANISPHPL of Assessment of Sawn wood of Jungle Logs hereinafter referring to WAS-GANISPHPL-PKG-R shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PKG-R with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PKG-R.
57. WAS-GANISPHPL of Assessment of Sawn wood of Jungle Logs hereinafter referring to WAS-GANISPHPL-PKG-R shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PKG-R with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PKG-R.
58. WAS-GANISPHPL of Assessment of Sawn wood of Teak Logs hereinafter referring to WAS-GANISPHPL-PKG-J shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PKG-J with

duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PKG-J.

59. WAS-GANISPHPL of Assessment of Plywood hereinafter referring to WAS-GANISPHPL-PKL shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PKL with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PKL.
60. WAS-GANISPHPL of Assessment of Chip hereinafter referring to WAS-GANISPHPL-Chip shall be WAS-GANISPHPL who has competency as that of GANISPHPL-Chip with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-Chip.
61. WAS-GANISPHPL of Assessment of Wood Charcoal hereinafter referring to WAS-GANISPHPL-PAK shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PAK with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PAK.
62. WAS-GANISPHPL of Assessment of Category of Tree Trunks hereinafter referring to WAS-GANISPHPL-JIOKTANG shall be WAS-GANISPHPL who has competency as that of GANISPHPL-JIOKTANG with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-JIOKTANG.
63. WAS-GANISPHPL of Assessment of Category of Oils hereinafter referring to WAS-GANISPHPL-JIOKMIN shall be WAS-GANISPHPL who has competency as that of GANISPHPL-JIOKMIN with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-JIOKMIN.
64. WAS-GANISPHPL of Assessment of Category of Resin hereinafter referring to WAS-GANISPHPL-JIOKSIN shall be WAS-GANISPHPL who has competency as that of GANISPHPL-JIOKSIN with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL- JIOKSIN.
65. WAS-GANISPHPL of Assessment of Category of Saps hereinafter referring to WAS-GANISPHPL-JIOKTAH shall be WAS-GANISPHPL who has competency as that of GANISPHPL-JIOKTAH with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL- JIOKTAH.

66. WAS-GANISPHPL of Assessment of Category of Tree Barks hereinafter referring to WAS-GANISPHPL-JIPOKLIT shall be WAS-GANISPHPL who has competency as that of GANISPHPL-JIPOKLIT with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL- JIPOKLIT.
67. WAS-GANISPHPL of Measuring and Mapping hereinafter referring to WAS-GANISPHPL-KURPET shall be WAS-GANISPHPL who has competency as that of GANISPHPL-KURPET with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-KURPET.
68. WAS-GANISPHPL of Tourist Guidance hereinafter referring to WASGANISPHPL-PEMANTA shall be WAS-GANISPHPL who has competency as that of GANISPHPL-PEMANTA with duties and authority of supervising, examining, evaluating, and reporting the result of work of GANISPHPL-PEMANTA.

CHAPTER II
QUALIFICATION AND COMPETENCY OF TECHNICAL
WORKER AND SUPERVISOR OF TECHNICAL WORKERS FOR
SUSTAINABLE MANAGEMENT OF PRODUCTION FOREST

Article 2

Qualification and competency of GANISPHPL shall include those of as follows:

- a. GANISPHPL of Forest Planning;
- b. GANISPHPL of Forest Harvesting;
- c. GANISPHPL of Forest Guidance (Management);
- d. GANISPHPL of Assessment of Jungle Logs;
- e. GANISPHPL of Assessment of Teak Logs;
- f. GANISPHPL of Assessment of Sawn wood of Jungle Logs;
- g. GANISPHPL of Assessment of Sawn wood of Teak Logs;
- h. GANISPHPL of Assessment of Plywood;
- i. GANISPHPL of Assessment of Chip;
- j. GANISPHPL of Assessment of Wood Charcoal;
- k. GANISPHPL of Assessment of Category of Tree Trunks;
- l. GANISPHPL of Assessment of Category of Oils;
- m. GANISPHPL of Assessment of Category of Resin;
- n. GANISPHPL of Assessment of Category of Saps;
- o. GANISPHPL of Assessment of Category of Tree Barks;
- p. GANISPHPL of Measuring and Mapping;
- q. GANISPHPL of Tour Guidance.

Article 3

Qualification and competency of WAS-GANISPHPL shall include those of as follows:

- a. GANISPHPL of Forest Planning;
- b. GANISPHPL of Forest Harvesting;
- c. GANISPHPL of Forest Guidance (Management);
- d. GANISPHPL of Assessment of Jungle Logs;
- e. GANISPHPL of Assessment of Teak Logs;
- f. GANISPHPL of Assessment of Sawn wood of Jungle Logs;
- g. GANISPHPL of Assessment of Sawn wood of Teak Logs;
- h. GANISPHPL of Assessment of Plywood;
- i. GANISPHPL of Assessment of Chip;
- j. GANISPHPL of Assessment of Wood Charcoal;
- k. GANISPHPL of Assessment of Category of Tree Trunks;
- l. GANISPHPL of Assessment of Category of Oils;
- m. GANISPHPL of Assessment of Category of Resin;
- n. GANISPHPL of Assessment of Category of Saps;
- o. GANISPHPL of Assessment of Category of Tree Barks;
- p. GANISPHPL of Measuring and Mapping;
- q. GANISPHPL of Tour Guide.

CHAPTER III COMPETENCY OF TECHNICAL WORKER AND SUPERVISOR OF TECHNICAL WORKERS FOR SUSTAINABLE MANAGEMENT OF PRODUCTION FOREST

Part One

Competency of Technical Worker for Sustainable Management of Production Forest

Article 4

(1) GANISPHPL-CANHUT shall have competency as follows:

- a. Inventorying forests in a whole and an on a periodical basis (IHMB);
- b. Conducting timber cruising;
- c. Preparing LHC of work plots of felling annually, LHC of work block of felling annually, and recapitulation of LHC of work block of felling annually;

- d. Conducting a periodic measurement on Permanent Plot of Measurement (PUP);
- e. Preparing a Work Plan on the Utilization of Forest Produces of Timber Products in Natural Forest (RKUPHHK-HA) or Ecosystem Restoration in natural forest or in production forest and/ or Work Plan on the Undertakings of Utilization of Forest Produces of Timber Products of Forestry Industrial Plants from a Forest of Industrial Plants / People's Forest of Plants (RKUPHHKHTI/HTR) or a Work Plan on the Undertakings of Utilization of Forest Produces of Non-timber Products (RKUPHHBK);
- f. Preparing a proposal on Annual Work Plan (U-RKT) and making a map of work area for the utilization of production forest in a natural forest or a forest of plants;
- g. Preparing a report that clearly depicts the implementation of work as cited in letters a, b, c, d, e, and f.

(2) GANISPHPL-NENHUT shall have competency as follows:

- a. Making a contour map, and also making and mapping the trace of road in the implementation of the efforts to reduce the logging impacts;
- b. Preparing a plan on land clearance of area of forest for the development of road for transportation, facilities and infrastructures such as base camp, work makeshifts, watchtowers, TPn and TPK;
- c. Making a plan of logging and making the signs of directions of felling and skidding road direction;
- d. Carrying out the activity of logging, dividing tree trunks and stripping as in accordance with procedures;
- e. Preparing a report that clearly depicts the implementation of work as cited in letters a, b, c and d.

(3) GANISPHPL-BINHUT shall have capabilities as follows:

- a. Understanding and mastering the silvicultural techniques and system;
- b. Preparing for the availability of areas of rehabilitation, seeding, planting and enriching, thinning and removing of standing stocks;

- c. Understanding and mastering the regulations on Analysis about Environmental Impact (AMDAL);
- d. Preparing and implementing the Environmental Management Program (UKL)/ Environmental Monitoring Program (UPL) and Environmental Management Plan (RKL)/ Environmental Monitoring Plan (RPL) based on Analysis about Environmental Impact (AMDAL);;
- e. Inventorying the land areas of conflicts between the permit holder and the local community;
- f. Preparing a plan on the facilitation of social management associated with the activities of management of people's forest (PHBM), people's forest of partnership (HRPK), and the rural activity in forest;
- g. Preparing a report that clearly depicts the implementation of work as cited in letters a, b, c, d and f.

(4) GANISPHPL-PKB-R shall have the duties as follows:

- a. Measuring and assessing the jungle logs based on a method as required;
- b. Measuring and assessing the jungle logs by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces based as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(5) GANISPHPL-PKB-J shall have the duties as follows:

- a. Measuring and assessing the teak logs based on a method as required;
- b. Measuring and assessing the teak logs by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces as in compliance with the prevailing rules and regulations;

- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(6) GANISPHPL-PKG-R shall have the duties as follows:

- a. Measuring and assessing the sawn wood of jungle logs based on a method as required;
- b. Measuring and assessing the sawn wood of jungle logs by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(7) GANISPHPL-PKG-J shall have the duties as follows:

- a. Measuring and assessing the sawn wood of teak logs based on a method as required;
- b. Measuring and assessing the sawn wood of teak logs by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(8) GANISPHPL-PKL shall have the duties as follows:

- a. Measuring and assessing the plywood based on a method as required;
- b. Measuring and assessing the plywood by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(9) GANISPHPL-JIPOKTANG shall have the duties as follows:

- a. Measuring and assessing the forest produces of non timber products of the category of tree trunks based on a method as required;
- b. Measuring and assessing the forest produces of non timber products of the category of tree trunks by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces of non timber products as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(10) GANISPHPL-JIPOKMIN shall have the duties as follows:

- a. Measuring and assessing the forest produces of non timber products of the category of oils based on a method as required;
- b. Measuring and assessing the forest produces of non timber products of the category of oils by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces of non timber products of the category of oils as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(11) GANISPHPL-JIPOKSIN shall have the duties as follows:

- a. Measuring and assessing the forest produces of non timber products of the category of resin based on a method as required;
- b. Measuring and assessing the forest produces of non timber products of the category of resin by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces of non timber products of the category of resin as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work

as cited in letters a, b and c.

(12) GANISPHPL-JIPOKTAH shall have the duties as follows:

- a. Measuring and assessing the forest produces of non timber products of the category of saps based on a method as required;
- b. Measuring and assessing the forest produces of non timber products of the category of saps by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces of non timber products of the category of saps as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(13) GANISPHPL-JIPOKLIT shall have the duties as follows:

- a. Measuring and assessing the forest produces of non timber products of the category of tree barks based on a method as required;
- b. Measuring and assessing the forest produces of non timber products of the category of tree barks by using tools of measurement and assessment as required;
- c. Conducting the management of forest produces of non timber products of the category of tree barks as in compliance with the prevailing rules and regulations;
- d. Preparing a report that clearly depicts the implementation of work as cited in letters a, b and c.

(14) GANISPHPL-KURPET shall have the competency as follows:

- a. Understanding the science of measuring soil (earth);
- b. Operating optical instrument of measurement;
- c. Projecting location of field into topographic map and vice versa;
- d. Making a topographic map;
- e. Interpreting map and satellite images;

- f. Preparing a report that clearly depicts the implementation of work as cited in letters a, b, c, d, and e.

(15) GANISPHPL-PEMANTA shall have the competency as follows:

- a. Understanding the communications in Indonesian Language and at least one of International languages;
- b. Understanding the ethics of communications;
- c. Understanding the spread, conditions and peculiarities of tourist sites;
- d. Understanding the social and cultural conditions in the tourist sites;
- e. Giving explanation/ tourist guidance in regard of historical tourist sites, spread, condition, peculiarities of tourist sites, and socio-cultural conditions of tourist sites;
- f. Preparing a report that clearly depicts the implementation of work as cited in letters a, b, c, d, and e.

Part Two

Competency, Duties and Authority of Supervisor of Technical Workers for Sustainable Management of Production Forest

Article 5

- (1) WAS-GANISPHPL of Forest Planning who has the competency of GANISPHPL-CANHUT shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPLCANHUT.
- (2) WAS-GANISPHPL of Forest Harvesting who has the competency of GANISPHPL-NENHUT shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPLNENHUT.
- (3) WAS-GANISPHPL of Forest Guidance who has the competency of GANISPHPL-BINHUT shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-BINHUT.

- (4) WAS-GANISPHPL of Assessment of Jungle Logs who has the competency of GANISPHPL-PKB-R shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PKB-R.
- (5) WAS-GANISPHPL of Assessment of Teak Logs who has the competency of GANISPHPL-PKB-J shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PKB-J.
- (6) WAS-GANISPHPL of Assessment of Sawn wood of Jungle Logs who has the competency of GANISPHPL-PKG-R shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PKG-R.
- (7) WAS-GANISPHPL of Assessment of Sawn wood of Teak Logs who has the competency of GANISPHPL-PKB-J shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PKG-J.
- (8) WAS-GANISPHPL of Assessment of Plywood who has the competency of GANISPHPL-PKL shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PKL.
- (9) WAS-GANISPHPL of Assessment of Chip who has the competency of GANISPHPL-Chip shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPLChip.
- (10) WAS-GANISPHPL of Assessment of Wood Charcoal who has the competency of GANISPHPL-PAK shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PAK.
- (11) WAS-GANISPHPL of Assessment of Category of Tree Barks who has the competency of GANISPHPL-JIPOKTANG shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-JIPOKTANG.
- (12) WAS-GANISPHPL of Assessment of Category of Oils who has the competency of GANISPHPL-JIPOKMIN shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-JIPOKMIN.
- (13) WAS-GANISPHPL of Assessment of Category of Resin who has the competency of GANISPHPL-JIPOKSIN shall conduct the duties and

authority of monitoring, evaluating and reporting the result of work of GANISPHPL- JIPOKSIN.

- (14) WAS-GANISPHPL of Assessment of Category of Saps who has the competency of GANISPHPL-JIPOKTAH shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL- JIPOKTAH.
- (15) WAS-GANISPHPL of Assessment of Category of Tree Barks who has the competency of GANISPHPL-JIPOKLIT shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL- JIPOKLIT.
- (16) WAS-GANISPHPL of Measuring and Mapping who has the competency of GANISPHPL-KURPET shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-KURPET.
- (17) WAS-GANISPHPL of Tourist Guidance who has the competency of GANISPHPL-PEMANTA shall conduct the duties and authority of monitoring, evaluating and reporting the result of work of GANISPHPL-PEMANTA.

CHAPTER IV
CERTIFICATION OF TECHNICAL WORKER AND SUPERVISOR
OF TECHNICAL WORKERS FOR SUSTAINABLE MANAGEMENT
OF PRODUCTION FOREST

Part One
Assignment and Issuance of Card of Technical Worker for Sustainable
Management of Production Forest

Article 6

- (1) Every operator of production forest, the holders of the permit for the utilization of production forest, the permit of undertaking of primary industry of forest produces of timber products/ non timber products, and the Registered Area of Stockpile (TPT) shall be obliged to have GANISPHPL.
- (2) The assignment and the issuance of card of GANISPHPL shall be determined by Head of Center on behalf of Director General, after having passed the education and training of GANISPHPL for employee of companies who has yet to be skillful/ expert in the job of GANISPHPL based on the qualification, and/ or having passed a test of

Competency of the job of GANISPHPL for any company that has employee who is skillful/ expert but has never joined the education and training.

- (3) In case that the Head of Center is absent and unable to do the duties and function, the assignment and the issuance of card of GANISPHPL shall be determined by Director on behalf of Director General.
- (4) The procedure for obtaining the card of GANISPHPL shall be regulated as cited in Appendix I.
- (5) GANISPHPL Card shall be valid for three (3) years.
- (6) The extension of GANISPHPL Card shall be regulated as follows:
 - a. To be extended without taking a refreshment course on GANISPHPL as long as the rating of work performance is good (A);
 - b. To be extended by taking a refreshment course on GANISPHPL in regard that the rating of work performance is only sufficient (B);
- (7) GANISPHPL Card shall not be extended, in case that:
 - a. The work-performance rating is insufficient (C);
 - b. Found guilty in conducting the duties and responsibilities as determined by Director General;
 - c. the worker (GANISPHPL) died;
 - d. the worker (GANISPHPL) resigned by his own request or upon a request from the management of company where he/she works for;
 - e. the worker (GANISPHPL) is physically and/ or mentally sick so (s)he cannot conduct the duties constantly for 1 (one) year;
 - f. the worker (GANISPHPL) has changed the job constantly outside the duties until the expiration of GANISPHPL Card without taking a course of refreshment;
 - g. the worker (GANISPHPL) is criminally sanctioned on a permanent basis.
- (8) In case that the worker (GANISPHPL) has changed the job constantly

outside the duties as cited in paragraph (7) letter f or (s)he is not assigned as Official of Management of Forest Produces or not assigned based on the competency, (s)he has to notify such a thing in writing to Head of Center, and for him/ her will be given a letter of decision on suspension.

- (9) In case that GANISPHPL as cited in paragraph (7) letter f and paragraph (8) returns to his/ her duties of job after the expiration of GANISPHPL Card, (s)he shall be allowed to be granted an extension of GANISPHPL Card after having taken a course on the refreshment of job.
- (10) In case GANISPHPL as cited in paragraph (8) has been given a letter of decision on suspension and after five (5) years of expiration of the letter of decision on suspension of GANISPHPL Card, there will no longer be any extension of GANISPHPL Card.
- (11) In case that GANISPHPL does not comply with the provision of paragraph (8) and (s)he returns to the duties of job after the expiration of GANISPHPL Card, (s)he can be granted an extension of GANISPHPL Card after having passed a test on understanding and mastering of regulations as well as obtaining skills and ability to use job facilities based on qualification of GANISPHPL.
- (12) The extension of GANISPHPL Card as cited in paragraph (11) shall be granted after taking a course on refreshment of job.
- (13) In case that GANISPHPL does not comply with the provision of paragraph (8) and returns to his/her duties of job after 5 (five) years of expiration of GANISPHPL Card, (s)he shall not be allowed to be granted an extension of GANISPHPL Card.
- (14) GANISPHPL Card shall be subject to mutation in case that:
 - a. GANISPHPL moves to another workplace within a working area of the Center;
 - b. GANISPHPL moves to another workplace outside the working area of the Center.
- (15) The procedure for the mutation of GANISPHPL Card as cited in paragraph (14) shall be regulated as cited in Appendix I.
- (16) Each month Head of Center shall be obliged to submit a report concerning the issuance of registration numbers of the assignment/ extension/ mutation of GANISPHPL to Director General cq. Director.

Article 7

- (1) Cost of Education and Training and/ or Competency Test of GANISPHPL shall be charged to the Company that sends its employee(s) and/or it can also be funded from the government budget and other budgets that are not legally binding.
- (2) Cost of Education and Training and/ or Competency Test of GANISPHPL can be funded from the budget of Government in considering that GANISPHPL shall eventually conduct the duties for the sake of government in regard of Forest Planning, Forest Harvesting, Measurement and Assessment of Forest Produces, Forest Guidance, Measurement and Mapping, and Tour Guidance in order to safeguard the rights of the State for the sake of sustainable management of production forest and the utilization of forest produces and environmental services of forestry.

Part Two

Assignment and Issuance of Card of Supervisor of Technical Workers for Sustainable Management of Production Forest

Article 8

- (1) Forestry official who conducts his/ her duties and authority of monitoring/ supervision and inspection of work as well as the result of work of GANISPHPL shall be obliged to obtain a card of WAS-GANISPHPL.
- (2) The assignment and the issuance of the card of WAS-GANISPHPL shall be determined by Head of Center on behalf of Director General, after having passed the education and training of WAS-GANISPHPL based on the qualification.
- (3) In case that the Head of Center is absent and therefore cannot conduct the duties and function, the assignment and the issuance of card of WASGANISPHPL shall be determined by Director on behalf of Director General.
- (4) WAS-GANISPHPL Card shall be valid for 3 (three) years.
- (5) The extension of WAS-GANISPHPL Card shall be regulated as follows:
 - a. to be extended without joining a course on refreshment of job of WAS-GANISPHPL, providing the rating of work performance is good (A);

- b. to be extended by joining a course on the refreshment of job of WAS-GANISPHPL in case that the rating of work performance is only sufficient (B);

(6) WAS-GANISPHPL Card shall not be extended for as follows:

- a. The performance rating is insufficient (C);
- b. Found guilty in conducting the duties and responsibilities as determined by Director General;
- c. the worker (WAS-GANISPHPL) died;
- d. the worker (WAS-GANISPHPL) is at pension age;
- e. the worker (WAS-GANISPHPL) resigned by his own request and/or by a request from superior (management) of his/ her institution;
- f. the worker (WAS-GANISPHPL) is criminally sanctioned on a permanent basis.
- g. the worker (WAS-GANISPHPL) has changed the job constantly outside the duties until the expiration of WAS-GANISPHPL Card without taking a course on the refreshment of job;

(7) WAS-GANISPHPL Card shall be subject to mutation in case that:

- a. WAS-GANISPHPL moves to another workplace of inter-institutions within a working area of the Center;
- b. WAS-GANISPHPL moves to another workplace of inter-institutions outside the working area of the Center.

(8) In case that WAS-GANISPHPL has been at a pension age of the worker of forestry, (s)he can be transferred and become a GANISPHPL based on request to Head of Center.

(9) In case that WAS-GANISPHPL has changed the job constantly outside the duties as cited in paragraph (6) letter g, (s)he shall notify such a thing in writing to Head of Center, and to him/her shall be given a Letter of Decision of Suspension.

(10) In case that WAS-GANISPHPL as cited in paragraph (9) returns to his/her job after the expiration of WASGANISPHPL Card, to him/ her can be granted an extension of WAS-GANISPHPL Card after taking a course on the refreshment of job.

- (11) In case that WAS-GANISPHPL as cited in paragraph (9) has been given a Letter of Decision on Suspension and after 5 (five) years from the expiration of the suspension of the card of WAS-GANISPHPL, then the WAS-GANISPHPL Card cannot be extended.
- (12) In case that WAS-GANISPHPL does not comply with the provision of paragraph (9) and (s)he returns to his/her job after the termination of the WAS-GANISPHPL Card, to him/ her can be granted an extension of WAS-GANISPHPL Card after having passed a tests on Understanding and Mastering of Regulations and obtaining the skills and Accuracy of Using Work Tools based on the qualification of WAS-GANISPHPL.
- (13) The extension of WAS-GANISPHPL Card as cited in paragraph (12) can be granted after having taken a course on the refreshment of job.
- (14) In case that WAS-GANISPHPL does not comply with the provision of paragraph (9) and (s)he returns to his/her job after 5 (five) years of the expiration of WAS-GANISPHPL Card, then the WAS-GANISPHPL Card cannot be extended.
- (15) Each month the Head of Center shall submit a report on the issuance of the registered numbers of WAS-GANISPHPLs and the assignments/ extensions and mutations to Director General cq Director.

Article 9

- (1) Cost of education and training of WAS-GANISPHPL shall be funded by State's Budget of Revenues and Expenditures (APBN) and/ or local budget (APBD) of institution that sends its employee(s), and by other budget that is not legally binding.
- (2) The tools and equipment as needed for the implementation of WAS-GANISPHPL can be funded from the local budget of institution that is in charge of forestry in region.

CHAPTER V ASSESSMENT OF WORK PERFORMANCE OF TECHNICAL WORKER AND SUPERVISION OF TECHNICAL WORKERS FOR SUSTAINABLE MANAGEMENT OF PRODUCTION FOREST

Part One Assessment of Work Performance of Technical Worker for Sustainable Management of Production Forest

Article 10

- (1) The work performance of GANISPHPL shall be assessed by the Center based on the qualification of each GANISPHPL.
- (2) The work performance of GANISPHPL shall be assessed at least once in a year.
- (3) The result of assessment of the work performance of GANISPHPL shall be reported by the Head of Center to Director periodically.
- (4) The cost of the assessment of work performance of GANISPHPL shall be charged to government's budget or to other budgets that are not legally binding.
- (5) The guideline on the assessment of work performance of GANISPHPL shall be regulated as cited in Appendix III.

Part Two
**Assessment of Work Performance of Supervisor of Technical Workers
for Sustainable Management of Production Forest**

Article 11

- (1) The work performance of WAS-GANISPHPL outside the Center shall be assessed by the Center for each WAS-GANISPHPL based on the qualification.
- (2) The work performance of WAS-GANISPHPL inside the Center shall be assessed by a Team as assigned by Director.
- (3) The work performance of WAS-GANISPHPL shall be assessed at least once in a year.
- (4) The result of assessment of the work performance of WAS-GANISPHPL shall be reported by Head of Center to Director General.
- (5) The cost of assessment of the work performance of WAS-GANISPHPL shall be charged to government's budget or to other budgets that are not legally binding.
- (6) The guideline on assessment of the work performance of WAS-GANISPHPL shall be regulated as cited in Appendix III.
- (7) The work performance of WAS-GANISPHPL who is not assigned as an Officer for the Management of Forest Produces or not assigned based on the competency shall not be assessed.

CHAPTER VI
TYPES OF SANCTIONS AGAINST TECHNICAL WORKER AND
SUPERVISOR OF TECHNICAL WORKERS FOR SUSTAINABLE
MANAGEMENT OF PRODUCTION FOREST

Part One
Types of Sanctions against Technical Worker and Supervisor of
Technical Workers for Sustainable Management of Production Forest

Article 12

- (1) Types of sanctions against GANISPHPL and/ or WAS-GANISPHPL:
 - a. Suspension of GANISPHPL Card and/or WAS-GANISPHPL Card with the issuance of a Letter of Decision from Head of Center on behalf of Director General concerning such a suspension of GANISPHPL Card and/or WAS-GANISPHPL Card;
 - b. Revoke of GANISPHPL Card and/or WAS-GANISPHPL Card with the issuance of a Letter of Decision from Head of Center on behalf of Director General concerning the dismissal of the assigned GANISPHPL and/ or WAS-GANISPHPL.
- (2) In case that the Head of Center is absent and cannot conduct the duties and function, then the suspension of GANISPHPL Card and/or WASGANISPHPL Card shall be determined by Director on behalf of Director-General based on recommendation from the Center.
- (3) The process of the imposition of sanctions against GANISPHPL and/ or WAS-GANISPHPL shall be as follows:
 - a. by warning;
 - b. without any warning.
- (4) In regard of the imposition of sanctions by suspending the card of GANISPHPL and/ or the card of WASGANISPHPL who has more than one qualification, then the suspension of the card shall be related only to the qualification in regard of the implementation of duties, and the card of GANISPHPL and/or the card of WAS-GANISPHPL shall again be effective after a period of expiration of the suspension of card.
- (5) The sanctions on the suspension of GANISPHPL Card and/or WAS-GANISPHPL Card shall take effect for 1 (one) year and the card(s) shall

be reactivated after taking a course on the refreshment of job.

- (6) GANISPHPL and/ or WAS-GANISPHPL who has more than one qualification and the sanction is of a card revoke, as a consequence all the cards have to be revoked and the assignment of GANISPHPL and/or WAS-GANISPHPL shall be terminated.
- (7) GANISPHPL and/ or WAS-GANISPHPL, who is sanctioned for the revoke of card, shall no longer be given any opportunity to obtain any GANISPHPL Card and/ or WAS-GANISPHPL Card.
- (8) GANISPHPL and/or WAS-GANISPHPL who commits violation and is sanctioned as regulated under this Ministerial Decree can also be sanctioned based on the prevailing laws and regulations.

Part Two
Imposition of Sanctions on Suspension of Technical Worker for
Sustainable Management of Production Forest

Article 13

- (1) GANISPHPL shall be sanctioned for the suspension of GANISPHPL Card by warning because of not fulfilling one or more of obligations as follows:
 - a. Not preparing the report of activities based on the job as in compliance with the prevailing laws and regulations;
 - b. Preparing the report of activities as in compliance with the prevailing laws and regulations but late or not to submit the report to the institution that is entitled to receiving such a report;
 - c. Not possessing or incompletely possessing equipment, facilities and administrative necessities in the areas of work based on the duties;
 - d. Neither appropriately nor completely filing the documents under his/ her responsibilities;
 - e. Not properly doing his/ her job based on the procedure;
 - f. Intentionally not following the appraisal/ assessment of work performance.
- (2) Sanction in form of warning shall be imposed based on a process of inspection of administration concerning the fulfillment of obligations as

cited in paragraph (1), or based on the finding by forestry official from Division of Province or Regency/ Municipality or the Center or by a joint team.

- (3) Based on the result of inspection of administration concerning the fulfillment of obligations as cited in paragraph (2), Head of Division of Province or Regency/ Municipality or Head of Center in a period of 7 (seven) working days shall give warning to GANISPHPL.
- (4) Warning as cited in paragraph (3) shall be given up to 3 (three) times and if GANISPHPL who had been given the first warning but until the deadline (s)he has not fulfilled the content of warning, then it will be followed by giving the second warning, and if the content of the second warning is also not fulfilled, then it will be followed by giving the third warning; every warning given shall be carbon copied to the Head of Center.
- (5) The interval of time from the first warning to the second warning and then to the third warning shall be 30 (thirty) working days respectively.
- (6) Head of Center in no later than 7 (seven) working days after giving the third warning but GANISPHPL does not fulfill the content of warning till the deadline, shall suspend the card of GANISPHPL based on the qualification.
- (7) After receiving the third warning but GANISPHPL does not fulfill the content of warning till the deadline, then the Head of Division of Province or Regency/ Municipality in no later than 7 (seven) working days shall notify such a thing the Head of Center.
- (8) Head of Center in no later than 7 (seven) working days after receiving the notification as cited in paragraph (7), shall suspend the card of GANISPHPL based on the qualification.
- (9) After a deadline of 7 (seven) working days but the Division Head of Forestry of Province or Regency/Municipality has yet to give notification as cited in paragraph (7) to the Head of Center, then the Head of Center in no later than seven (7) working days shall suspend GANISPHPL Card.

Article 14

- (1) GANISPHPL can be sanctioned in form of suspension of GANISPHPL Card without previously giving a warning for some reasons as follows:
 - a. Based on the assessment or appraisal of work performance the

rating is insufficient (C);

- b. abandoning the duties at least for three (3) months without any reasonable excuse.
- (2) Head of Center in no later than 7 (seven) working days after receiving the notification from company or a team as created by the Head of Division of Province or Regency/ Municipality or the Head of Center or a joint team as cited in paragraph (1) letter b, shall suspend GANISPHPL Card based on the qualification.
 - (3) During the period of suspension of GANISPHPL Card, the whole authority of GANISPHPL based on the competency of GANISPHPL shall be aborted.

Part Three
Imposition of Sanctions on Suspension of Card of Supervisor of
Technical Workers for Sustainable Management of Production Forest

Article 15

- (1) WAS-GANISPHPL is sanctioned by suspending the card of WAS-GANISPHPL and giving a warning because of not fulfilling one or more obligations as follows:
 - a. Not preparing a report of activities based on the job as in compliance with the prevailing laws and regulations;
 - b. Preparing a report of activities as in compliance with the prevailing laws and regulations but late or not to submit the report to the institution that is entitled to receiving such a report;
 - c. Not to use equipment, facilities and administrative necessities when conducting the duties of job;
 - d. Neither appropriately nor completely filing the documents under his/ her responsibilities;
 - e. Not properly doing his/ her job based on the procedure;
 - f. Intentionally not following the appraisal/ assessment of work performance.
- (2) Sanction on the suspension of WAS-GANISPHPL Card by giving a warning shall be imposed based on the inspection of administration concerning the fulfillment of obligations as cited in paragraph (1), or

based on the finding by forestry official from Division of Province or District / Municipality or Center or by a joint team.

- (3) Based on the result of inspection of administration concerning the fulfillment of obligations as cited in paragraph (2), the Head of Division of Province or Regency/ Municipality or the Head of Center in a period of 7 (seven) working days shall give a warning to WAS-GANISPHPL.
- (4) Warning as cited in paragraph (3) shall be given up to 3 (three) times and if WAS-GANISPHPL who had been given the first warning but until the deadline (s)he has not fulfilled the content of warning, then it will be followed by giving the second warning, and if the content of the second warning is also not fulfilled, then it will be followed by giving the third warning; every warning given shall be carbon copied to the Head of Center.
- (5) The interval of time from the first warning to the second warning and then to the third warning shall be 30 (thirty) working days respectively.
- (6) Head of Center in no later than 7 (seven) working days after giving the third warning but GANISPHPL does not fulfill the content of warning till the deadline, shall suspend the card of GANISPHPL based on the qualification.
- (7) After receiving the third warning but GANISPHPL does not fulfill the content of warning till the deadline, then Head of Division of Province in no later than 7 (seven) working days shall terminate the assignment of WAS-GANISPHPL.
- (8) In regard of the WAS-GANISPHPL who does not fulfill the content of the third warning based on the deadline, the Division Head of Regency/ Municipality in no later than 7 (seven) working days shall notify such a thing to the Division Head of Province with carbon copy to the Head of Center.
- (9) The Division Head of Province based on the report as cited in Paragraph (8) in no later than 7 (seven) working days shall terminate the assignment of WAS-GANISPHPL.
- (10) The termination as cited in paragraph (9) in no later than 7 (seven) working days shall be notified to the Head of Center with carbon copies to Director General and Head of Division of Regency/ Municipality.
- (11) If the Division Head of Province till the deadline does not or has yet to terminate the assignment of WASGANISPHPL as cited in paragraph (9), then in no later than 7 (seven) working days the Head of Division

shall give recommendation on the termination of the assignment of WAS-GANISPHPL to the Head of Division of Province with carbon copies to Director General and Head of Division of Regency/ Municipality.

- (12) In regard of WAS-GANISPHPL who does not fulfill the content of the third warning after the deadline, the Division Head of Regency/ Municipality in no later than 7 (seven) working days has yet to notify such a thing to the Head of Division of Province, then in no later than 7 (seven) working days the Head of Center shall give recommendation on the termination of assignment of WAS-GANISPHPL to the Division Head of Province with carbon copies to Director General and Division Head of Regency/ Municipality.
- (13) After the deadline of 7 (seven) days from the date of receiving the recommendation on the termination of assignment as cited in paragraph (11) or Paragraph (12) but the Division Head of Forestry of Province does not or has yet to terminate the assignment of WAS-GANISPHPL, then the Head of Center in no later than 7 (seven) working days shall suspend the card of WAS-GANISPHPL.

Article 16

- (1) WAS-GANISPHPL is sanctioned by suspending the card of WAS-GANISPHPL without giving warning because of as follows:
 - a. Based on the result of assessment of work performance the rating is insufficient (C);
 - b. Abandoning the duties for at least 3 (three) months.
- (2) Head of Center in no later than 7 (seven) working days after receiving a notification from the Head of Division of Province or Head of Division of Regency/ Municipality or a joint team as cited in paragraph (1) letter b shall suspend the card of WAS-GANISPHPL based on the qualification.
- (3) During the period of suspension of the card of WAS-GANISPHPL, the whole authority of WAS-GANISPHPL related to the competency of WAS-GANISPHPL shall be aborted.

Part Four **Imposition of Sanctions on Revoke of Card of Technical Worker for Sustainable Management of Production Forest without giving a Warning**

Article 17

- (1) GANISPHPL is sanctioned by suspending the card of GANISPHPL without previously giving a warning because of as follows:
 - a. Abandoning the duties for at least 3 (three) months without any permission from the company;
 - b. not preparing a registry book based on the duties;
 - c. manipulating the documents on the sustainable management of production forest and the utilization of forest produces;
 - d. losing the documents on the sustainable management of production forest and the utilization of forest produces either intentionally or unintentionally;
 - e. providing services on documents not based on his/ her authority;
 - f. delegating the duties and responsibilities that have been entrusted to him/ her to another person who does not have an authority;
 - g. abusing his/ her authority and responsibilities.
- (2) GANISPHPL based of the assessment of work performance in the third year (the last year of effectiveness of GANISPHPL Card) whose rating is insufficient (C) shall be given an opportunity of 3 (three) times for the improvement of work performance based on the assessment as of the issuance of the result of assessment of work performance by the Center in an interval time of assessment of work performance of 30 (thirty) days.
- (3) In case that after repeating the assessment of work performance as cited in paragraph (2) the rating is good (A) or sufficient (B) the card of GANISPHPL shall be extended after taking a course on the refreshment of job.
- (4) In case that after repeating the assessment of work performance as cited in paragraph (2) the rating is insufficient (C), then the sanction is imposed by revoking the card of GANISPHPL without previously giving a warning.
- (5) Sanction without a warning shall be imposed based on the process of inspection of administration in regard of the fulfillment of obligations as cited in paragraph (1) or based on the findings by forestry official from the Division of Province, Division of Regency/ Municipality, the Center

or the joint team.

- (6) In regard of the findings of one or more violations as cited in paragraph (1), then the team as assigned by Head of Division of Province or Regency/ Municipality shall conduct the inspection in a maximum period of 7 (seven) working days after the expiration of the letter of assignment of duties and report such a thing to the management (superior) of the institution equipped with an Official Report of Inspection (BAP) with carbon copy to the Head of Center.
- (7) In regard of the findings of one or more violations as cited in paragraph (1), then the team as assigned by the Head of Center shall conduct the inspection in no later than 7 (seven) working days after the expiration of the letter of assignment of duties and report such a thing to the Head of Center equipped with an Official Report of Inspection (BAP).
- (8) Based on the report as cited in paragraphs (6) and (7) in a maximum period of 7 (seven) working days after receiving a report, the Head of Center shall be obliged to revoke GANISPHPL Card.
- (9) The sanction of revoking GANISPHPL Card shall automatically remove the whole authority of GANISPHPL in regard of the competency of GANISPHPL.

Part Five
Imposition of Sanctions on the Revoke of Card of Supervisor of
Technical Workers for Sustainable Management of Production Forest
without giving a Warning

Article 18

- (1) WAS-GANISPHPL is sanctioned by revoking the card of WAS-GANISPHPL without previously giving a warning because of committing violations as follows:
 - a. Abandoning the duties for at least 3 (three) months without any permission from the company;
 - b. not preparing a registry book based on the duties;
 - c. manipulating the documents on the management and utilization of forest;
 - d. signing an Official Report of Inspection (BAP) without conducting physical inspection in the field;

- e. losing the documents on the management and utilization of forest either intentionally or unintentionally;
 - f. signing an Official Report of Inspection (BAP) based on physical inappropriateness;
 - g. providing services on documents not based on his/ her authority;
 - h. delegating the duties and responsibilities that have been entrusted to him/ her to another person who does not have an authority;
 - i. abusing his/ her authority and responsibilities.
- (2) WAS-GANISPHPL based of the assessment of work performance in the third year (the last year of effectiveness of WAS-GANISPHPL Card) whose rating is insufficient (C) shall be given an opportunity of 3 (three) times for the improvement of work performance based on the assessment as of the issuance of the result of assessment of work performance by the Center in an interval time of assessment of work performance of 30 (thirty) days.
- (3) In case that after repeating the assessment of work performance as cited in paragraph (2) the rating is good (A) or sufficient (B) the card of WAS-GANISPHPL shall be extended after taking a course on refreshment of job.
- (4) In case that after repeating the assessment of work performance as cited in paragraph (2) the rating is insufficient (C), then the sanction is imposed by revoking the card of WAS-GANISPHPL without previously giving a warning.
- (5) Sanction without a warning shall be imposed based on the process of inspection of administration in regard of the fulfillment of obligations as cited in paragraph (1) or based on the findings by forestry official from the Division of Province, Division of Regency/ Municipality, the Center or the joint team.
- (6) In regard of the findings of one or more violations as cited in paragraph (1), then the team as assigned by the Head of Division of Province shall conduct inspection in a maximum period of 7 (seven) working days after the expiration of the letter of assignment of duties and report such a thing to the management (superior) of the institution equipped with an Official Report of Inspection (BAP) with carbon copies to Division Head of Regency/ Municipality and Head of Center.
- (7) In regard of the findings of one or more violations as cited in paragraph

- (1), then the team as assigned by Head of Division of Regency/ Municipality shall conduct the inspection in no later than 7 (seven) working days after the expiration of the letter of assignment of duties and report such a thing to the management (superior) of the institution equipped with an Official Report of Inspection (BAP) with carbon copies to Head of Division of Province and Head of Center.
- (8) In regard of the findings of one or more violations as cited in paragraph (1), then the team as assigned by Head of Center shall conduct the inspection in no later than 7 (seven) working days after the expiration of the letter of assignment of duties and report such a thing to the Head of Center equipped with an Official Report of Inspection (BAP) with carbon copies to Head of Division of Province and Head of Division of Regency/ Municipality.
- (9) Based on the report as cited in paragraphs (6), (7) and (8) in a maximum period of 7 (seven) working days after receiving the report, the Head of Division of Province shall be obliged to terminate (dismiss) the assignment of duties of WAS-GANISPHPL with carbon copy to the Head of Center.
- (10) The Head of Center in no later than 7 (seven) working days after receiving the notification about the termination of assignment as cited in paragraph (9) shall be obliged to revoke WAS-GANISPHPL Card.
- (11) If the Division Head of Province does not or has yet to terminate the assignment of the official as cited in paragraph (9), then in no later than 7 (seven) working days the Head of Center shall give recommendation on the termination of the assignment of WAS-GANISPHPL to the Head of Division of Province with carbon copies to Director General and Head of Division of Regency/ Municipality
- (12) In no later than 7 (seven) working days from the date of receiving the recommendation from the Head of Center as cited in paragraph (11), the Division Head of Province does not or has yet to terminate the assignment of WAS-GANISPHPL, then the Head of Center shall revoke the card of WAS-GANISPHPL.
- (13)The sanction of revoking WAS-GANISPHPL Card shall automatically remove the whole authority of WAS-GANISPHPL in regard of the competency of WAS-GANISPHPL.

CHAPTER VII OTHER PROVISION

Article 19

- (1) Technical Guidelines for the implementation of duties of GANISPHPL and WAS-GANISPHPL shall be regulated under the Regulation of Director General.
- (2) For official of company or employee of forestry who has taken the education and training on Comprehensive and Periodic Inventorying of Forests (IHMB) or on Intensive Silviculture/Indonesian Selective and Intensive Felling of Plants prior to the issuance of Ministerial Decree of Forestry Number P.58/ Menhut-II/ 2008 jo. P.20 / Menhut-II / 2010, such a competency shall be approved by granting a Certificate of GANISPHPL-CANHUT or GANISPHPL-BINHUT for the official of company and WAS-GANISPHPL-CANHUT or WAS-GANISPHPL-BINHUT for the employee of forestry.
- (3) GANISPHPL-BINHUT and GANISPHPL-PEMANTA shall be allowed to conduct the function of Private Forestry Guidance as cited in Ministerial Decree of Forestry Number P.42/ Menhut-II/ 2012 on Private Forestry Guidance and Community Guidance of Forestry.

CHAPTER VIII TRANSITIONAL PROVISION

Article 20

- (1) GANISPHPL-TC who has got qualification prior to the effectiveness of this Ministerial Decree shall become GANISPHPL-CANHUT;
- (2) GANISPHPL-PWH who has got qualification prior to the effectiveness of this Ministerial Decree shall become GANISPHPL-NENHUT;
- (3) GANISPHPL-KELING and GANISPHPL-KESOS who have got qualifications prior to the effectiveness of this Ministerial Decree shall become GANISPHPLBINHUT.

CHAPTER IX CLOSING PROVISION

Article 21

At the time of the effectiveness of this Ministerial Decree, Ministerial Decree of Forestry Number P.58/ Menhut-II/ 2008 on Competency and Certification of Technical Worker for Sustainable Management of Production Forest as having been amended by Ministerial Decree of Forestry Number P.20/ Menhut-II/ 2010 shall be revoked and declared no longer effective.

Article 22

This Ministerial Decree shall be effective as of the date of enactment.

That everybody shall be made aware of, and the enactment of this Ministerial Decree shall be published in the State Gazette of the Republic of Indonesia.

Enacted in Jakarta
on August 27, 2014
MINISTER OF FORESTRY
THE REPUBLIC OF INDONESIA,

Signed.

ZULKIFLI HASAN

Stipulated in Jakarta
Dated September 1, 2014
MINISTER OF JUSTICE AND HUMAN RIGHTS
THE REPUBLIC OF INDONESIA,
Signed.

AMIR SYAMSUDIN

STATE GAZETTE OF THE REPUBLIC OF INDONESIA YEAR 2014 NUMBER 1227

Copy as of the original version
HEAD OF BUREAU OF
LAWS AND ORGANIZATION,

Signed.

KRISNA RYA