



TRAINING REPORT

TRAINING ON APPLICATION OF THE INTERNAL MONITORING SYSTEM OF SFM PERFORMANCE FOR NATURAL PRODUCTION FOREST



ITTO PD 389/05 REV. 2 (F)

Application of the Internal Monitoring of SFM Performance at Forest Management Unit Level

JAKARTA, AUGUST 2008



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TIME OF IMPLEMENTATION:
SEPTEMBER 2007 –JUNE 2008



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JAKARTA, AUGUST 2008

Prov	Provinsi – Province
PT	Perusahaan Terbatas – Limited Liability Company
PUP	Petak Ukur Permanen – Permanent Sample Plot
RIL	Reduced Impact Logging
RKL	Rencana Kerja Lima Tahun – Five Year Work Plan
RKT	Rencana Kerja Tahunan - Yearly Work Plan
RPL	Rencana Pemantauan Lingkungan – Environmental Monitoring Plan
RTL	Rencana Tindak Lanjut – Further Action Plan
S.Hut	Sarjana Kehutanan – Forester
SARPATIM	Sarmiento Parakantja Timber
SDM	Sumber Daya Manusia – Human Resource
Setjen	Sekretariat Jenderal – Secretariat General
SFM	Sustainable Forest Management
Silin	Silvikultur Intensif – Intensive Silviculture
SK Menhut	Surat Keputusan Menteri Kehutanan – Minister of Forestry Decree
SPAS	Satuan Pengamatan Aliran Sundaygai – Watershed Monitoring Unit
TAIWI	Tunggal Agathis Indah Wood Industries
TPK	Tempat Pengumpulan Kayu – Hot Deck Location
TPN	Tempat Penimbunan Kayu – Cold Deck Location
TV	Televisi – Television
UM	Unit Manajemen – Management Unit
UMH	Unit Manajemen Hutan – Forest Management Unit
VIP	Very Important Person
WIB	Waktu Indonesia bagian Barat – Western Indonesia Time
WITA	Waktu Indonesia bagian Tengah – Central Indonesia Time

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CHAPTER I. INTRODUCTION

A. Background

The absence of Monitoring system for the internal performance of sustainable natural production forest management in the level of Forest Management Unit (FMU) is one of the reason of the slowness of SFM implementation as identified by the ITTO Project PD 42/00 Rev. 1 (F): *Training of Trainers for Sustainable Forest Management*. There is a need for an instrument to give guidelines to every FMU in the Internal Monitoring of the performance of SFM in natural production forest, formulated as the Internal Monitoring Performance Guideline (IMPG).

Project PD 389/05 Rev.2 (F) has produced a C&I synthesis of the standard mapping of *mandatory* as well as *voluntary* certification and legalized standard which is formulated to become an integrated standard. This *integrated standard* will be the basis of training education on *Internal Monitoring Performance Guidance* aimed for managers of FMU at the managerial as well as technical levels.

IMPG is also designed to equip FMU in fulfilling the evaluation standard of PHAPL performance, voluntary as well mandatory. IMPG is compiled based on results of three synthesis of standard PHAPL, which are the Ministry of Forestry scheme (C&I Decree of Ministry of Forestry No. 4795/2002), C&I ITTO PD 42/00 and Standard on Wood Legality.

In the ITTO Project PD 389/05 Rev.2 (F) titled: *Application of the Internal Monitoring of SFM Performance at Forest Management Unit Level*, the spreading of the Internal Monitoring system is done through training. The Training for Application of Internal Monitoring System on the performance of the sustainable management of production forest have been implemented in eight sessions spread over several provinces representing regions such as East Kalimantan Province (five sessions), Central Kalimantan (two sessions) and West Kalimantan (one session). Total trained participants are 226 persons, 205 of whom represent 121 FMU and 18 participants are from Provincial Forestry Service, Regencies and from BP2HP and from the Center of Environmental Standardization and Forestry.

B. Aim

The Training for Application of Internal Monitoring of SFM is aimed to:

- Equip FMU with knowledge, skill and attitude in the application of the Internal Monitoring system to reach SFM.
- Prepare FMU to enable it to develop the Internal Monitoring system through participatory appraisal.

C. Output

Expected output are:

- Participants will be enabled to compile work plan that can be implemented in his/her work as a tool for Internal Monitoring.
- FMU will be enabled to improve performance in reaching SFM.








CHAPTER II. IMPLEMENTING ORGANIZATION

A. Committee Members

Implementing agency is the Project Management Unit of ITTO Project PD 389/05 Rev. 2 (F) consisting of:

Table 1. Committee Members

NO.	DATA	
1.	Lasmini Project Coordinator E-mail: lasminias@dephut.go.id	
2.	Siti J. Nooryasyini (Yusyi) Project Secretary E-mail: s.nooryasyini@dephut.go.id	
3.	Irebella Siswondo (Bella) Project Treasurer E-mail: bella_finance@dephut.go.id	
4.	Riena Widiyanti (Ririen) Training Assistant Coordinator E-mail: rienaririen@dephut.go.id	
5.	Asmui (Mui) Data Analysis and Policy Assistant E-mail: asmui@dephut.go.id	



During implementation of training, Project Coordinator formed a committee with job description and responsibility, among others:






- To make coordination and consultation with the BPHA Directorate, APHI, Provincial Forestry Offices, BP2HP and FMU where field work will be done,
- To prepare invitations for recruitment of participants,
- To make training budget,
- Coordination with training venue facility manager,
- Coordination with FMU where field work will be conducted,
- Formulate training schedule,
- Prepare materials such as modules, training kits, handsout, field equipments such as rucksack, vest and hats for participants.
- Arrange travels for resource persons and PMU including airplane ticket bookings and transportations,
- Logistical arrangement to send training tools and equipment,
- Act as facilitator for training participants and resource persons during the implementation of training.

B. Resource Persons and Facilitators

Training is guided by resource persons and facilitators who are professionals, academicians and practitioners having experience as resource person and facilitator in the forestry field particularly related with the sustainable management of natural production forest and in Personal Development and Group Dynamics. Resource persons and facilitator during training are as follows:

Table 2. Resource Persons and Facilitators

NO.	RESOURCE PERSON / FACILITATOR	EXPERTISE	
1.	<p>Ir. Alan Purbawiyatna, MSc Senior Consultant/ SFM Trainer</p>	<ul style="list-style-type: none"> ○ IMPG (Internal Monitoring Performance Guideline) ITTO PD 389/05 Production Aspect ○ Criteria & Indicator IMPG (Internal Monitoring Performance Guideline) ITTO PD 389/05 Production Aspects and Long Term Management Assurance ○ Field Work Facilitator on Production 	
2.	<p>Ir. Ahmad Director PT. Ayamaru Bakti Pertiwi, Bogor</p>	<ul style="list-style-type: none"> ○ Criteria & Indicator IMPG (Internal Monitoring Performance Guideline) ITTO PD 389/05 Ecology / Environment ○ Field Work Facilitator on Ecology 	

NO.	RESOURCE PERSON / FACILITATOR	EXPERTISE	
3.	Ir. Haryanto R. Putre, MS Teaching Staff DKSHE Faculty of Foresry IPB Bogor	<ul style="list-style-type: none"> ○ SFM ○ Performance Evaluation of SFM 	
4.	Dr. Lukman Yunus Teaching Staff Haluoleo Univer-sity Kendari – Southeastern Sulawesi	<ul style="list-style-type: none"> ○ Criteria & Indicator IMPG (Internal Monitoring Performance Guideline) ITTO PD 389/05 Social Aspect ○ Field Work Facilitator, Social aspect 	
5.	Jen Z.A Hans, PhD Personal Development Trainer	<ul style="list-style-type: none"> ○ Personal Development 	
6.	Prof. Dr. Soeyitno Soedirman Teaching Staff Faculty of Forestry Mulawarman University, Samarinda	<ul style="list-style-type: none"> ○ SFM Policy 	
7.	Taufiq Alimi Excecutive Director Ecolabel Institute Indonesia	<ul style="list-style-type: none"> ○ Techniques on Monitoring and Evaluation ○ Making of Further Action Plan or RTL ○ Field Work Facilitator, making of RTL 	

C. Training Material

Resource Person and Facilitator conveyed teaching material commensurate with training schedule. Training uses teaching method for adults (andragogy) composing of theory, field work, simulation and games to reach the general and specific aim of instruction.

To support theoretical sessions, facilitator gives illustration in the form of simulations, group discussions and field work. Participants is divided into working groups in line with the IMPG criteria and indicator, covering aspects of production, ecology and social. Groupings is based on interest and responsibilities of participants in the Management Unit (MU). Each group is



NO.	SUBJECT	CLASS HOUR	NAME	STATUS
13	Field Work	8	Ir. Alan Purbawiyatna, MSc Ir. Akhmad Dr. Lukman Yunus	Facilitator
14	Report Compilation	6	Ir. Alan Purbawiyatna, MSc Ir. Akhmad Dr. Lukman Yunus	Facilitator
15	Presentation	4	Ir. Alan Purbawiyatna, MSc Ir. Akhmad Dr. Lukman Yunus	Facilitator
16	Formulation of RTL for Monitoring and Evaluation	5	Dr. Taufiq Alimi	Resource Person
TOTAL CLASS HOUR		70		

D. Pre Test and Post Test

Before training session begins, resource person distributes *Pre face-to-face activity* which must be filled by participants. This page has the aim to identify the level of knowledge of participants related to the materials to be taught (*appendix 2*). At the final session of training, resource person assigned evaluation in the form of questions related to the materials taught during training (*appendix 3*).



CHAPTER III. TRAINING IMPLEMENTATION

A. Training Location

Training on implementation of the Internal Monitoring System for the performance of SPFM (Sustainable Production Forest Management) was done in the Provinces of East Kalimantan, Central Kalimantan and West Kalimantan. The choice of the training location is based on accessibility from some regions in Indonesia and the availability of FMU to provide help in the field work. The locations can be seen in the following figure.

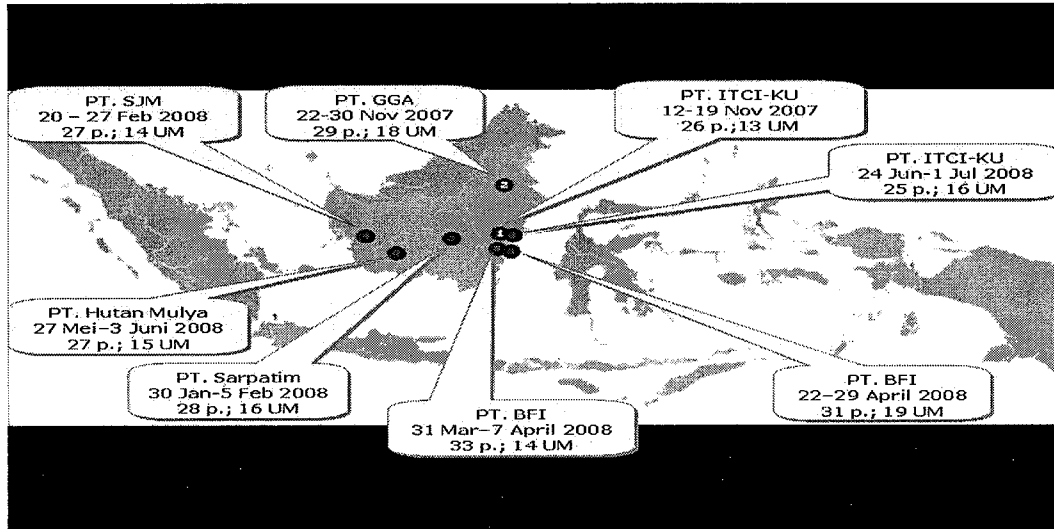


Figure 1. Location Map of Training Implementation

Based on the above figure, training implementation is located in four provinces of Kalimantan. Each province represents the region where training participants come from neighboring provinces. Training were done five times in East Kalimantan Province, twice in Central Kalimantan and once in West Kalimantan. Participants are from FMU in the region, as follows:

- a. 1st Training Group at P.T. ITCIKU East Kalimantan Province, attended by FMUs in Sulawesi, Maluku and Papua
- b. 2nd Training Group at P.T. Gunung Cajah Abadi, East Kalimantan province with participants from FMUs in East Kalimantan Province
- c. 3rd Training Group at P.T. Sarpatim, Central Kalimantan Province, attended by participants from FMUs in Central Kalimantan
- d. 4th Training Group at P.T. Suka Jaya Makmur, West Kalimantan Province, attended by participants of FMUs in West and Central Kalimantan
- e. 5th Training Group at P.T. Balikpapan Forest Industries East Kalimantan Province attended by participants from FMUs in East and Central Kalimantan
- f. 6th Training Group at P.T. Balikpapan Forest Industries, East Kalimantan Province attended by participants from FMUs at East and South Kalimantan Provinces, Papua, Maluku and Sulawesi

- g. 7th Training Group at P.T. Hutan Mulya, Central Kalimantan Province attended by participants from FMUs at Central and West Kalimantan Provinces
- h. 8th Training Group at P.T. ITCI Kartika Utama, East Kalimantan Province attended by participants from FMUs at the Provinces of East Kalimantan, West Kalimantan, Central Kalimantan, Papua, Sulawesi, Maluku and Sumatera

Table 4. Date and Location of Training

NO.	TRAINING GROUP	DATE	LOCATION	NUMBER OF PARTICIPANTS
1	I	12 – 19 November 2007	PT ITCI KARTIKA UTAMA, PROV. KALIMANTAN TIMUR	25 persons from 13 FMU, one person from DFO (District Forestry Office)
2	II	22 – 30 November 2007	PT GUNUNG GAJAH ABADI, PROVINCE OF EAST KALIMANTAN	26 from 18 FMU, two from BP2HP, one from DFO
3	III	30 January – 5 February 2008	PT SARPATIM, PROV. OF CENTRAL KALIMANTAN	27 from 16 FMU, one from BP2HP
4	IV	20 – 27 February 2008	PT SUKA JAYA MAKMUR, PROV. OF WEST KALIMANTAN	24 from 14 FMU, one from PFO (Prov. Forestry Office), one from DFO, one from BP2HP
5	V	31 March – 7 April 2008	PT BALIKPAPAN FOREST INDUS-TRIES, PROV. OF EAST KALIMANTAN	29 from 14 FMU, two from DFO, one from PFO, one from BP2HP
6	VI	22 – 29 April 2008	PT BALIKPAPAN FOREST INDUS-TRIES, PROV. OF EAST KALIMANTAN	30 from 19 FMU, one from PFO
7	VII	27 May – 3 June 2008	PT HUTAN MULYA, PROV. OF CENTRAL KALIMANTAN	24 from 15 FMU, one from Central of Standardization and Environment Ministry of Forestry, one from DFO one from BP2HP, one from Institute of Certification
8	VIII	24 June – 1 July 2008	PT ITCI KARTIKA UTAMA, PROV. OF EAST KALIMANTAN	25 from 16 FMU, one from Central of Standardization and Environment, Min. of Forestry

B. Material / Training Session

Training material is distributed into Class Hour (JPI) where one JPI has a 45 minutes duration. Total JPI in seven effective days are 70. Every training day begins at 08.00 and

ends at 21.00 (equals to 12 JPI) covering from three to four different sessions. In each session several teaching methods are used which are teaching sessions, open discussions, group discussions, group simulations and presentations. In addition to classroom sessions, participants do field work aimed at training participants to evaluate PHAPL internal Monitoring. In doing field work, participants are divided into three working groups according to interest and duties at their FMU where they work. Working group consisted of production, ecological and social aspects.

C. Participants' Tools (training kits, module, teaching materials)

Every participants received teaching and field work tools consisting of a module, hand outs and teaching materials, block note, ballpoint, rucksack, field vest and field hat.

Participants who has followed all aspects of training received a complete set of training materials in the form of a soft copy stored in a CD containing training module, hand out, group assignments, group reports, documents during training, a book and figures of the Class. Training Certificates will be sent to each participants.

D. Summary of Training Process

1. 1th Training Group

o Time

Training was conducted effectively for seven days in 13 – 19 November 2007. The training was opened on 12 November 2007 by the Head of the Provincial Forestry Office of East Kalimantan and closed on 19 November 2008 by the Director of Natural Forest Development, Directorate General of BPK Ministry of Forestry.

o Training Participants

Group I training participants totals 26 persons, consisting of 25 participants from 13 Management Unit (MU) from Eastern Indonesia region and one person from District Forestry Office of West Kutai. Name list of participants are as follows:

Table 5. List of Participants Training Group I

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Ir. Samsul Hadi	PT Jati Dharma Indah Plywood Industries	Papua
2	Ir. Agus Bahtiar	PT Wanagalang Utama	West Papua
3	Ir. Ghalibia S. Alita	PT Arfak Indra	West Papua
4	Tatang Suherman	PT Arfak Indra	West Papua
5	Ririn F.A. Metelmety, S.Hut	PT Arfak Indra	West Papua
6	Zulkisman, SE	PT Hasrat Wiramandiri	West Papua
7	Yuncahyono, A.Md	PT Hasrat Wiramandiri	West Papua
8	Nur Iman Wicaksono	PT Multi Wahana Wijaya	West Papua
9	Ir. Apep Yusuf	PT Multi Wahana Wijaya	West Papua
10	Ir. Achmad Novel	PT Multi Wahana Wijaya	West Papua
11	Ir. Indra Adryanto	PT Wukirasari	West Papua
12	Ir. Wahyudi	PT Huma Sulut Lestari	North Sulawesi

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
13	Rudi Parulian Pakpahan S.Hut	PT Tunggal Agathis Indah Wood Industries (TAIWI) I	North Maluku
14	Amas Subhan, S.Hut	PT Tunggal Agathis Indah Wood Industries (TAIWI) I	North Maluku
15	Bambang Sidi PraMondayo, S.Hut	PT Mangole Timber Producers	North Maluku
16	Ir. Isok Winarjanto	PT Bade Makmur Orissa	Papua
17	Ir. Paulus A. Picanussa	PT Bade Makmur Orissa	Papua
18	Yuldam Mangiri	PT Bade Makmur Orissa	Papua
19	Ir. Suryo Servianto	PT Bela Berkat Anugrah	North Maluku
20	Nico Maringka	PT Bela Berkat Anugrah	North Maluku
21	Beni Arisandi, S.Hut	PT Sentral Pitulempa	Central Sulawesi
22	Mohamad Arfan	PT Sentral Pitulempa	Central Sulawesi
23	Sugihansyah, S.Hut	PT Sentral Pitulempa	Central Sulawesi
24	Ir. Dodit Agus Riyono	Forestry Service District of West Kutai	East Kalimantan
25	Eri Budiyan, A.Md	PT ITCI Kartika Utama	East Kalimantan
26	Budiyono, S.Hut	PT ITCI Kartika Utama	East Kalimantan



Figure 2. Training Participants Group I

○ **Training Location**

All aspects of training of Class I was done at PT. ITCI Kartika Utama, Base Camp Kenangan East Kalimantan Province. Classroom activities were done at Rimba Room and field work was done at Pemaluan village, Silviculture Intensive work area of the Annual Work Plan and Model Development for Meranti Forest Management Unit (PMUMHM) area.



Figure 3. Classroom Atmosphere of Training Group I

○ **Training Support Facilities**

During the implementation of training, the committee hired support facilities and infrastructures available at PT. ITCI KU situated at Kenangan Base Camp. The use of the facilities lasted for nine days including a day before and after the training. The support facilities used are among others:

1. Training Room

Training is conducted at the “Rimba Room” which is replenished with training facilities such as white board, White Screen, Sound System, and a place for Coffee Break. The use of the meeting room starts at 08.00 until 22.00 local time.

2. Accommodation

Room facilities to accommodate all participants, resource persons, facilitators, and committee members are provided at Kenangan Base Camp:

- Four VIP Plus Room for guests and invitees during the training opening and closing ceremony
- Four VIP Rooms for Resource Persons and Facilitators
- Nine standard room for participants
- One house with two bedrooms for Secretariat and Committee

All rooms are equipped with AC, TV, refrigerator, bathroom with hot and cold water and laundry service. Other facilities used by participants are sport facilities such as swimming pool, tennis, table tennis, and a recreational facility in a form of a keyboard.

3. Transportation

During the implementation of training, committee uses transport facilities owned by PT. ITCI KU and general transportation facilities available around the MU, among others:

- Passenger boats to transport participants from the Jetty harbour of PT. ITCI KU at Kampung Baru Balikpapan to Kenangan Base Camp. The passenger boats are public transportation facilities hired by the committee.
- Speedboat owned by PT ITCI KU for operational transport facilities and to transport Resource Persons, Facilitators and invited guests
- Operational cars owned by PT ITCI KU for operational necessities of the committee during training and transportation for field work
- Operational bus of PT ITCI KU as transport facility for field work

○ **Training Schedule**

The implementation of Class I Training is in accordance with the planned schedule. Participants present to register on November 12, 2007 totals 25 persons while one person came too late because he was still on the way. In detail, the training schedule is written in *Appendix 4*.

○ **Field Work**

Field work activities for Group I has been done of Friday November 16, 2007.



Figure 4. Field Work Activities of Production and Ecology Group of Training Group I



Figure 5. Field Work Activities Social Group of Training Group I

Location of field work at PT. ITCIKU MU is adapted to indicators to be tested as can be seen in the following table:

Table 6. Tested Indicator in Field Work of Training Group I

GROUP/ ASPECTS	TESTED INDICATOR	LOCATION
Production	Indicator 1.2 Existence of Forest Management Plan for the whole period of utilization	<ul style="list-style-type: none"> - MU Office, Base Camp Kenangan - Annual Plan Area of Intensive Silviculture - Area of UM Model for Meranti Forest (PMUMHM)
Ecology	Indicator 3.4 Existence of identification procedure of area management in MU for (a) soil and water conservation including in logging area, (b) protection of important or typical flora in the area and (c) protection of important or typical fauna species for the area.	<ul style="list-style-type: none"> - MU Office, Base Camp Kenangan - Protection Area of PPS (wildlife niche) - Fire Location - Germ Plasm Area - Camp Birawa - Cold and Hot Decks
	Indicator 3.6 Implementation of procedure commensurate with ecological aspects in the field	<ul style="list-style-type: none"> - Skidding Road
Social	Indicator 4.3 Monitoring and Evaluation on implementation procedure on social management	<ul style="list-style-type: none"> - MU Office, Base Camp Kenangan - Maridan community Pemaluan Village

2. 2th Training Group

○ Time

Training was conducted for seven effective days on 22 – 30 November 2007. Training was opened on 22 November 2007 by the Head of East Kalimantan PFO and closed on 30 November 2008 by same official.

○ Training Participants

Training Participants of Class II totals 29 persons, consisting of 26 persons from 18 MU of the East Kalimantan area and one person from the DFO of East Kutai and two participants from the BP2HP Region XIII Samarinda. List of participants are as follows:

Table 7. List of Participants Training Group II

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Akhmad Sodiq, S.P	Production Forest Utilization Monitoring Agency (BP2HP) Region XIII Samarinda	East Kalimantan
2	Eko Supriyadi, S.Hut	Production Forest Utilization Monitoring Agency (BP2HP) Region XIII Samarinda	East Kalimantan
3	Suriansyah, S.Hut	Forestry Service of District of East Kutai	East Kalimantan
4	Ir. Santo Prabowo	PT Barito Nusantara Indah	East Kalimantan
5	Ir. Budiharto	PT Centrico	Papua
6	Kami Hartadi	PT Centrico	Papua
7	Ir. Ardiansyah	PT Gunung Gajah Abadi	East Kalimantan
8	Ir. Cahyono	PT Gunung Gajah Abadi	East Kalimantan
9	Cecep Hapid, BSc.F	PT Hanurata Unit Jayapura	Papua
10	Hendra Zulfiyar, S.Hut	PT Hanurata Unit Sangkulirang	East Kalimantan
11	Mulky Tamrin, S.Hut	PT Hanurata Unit Sangkulirang	East Kalimantan
12	Sumarno, S.Hut	PT Indowana Arga Timber	East Kalimantan
13	Dedi Iskandar, S.Hut	PT Inhutani I UMH Mera'ang	East Kalimantan
14	Moch. Rachmat Parlindungan, S.Hut, MM	PT Inhutani I UMH Pimping	East Kalimantan
15	Edy Mudradjat	PT Inhutani I UMH Sambarata	East Kalimantan
16	Ir. Ebzan Ramos Pakpahan	PT Intimpura Timber Co.	West Papua
17	Prihatini Hayati, S.Hut	PT Jaya Timber Trading Co. Ltd	East Kalimantan
18	Edi Triono, S.Hut	PT Jaya Timber Trading Co. Ltd	East Kalimantan
19	Ir. Emma Rahmawati	PT Kiani Lestari	East Kalimantan
20	Sarjono	PT Kiani Lestari	East Kalimantan
21	Ir. Nur Edi Nugroho	PT Limbang Ganeca	East Kalimantan
22	Ir. Barata Dewantoro	PT Oceanias Timber Product	East Kalimantan
23	Ir. Setiyoko	PT Puji Sempurna Raharja	East Kalimantan
24	Kurnia	PT Ratah Timber	East Kalimantan
25	Ir. Sri Wahyudi	PT Ratah Timber	East Kalimantan
26	Ir. Sri Wahyuliana	PT Timberdana	East Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
27	Ir. Sugiharjanto Wahyu Nurbuko	PT Timberdana	East Kalimantan
28	Ir. Henry Risang P	PT Timberdana	East Kalimantan
29	Edison Misah, SH	PT Wapoga Mutiara Timber	Papua



Figure 6. Training Participants Group II, Committee and Instructors



Figure 7. Training Participants Group II, Committee and Instructors at Camp Sei Seleg PT Gunung Gajah Abadi

- **Training Location**

All training activities of Group II was conducted at Forestry Education and Training Center (BDK) at Jl. Pangeran Untung Suropati – Sei Kunjang, Samarinda East Kalimantan. Class activities were done at BDK and field work was conducted at Wahau Base Camp of P.T. Gunung Gajah Abadi.

- **Supporting Facilities for Training**

During the implementation of training, the committee hired the available facilities and infrastructures of the BDK located at Samarinda. Supporting facilities used are among others:

1. Training Room

Training is conducted at BDK classroom which is replenished with facilities such as white board, white screen, sound system. The use of the meeting room begins at 08.00 in the morning and ends at 22.00 at night local time.

2. Accomodations

To meet the accomodation need of participants and committees, available facilities at BDK is used, while accomodations for Resource Persons and Facilitators is provided at Hotel MJ Samarinda. Some accomodation facilities at BDK that are used for participants are six VIP rooms at Guest House Sylva Sari I and nine VIP rooms at Guest House Sylva Sari II, three standard rooms at Mess Agathis for committee. All rooms for two participants per room are equipped with AC, bathroom with cold and hot water and a TV room.

During the field work, accomodations is provided at Wahau Base Camp of P.T. Gunung Gajah Abadi. These are rooms at the Guest House and rooms at staff housing.

3. Transportation

During the implementation of field work, the committee rented transport facilities for operational purposes for transportation, a Kijang car for Resource Persons and Facilitators. To transport participants from Samarinda to field location at P.T. GGA Base Camp at Sei Seleq Kongbeng Wahau, a 30 persons seat bus was rented and two Kijang cars.

- **Training Schedule**

The implementation of Group II training was successfully done according to shedule. Registration of 29 participants takes place on November 22, 2007. The detail of training schedule is documented in *Appendix 4*.

- **Field Work**

Field work activities of Class II is implemented on November 27, 2007.



Figure 8. Field Work Activity Production Group of Training Group II



Figure 9. Field Work Location Ecology Group of Training Group II



Figure 10. Field Work Activity Social Group of Training Group II

Field work location at P.T. Gunung Gajah Abadi in Sei Seleq Kongbeng Wahau is adapted with the indicators to be tested as can be seen in the following table:

Tabel 8. Tested Indicator in Field Work of Training Group II

GROUP / ASPECT	TESTED INDICATOR	LOCATION
Production	<p>Indicator 1.2 Existence of Forest Management Plan for the whole period of utilization</p> <p>Indicator 2.8 Matching of logs and accompanying docs from felling blocks to outlet of Management Unit</p>	<ul style="list-style-type: none"> - MU Office Base Camp Sei Seleq - TPK/TPN (cold and hot decks) - Annual Work Plan (RKT) Block 2007

GROUP / ASPECT	TESTED INDICATOR	LOCATION
Ecology	<p>Indicator 3.2 Existence of procedure to control illegal forest occupation, fire, domestic animal grazing and illegal logging and other human activities causing forest destruction</p> <p>Indicator 3.7 Extent of forest disturbance caused by human activities</p> <p>Indicator 3.8 Management Unit has a report on RKL (Environmental Management Plan) and RPL (Environmental Monitoring Plan) implementation showing the application of overcoming environmental impacts.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Sei Seleq - Nursery - Seed Garden - Wildlife corridor - KPPN - Riverbanks - Soil and water conservation, sedimentation - Soil erosion - Rainfall gauge equipment
Social	<p>Indicator 4.4 Management Unit inform Workplan to local communities, pay attention to its needs, and implement the Workplan in the field.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Sei Seleq - Miau Baru village

3. 3rd Training Group

○ Time

Training has been done in seven effective days on 29 January – 6 February 2008. Training was opened on 29 Januari by Head of Central Kalimantan PFO and closed on 5 February 2008 by same official.

○ Training Participants

Training participant for Group III numbers 28 persons, consisting of 27 participants from 16 Management Units in Central Kalimantan and Papua and one participants from BP2HP Wil XII Palangkaraya. Names of participants are as follows:

Table 9. List of Participants Training Group III

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Miquel Da Costa Soares	Production Forest Utilization Monitoring Agency (BP2HP) Region XII Palangka Raya	Central Kalimantan
2	Ir. Sulakto Ernanto	PT Membramo Alasmandiri	Papua
3	Juli Siswanto, S.Hut	PT Membramo Alasmandiri	Papua
4	Ir. Riki Irsal	PT Anugerah Alam Barito	Central Kalimantan
5	Ir. Adi Gani Rachman	PT Austral Byna	Central Kalimantan
6	Mohammad Ihya, S.Hut	PT Austral Byna	Central Kalimantan
7	Ryu Pelata, S.Hut	PT Dasa Intiga	Central Kalimantan
8	Ir. Adi Yuwono	PT Dasa Intiga	Central Kalimantan
9	Ir. Rifnal Juanda	PT Fortuna Cipta Sejahtera	Central Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
10	Teguh Heru N. W. BSc.F	PT Gaung Satyagraha Agrindo	Central Kalimantan
11	Bisri Mustofa, S.Hut	PT Hutan Mulya	Central Kalimantan
12	Lasmari	PT Hutan Mulya	Central Kalimantan
13	Rismansyah, S.Hut	PT Hutan Mulya	Central Kalimantan
14	Ir. Mustika	PT Hutanindo Lestari Raya	Central Kalimantan
15	Ir. Abdul Ghafar	PT Hutanindo Lestari Raya	Central Kalimantan
16	Ir. Jamaluddin	PT Indexim Utama	Central Kalimantan
17	Ir. Wahyu Dayadi	PT Indexim Utama	Central Kalimantan
18	Ir. Maman Ali	PT Karda Traders	Central Kalimantan
19	Bambang Heryanto, BSc.F	PT Karda Traders	Central Kalimantan
20	Asep Supriatna, Amd.Hut	PT Meranti Mustika	Central Kalimantan
21	Efing Suhaefi, S.Hut	PT Pandujaya Gemilang Agung	Central Kalimantan
22	Lasmi	PT Pemantang Abaditama	Central Kalimantan
23	Ir. Eddi Tjahjono	PT Pemantang Abaditama	Central Kalimantan
24	Hany de Fretes, S.Hut	PT SARPATIM	Central Kalimantan
25	Drs. Purwanto	PT SARPATIM	Central Kalimantan
26	Ir. Dwi Yoga Hendro	PT Sindo Lumber	Central Kalimantan
27	Ir. Agus Setio Sadmoko	PT Sindo Lumber	Central Kalimantan
28	Ir. Sudiannoor	PT Yakin Timber Jaya	Central Kalimantan



Figure 11. Committee, Instructors and Training Participants Group III

○ **Training Location**

All training activities of Group III was done at Wella Hotel Jl. Tjilik Riwut Km. 3 Sampit, Central Kalimantan Province. Classes were conducted at Wella Hotel, while field work was done at P.T. Sarpatim located at Bei Base Camp.



Figure 12. Atmosphere in the classroom of Group III

○ **Taining facilities support**

During training implementation, committee hired support facilities and infrastructure available at Wella Hotel in Sampit. Supporting facilities used are among others:

1. Training Room

Training took place at Wella Hotel Aula which are equipped with training facilities such as white board, white screen, and sound system. The use of the Aula meeting room starts at 08.00 until 22.00 local time.

2. Accomodation

The need for accomodation for all participants and committee was provided with facilities available at Wella Hotel which are VIP rooms for participants and committee members, every two persons occupying one room. A Family Room and President Suite are used for resource persons, each occupied by one person. All rooms are provided with AC, TV, refrigerator, hot and cold water bathrooms.

During field work, Guest House rooms were made available at Bei Base Camp of PT SARPATIM.

3. Transportation

During training implementation, committee was provided with transportation by Wella Hotel as an operational vehicle to cater the need of resource persons and facilitators. Transportation from Sampit to location of field work at Bei Base Camp of PT Sarpatim, was done with eight rented Kijang cars.

- **Training Schedule**

Implementation of training of Class III was done according to schedule. Participants registered on 29 January 2008 totals 28 person. In detail, training schedule can be seen in *Appendix 4*.

- **Field Work**

Field work activities of Group III was conducted on Sunday, February 3, 2008.



Figure 13. Field Work Activities of Ecology Group of Training Group III



Figure 14. Field Work Activities of Production Group of Training Group III



Figure 15. Field Work Activities of Social Group of Training Group III

Location of field work at PT SARPATIM is adapted to the tested indicator as can be seen in the following table:

Table 10. Tested Indicator at Field Work of Training Group III

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
Production	<p>Indicator 1.1 Confirmation of FMU work area.</p> <p>Indicator 2.6 Compatibility of sustainable harvest of wood species and forest type.</p> <p>Indicator 2.8 Compatibility of logs and accompanying document of wood movement from cutting block to outlet of MU.</p>	<ul style="list-style-type: none"> - MU Office Bai Base Camp - Hot and cold Deck (TPN, TPK) - Log Pond - Permanent Sample Plot (PUP)
Ecology	<p>Indicator 3.2 Existence of procedure to control unauthorized forest occupation, fire, domestic animal grazing and illegal logging and other human activities causing forest destruction.</p> <p>Indikator 3.6 Implementation of procedure commensurate with ecological aspects in the field.</p>	<ul style="list-style-type: none"> - MU Office Bei Base camp - Protectd area - River banks - KPPN at block Annual Plan (RKT) 1984/1985, Five Year Plan (RKL) III plot No. 99 R

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
Social	<p>Indicator 4.1 Number and adequacy of trained professional and technical personnel at all levels to implement and support social aspects management covering: planning, implementation, research and development, and extension.</p> <p>Indicator 4.5 MU has applied rules stated in the regulations on manpower.</p> <p>Indicator 5.1 Health of company or holding company.</p> <p>Indicator 5.2 Investment and re-investment level which are adequate in filling the need of forest management, administration, research and development, and enhancement of human resource ability.</p>	<ul style="list-style-type: none"> - MU Office Bei Base Camp - Community / farmer's group rubber plants - Village of Tum-bang Payang - Village of Tewai hara

4. 4th Training Group

○ Training

Training has been done in seven effective days on 20 February – 28 February 2008. Training was opened on 20 February by the Head of Ketapang DFO, Province of West Kalimantan and closed on 27 February 2008 by the same official.

○ Training Participants

training participants Group IV totals 27 persons, consisting of 24 participants from 14 MU from Central and West Kalimantan area and one person from BP2HP Region X Pontianak, one person from West Kalimantan PFO and one from Ketapang DFO. List of participants are as follows:

Table 11. List of Participants Training Group IV

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Wuri Sutomo, S.Hut	PT Membramo Alasmandiri	Papua
2	Ucok Toni Eduart Butarbutar, S.Hut	PT Membramo Alasmandiri	Papua
3	Haryo Birowo, S.Hut	PT Berkah Cahaya Timber	Central Kalimantan
4	Hamad, S.Hut	PT Hutan Domas Raya	Central Kalimantan
5	Ir. Narmanto Setiawan	PT Sindo Lumber	Central Kalimantan
6	Harjunis L. Sabri, S.Hut	PT Sindo Lumber	Central Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
7	Sarimin AS.	PT Indexim Utama	Central Kalimantan
8	Ir. Sudirman	PT Bumi Raya Utama Wood Industries	West Kalimantan
9	Ir. Yanto Suhermanto	PT Karunia Hutan Lestari	West Kalimantan
10	Endang Nurhadi	PT Karunia Hutan Lestari	West Kalimantan
11	Taufikurohman	PT Karunia Hutan Lestari	West Kalimantan
12	Ir. Bambang Budiono	PT Toras Banua Sukses	West Kalimantan
13	Ir. Yedi Sapta M	PT Toras Banua Sukses	West Kalimantan
14	Ir. Marulim Tobing	PT Duadja Corp.II	West Kalimantan
15	Iyep Yudi Winata	PT Utama Damai Indah Timber	East Kalimantan
16	Akhmad Hartono, S.Hut	PT Utama Damai Indah Timber	East Kalimantan
17	Syofwan Nadi, A.Md	PT Sari Bumi Kusuma	West Kalimantan
18	Hermayadi, A.Md	PT Sari Bumi Kusuma	West Kalimantan
19	Pardilan	PT Sari Bumi Kusuma	West Kalimantan
20	Wendy Juwendi, A.Md	PT Wanasokan Hasilindo	West Kalimantan
21	Hermanto Vanlie	PT Wana Kayu Batu Putih	West Kalimantan
22	Agus Sardianto, A.Md	PT Wana Kayu Batu Putih	West Kalimantan
23	Purnomosidi, A.Md	PT Suka Jaya Makmur	West Kalimantan
24	Arif Subangkit, A.Md	PT Suka Jaya Makmur	West Kalimantan
25	Hariyanto, S.Hut	Production Forest Utilization Monitoring Agency (BP2HP) Region X Pontianak	West Kalimantan
26	Evy Sahman, S.Hut	Forestry Service of Province of West Kalimantan	West Kalimantan
27	Nur Fadly, SH	Forestry Service of District of Ketapang	West Kalimantan



Figure 16. Training Participants Group IV

○ **Training Location**

All training activities of Group IV was conducted at Hotel Perdana Jl. Merdeka 112 Ketapang. Classes were done at Hotel Perdana Restaurant, while field work at P.T. Suka Jaya Makmur.



Figure 17. Atmosphere in Classroom of Training Group IV

○ **Support Facilities for Training**

During the implementation of training, committee rented facilities and infra-structures for training available at Hotel Perdana located at Ketapang. Support facilities used are among others:

1. Training Room

Training took place at Hotel Perdana Restaurant which are equipped with training facilities such as white board, white screen and sound system. The use of training room starts at 08.00 and ends at 22.00 local time.

2. Accomodation

Accomodation need for participants and committee, facilities available at Hotel Perdana were used. These are superior rooms for participants and committee, occupied by two persons per room. VIP room for resource person are provided on one person per room basis. All rooms are equipped with AC, TV, refrigerator and cold and hot water bathrooms.

During field work, rooms at the available Guest House are used at Base Camp PT Suka Jaya Makmur.

3. Transportation

During the implementation of training, transportation was provided by Hotel Perdana as operational vehicle for training need, while for the transportation of participants fom Ketapang to the site of field at PT Suka Jaya Makmur Base Camp at Tanjung Asam, committee rented a boat with passenger capacity of 45 persons and nine units of operational vehicle of PT Suka Jaya Makmur.



Figure 18. Trip to Fieldwork Location Using a Motorboat

○ **Training Schedule**

Implementation of Group IV training was conducted according to schedule. Participants registered on 20 February 2008 totals 27 persons. Detailed schedule can be seen in *Appendix 4*.

○ **Field Work**

Field work of Group IV was conducted on Monday, 25 February 2008.

GROUP/ ASPECTS	TESTED INDICATOR	LOCATION
Ecology	<p>Indicator 3.5 MU is in possession of EIA document and RKL (Environment Management Plan) and RPL (Environment Monitoring Plan) for all activities of forest management and its scope of impact according to the rules and enacted by authorized official.</p> <p>Indicator 3.7 Area of camaged forest due to human activities.</p>	<ul style="list-style-type: none"> - Area of germ plasm preservation (KPPN) located on plot YY 35, WW 35, XX 35 totalling 300 Ha in KM 124 - Buffer Zone situated at KM 81 and KM 92 - Seed stand located at plot H6 and H7 covering area of 100 Ha - River bank located at KM 49
Social	<p>Indicator 4.2 Availability of implementation procedure on social management consisting of: (1) socialization of action plan to the community, (2) identification of traditional rights of the community, (3) Conflict resolution and (4) Monitoring and Evaluation of social management</p> <p>Indikator 4.3 Result of Monitoring and Evaluation on implementing procedures in social management activities.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Tanjung Asam - Beginci village - Beginci Darat village

5. 5th Training Group

○ Time

Training was done in seven effective days on 31 March – 7 April 2008. Training was opened on 31 March 2008 by the Director of BPHA Directorate General of BPK Ministry of Forestry and closed on 7 April 2008 by the Head of East Kalimantan PFO.

○ Training Participants

Training participants of Group V consisted of 33 persons from 14 Management Units in East Kalimantan region and one person from BP2HP Region XIII Samarinda, one person from PFO East Kalimantan, one person from DFO of Paser. List of participants are as follows :

Table 13. List of Participants Training Group V

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Darmo Suwanto, S.Hut	PT Sarana Trirasa Bhakti	East Kalimantan
2	Limpat Suharto, S.Hut	PT Sarana Trirasa Bhakti	East Kalimantan
3	Ir. Saheri Daulay	PT Sarana Trirasa Bhakti	East Kalimantan
4	Ir. Asis Taba	PT Civika Wana Lestari	East Kalimantan
5	Agus Sugiarto, Amd.Hut	PT Civika Wana Lestari	East Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
6	Helmi Ramdani, A.Md	PT Civika Wana Lestari	East Kalimantan
7	Ir. Anis Hamidi	PT Aya Yayang Indonesia	South Kalimantan
8	Ir. Syamsul Rizal	PT Aya Yayang Indonesia	South Kalimantan
9	Rudiansyah, S.Hut	PT Aditya Kirana Mandiri	East Kalimantan
10	Dedi Rahdiansyah, S.Hut	PT Karya Lestari	East Kalimantan
11	Herlina Sari, S.Hut	PT Wana Bhakti Persada Utama	East Kalimantan
12	Ir. Noor Ilhamsyah	PT Kedungmadu Tropical Wood	East Kalimantan
13	Muhajirin, S.Hut	PT Segara Indochem	East Kalimantan
14	Ir. Hasanudin	PT Inhutani II	East Kalimantan
15	Ir. Mesdali	PT Inhutani II	East Kalimantan
16	Muhammad Irfan, S.Hut	PT Inhutani II (Sub Unit Malinau)	East Kalimantan
17	Ir. Hasdan Saleh	PT Telaga Mas Kalimantan Company	East Kalimantan
18	Ir. Yulianus Tambing	PT Telaga Mas Kalimantan Company	East Kalimantan
19	Hendi Sucahyono, S.Hut	PT Telaga Mas Kalimantan Company	East Kalimantan
20	Ir. Dadang Suparman	PT Batu Karang Sakti	East Kalimantan
21	Yoswadi Lamban, S.Hut	PT ITCI Kayan Hutani (IKANI)	East Kalimantan
22	Muhammad Andik Purwanto, S.Hut	KUD Beringin Mulya	East Kalimantan
23	Arif Selamat	KUD Beringin Mulya	East Kalimantan
24	Hasan Juwahir	PT Sumalindo Lestari Jaya II	East Kalimantan
25	Al Habib	PT Sumalindo Lestari Jaya IV	East Kalimantan
26	Joko Sarjito	PT Sumalindo Lestari Jaya V	East Kalimantan
27	Obetnego Ranta	PT Karya Wijaya Sukses	East Kalimantan
28	Suharjito	PT Agro City Kaltim	East Kalimantan
29	Jaenudi	PT Balikpapan Forest Industries	East Kalimantan
30	M. Isnaini Yanuardi, S.Hut, MM	Forestry Service of District of Paser	East Kalimantan
31	Siti Nurjanah, SP, MP	Forestry Service of District of Paser	East Kalimantan
32	Joni, S.Hut	Forestry Service of Province of East Kalimantan	East Kalimantan
33	Insan Bimo Asmoro, S.Hut	Production Forest Utilization Monitoring Agency (BP2HP) Region XIII Samarinda	East Kalimantan

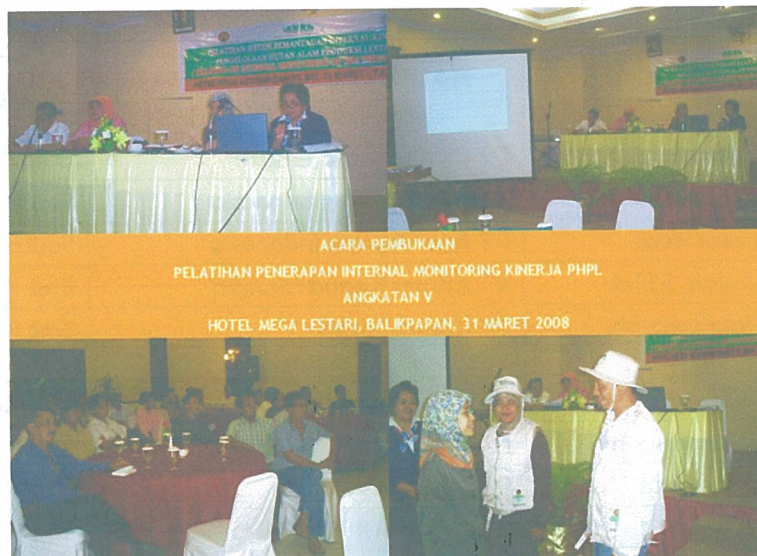


Figure 22. Opening Ceremony Training Group V by Listya Kusumawardhani, Director of BPHA, Ministry of Forestry



Figure 23. BPHA Director, Committee, Instructor, and Participants of Training Group V

○ **Training Location**

All Training Group V was conducted at Hotel Mega Lestari Jl. ARS Muhammad No. 32 Klandasan Balikpapan. Class courses were given at Hotel Mega Lestari, while field work was done at P.T. Balikpapan Forest Industries (BFI).

○ **Supporting Facilities for Training**

During implementation of training, committee hired training facilities and infrastructure available at Hotel Mega Lestari in Balikpapan. These facilities are among others:

1. Training Room

Training was done at Pasopati Room which is equipped with training facilities such as white board, White Screen, Sound System, and LCD. The use of training room starts at 08.00 and ends at 22.00 local time.

2. Accomodations

Accomodations for all participants, resource pesons and committee uses available facilities at Hotel Mega Lestari which are 20 Deluxe room for participants and committee, occupied by two persons/room. Four Superior Rooms for resource persons, each occupying a room. All participants room is equipped with AC, TV, refrigerator, internet facilities and cold and hot water bathroom.

During field work activities, participants do not spend the nights at the field location because it could be reached in one day from from Balikpapan and back at PT BFI Sotek Base Camp.

3. Transportation

During training implementation, the committee is provided with transport facilities from Hotel Mega Lestari as operational vehicle for training need, such as transporting guests, resource persons, committee and participants to the harbour on the way to the field work location. From Balikpapan to Base Camp of PT BFI, committee rented a motor boat and operational vehicle of PT BFI.

○ Training Schedule

Implementation of Training Group V went in accordance to schedule. Participants registered on 31 March 2008 totals 33 persons. Training schedule detail can be seen at *Appendix 4*.

○ Field Work

Field work activities for Class V was done on April 4, 2008.



Figure 24. Field Work Activities Production Group of Training Group V



Figure 25. Field Work Activities Ecology Group of Training Group V



Figure 26. Field Work Activities Social Group of Training Group V

Field work locations at PT BFI is adjusted with the tested indicator as can be seen in the table below:

Table 14. Tested Indicators in Field Work of Training Group V

GROUP / ASPECT	TESTED INDICATOR	LOCATION
Production	<p>Indicator 2.3 Availability of facilities and infrastructure as well as production technology commensurate with qualification and need.</p> <p>Indicator 2.5 Realization of logging area and Inventory of Left Over Area commensurate with guidelines.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Soteq - ITT - TPK/TPN (Hot and Cold Decks) - Heavy Equipment workshop

GROUP / ASPECT	TESTED INDICATOR	LOCATION
Ecology	<p>Indicator 3.6 Compatible implementation of procedures on ecological aspects of management in the field.</p> <p>Indicator 3.7 Area of Disturbed Forest caused by human activities</p>	<ul style="list-style-type: none"> - UM Office Base Camp Soteq km 5 - KPPN Km 67 - Wildlife Corridor km 67 - Erosion Sample Plot km 67 - RIL implementation Km 5
Social	<p>Indicator 4.1 Number and adequacy of trained professional and technical personnel at all levels to implement and support social aspects management covering: planning, implementation, research and development, and extension.</p> <p>Indicator 4.2 Availability of implementation procedure on social management consisting of: (1) socialization of action plan to the community, (2) identification of traditional rights of the community, (3) Conflict resolution and (4) Monitoring and Evaluation of social management</p> <p>Indicator 4.4 MU has notified plan of activities to the community, heed their needs and implement it in the field.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Soteq - Farmer family at Sotek village - Head of Sotek Traditional Chief

6. 6th Training Group

○ Time

Training has been done in seven effective days on 22 – 29 April 2008. Training was opened on 22 April 2008 by Head of Center for Monitoring of Forest Product Utilization Region XIII Samarinda and closed on 29 April 2008 by Head of PFO East Kalimantan.

○ Training Participants

Class VI training participants totals 32 persons, consisting of 31 participants from 19 MUs of East Kalimantan Region and Eastern Indonesia region, and one person from from East Kalimantan PFO. List of participants are as follows:

Table 15. List of Participants Training Group VI

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Ir. Hairuddin	PT Mardhika Insan Mulya	East Kalimantan
2	Teddy Kusuma, S.Hut	PT Mardhika Insan Mulya	East Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
3	Jaquilina Claudia, S.Hut	PT Hanurata Sorong (Unit III Kaimana)	West Papua
4	Benheis Werrinussa, A.Md. Hut	PT Hanurata Sorong (Unit II Fak Fak-Kaimana)	West Papua
5	Ade Fajar Prayoga, S.Hut	PT Hanurata Sorong (Unit II Fak Fak-Kaimana)	West Papua
6	Miranda Jeane Berhitu, S.Hut	PT Hanurata Sorong (Unit P. Salawati)	West Papua
7	Eliansyah, A.Md	PT Hanurata Unit Sangkulirang	East Kalimantan
8	Rintih Dwi Fitriantoro, S.Hut	PT Hanurata Unit Sangkulirang	East Kalimantan
9	Ir. Sibyan Ahrar	PT Intertropic Aditama	East Kalimantan
10	Budy Perwira, S.Hut	PT Intertropic Aditama	East Kalimantan
11	Ira Sumirat, S.Hut	PT Intertropic Aditama	East Kalimantan
12	Bambang Aji, BSc.F	PT Indowana Arga Timber	East Kalimantan
13	Mira S. Maharani, S.Hut	PT Indowana Arga Timber	East Kalimantan
14	Ferdinand Taroreh	PT Borneo Karya Indah Mandiri	East Kalimantan
15	Bambang Supriyanto	PT INHUTANI I UMH Pangean	East Kalimantan
16	Abdul Rohman	PT INHUTANI I UMH Segah Hulu	East Kalimantan
17	Yudi Ariyanto	PT INHUTANI I UMH Sambarata	East Kalimantan
18	Djamrud Lating, S.Hut	PT Gema Hutani Lestari	Maluku
19	Ali Maroxa, S.Hut	PT Gema Hutani Lestari	Maluku
20	Ir. Herugianto	PT Tri Tunggal Eboni Corporation	Central Sulawesi
21	Ir. Purwo Priyono	PT Tri Tunggal Eboni Corporation	Central Sulawesi
22	Yusep Herman Suarsa, S.Hut	PT Wana Kencana Sejati	North Maluku
23	Deni Sundayandar, BSc.F	PT Wana Kencana Sejati	North Maluku
24	Tarudin, S.Hut	PT Wana Kencana Sejati	North Maluku
25	Joni, S.Hut	PT Daha Tama Adikarya	Central Sulawesi
26	Ir. Andarias	PT Balantak Rimba Rejeki	Central Sulawesi
27	Ir. Mathius Palebangan	PT Irmasulindo	West Papua
28	Joko Wiyono, SE	PT Panambangan	East Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
29	Ir. Murtini	PT Balikpapan Forest Industries	East Kalimantan
30	Feronika ST, S.Hut	PT Balikpapan Forest Industries	East Kalimantan
31	Anom Rahayu AT, S.Hut	Forestry Service of Province of East Kalimantan	East Kalimantan



Figure 27. Atmosphere During Opening of Training Group VI



Figure 28. Committee and Participants of Training Group VI

- **Training Location**

All training activities of Group VI was conducted at Hotel Gran Tiga Mustika Jl. ARS Muhammad No. 51 Klandasan Balikpapan. Classes were done at Hotel Gran Tiga Mustika, while field work activities were done at PT. Balikpapan Forest Industries (BFI).

- **Training Support Facilities**

During training implementation, committee rented facilities and infrastructures available at Hotel Gran Tiga Mustika located at Balikpapan. Support facilities used are among others:

1. Training Room

Training was done at Kristal Room Hotel Gran Tiga Mustika which are equipped with training facilities such as white board, White Screen, Sound System, and LCD. The use of the room starts at 08.00 and ends at 22.00 local time.



Figure 29. Atmosphere in Classroom of Training Group VI

2. Accomodation

For the purpose of accomodating all participants, resource persons and committee some facilities available at Gran Tiga Mustika is used. These are 19 Deluxe rooms for participants and committee, each room occupied by two persons and four Superior rooms for resource persons, one person for each room. All rooms for participants is equipped with AC, TV, refrigerator, internet facilities, cold and hot water bathroom.

During field work activities, participants did not spend night in the field because the location for field work is accessible in a one day back and forth trip from Balikpapan to the Sotek Base Camp.

3. Transportation

During training implementation, Hotel Gran Tiga Mustika provided transport facilities as operational vehicle for training need, fetching guests, resource persons, committee, and for transportation to and from Balikpapan harbour on the way to

and back from field work site at PT BFI. For trips to Base Camp, committee rented motorboat and operational vehicle of PT BFI.

- **Training Schedule**

Training implementation of Group VI was conducted according to schedule. All participants consisting of 31 persons registered on 22 April 2008. Detail of training schedule can be seen in *Appendix 4*.

- **Field Work**

Field work activities of Class VI was done on Saturday 26th of April 2008.



Figure 30. Field Work Activity of Production Group of Training Group VI



Figure 31. Field work activity of Ecology Group of Training Group VI



Figure 32. Field Work Activity of Social Group of Training Group VI

Field work location at PT BFI is adjusted with indicators to be tested as can be seen in the following table:

Table 16. Tested Indicators in Field Work of Training Group VI

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
Production	<p>Indicator 2.2 Availability of Procedures aimed at SFM of Production Forest</p> <p>Indicator 2.8 Compatibility of Logs and accompanying document of its movement from felling block to outlet of Management Unit</p>	<ul style="list-style-type: none"> - MU Office Base Camp Sotek - Annual Plan 2008 - Felling Block Annual Plan 2008
Ecology	<p>Indicator 3.6 Compatibility of implementing procedure for management of ecological aspects in the field</p> <p>Indicator 3.7 Forest area disturbed by human activities</p>	<ul style="list-style-type: none"> - MU Office Base Camp Sotek - Erosion sample plot - Protection Area - PPN - River banks - SPAS - Rainfall Station - DPSL
Social	<p>Indicator 4.3 Monitoring and Evaluation Results in implementing procedures of social management</p> <p>Indicator 5.1 Health of Company or Holding Company.</p>	

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
	<p>Indicator 5.2 Investment level and ample re-investment that is adequate with the need of forest management, administration, research and development and enhancement of human resource ability.</p>	

7. 7th Training Group

○ Training

Training was implemented in seven effective days on 27 May – 3 June 2008. Training was opened on 27 May 2008 by Head Central Kalimantan PFO and closed on 3 Juni 2008 by the same official.



Figure 33. Opening Ceremony of Training Group VII

○ Training Participants

Training Participants Group VII totals 27 persons, consisting of 23 persons from 15 MUs in Central Kalimantan and four persons from government institutions who are one participant from Central Kalimantan PFO, one person from DFO of District Katingan, Central Kalimantan, one participant from Region XII BP2HP Palangka Raya and one person from the Institute of Certification.

List of participants are as follows:

Table 17. List of Participants Training Group VII

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Herry Susanto, S.Hut	PT Central Kalimantan Abadi	Central Kalimantan
2	Dehes, A.Md	PT Amprah Mitra Jaya	Central Kalimantan
3	Eko Supriyanto, BSc.F	PT Erythrina Nugraha Megah	Central Kalimantan
4	Yana Hermana, S.Hut	PT Tritunggal Wana Krida	
5	Bayu Prakoso, S.Hut	PT Tritunggal Wana Krida	
6	Hermansyah, S.Hut	Koperasi Mandau Talawang	Central Kalimantan
7	Subandi	PT Carus Indonesia	Central Kalimantan
8	Achwan	PT Carus Indonesia	Central Kalimantan
9	Ir. Tafsirun	PT Intrado Jaya Intiga	Central Kalimantan
10	Agus Chandra P	PT Karyarekanaan Binabersama	West Kalimantan
11	Ir. Edi Sopandi	PT Graha Sentosa Permai	Central Kalimantan
12	Herusli, S.Hut	PT Graha Sentosa Permai	Central Kalimantan
13	Bambang Amatiyas Sonjaya, BSc.F	PT Graha Sentosa Permai	Central Kalimantan
14	Akhmad Nurakhman	PT Wana Inti Kahuripan Intiga	Central Kalimantan
15	Ir. Endah S. Qomariah	PT Wana Inti Kahuripan Intiga	Central Kalimantan
16	Jaet Sadikin, S.Hut	PT Kayu Tribuana Rama	Central Kalimantan
17	M. Yuliadi Rahman	PT Akhathes Plywood	Central Kalimantan
18	Ir. Eko Suranto	PT Sarana Piranti Utama	Central Kalimantan
19	Arintoko Budianto, S.Hut	PT Fitamaya Asmapara	Central Kalimantan
20	Aprilia Sukmawati, S.Hut	PT Sucofindo	
21	Hajar Dewanto, S.Hut	PT Inhutani II (Unit Pulau Laut)	South Kalimantan

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
22	Samsudin	PT Dwimajaya Utama	Central Kalimantan
23	Sianto La'lang, SP	PT Dwimajaya Utama	Central Kalimantan
24	Waluyo Budisetyono, S.Hut	Forestry Service of Province of Central Kalimantan	Central Kalimantan
25	Wenny Susiatie, S.Hut	Forestry Service of District of Katingan	Central Kalimantan
26	Titin Anitasari, S.Hut	Production Forest Utilization Monitoring Agency (BP2HP) Region XII Palangka Raya	Central Kalimantan
27	Lia Kartikasari, S.Hut	Centre for Standarization and Environment of Ministry of Forestry	



Figure 34. Committee, Instructor and Participants of Training Group VII

○ **Training Location**

All Training Activities of Group VII were conducted at Hotel Batu Suli, Jl. Raden Saleh No. 1 Palangka Raya. Classes were given at Hotel Batu Suli, while field work was done at PT Hutan Mulya (Dwima Group).

○ **Training Support Facilities**

During the implementation of training, committee rented facilities and infra-structures available at Hotel Batu Suli in Palangka Raya. Supporting facilities used are:

1. Training Classroom

Training took place at Bukit Batu Meeting Room of Hotel Batu Suli which are equipped with training facilities such as white board, White Screen and sound system equipment. The use of the room starts at 08.00 and ends at 22.00 local time.



Figure 35. Classroom Atmosphere of Training Group VII

2. Accomodation

To provide accomodation for all participants, resource persons and committee some facilities available at Batu Suli Hotel were used. These are 17 Deluxe rooms for participants and committee, each room accomodates two persons, four Superior rooms for resource persons, each occupying one room. All rooms for participants are provided with AC, TV, refrigerator, cold and hot water bathrooms.

During field work, participants were roomed at the Guest House at Tumbang Manggu Base Camp of PT Hutan Mulya.

3. Transportation

During training implementation, committee was provided with transport facilities of Hotel Batu Suli as operational vehicle for training need such as transporting guests, resource persons and committee. For the trip to field work location from Palangka Raya to PT Hutan Mulya base camp at Tumbang Manggu, committee hired 10 Toyota Kijangs with capacity of six persons each.

○ **Training Schedule**

The implementation of training for Group VII was done according to schedule. All participants registered on 27 May 2008, totaling 27 persons. Training schedule in detail can be seen in *Appendix 4*.

○ **Field Work**

Field work activities of Group VII was conducted on Saturday the 31st of May 2008.



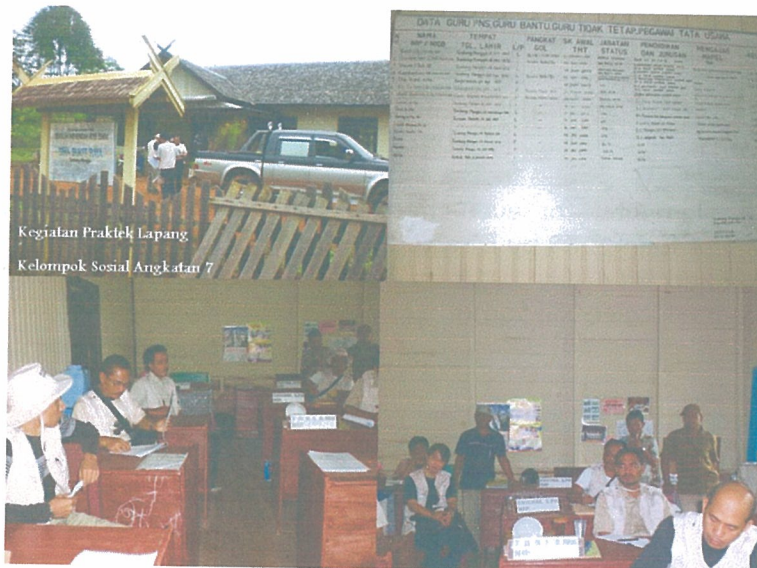
Kegiatan Praktek Lapangan
Kelompok Produksi Angkatan 7

Figure 36. Field Work Activities of Production Group of Training Group VII



Kegiatan Praktek Lapangan
Kelompok Ekologi Angkatan 7

Figure 37. Field Work Activities of Ecology Group of Training Group VII



Kegiatan Praktek Lapangan
Kelompok Sosial Angkatan 7

Figure 38. Field Work Activities of Social Group of Training Group VII

Field work location at PT Hutan Mulya is adapted to tested indicator as can be seen in the table below:

Table 18. Tested indicator at Field Work of Training Group VII

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
Production	<p>Indicator 2.2 Availability of procedures aimed for SFM of Production Forest.</p> <p>Indicator 2.4 Compatibility of implementation procedures and management aspects of SFM.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Tumbang Manggu - Annual Cutting Block 2009
Ecology	<p>Indicator 3.2 Availability of procedures to control unauthorized forest use, fire, grazing and illegal tree felling as well as other human activities causing forest damage.</p> <p>Indicator 3.6 Compatibility of implementation procedures of ecological aspect management in the field</p>	<ul style="list-style-type: none"> - MU Office Base Camp Tumbang Manggu - Erosion sample plot - Protected area - PPN - River banks - Hot and cold decks (TPN/TPK)
Social	<p>Indicator 4.2 Availability of implementing procedure on social management which consists of: (1) informing of plan of activities to the community, (2) identification of community traditional right, (3) Conflict Resolutions and (4) Monitoring and Evaluation of social management.</p> <p>Indicator 4.4 Management Unit has inform plan of activities to the community, heed their need, and actuate it in the field.</p>	<ul style="list-style-type: none"> - MU Office Base Camp Tumbang Manggu - Tumbang Manggu Village

8. 8th Training Group

o Time

Training was implemented for seven effective days from 24 June – 2 July 2008. Training was opened on 24 June 2008 by Director of BPHA Directorate General BPK Ministry of Forestry and closed on 1 July 2008 by the Head of Center for Monitoring of Forest Product Utilization Region XIII Samarinda.



Figure 39. Opening Ceremony of Training Group VIII

○ **Training Participants**

Training participants of class VIII totals 25 persons, consisting of 24 participants from 16 MUs from regions of East Kalimantan, Sumatera and Eastern Indonesia, one government official from the Center of Standardization and Environment, Ministry of Forestry. List of participants are as follows:

Table 19. List of Participants Training Group VIII

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
1	Tatang Rusmana, BSc.F	PT Bina Balantak Utama	Papua
2	Saturdaya Saragih, S.Hut	PT Yotefa Sarana Timber	West Papua
3	Ir. Soepadmo Hadi, MM	PT Bintuni Utama Murni Wood Industries	West Papua
4	Ir. Bambang Purwanto	PT Bintuni Utama Murni Wood Industries	West Papua
5	Mirwan, S.Hut	PT Andalas Merapi Timber	West Sumatera
6	Ir. Gunawan Priyanto	PT Bina Ovivipari Semesta	West Kalimantan
7	Ir. Mokhtar	PT Amindo Wana Persada	East Kalimantan
8	Ir. Urip Wiharjo	PT Restorasi Ekosistem Indonesia	South Sumatera
9	Ir. Jama	PT Intracawood Manufacturing	East Kalimantan
10	Ishak Seru, S.Hut	PT Wana Adi Prima Mandiri	East Kalimantan
11	Edi Darmawan, A.Md	PT Intracawood Manufacturing	East Kalimantan
12	Joko Purwanto, A.Md	PT Intracawood Manufacturing	East Kalimantan
13	Ferry Kusuma, ST	PT Wana Adi Prima Mandiri	East Kalimantan
14	Ir. Haeruddin	PT Tiar Bungin Elok	South East Sulawesi
15	Ir. Nawawi Bandjar	PD Panca Karya	Maluku
16	Ridwan Zaitun, S.Hut	PD Panca Karya	Maluku

NO.	NAME OF PARTICIPANTS	NAME OF MANAGEMENT UNIT/ INSTITUTION	PROVINCE
17	Husni Joisangadji, S.Sos	PD Panca Karya	Maluku
18	Muhammad Busri, S.Hut	PT Greaty Sukses Abadi	East Kalimantan
19	Kurniawan Handoyoseputro, S.Hut	PT Greaty Sukses Abadi	East Kalimantan
20	Ir. Bestalman	PT Salaki Summa Sejahtera	West Sumatera
21	Achmad Rizmi, S.Hut	PT Barito Putera	Central Kalimantan
22	Siswanto, A.Md	PT Manokwari Mandiri Lestari	West Papua
23	Renata Munthe, S.Hut	PT ITCI Kartika Utama	East Kalimantan
24	Nina Herlina, S.Hut	Centre for Standarization and Environment of Ministry of Forestry	
25	Yunus Masarrang, S.Hut	PT ITCI Kartika Utama	East Kalimantan



Figure 40. Committee, Instructors and Participants of Training Group VIII

○ **Training Location**

All training activities of Group VIII was done at Hotel Gran Tiga Mustika Jl. ARS Muhammad No. 51 Klandasan Balikpapan. Classroom activities were done at Hotel Gran Tiga Mustika, while field work was done at P.T. ITCI Kartika Utama.

○ **Training Support Facilities**

During training implementation, committee rented facilities and infrastructure available at Hotel Gran Tiga Mustika, Balikpapan. Supporting facilities used are among others :

1. Training Room

Training was done at Kristal Room, Hotel Gran Tiga Mustika which is equipped with training facilities such as white board, White Screen, Sound System, and LCD. The use of the meeting room starts at 08.00 and ends at 22.00 local time.

2. Accomodation

To meet the need of accommodating all participants, resource persons, and committee, available facilities at Gran Tiga Mustika are used. These are 15 Deluxe rooms for participants and committee, two persons in one room, four Superior rooms for Resource Persons, one in each room. All rooms are equipped with AC, TV, refrigerator, internet facilities, cold and hot water bathrooms.

During field work activities, participants did not spend the night in the field because it can be reached in one day back and forth from Balikpapan to Kenangan Base Camp.

3. Transportation

During implementation of training, committee is provided with transportation from Hotel Gran Tiga Mustika as operational vehicle for training needs such as transport of guests, resource persons, committee and participants to the harbour on the way to the location of field work. The field trip from Balikpapan to Kenangan Base Camp of PT ITCI KU was by means of a boat rented by committee and continued by using operational vehicle of PT ITCI KU

○ **Training Schedule**

Training implementation of Group VIII was conducted in accoring to schedule. All participants registered on 24 Juni 2008 totalling 25 persons. Schedule of training can be seen in detail in *Appendix 4*.

○ **Field Work**

Field activity of Group VIII was done on Saturday, 28th of June 2008.



Figure 41. Field Work Activities Production Group of Training Group VIII



Figure 42. Field Work Activities Ecology Group of Training Group VIII



Figure 43. Field Work Activities Social Group of Training Group VIII

Location of field work at P.T. ITCI KU is adapted with the indicator to be tested as seen in the following table:

Table 20. Tested Indicator at Field Work of Training Group VIII

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
Production	Indicator 1.1 Confirmation of working area of FMU. Indicator 2.7 Harvesting Efficiency	<ul style="list-style-type: none"> - MU Office Base - Camp Kenangan - Intensive Silviculture area in RKT - FMU development model for Meranti Forest Management (PMUMHM)

GROUP / ASPECTS	TESTED INDICATOR	LOCATION
Ecology	<p>Indicator 3.1 Availability of professional manpower on ecology.</p> <p>Indicator 3.6 Compatibility on procedural implementation of ecological aspects in the field.</p>	<ul style="list-style-type: none"> - MU Office Base - Camp Kenangan - Protection area - PPS (wildlife niche) - Forest fire spots - Germ Plasm area - Camp Birawa - Hot and cold deck - Skidding track
Social	<p>Indicator 4.3 Monitoring and Evaluation result of implementation of social management activities procedure.</p> <p>Indicator 4.4 Management Unit has notified community about planned activities, heeds their needs and implemented it in the field.</p>	<ul style="list-style-type: none"> - MU Office Base - Camp Kenangan - Maridan community, Pemaluan Village



CHAPTER IV. CONCLUSION AND RECOMMENDATION

A. Conclusion

Implementation of training on the application of Monitoring system on internal performance of sustainable forest management is reasoned by its absence at the FMU level, which directly and indirectly influenced its performance in attaining SFM. In addition to that, the training is also needed to provide MU with the knowledge, skill and attitude to apply the internal monitoring system to attain SFM and prepare MU to widen the knowledge of the internal evaluation system through participatory appraisal.

Total trained participants are 226 persons consisting of 205 participants from 121 Management Units (MU), Provincial Forestry Office (PFO), District Forestry Office (DFO) and from BP2HP and the Center of Environmental Standard of the Secretariat General of Forestry, Jakarta; and three consultants. Of all training participants during eight sessions, participants have represented MUs of all regions with a varied performance in the nature conservation sustainable management (PHAPL).

IMPG (Internal Monitoring Performance Guidelines) is designed to provide FMU (Forest Management Units) evaluate the SFM performance, be it voluntary or mandatory. It is hoped also that through this training, FMU will be able to give inputs related to the application of IMPG as one of the guidelines on the internal management of SFM performance.

Participants are very much in need for the knowledge and information on the Internal Monitoring System on Performance of Sustainable Management of Production Forest. This will help FMU in formulating further action plan (RTL) in attaining SFM (Sustainable Forest Management). Government support in the application of IMPG is very much needed especially in policy matters.

B. Recommendation

- Because the number of trained participants of FMU forms only less than 50% of the total IUPHHK which numbers 305 MUs, activities in socialization of IMPG is still needed in the form of other activities.
- Socialization activities are not only aimed at MUs which have not participated in training but also to government institutions within the Ministry of Forestry and related stakeholders among others, mining, plantation estates, Regional Development Planning Board, and others.
- To support implementation of IMPG at MU, a policy instrument is needed for the application of IMPG in the field.



CHAPTER V. APPENDIXES

Appendix 1. List of ITTO PD 389 IMPG Indicators to be Tested.

NO.	GROUP, INFORMATION, LOCATION AND TIME	PRODUCTION ASPECTS	ECOLOGY ASPECTS	SOCIAL ASPECTS
1.	<p>Group I Location of fieldwork: PT ITCIKU camp Kenangan, East Kalimantan</p> <p>Date of fieldwork: 16 November 2007</p>	<p>Indicator 1.2 Existence of Forest Management Plan covering total span of administration</p>	<p>Indicator 3.4 Existence of procedure for identification and management of MU area for the purpose of: (a) soil and water conservation including in harvesting area (b) protection of significant or local specific flora species and (c) protection of significant or local specific fauna species</p> <p>Indicator 3.6 Compatibility of implementing procedures of management of ecological aspects in the field</p>	<p>Indicator 4.3 Result of Monitoring and Evaluation on implementing procedures on social management activities</p>
2.	<p>Group II Location of fieldwork : PT Gunung Gajah Abadi, East Kalimantan</p> <p>Date of fieldwork: 27 November 2007</p>	<p>Indicator 1.2 Existence of Forest Management Plan for the whole utilization period</p> <p>Indicator 2.8. Matching of logs and accompanying docs from felling blocks to outlet of Management Unit</p>	<p>Indicator 3.2. Availability of procedures to control unauthorized use of forest, fire, grazing, illegal tree felling and other human activities causing damage to forest</p> <p>Indicator 3.7. Extend of forest disturbance caused by human activities</p>	<p>Indicator 4.4 Management Unit inform Workplan to local communities, pay attention to its needs, and implement the Workplan in the field.</p>

NO.	GROUP, INFORMATION, LOCATION AND TIME	PRODUCTION ASPECTS	ECOLOGY ASPECTS	SOCIAL ASPECTS
			Indicator 3.8. Management Unit has a report on RKL (Environmental Management Plan) and RPL (Environmental Monitoring Plan) implementation showing the application of overcoming environmental impacts	
3.	<p>Class III Location of fieldwork: PT SARPATIM Province of Central Kalimantan</p> <p>Date of fieldwork: 3 February 2008</p>	<p>Indicator 1.1. : Confirmation of FMU work area.</p> <p>Indicator 2.6.: Comptability of sustainable harvest of wood species and forest type.</p> <p>Indicator 2.8.: Compatibility of logs and accompaying document of wood movement from cutting block to outlet of MU.</p>	<p>Indicator 3.2. : Existence of procedure to control unauthorized forest occupation, fire, domestic animal grazing and illegal logging and other human activities causing forest destruction.</p> <p>Indicator 3.6: Implementation of procedure commensurate with ecological aspects in the field.</p>	<p>Indicator 4.1.: Number and adequacy of trained professional and technical personnel at all levels to implement and support social aspects management covering: planning, implementation, research and development, and extension.</p> <p>Indicator 4.5.: MU has applied rules stated in the regulations on manpower.</p> <p>Indicator 5.1.: Health of company or holding company.</p>

NO.	GROUP, INFORMATION, LOCATION AND TIME	PRODUCTION ASPECTS	ECOLOGY ASPECTS	SOCIAL ASPECTS
				Indicator 5.2.: Investment and reinvestment level which are adequate in filling the need of forest management, administration, research and development, and enhancement of human resource ability.
4	<p>Group IV Fieldwork location: PT Suka Jaya Makmur, Province of West Kalimantan</p> <p>Fieldwork date: 25 February 2008</p>	<p>Indicator 2.1 Availability of manpower supporting SPFM (Sustainable Production Forest Management) in its production management aspects.</p> <p>Indicator 2.6.: Comptabiity level of sustainable harvest according to wood species and forest type.</p>	<p>Indicator 3.5. MU is in posession of EIA document and RKL (Environment Management Plan) and RPL (Environment Monitoring Plan) for all activities of forest management and its scope of impact accor- ding to the rules and enacted by authorized official.</p> <p>Indikator 3.7. Area of camaged forest due to human activities.</p>	<p>Indicator 4.2. Availability of implementation procedure on social management consisting of: (1) socialization of action plan to the community, (2) identification of traditional rights of the community, (3) Conflict resolution and (4) Monitoring and Evaluation of social management.</p> <p>Indikator 4.3 Result of Monitoring and Evaluation on implementing procedures in social management activities.</p>
5.	<p>Group V Location of Fieldwork: PT Balikpapan Forest Industry Province of East Kalimantan</p> <p>Date of fieldwork: 4 April 2008</p>	<p>Indicator 2.3: Availability of facilities and infrastructure as well as production technology comensurate with qualification and need.</p>	<p>Indicator 3.6. Compatible implementation of procedures on ecological aspects of management in the field.</p>	<p>Indicator 4.1 Number and adequacy of trained professional and technical personnel at all levels to implement and support social aspects management covering: planning, implementation, research and development, and extension.</p>

NO.	GROUP, INFORMATION, LOCATION AND TIME	PRODUCTION ASPECTS	ECOLOGY ASPECTS	SOCIAL ASPECTS
		Indicator 2.5. Realization of logging area and Inventory of Left Over Area commensurate with guidelines	Indicator 3.7. Area of Disturbed Forest caused by human activities	Indicator 4.2. Availability of implementation procedure on social management consisting of: (1) socialization of action plan to the community, (2) identification of traditional rights of the community, (3) Conflict resolution and (4) Monitoring and Evaluation of social management Indicator 4.4. MU has notified plan of activities to the community, heed their needs and implement it in the field.
6.	Group VI Fieldwork location: Balikpapan Forest Industries, East Kalimantan Fieldwork date: 26 April 2008	Indicator 2.2. Availability of Procedures aimed at SFM of Production Forest	Indicator 3.6. Comptability of implementing procedure for management of ecological aspects in the field Indicator 3.7. Forest area disturbed by human activities	Indicator 4.3. Monitoring and Evaluation Results in implementing procedures of social management Indicator 5.1. Health of Company or Holding Company.
		Indicator 2.8. Comptability of Logs and accompanying document of its movement from felling block to outlet of MU		Indicator 5.2. Investment level and ample reinvestment that is adequate with the need of forest management, administation, research and development and enhancement of human resource ability.

NO.	GROUP, INFORMATION, LOCATION AND TIME	PRODUCTION ASPECTS	ECOLOGY ASPECTS	SOCIAL ASPECTS
7.	<p>Group VII Location of fieldwork: PT Hutan Mulia Dwima Group</p> <p>Date of fieldwork: 31 May 2008</p>	<p>Indicator 2.2. Availability of procedures aimed for SFM of Production Forest.</p> <p>Indicator 2.4. Compatibility of implementation procedures and management aspects of SFM.</p>	<p>Indicator 3.2. : Availability of procedures to control unauthorized forest use, fire, grazing and illegal tree felling as well as other human activities causing forest damage.</p> <p>Indicator 3.6 Compatibility of implementation procedures of ecological aspect management in the field</p>	<p>Indicator 4.2. Availability of implementing procedure on social management which consists of: (1) informing of plan of activities to the community, (2) identification of community traditional right, (3) Conflict Resolutions and (4) Monitoring and Evaluation of social management.</p> <p>Indicator 4.4. Management Unit has inform plan of activities to the community, heed their need, and actuate it in the field.</p>
8.	<p>Group VIII Location of fieldwork: P.T. ITCI Kartika Utama</p> <p>Filedwork date: 28 June 2008</p>	<p>Indicator 1.1: Confirmation of working area of FMU.</p> <p>Indicator 2.7. Harvesting Efficiency</p>	<p>Indicator 3.1. Availability of professional manpower on ecology.</p> <p>Indicator 3.6. Compatibility on procedural implementation of ecological aspects in the field.</p>	<p>Indicator 4.3 Monitoring and Evaluation result of implementation of social management activities procedure.</p> <p>Indicator 4.4. Management Unit has notified community about planned activities, heeds their needs and implemented it in the field.</p>

Appendix 2. Evaluation on Subject Matters of Training.

The *pre face-to-face activities* is a pre-meeting activity where questionnaires and forms are given to participants which must be filled and returned at the latest during registration. The questionnaire is meant to find information about the level of knowledge of participants on the concept of internal monitoring of sustainable management of production forest (PHPL). The questionnaire is divided into four question group covering: participatory appraisal, aspects of production, ecology, social and finance of the company.

Questions on Participatory Appraisal:

- (1) What is meant by Monitoring and Evaluation?
- (2) What is meant by participatory appraisal? What is its benefit?
- (3) What is meant by the SMART criteria as a measure gauge?
- (4) Define indicator, input, process, output, outcome and impact.

Questions on Production Aspect:

- (1) Explain factors that must be considered or formulated in making SFM plan for production aspect.
- (2) What factors must be taken into account and how is successful performance rated in the implementation of: (a) harvesting and (b) log tracing.

Questions on Ecology Aspect:

In the SFM for Production Forest (PHPL), sustained ecological function is one of the aspects that must be maintained. Therefore, the following should already be known to you:

- (1) What is meant by sustained ecological function
- (2) Why aspect of ecology is something that must be realized in PHPL
- (3) What must you do to realize sustained ecological function in case of: (1) Forest Planning and (2) Field Implementation
- (4) What do you recognize in the field which are related to management of the ecological aspect

Appendix 3. Evaluation Form



EVALUATION ASSIGNMENT FOR PARTICIPANTS

Nama : -----

Perusahaan : -----

Answer the following questions in brief

1. Draw relationships between the following components :

- Assesment
- Criteria, Indicator, Norm (Standard)
- Gap Analysis
- Action Plan
- Actual Condition in your MU
- Monitoring and Evaluation System

Answer :

Appendix 4. Schedule of Training Activities on Application of Internal Monitoring of SFM Performance.

A. Training Group I

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Monday, 12 November 2007	
12.00 – 19.00	Registration	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Tuesday, 13 Nov 2007 – Facilitator: Haryanto R. Putro	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	Sustainable Forest Management (SFM) Policy	Haryanto R. Putro
12.00 – 13.00	Lunch break	
13.00 – 13.45	SFM Policy	Haryanto R. Putro
13.45 – 15.15	SFM for Production Forest	Soeyitno Soedirman
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation of SFM Performance	Alan Purbawiyatna
17.00 – 19.30	Dinner break	
19.30 – 21.00	Evaluation of SFM Performance	Alan Purbawiyatna
Day Two	Wednesday, 14 Nov 2007 – Facilitator: Haryanto R. Putro	
08.00 – 10.15	SFM Standard as Guideline for Formulation of Internal Monitoring: Security of Longterm Forest Management	Alan Purbawiyatna
10.15 – 10.30	Coffee break	
10.30 – 12.00	SFM Standard as Guideline for Formulation of Internal Monitoring: Production Aspects of Forest Management	Alan Purbawiyatna
12.00 – 13.00	Lunch break	
13.00 – 13.45	SFM Standard as Guideline for Formulation of Internal Monitoring: Production Aspects of Forest Management	Alan Purbawiyatna
13.45 – 15.15	SFM Standard as Guideline for Formulation of Internal Monitoring: Ecology / Environment Aspects of Forest Management	Akhmad
15.15 – 15.30	Coffee break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
15.30 – 16.15	SFM Standard as Guideline for Formulation of Internal Monitoring: Ecology / Environment Aspects of Forest Management	Akhmad
16.15 – 17.00	SFM Standard as Guideline for Formulation of Internal Monitoring: Social and Company Health Aspects of Forest Management	Lukman Yunus
17.00 – 19.30	Dinner Break	
19.30 – 21.00	SFM Standard as Guideline for Formulation of Internal Monitoring: Social and Company Health Aspects of Forest Management	Lukman Yunus
Day Three	Thursday, 15 Nov 2007	
08.00 – 10.15	Data Collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Data Collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.30	Lunch break	
13.30 – 15.15	Work Planning and Organizing Field Work Team	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 21.00	Briefing and Preparation of Field Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Four	Friday, 16 Nov 2007	
08.00 – 17.00	Field Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner Break	
19.30 – 21.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Five	Saturday, 17 Nov 2007	
09.00 – 10.15	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch Break	
13.00 – 15.15	Presentation	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.00	Presentation	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner Break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
19.30 – 21.00	Incentive of Application of IMPG for Management Unit	
Day Six	Sunday, 18 Nov 2007	
08.00 – 10.15	Monitoring and Evaluation Techniques	Alan Purbawiyatna
10.15 – 10.30	Coffee break	
10.30 – 12.00	Monitoring and Evaluation Techniques	Alan Purbawiyatna
12.00 – 13.00	Lunch break	
13.00 – 15.15	Participatory Appraisal (PA)	Alan Purbawiyatna
15.15 – 15.30	Coffee break	
15.30 – 17.00	Benchmark defining	Alan Purbawiyatna
17.00 – 19.30	Dinner break	
19.30 – 21.45	Compilation of Action Plan (RTL) for Monitoring and Evaluation	Alan Purbawiyatna
Day Seven	Monday, 19 Nov 2007	
08.00 – 10.15	Compilation of Action Plan (RTL) for Monitoring and Evaluation	
10.15 – 10.30	Coffee break	
10.30 – 12.00	Training Evaluation	Alan Purbawiyatna
12.00 – 13.00	Lunch break	
13.00 – 17.00	Closing and Certificate Giving	Committee
Day Eight	Tuesday, 20 Nov 2007	
08.00 – 10.00	Preparation of Participants to Return Home	Committee
10.00 – ends	Participants Return Home	Committee

B. Training Group II

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Thursday, 22 Nov 2007	
12.00 – 19.00	Registration at Forestry Education and Training Center, Samarinda Office : Jl. Pangeran Untung Suropati - Sei Kunjang PO Box 1078 Samarinda	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Friday, 23 Nov 2007 – Facilitator: Haryanto R. Putro	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 11.50	Sustainable Forest Management (SFM) Policy	Haryanto R. Putro
11.50 – 13.30	Lunch break	
13.30 – 14.00	Sustainable Forest Management (SFM) Policy	Haryanto R. Putro
14.00 – 15.15	SFM for Production Forest	Soeyitno Soedirman
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation of SFM Performance	Alan Purbawiyatna
17.00 – 19.30	Dinner break	
19.30 – 21.00	Evaluation of SFM Performance	Alan Purbawiyatna
Day Two	Saturday, 24 Nov 2007 – Facilitator: Haryanto R. Putro	
08.00 – 10.15	SFM Standard as Guideline for Formulation of Internal Monitoring: Production Aspects of Forest Management	Alan Purbawiyatna
10.15 – 10.30	Coffee break	
10.30 – 12.00	SFM Standard as Guideline for Formulation of Internal Monitoring: Production Aspects of Forest Management	Alan Purbawiyatna
12.00 – 13.00	Lunch break	
13.00 – 13.45	SFM Standard as Guideline for Formulation of Internal Monitoring: Production Aspects of Forest Management	Alan Purbawiyatna
13.45 – 15.15	SFM Standard as Guideline for Formulation of Internal Monitoring: Ecology / Environment Aspects of Forest Management	Akhmad
15.15 – 15.30	Coffee break	
15.30 – 16.15	SFM Standard as Guideline for Formulation of Internal Monitoring: Ecology / Environment Aspects of Forest Management	Akhmad
16.15 – 17.00	SFM Standard as Guideline for Formulation of Internal Monitoring: Social and Company Health Aspects of Forest Management	Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	SFM Standard as Guideline for Formulation of Internal Monitoring: Social and Company Health Aspects of Forest Management	Lukman Yunus

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
Day Three	Sunday, 25 Nov 2007	<i>(Note: Mutual arrangements for churchgoers)</i>
08.00 – 10.15	Explanation and discussion on MU location of PT Gunung Gajah Abdi	PT. Gunung Gajah Abadi
10.15 – 10.30	Coffee break	
10.30 – 12.00	Data Collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Ishoma	
13.00 – 15.15	Data Collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 16.00	Work Planning and Organizing Field Work Team	Alan Purbawiyatna, Akhmad, Lukman Yunus
16.15 – 16.30	Coffee Break	
16.30 – 17.15	Presentation of Field Team Work Plan	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner Break	
19.30 – 21.00	Briefing on Field Work	Committee
Day Four	Monday, 26 Nov 2007	
08.00 – 10.15	Monitoring and Evaluation Techniques	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 12.00	Participatory Appraisal (PA)	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 14.30	Benchmark Defining	Taufiq Alimi
14.30 – 15.15	Introduction to Formulation of Action Plan and Monitoring and Evaluation	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 16.00	Participants pools personal belonging in Secretariat room before leaving for Sangatta.	Committee
16.00 – 20.00	Samarinda – Sangatta Trip	Committee
20.00 – 21.00	Dinner and rest	Committee
Day Five	Tuesday, 27 Nov 2007	
05.30 – 06.00	Breakfast at Hotel Kutai Permai Sangatta	Committee
06.00 – 10.00	Trip from Sangatta – Muara Wahau	Committee
10.00 – 11.00	Rest, morning snack and rooming allocation at Mess Camp Wahau	Committee
11.00 – 12.00	Trip to the field	Committee
12.00 – 18.00	Field Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
18.00 – 19.30	Dinner Break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
19.30 – 21.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Six	Wednesday, 28 Nov 2007	
06.00 – 08.00	Breakfast and prepare to go back	Committee
08.00 – 12.00	Trip from Wahau – Sangatta	Committee
12.00 – 13.00	Lunch at Sangatta	Committee
13.00 – 17.00	Trip from Sangatta – Samarinda	Committee
17.00 – 18.00	Resting at BDK Samarinda	Committee
18.30 – 19.30	Dinner	Committee
19.30 – 21.00	Free Program / Live Music	Committee
Day Seven	Thursday, 29 Nov 2007	
07.00 – 08.00	Breakfast	Committee
08.00 – 11.00	Discussion and report making of field work result	Alan Purbawiyatna, Akhmad, Lukman Yunus
11.00 – 11.45	Presentation of report	Alan Purbawiyatna, Akhmad, Lukman Yunus
11.45 – 12.30	Lunch break	
12.30 – 14.45	Presentation of Report	Alan Purbawiyatna, Akhmad, Lukman Yunus
14.45 – 17.30	Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
17.30 – 19.30	Dinner break	
19.30 – 21.00	Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
Day Eight	Friday, 30 Nov 2007	
06.00 – 08.00	Breakfast	Committee
08.00 – 09.00	Training Evaluation	Taufiq Alimi
09.00 – 10.00	Closing of Training	Committee
10.00 – 11.00	Preparation to return home	Committee
12.00 – 14.00	Lunch break	
14.00 – selesai	Participants left for home	Committee

C. Training Group III

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Tuesday, 29 Jan 2008	
12.00 – 19.00	Registration at Wella Hotel, Sampit Jl. Tjilik Riwut Km.3 Sampit.	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
Day One	Wednesday, 30 Jan 2008	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	SFM Policy	BP2HP
12.00 – 13.00	Lunch break	
13.00 – 15.15	SFM for Production Forest	Haryanto R. Putro
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation of SFM Performance	Haryanto R. Putro
17.00 – 19.30	Dinner break	
19.30 – 21.00	Evaluation of SFM Performance	Haryanto R. Putro
Day Two	Thursday, 31 Jan 2008 – Facilitator: Haryanto R. Putro	
08.00 – 10.15	Panel Discussion on Criteria and Indicator for IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Panel Discussion on Criteria and Indicator for IMPG ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 17.00	Group Discussion on SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management Aspect of Longterm Security and Aspect of Production	Alan Purbawiyatna
	Group Discussion on SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management Aspect of Ecology / Environment	Akhmad
	Group Discussion on SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management on Social Aspect and Company Health Aspect	Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Continue Group Discussion on SFM Standard as Guideline for Formulation of Internal Monitoring: Aspects on Longterm Security, Production, Ecology / Environment and Social	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Three	Friday, 1 Feb 2008	
08.00 – 10.15	Monitoring and Evaluation Techniques	Taufiq Alimi

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
10.15 – 10.30	Coffee break	
10.30 – 11.15	Monitoring and Evaluation Techniques	Taufiq Alimi
11.15 – 13.00	Lunch break	
13.00 – 14.30	Participatory Appraisal (PA)	Taufiq Alimi
14.30 – 15.15	Participatory Appraisal (PA)	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.00	Benchmark defining	Taufiq Alimi
17.00 – 19.30	Dinner break	
19.30 – 21.00	Benchmark defining	Taufiq Alimi
Day Four	Saturday, 2 Feb 2008	
06.00 – 10.15	Trip to Camp Sarpatim	Committee
10.15 – 10.30	Coffee break	
10.30 – 12.00	Presentation on general condition of Sarpatim	Committee
12.00 – 13.00	Lunch break	
13.00 – 15.15	Data collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.00	Plan of work and organization of field team	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation of plan of work	
Day Five	Sunday, 3 Feb 2008	
06.00 – 16.00	Filed Work	Committee
18.00 – 19.30	Dinner break	
19.30 – 21.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Six	Monday, 4 Feb 2008	
06.00 – 10.15	Trip from Camp Sarpatim - Sampit	Committee
10.15 – 10.30	Coffee break	
10.30 – 12.00	Report Compilation, continued	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 14.00	Report Compilation, continued	Alan Purbawiyatna, Akhmad, Lukman Yunus
14.00 – 15.15	Presentation of Report	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.30	Presentation of Report	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.30 – 19.30	Dinner break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
19.30 – 21.00	Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
Day Seven	Selasa, 5 Februari 2008	
08.00 – 10.15	The Practice of Action Plan Formulation for Monitoring and Evaluation	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 12.00	The Practice of Action Plan Formulation for Monitoring and Evaluation	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 14.30	Presentation of Action Plan Formulation for Monitoring and Evaluation	Taufiq Alimi
14.30 – 15.15	Training Evaluation	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.30	Training Evaluation	Taufiq Alimi
19.00 – 20.00	Closing of Training	Panitia
Day Eight	Wednesday, 6 Feb 2008	
06.00 – 07.00	Breakfast	
07.00 – ends	Participants return home	

D. Training Group IV

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Wednesday, 20 Feb 2008	
12.00 – 19.00	Registration at Hotel Perdana, Ketapang, Jl. Merdeka 112 Ketapang	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Thursday, 21 Feb 2008	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	SFM Policy	BP2HP
12.00 – 13.00	Lunch break	
13.00 – 15.15	SFM for Production Forest	Haryanto R. Putro
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation of SFM Performance	Haryanto R. Putro
17.00 – 19.30	Dinner break	
19.30 – 21.00	Evaluation of SFM Performance	Haryanto R. Putro

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
Day Two	Friday, 22 Feb 2008 – Facilitator: Haryanto R. Putro	
08.00 – 10.15	Panel Discussion Criteria & Indikator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Panel Discussion Criteria & Indikator IMPG ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 17.00	Panel Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring : Forest Management Long Term Security Aspect and Production Aspect	Alan Purbawiyatna
	Panel Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management, Ecology / Environment Aspect	Akhmad
	Panel Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management, Social Aspect and Company Health Aspect	Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Continue panel discussion, SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management Longterm Aspect, Production Aspect, Ecology / Environmental Aspect and Social Aspect	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Three	Saturday, 23 Feb 2008	
08.00 – 10.15	Monitoring and Evaluation Techniques	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 11.15	Monitoring and Evaluation Techniques	Taufiq Alimi
11.15 – 13.00	Lunch break	
13.00 – 14.30	Participatory Appraisal (PA)	Taufiq Alimi
14.30 – 15.15	Participatory Appraisal (PA)	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.00	Benchmark defining	Taufiq Alimi
17.00 – 19.30	Dinner break	
19.30 – 21.00	Benchmark defining	Taufiq Alimi

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
Day Four	Sunday, 24 Feb 2008	
07.00 – 11.30	Trip to SJM Camp	Committee
11.30 – 13.00	Lunch break	
13.00 – 14.00	Presentation on SJM general condition	SJM (Suka Jaya Makmur)
14.00 – 15.15	Data Collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.00	Work Planning and Organization of Field Team	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation of Work Plan	
Day Five	Monday, 25 Feb 2008	
06.00 – 16.00	Field Work	Committee
18.00 – 19.30	Dinner break	
19.30 – 21.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Six	Tuesday, 26 Feb 2008	
07.00 – 11.30	Travel from SJM Camp - Ketapang	Committee
11.30 – 13.00	Lunch break	
13.00 – 14.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
14.00 – 15.15	Report Presentation	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.30	Report Presentation	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.30 – 19.30	Dinner break	
19.30 – 21.00	Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
Day Seven	Wednesday, 27 Feb 2008	
08.00 – 10.15	Practice on Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 12.00	Practice on Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 14.30	Presentation on Formulation of Action Plan for Monitoring and Evaluation	Taufiq Alimi
14.30 – 15.15	Training Evaluation	Taufiq Alimi
15.15 – 15.30	Coffee break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
15.30 – 17.30	Training Evaluation	Taufiq Alimi
19.00 – 20.00	Closing of Training	Committee
Day Eight	Thursday, 28 Feb 2008	
06.00 – 07.00	Breakfast	
07.00 – ends	Participants return home	

E. Training Group V

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Monday, 31 March 2008	
12.00 – 19.00	Registration at Hotel Mega Lestari Jl. ARS Muhammad No. 32 Klandasan Balikpapan	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Tuesday, 1 April 2008	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	SFM Policy	BP2HP
12.00 – 13.00	Lunch break	
13.00 – 15.15	SFM of Production Forest	Prof. Soeyitno Soedirman
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation of SFM Performance	Haryanto R. Putro
17.00 – 19.30	Ishoma	
19.30 – 21.00	Evaluation of SFM Performance	Haryanto R. Putro
Day Two	Wednesday, 2 April 2008 – Facilitator: Haryanto R. Putro	
08.00 – 10.15	Panel Discussion Criteria & Indikator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Panel Discussion Criteria & Indikator IMPG ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 17.00	Panel Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring : Forest Management Long Term Security Aspect and Production Aspect	Alan Purbawiyatna

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
	Panel Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management, Ecology / Environment Aspect	Akhmad
	Panel Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management, Social Aspect and Company Health Aspect	Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Continue panel discussion, SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management Longterm Aspect, Production Aspect, Ecology / Environmental Aspect and Social Aspect	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Three	Thursday, 3 April 2008	
08.00 – 10.15	Presentation of general condition of PT. BFI	BFI
10.15 – 10.30	Coffee break	
10.30 – 12.00	Data collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 15.15	Data Collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.00	Work Planning and Organization of Field Team	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation on Plan of Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Five	Friday, 4 April 2008	
06.00 – 08.00	Trip to PT. BFI Base Camp	Committee
08.00 – 16.00	Field Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
16.00 – 18.00	Trip to Hotel Balikpapan	Panitia
18.00 – 19.30	Dinner break	
19.30 – 21.00	Report compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Six	Saturday, 5 April 2008	
08.00 – 10.15	Report compilation	Committee
10.15 – 10.30	Coffee break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
10.30 – 12.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 14.00	Report compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
14.00 – 15.15	Report Presentation	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.30	Introduction to Action Plan making	Alan Purbawiyatna
17.30 – 19.30	Dinner break	
19.30 – 21.00	Introduction to Action Plan making	Alan Purbawiyatna,
Day Seven	Sunday, 6 April 2008	
06.30 – 08.00	Morning Physical Exercises	Committee
08.00 – 09.00	Breakfast	
09.00 – 10.30	Monitoring and Evaluation Techniques	Taufiq Alimi
10.30 – 10.45	Coffee break	
10.45 – 12.00	Monitoring and Evaluation Techniques	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 14.30	Participatory Appraisal (PA)	Taufiq Alimi
14.30 – 15.15	Participatory Appraisal (PA)	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.00	Benchmark defining	Taufiq Alimi
17.00 – 19.30	Dinner break	
19.30 – 21.00	Benchmark defining	Taufiq Alimi
Day Eight	Monday, 7 April 2008	
09.30 – 10.15	Compilation of Action Plan	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 11.15	Compilation of Action Plan	Taufiq Alimi
11.15 – 12.00	Practice on Action Plan compilation	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 15.15	Practice on Action Plan compilation	Taufiq Alimi
15.15 – 15.30	Coffee break	Committee
15.30 – 16.30	Presentation on Action Plan compilation	
16.30 – 17.30	Training Evaluation	Committee
19.30 – 21.00	Closing of Training	Committee
D + 1	Tuesday, 8 April 2008	
06.00 – 07.00	Breakfast	
07.00 – Selesai	Participants return home	

F. Training Group VI

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
H-1	Tuesday, 22 April 2008	
12.00 – 19.00	Registration at Hotel Grand Tiga Mustika, Jl. ARS Muhammad No. 51 Balikpapan	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Wednesday, 23 April 2008	
08.00 – 09.30	SFM Policy	Ir. Erwan Sudaryanto
09.30 – 10.15	SFM of Production Forest	Prof. Soeyitno Soedirman
10.15 – 10.30	Coffee break	
10.30 – 11.15	SFM of Production Forest	Prof. Soeyitno Soedirman
11.15 – 12.00	Evaluation on SFM Performance	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 15.15	Evaluation on SFM Performance	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation on SFM Performance	Taufiq Alimi
17.00 – 19.30	Dinner break	
19.30 – 21.00	Introduction to Criteria and Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna
Day Two	Thursday, 24 April 2008	
08.00 – 10.15	Introduction to Criteria and Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Group Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring : Forest Management Long Term Security Aspect and Production Aspect	Alan Purbawiyatna
	Group Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring : Forest Management Ecology / Environment Aspects	Akhmad
	Group Discussion, SFM Standard as Guideline for Formulation of Internal Monitoring : Forest Management Sosial Aspect and Company Health Aspect	Lukman Yunus
12.00 – 13.00	Lunch break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
13.00 – 15.15	Continue Group Discussion	
15.15 – 15.30	Coffee break	
15.30 – 17.00	Simulation on SFM Standard as Guideline for Formulation of Internal Monitoring: Forest Management Longterm Aspect, Production Aspect, Ecology / Environmental Aspect and Social Aspect	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation on general condition of PT. BFI	BFI
Day Three	Friday, 25 April 2008	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	Data Collection	
12.00 – 13.00	Lunch break	
13.00 – 15.15	Data collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.00	Plan of Work and Organization of Field Team	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation of Workplan	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Four	Saturday, 26 April 2008	
06.00 – 08.00	Trip to PT BFI Base Camp	Committee
08.00 – 16.00	Field Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
16.00 – 18.00	Trip to Hotel Balikpapan	Committee
18.00 – 19.30	Dinner break	
19.30 – 21.00	Free program	
Day Five	Sunday, 27 April 2008	
06.30 – 08.30	Morning Exercise / Religious activity	Committee
08.30 – 10.15	Report making	Committee
10.15 – 10.30	Coffee break	
10.30 – 12.00	Report making, continued	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Lunch break	
13.00 – 14.00	Report making, continued	Alan Purbawiyatna, Akhmad, Lukman Yunus

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
14.00 – 15.15	Presentation of report	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee break	
15.30 – 17.30	Introduction to Action Plan making	Alan Purbawiyatna
17.30 – 19.30	Dinner break	
19.30 – 21.00	Introduction to Action Plan making	Alan Purbawiyatna,
Day Six	Monday, 28 April 2008	
08.00 – 10.15	Monitoring and Evaluation Techniques	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 12.00	Monitoring and Evaluation Techniques	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 14.30	Participatory Appraisal (PA)	Taufiq Alimi
14.30 – 15.15	Participatory Appraisal (PA)	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.00	Benchmark defining	Taufiq Alimi
17.00 – 19.30	Dinner break	
19.30 – 21.00	Benchmark defining	Taufiq Alimi
Day Seven	Tuesday, 29 April 2008	
08.00 – 10.15	Action Plan Formulation	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 11.15	Action Plan Formulation	Taufiq Alimi
11.15 – 12.00	Practice of Action Plan Formulation	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 15.15	Practice of Action Plan Formulation	Taufiq Alimi
15.15 – 15.30	Coffee break	Panitia
15.30 – 16.30	Presentation of Action Plan Formulation	
16.30 – 17.30	Training Evaluation	Committee
19.30 – 21.00	Closing of Training	Committee
D + 1	Wednesday, 30 April 2008	
06.00 – 07.00	Breakfast	
07.00 – 12.00	Participants return home	Hotel Grand Tiga Mustika

G. Training Group VII

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Tuesday, 27 May 2008	
12.00 – 17.00	Registration at Hotel Batu Suli, Jl. Raden Saleh No. 1 Palangka Raya Central Kalimantan	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Wednesday, 28 May 2008	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	SFM Policy	BP2HP
12.00 – 13.00	Lunch break	
13.00 – 15.15	SFM of Production Forest	Haryanto R. Putro
15.15 – 15.30	Coffee break	
15.30 – 17.00	Evaluation of SFM Performance	Haryanto R. Putro
17.00 – 19.30	Dinner break	
19.30 – 21.00	Evaluation of SFM Performance	Haryanto R. Putro
Day Two	Thursday, 29 May 2008 – Facilitator: Haryanto R. Putro	
08.00 – 10.15	Panel Discussion Criteria & Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
10.15 – 10.30	Coffee break	
10.30 – 12.00	Panel Discussion Criteria & Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05	Alan Purbawiyatna, Akhmad, Lukman Yunus
12.00 – 13.00	Ishoma	
13.00 – 17.00	Group Discussion Criteria & Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05, Production Aspect	Alan Purbawiyatna
	Group Discussion Criteria & Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05, Ecology/Environment Aspect	Akhmad
	Group Discussion Criteria & Indicator IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05, Social Aspect	Lukman Yunus
17.00 – 19.30	Dinner break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
19.30 – 21.00	Simulation and Formulation of Work Plan C&I IMPG (<i>Internal Monitoring Performance Guideline</i>) ITTO PD 389/05, Production, Ecology/ Environment and Social Aspects	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Three	Friday, 30 Mei 2008	
06.00 – 13.00	Travel to P.T. HUTAN MULYA Camp	Committee
13.00 – 14.00	Lunch break	
14.00 – 14.45	Presentation of General Condition of P.T. HUTAN MULYA	PT Hutan Mulya
14.45 – 15.30	Plan of work and organization of field team	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.35 – 17.00	Data collection	Alan Purbawiyatna, Akhmad, Lukman Yunus
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation of Plan of Work	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Four	Saturday, 31 May 2008	
08.00 – 16.00	Field Work	Committee
18.00 – 19.30	Dinner break	
19.30 – 21.00	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Five	Sunday, 1 June 2008	
06.00 – 13.00	Travel from P.T. HUTAN MULYA Camp – Palangka Raya	Committee
13.00 – 14.00	Lunch break	
14.00 – 15.15	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
15.15 – 15.30	Coffee Break	
15.30 – 16.15	Report Compilation	Alan Purbawiyatna, Akhmad, Lukman Yunus
16.15 – 17.00	Introduction to Action Plan compilation for Monitoring and Evaluation	Alan Purbawiyatna
17.00 – 19.30	Dinner break	
19.30 – 21.00	Presentation of Report	Alan Purbawiyatna, Akhmad, Lukman Yunus
Day Six	Monday, 2 June 2008	
08.00 – 10.15	Monitoring and Evaluation Techniques	Taufiq Alimi
10.15 – 10.30	Coffee break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
10.30 – 12.00	Monitoring and Evaluation Techniques	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 14.30	Participatory Appraisal (PA)	Taufiq Alimi
14.30 – 15.15	Participatory Appraisal (PA)	Taufiq Alimi
15.15 – 15.30	Coffee break	
15.30 – 17.00	Benchmark defining	Taufiq Alimi
17.00 – 19.30	Dinner break	
19.30 – 21.00	Benchmark defining	Taufiq Alimi
Day Seven	Tuesday, 3 June 2008	
08.00 – 10.15	Compilation of Action Plan	Taufiq Alimi
10.15 – 10.30	Coffee break	
10.30 – 11.15	Compilation of Action Plan	Taufiq Alimi
11.15 – 12.00	Compilation of Action Plan Practice	Taufiq Alimi
12.00 – 13.00	Lunch break	
13.00 – 15.15	Compilation of Action Plan Practice	Taufiq Alimi
15.15 – 15.30	Coffee break	Committee
15.30 – 16.30	Presentation of Action Plan	
16.30 – 17.30	Training Evaluation	Committee
19.30 – 21.00	Closing of Training	Committee
D + 1	Wednesday, 4 June 2008	
06.00 – 07.00	Breakfast	
07.00 – Selesai	Participants return home	

H. Training Group VIII

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
D-1	Tuesday, 24 June 2008	
12.00 – 17.00	Registration at Hotel Grand Tiga Mustika, Jl. ARS Muhammad No. 51 Balikpapan	Committee
19.00 – 20.00	Opening	Committee
20.00 – 21.00	Welcome Party and Informalities	Committee
Day One	Wednesday, 25 June 2008	
08.00 – 09.30	Ice breaking	Jen ZA Hans, PhD
09.30 – 10.15	Spiritual Intelligence	Jen ZA Hans, PhD
10.15 – 10.30	Coffee break	
10.30 – 11.15	Spiritual Intelligence	Jen ZA Hans, PhD
11.15 – 12.00	SFM Policy	BP2HP
12.00 – 13.00	Lunch break	

Time	Activity / Subject Matter	Facilitator/ Instructor/ Resource Person
13.00 – 15.15	Compilation of Action Plan Practice	Taufiq Alimi
15.15 – 15.30	Coffee break	Committee
15.30 – 16.30	Presentation of Action Plan Compilation	
16.30 – 17.30	Training Evaluation	Committee
19.30 – 21.00	Closing of Training	Committee
D + 1	Wednesday, 2 July 2008	
06.00 – 07.00	Breakfast	
07.00 – 12.00	Participants return home	

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ITTO Project PD 389/05 Rev. 2 (F)
Phone/Fax. +62 21 574 67 47
E-mail: itto_pd389@yahoo.com