



KEMENTERIAN PERTAHANAN MALAYSIA
Ministry of Defence Malaysia

LAPORAN TAHUNAN **2010**
Annual Report

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KEMENTERIAN PERTAHANAN MALAYSIA
Ministry of Defence Malaysia

PERUTUSAN

MESSAGES



MENTERI PERTAHANAN MALAYSIA
Minister of Defence Malaysia

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Assalamualaikum Warahmatullahi Wabarakatuh dan Salam 1 Malaysia.

Alhamdulillah, tahniah dan terima kasih diucapkan kepada seluruh warga Kementerian Pertahanan, sektor awam dan tentera yang telah berjaya melaksanakan agenda Kementerian Pertahanan dengan begitu baik sepanjang tahun 2010.

Tahniah diucapkan di atas kejayaan menerbitkan buku Laporan Tahunan Kementerian Pertahanan 2010 ini.

Sesungguhnya Kementerian Pertahanan pada tahun 2010 telah mencapai beberapa kejayaan walaupun cabaran-cabaran yang mendatang namun sikap bertanggungjawab, jujur, dedikasi dan perkhidmatan efisien warga MinDef segalanya telah berjaya diharungi.

Assalamualaikum Warahmatullahi Wabarakatuh dan Salam 1 Malaysia.

Alhamdulillah, congratulations and thank you to the entire Ministry of Defence, both the civilian and military sectors who have together successfully carried out the Ministry's agenda during the year 2010.

Congratulations also on the successful publication of the Ministry of Defence 2010 Annual Report.

Indeed, the Ministry of Defence had achieved in the year 2010 several successes, despite the challenges faced. The people of MinDef with their responsible, honest and dedicated attitude and the efficient service overcame all successfully.

Tahun 2010 Kementerian Pertahanan telah berjaya menjayakan Pameran DSA 2010 yang telah diadakan di Pusat Dagangan Dunia Putra(PWTC), Kuala Lumpur mulai 19 hingga 22 April 2010 yang lalu. Penganjuran Program tersebut secara langsung telah menjadikan pengenalan kepada Kementerian Pertahanan di mana pameran tersebut juga turut memperkasakan ekonomi dan imej Negara di arena antarabangsa.

Kementerian Pertahanan telah melancarkan Hari Transformasi MindDef yang memberikan tumpuan terhadap agenda insan melalui program fasa pelaksanaan dalam usahasama keberkesanan bagi melaksanakan pelan trasformasi. Antara objektif untuk mengukuhkan sistem pencapaian perkhidmatan awam selain meningkatkan kesejahteraan rakyat dan memupuk budaya cemerlang secara langsung memantapkan pengurusan MinDef serta mengukuhkan jati diri setiap warganya.

Selain dari itu, kementerian telah menyambut kapal selam kedua Negara 'KD Tun Razak' sebagai aset terkini Negara merupakan satu kebanggaan serta melakar sejarah kepada kita semua. Aset strategik ini bertujuan untuk menzahirkan dalam menyempurnakan keupayaan pertahanan Negara dalam usaha memantapkan Angkatan Tentera Malaysia sebagai angkatan yang seimbang, kredibel dan berwibawa.

Selain daripada itu, Kementerian Pertahanan telah berjaya memperbaharui Persijilan Amalan Perseketiran Berkualiti 5S untuk tahun kedua. Sesungguhnya kejayaan ini telah meningkatkan nilai tambah kepada pembudayaan budaya kerja berprestasi tinggi di Kementerian Pertahanan.

Di dalam usaha kerajaan untuk meningkatkan mutu perkhidmatan awam, MinDef telah melancarkan Program Pembudayaan Kualiti dan Inovasi. Program modal insan yang berterusan serta berkualiti untuk membentuk perkhidmatan awam bertaraf dunia.

Saya juga amat berbangga khasnya kepada warga MinDef kerana telah membawa MinDef berjaya memperoleh 5 bintang didalam SSR yang di kelolakan oleh MAMPU, Jabatan

In 2010, the Ministry successfully held the DSA Exhibition 2010 at the Putra World Trade Centre Kuala Lumpur between the 19th to the 22nd of April 2010. The direct organisation of this exhibition introduced the Ministry and contributed towards the economic growth and the country's image internationally.

The Ministry of Defence had launched the MinDef Transformation Day focusing on the human capital agenda through the implementation phase programmes, effectively cooperating for the execution of the transformation plan. Among the objectives of the programme is to strengthen the delivery system of the public service as well as to enhance harmony and foster a culture of excellence thus strengthening MinDef's management and reinforces the character of its people.

In addition, the Ministry welcomed the nation's second submarine, the KD TUN RAZAK as the latest asset, being a historic and proud moment for all. This strategic asset was acquired to realize and fulfill the nation's defence capacity in the effort to strengthen the Malaysian Armed Forces as a capable, credible and balanced armed forces.

The Ministry of Defence has also succeeded in renewing its 5S Quality Environment Practice Certificate for the 2nd year. This success has indeed given added value to the high performance work culture in the Ministry of Defence.

In the government's efforts to improve the quality of public service, MinDef has launched the Innovation and Quality Culture Programme. A continuous and high quality human capital programme will form a world class public service.

I am very proud in particular to the people of MinDef for leading MinDef to win 5 stars in the SSR conducted by MAMPU, The Prime Minister's Department and this is an



KETUA SETIAUSAHA PERTAHANAN MALAYSIA
Secretary General Ministry of Defence

بِسْمِ اللَّهِ الرَّحْمَنِ الرَّحِيمِ

Assalamualaikum Warahmatullahi Wabarakatuh dan salam sejahtera.

Segala puji-pujian bagi Allah S.W.T serta selawat dan salam ke atas junjungan besar Nabi Muhammad S.A.W. Bersyukur saya ke hadrat Allah S.W.T kerana dengan keizinanNya jua kita dapat terus menyumbang ke arah memartabat dan memperkasakan Kementerian Pertahanan sejajar dengan Dasar Pertahanan Negara. Untuk kesekian kalinya, Laporan Tahunan Kementerian Pertahanan 2010 dapat direalisasikan penerbitannya. Laporan ini amat penting untuk dijadikan rujukan dan panduan dalam menilai pencapaian Kementerian Pertahanan sepanjang tahun 2010 dan seterusnya membuat penambahbaikan ke atas perkara-perkara yang perlu supaya segala program yang dirancang dapat dilaksanakan dengan lebih efisien dan teratur.

Bagi menjana dan merealisasikan Objektif Dasar Pertahanan Negara, Kementerian Pertahanan telah diperuntukkan

Assalamualaikum Warahmatullahi Wabarakatuh and salam sejahtera.

All praises for Allah S.W.T and blessings and peace upon our beloved Prophet Muhammad S.A.W. I am very grateful to his Almighty for with his blessings we can continue to contribute towards strengthening and elevating the status of the Ministry of Defence in line with the National Defence Policy. Yet again the 2010 Annual Report of the Ministry of Defence has been successfully published. This report is important as a reference and guidance material to evaluate the achievement of the Ministry during the year 2010, and henceforth make improvements where necessary to ensure that all planned activities can be conducted in a more efficient and organised manner.

To generate and realise the objectives of the National Defence Policy the Ministry of Defence has allocated a total

Perdana Menteri dan ini merupakan satu pencapaian secara langsung memartabatkan Kementerian selaras dengan keperluan agenda nasional.

Pada tahun ini juga Kementerian Pertahanan telah melakar sejarah buat pertama kalinya mengadakan Sambutan Hari Pahlawan 2010 disambut dengan istiadat kepahlawanan telah berjaya diadakan di Dataran Merdeka dan bukan di Tugu Negara. Sambutan yang bersejarah ini telah berjaya menyuburkan semangat patriotisma rakyat Malaysia tanpa mengira kaum.

Saya percaya penerbitan Laporan Tahunan ini boleh menjadi sumber informasi yang dapat memaparkan pencapaian pelbagai program, aktiviti dan kejayaan Kementerian dengan lebih tepat kepada rakyat. Ia juga membolehkan masyarakat mendapat gambaran sebenar serta menilai akan peranan, tanggungjawab dan usaha-usaha Kementerian Pertahanan dalam memberikan perkhidmatan yang cemerlang demi kepentingan Negara.

Akhir sekali, saya ingin menyeru kepada semua warga Kementerian Pertahanan dan ATM terus mempertingkatkan mutu perkhidmatan dan kerjasama yang telah wujud selama ini untuk membawa dikedudukan yang lebih tinggi demi mencapai hasrat murni demi bangsa, agama dan Negara.

Sekian. Wabillahi taufik Walhidayah Wassalamualaikum Warrahmatullahi Wabarakatuh, Salam Sejahtera dan Salam 1 Malaysia.

DATO' SERI DR. AHMAD ZAHID HAMIDI
Menteri Pertahanan Malaysia
Minister of Defence, Malaysia

achievement elevating the status of the Ministry in line with the national agenda needs.

This year, the Ministry has also made history by celebrating for the first time the Warriors Day 2010 at the Dataran Merdeka instead of the National Monument. This historic celebration successfully nourished patriotism of Malaysians regardless of race.

I believe this publication of the Annual Report will be an informative source which will showcase the status of the Ministry's various programmes, activities and successes to the people of Malaysia in a more accurate manner. This will also give the people of Malaysia a true picture of and allow assessment on the role, responsibility and efforts of the Ministry of Defence in giving excellent service and in the nation's interest.

Finally, I would like to appeal to the Ministry of Defence and MAF to continue to improve the quality of service and mutual cooperation that has existed over the years to another level to achieve our dreams and aspirations for the sake of our people, religion and nation.

Thank you, Wabillahi taufik Walhidayah Wassalamualaikum Warrahmatullahi Wabarakatuh, Salam Sejahtera dan Salam 1 Malaysia.

sebanyak RM11.1 billion bagi melaksanakan projek infrastruktur dan perolehan kelengkapan. Dari jumlah tersebut, sebanyak RM 9.1 billion adalah merupakan peruntukan keseluruhan peruntukan Belanja Mengurus (OE). Manakala Belanja Pembangunan (DE) adalah sebanyak RM 2.1 billion. Prestasi Belanja Mengurus bagi tahun 2009 adalah sebanyak RM 1.9 billion atau 17.36% daripada peruntukan yang disediakan. Bagi tahun 2010, Kementerian juga telah diperuntukkan tambahan sebanyak RM 600,000,000 menjadikan jumlah peruntukan Belanja Mengurus Kementerian adalah sebanyak RM 9.7 billion. Jumlah ini menunjukkan penurunan sebanyak RM 950 juta berbanding peruntukan yang diperolehi pada tahun 2009 berjumlah RM 10.1 billion. Semua program dan perkhidmatan hendaklah mengamalkan pengurusan kewangan yang berdisiplin dan berhemah. Ini bermakna segala perbelanjaan hendaklah berdasarkan kepada peraturan-peraturan yang telah ditetapkan dan tidak melebihi peruntukan yang telah diluluskan. Perbelanjaan hendaklah dibuat secara berhemah, teliti, cekap dan berkesan serta memberikan pulangan Value-For-Money kepada Kementerian Pertahanan supaya pengurusan Kewangan masing-masing berada pada tahap terkawal dan telus.

Dengan jumlah peruntukan yang disediakan oleh pihak kerajaan ini, wajarlah setiap pegawai dan penjawat awam memberikan komitmen yang tinggi dalam melaksanakan semua program dan aktiviti yang telah diluluskan supaya mencapai matlamat dan sasarannya agar kebajikan dan hal ehwal Kementerian khususnya Angkatan Tentera Malaysia (ATM) sentiasa terpelihara. Semua pihak tanpa mengira program dan perkhidmatan hendaklah mengamalkan pengurusan kewangan yang berdisiplin dan berhemah.

of RM11.1 billion for infrastructure projects and equipments acquisition. From this amount a total of RM 9.1 billion forms the entire Operation Expenditure whereas the Development Expenditure amounts to RM 2.1 billion. The administration expenditure performance for the year 2009 was RM1.9 billion or 17.36% from the available budget. For the year 2010, the Ministry was allocated an extra RM 600,000,000 making the total operational budget of the Ministry a total of RM 9.7 billion. This is a decrease of RM 950 million compared to that granted in the year 2009 of a total of RM 10.1 billion. All the programmes and services should practise discipline in financial management. This means that every expenditure must be made based on set rules and regulations and do not exceed the approved budget. Spending must be made in a careful cautious efficient and effective manner and gives value for money to the Ministry, to ensure that the financial management remains controlled and transparent.

With the amount allocated by the government, each officer and public servant should give their utmost commitment to carry out all plans and activities approved to achieve its target and mission to ensure the preservation of the Ministry's welfare in particular the Army. Everyone, regardless of programmes or service must practise honest and disciplined financial management.

Sehingga penghujung tahun 2010, prestasi perbelanjaan keseluruhan (AKB) berdasarkan Laporan Jabatan Akauntan Negara bagi Kementerian Pertahanan adalah berjumlah RM 9.7 bilion iaitu 100.49% daripada keseluruhan siling yang diluluskan.

Peruntukan Pembangunan Kementerian Pertahanan bagi tahun 2010 adalah sebanyak RM 2.1 billion. Dari jumlah tersebut sebanyak RM 365 juta atau 99.67% telah dibelanjakan untuk Infra, manakala RM 1,680 juta atau 99.99% telah dibelanjakan untuk kelengkapan. Jumlah Perbelanjaan Pembangunan (DE) keseluruhan untuk Infra dan Kelengkapan Kementerian Pertahanan adalah sebanyak RM 2.04 billion atau 99.94%.

Bagi projek Perumahan peruntukan yang disediakan di bawah Jabatan Perdana Menteri (JPM) adalah sebanyak RM 115 juta. Daripada jumlah tersebut sebanyak RM 109 juta atau 94.6% telah dibelanjakan di sepanjang tahun 2010.

Salah satu ukuran prestasi perkhidmatan yang baik ialah arahan pembayaran bil kepada kontraktor perlu dibuat dalam tempoh 14 hari. Kerajaan akan terus memantau perkembangan agensi berhubung pembayaran dalam tempoh tersebut bagi bil-bil yang sempurna dan ber-dokumen lengkap. Pihak Kementerian Pertahanan sentiasa memastikan aduan terhadap permasalahan bayaran bil lewat dapat dibendung sepenuhnya kerana ia penting dalam membantu menjana pertumbuhan ekonomi negara.

Kementerian Pertahanan telah berjaya memperolehi penarafan 5 bintang pada tahun 2010. Kejayaan ini merupakan pengiktirafan kepada warga MinDef yang mengamalkan budaya kerja yang efisien dan berkualiti. Dalam pada itu juga Kementerian Pertahanan telah berjaya memperbaharui Persijilan Amalan Persekitaran Berkualiti 5S pada bulan November 2010 yang lalu. Dengan

By the end of 2010, the overall expenditure performance based on the Audit General Report for the Ministry of Defence was RM 9.7 bilion, 100.49% of the total approved ceiling.

The Ministry of Defence's Development Budget for the year 2010 was for RM 2.1 billion. From the total, RM365 million or 99.67% were spent for Infra, and RM1,680 million or 99.99% was spent for equipment. The total development expenditure for the MOF's Infra and equipment amounted to RM2.04 billion or 99.94%.

For housing projects the allocated budget made available by the Prime Minister's Department was RM115 million. From the total, RM109 million or 94.6% was spent during the year 2010.

A good measurement of service performance is through instruction to pay contractors' bills within 14 days. The government will continue to monitor the relevant agency's progress to pay within that period, provided bills come with complete documentations. The Ministry of Defence always ensures that customers' complaints on delays of payment are fully addressed and contained, as it is important for the national economic growth.

The Ministry of Defence succesfully obtained the 5 Star status in year 2010. This success is an acknowledgement to the people of Mindef who have been practising an efficient and quality work ethics. In the mean time, the Ministry also successfully renewed the 5S Quality Environment Practice Certificate on November 2010. This recognition will inspire excellence in the Minstry of Defence to maintain its status

pengiktirafan Amalan Persekitaran Berkualiti 5S yang diperolehi, sedikit sebanyak dapat menjana kecemerlangan Kementerian ini kearah mengekalkan Kementerian Pertahanan sebagai sebuah Kementerian yang bertaraf 5 bintang. Tahun 2010, saya percaya semua warga Kementerian dan ATM telah berusaha untuk meningkatkan kerjasama dan melipat gandakan usaha dalam mencapai matlamat strategik Kementerian Pertahanan dan Negara.

Dalam usaha mencapai prestasi dan impak yang tinggi melalui Pelan Pembangunan Nasional, Misi Nasional telah mengenal pasti lima teras utama. Kementerian Pertahanan dan ATM akan terus berganding bahu melaksanakan aktiviti-aktiviti ke arah mencapai matlamat kesemua teras tersebut dengan menitik beratkan teras yang kedua dan kelima iaitu teras yang lebih signifikan dengan kedudukan kita dalam aspek keselamatan negara iaitu memperkasa belia melalui Program Latihan Khidmat Negara (PLKN) dan mengukuhkan keupayaan Institusi dan pelaksanaan. Jelas dengan melihat semula kedudukan kita dari memusatkan usaha dan produktiviti ke arah pencapaian teras dan matlamat ini, nescaya sumbangan kita dalam merialisasikan hasrat misi nasional adalah lebih tinggi.

Di dalam usaha kerajaan untuk meningkatkan mutu Perkhidmatan Awam, aspek peningkatan kualiti dan intergriti pegawai dan kakitangan akan diberi penekanan sejajar dengan hasrat kerajaan untuk membentuk Perkhidmatan Awam bertaraf dunia. Sebagai yang ditegaskan oleh Y.A.B Perdana Menteri dalam festival Malaysia Inovatif 2010 yang telah diadakan di Stadium Bukit Jalil pada bulan November 2010, seluruh rakyat Malaysia perlu menggunakan inovasi untuk melonjakkan kekayaan negara bagi memastikan hasrat memacu perubahan dan tranformasi besar negara dapat dicapai menjelang 2020. Kita tidak seharusnya berpuas hati dengan

as a 5 Star ministry. In 2010, the people of the Ministry and the MAF have jointly increased cooperation and doubled their efforts to achieve the strategic objectives of the Ministry and the nation.

In order to achieve a high performance and maximum impact through the National Development Plan, the National Mission has identified five core values. The Ministry and the MAF will continue to cooperate in implementing activities which will help achieve all the values, with the emphasis on the second and the fifth values, more significant to our position from the aspect of national safety, being the strengthening of youth through the National Service Programmes and to strengthen institutional capacity and execution. It is clear that by reviewing our position to centralise our efforts and productivity towards achieving the goals and core visions, we will be able to contribute more towards realizing our national mission.

In the government's effort to improve the quality of the Public Services, the aspect of increasing quality and integrity of civil servants and officers will be stressed on in line with the government's aim to have a world class Public Service. As emphasised by the Honourable Prime Minister in the Innovative Malaysia Festival 2010 held at Stadium Bukit Jalil in November 2010. All Malaysians should use innovation to increase national wealth to ensure that our goals to drive change and significantly transform our nation can be achieved by the year 2020. We should not remain satisfied with our improved performance achieved but instead should have positive attitudes instilled in us to continue to improve

peningkatan prestasi kerja yang telah kita capai tetapi kita haruslah menanamkan sikap positif untuk terus meningkat dari masa ke semasa dan inilah cabaran sebagai warga Kementerian Pertahanan. Selaras dengan hasrat kerajaan mewujudkan Hari Inovasi, maka Kementerian Pertahanan telah mengambil daya usaha menganjurkan Hari Inovasi Kementerian Pertahanan yang membawa tema "Tranformasi Melalui Inovasi".

Tema ini dipilih kerana Kementerian Pertahanan begitu komited untuk merealisasikan aspirasi Y.A.B Perdana Menteri yang ingin melihat inovasi sebagai tonggak utama ke arah pembangunan ekonomi mampan pada tahun-tahun mendatang. Adalah diharapkan agar melalui program-program seumpama ini, Kementerian dapat membina paradigma baru dalam memenuhi tuntutan semasa untuk memberikan perkhidmatan yang lebih berinovatif, berkualiti, cepat dan telus.

Akhir kata, saya ingin mengucapkan terima kasih kepada semua warga Kementerian, awam dan tentera yang telah memberi komitmen yang tinggi dalam memastikan Kementerian Pertahanan terus cemerlang.

Sekian, Wassalam.



DATO' SERI DR. HAJI ISMAIL BIN HAJI AHMAD
Ketua Setiausaha
Secretary General

with time. This is the challenge as a member of the Ministry of Defence. In line with the national aim of setting up an Innovation Day, the Ministry of Defence has organised an Ministry of Defence Innovation Day with the theme "Transformation through Innovation".

This theme is chosen because the Ministry is so committed towards realizing the aspirations of the Prime Minister, who wants to see innovation as the key element of sustainable economic development in future years. It is hoped that through programmes such as these, the Ministry can build new paradigm in fulfilling current demands to give a service that is more innovative, higher quality, faster and more transparent.

Finally I would like to thank everyone in the Ministry both civilians and the armed forces who continue to give the highest level of commitment in ensuring the excellence of the Ministry of Defence.

Thank you & Wassalam.



PANGLIMA ANGKATAN TENTERA



Assalamualaikum warahmatullahi wabarakatuh dan Salam 1Malaysia.

Alhamdulillah, ATM menutup tirai tahun 2010 dengan indeks prestasi yang cemerlang baik dalam aspek pengoperasian mahupun pemeraksanaan hala tuju. Dengan izin Illahi dan berkat gandingan mantap antara ketiga-tiga cabang perkhidmatan ATM iaitu TD, TLDM dan TUDM, pelbagai ancaman dan isu keselamatan telah dapat ditangani dengan profesional dan berhemah. Saya turut bersyukur kerana hasil kerjasama padu antara ATM dengan agensi-agensi keselamatan dan penguatkuasaan, keadaan keselamatan persempadanan negara terus aman dan terkawal. Kesepakatan yang serupa juga diterjemahkan menerusi platform Blue Ocean Strategy dalam mendokong Pelan Transformasi Kerajaan. Perkongsian bijak antara ATM dan PDRM khususnya telah merealisasikan beberapa program seperti rondaan dan operasi bersama, penyerapan bekas anggota ATM ke dalam PDRM dan penggunaan infrastruktur tentera untuk melatih anggota PDRM. Sesungguhnya, fungsi waktu aman ATM seperti ini dan juga penempatan Pusat Pemasyarakatan Banduan di kem-kem ATM telah meringankan beban kewangan kerajaan. Walau pun konsep Blue Ocean Strategy baru diperkenalkan, namun usaha seumpama ini telah lama dipraktikkan oleh ATM melalui projek jiwa murni, contohnya

Assalamualaikum warahmatullahi wabarakatuh and Salam 1Malaysia.

Alhamdulillah, the MAF ended the year 2010 with an excellent performance index, both on the operational side and in terms of strengthening the direction. With the grace of God and following the solid cooperation of all three branches of MAF Services, the RMA, the RMN and the RMAF, various challenges and issues on security were handled and addressed professionally and well. I am also grateful for, as a result of the cooperation between the MAF and the security and enforcement agencies, the borders of the country continue to be safe and controlled. This same cooperation is also translated through the platform Blue Ocean Strategy in supporting the Government's Transformation Plan. This smart partnership between the MAF and the PDRM has especially realized several programmes such as joint patrols and operations, absorbtion of former MAF officers into the PDRM and the use of military infrastructure to train PDRM members. In fact, these peacetime functions of the MAF including the settlement of Convicts Community at the MAF Camps, have lightened the financial burdens of the Government. Although the Blue Ocean Strategy concept is newly introduced, similar efforts have been practised by the MAF through its Jiwa Murni (Pure Souls) Projects such as construction projects in rural Peninsular Malaysia, Sabah

pembinaan serta pembangunan infrastruktur dan perumahan di kawasan pedalaman Semenanjung, Sabah dan Sarawak. Di samping itu, saya berpuas hati kerana kita telah berjaya melancarkan kompeni Askar Wataniah di 158 daripada 222 kawasan di seluruh negara. ATM penuh yakin bahawa strategi ini akan memperkasa barisan kedua pertahanan negara, dan sekaligus memantapkan lagi konsep Pertahanan Menyeluruh serta aspirasi integrasi nasional.

Perubahan ke atas persekitaran strategik, perkembangan teknologi maklumat dan revolusi dalam hal-ehwal ketenteraan menuntut agar keupayaan ATM dipertingkatkan secara berterusan. Sesungguhnya, hanya ketumbukan yang mantap sahaja dapat memberi keyakinan kepada rakyat dan pelabur asing khususnya bahawa ATM benar-benar mampu melindungi kedaulatan dan kepentingan strategik negara. Justeru, pelan peningkatan keupayaan terkini ATM yang merupakan dimensi keempatnya ataupun Fourth Dimension Malaysian Armed Forces tetap giat dilaksanakan secara berperingkat mengikut kemampuan semasa kewangan negara. Keprihatinan berterusan kerajaan terhadap keperluan ini amat kita hargai. Hasilnya, sistem pertahanan negara kini diperkuatkan lagi dengan kehadiran aset-aset kapital yang canggih. Langkah ini adalah suatu bentuk pelaburan besar yang amat penting demi menentukan integriti pertahanan dan kedaulatan negara kekal di tahap yang tinggi serta membolehkan kita menyumbang terhadap tuntutan keselamatan dan kestabilan serantau secara lebih efektif.

Di persada antarabangsa, ATM terus menerima pengiktirafan dari masyarakat dunia atas khidmat cemerlang dalam misi-misi di bawah panji-panji PBB. Antara lain, ATM telah diberi kepercayaan untuk mempertingkatkan penyertaan pasukan pengaman dalam misi UNIFIL di Lubnan iaitu MALBATT 2 dan MALCON East 6. Di samping itu, ATM sekali lagi diberi mandat untuk mengetuai Tim Pemantau Antarabangsa di Mindanao, serta menyertai misi bantuan khidmat kesihatan bagi pembangunan semula Afghanistan. ATM juga memainkan peranan pro-aktif dalam beberapa misi operasi bantuan kemanusiaan dan bencana alam, seperti yang terbukti semasa malapetaka gunung berapi di Merapi, Indonesia dan bencana banjir di Pakistan. Kemampuan ATM melaksanakan tanggungjawab moralnya dalam misi-misi berkenaan bukan sahaja telah melonjakkan imejnya di mata komuniti dunia, malahan yang lebih penting, turut

and Sarawak. I am satisfied because we have successfully launched the Askar Wataniah Company in 158 out of 222 areas, nationwide. The MAF is very confident that this strategy will enhance the second national defence front and at the same time, solidify the concept of comprehensive defence and meet the national integration aspirations.

The change in strategic environment and the information technology development in military affairs demands that the capacity of MAF be continuously improved. Indeed only a solid force can assure the people and foreign investors in particular, that the MAF is indeed capable of protecting the sovereignty and strategic interest of the country. Hence, the capacity upgrade plan, its fourth dimension or the Fourth Dimension Malaysian Armed Forces is being implemented in stages in accordance with the country's financial capacity. We are grateful for the government's continued attention and priority on this and as a result the country's national system is strengthened with the presence of sophisticated capital assets. This is a significant investment and is critical to ensure that our defence integrity and sovereignty of the country is maintained at the highest level and enable us to contribute towards meeting the security and stability of the region in a more effective way.

Internationally, MAF continue to receive recognition from the global community on its excellent service in its mission under the flags of the United Nations. Among others, the MAF was entrusted to improve the participation of peace mission in the UNIFIL mission in Lebanon, the MALBATT 2 and MALCON East 6. In addition, the MAF was again given the mandate to lead the International Monitoring Team in Mindanao, as well as to take part in medical relief missions to redevelop Afghanistan. The MAF also plays a pro-active part in several humanitarian and natural disaster aid mission, as have been proven during the volcanic disaster in Merapi, Indonesia and the floods in Pakistan. The MAF's capacity in carrying out its moral responsibilities in these missions not only enhanced its image but also contributed significantly to reinforce the diplomatic relations between Malaysia and its allies.

menyumbang secara signifikan ke arah pengukuhan hubungan diplomatik antara Malaysia dengan negara-negara sahabat.

Dari segi pengurusan organisasi pula, ATM turut menfokuskan perencanaan bidang keberhasilan utamanya agar seiring dengan petunjuk utama prestasi yang digariskan. Sebagai menentukan usaha tersebut bergerak di atas landasan serta memacu momentum yang sewajarnya, Sistem Pengurusan Strategik ATM yang berdasarkan kaedah balanced scorecard telahpun dilancarkan. Dalam konteks yang sama, saya bersyukur kerana pihak MAMPU telah memberi penarafan lima bintang kepada ATM bagi audit Sistem Star Rating 2010. Pencapaian ini secara jelas membuktikan bahawa ATM konsisten dalam menyokong dasar-dasar kualiti dan pengurusan sepertimana yang disarankan oleh kerajaan. Kejayaan ini diharap akan menyemarakkan lagi tekad warga ATM dalam menghadapi cabaran yang lebih besar iaitu aspek mempertingkatkan lagi kualiti kerja.

Kemajuan yang dilakar oleh ATM sepanjang tahun 2010 tidak mungkin tercapai sepenuhnya tanpa komitmen jitu pelbagai pihak. Sehubungan itu, bagi pihak ATM, saya merakamkan ucapan ribuan terima kasih kepada Kerajaan Malaysia, Ketua Setiausaha Kementerian Pertahanan, Kementerian-Kementerian lain, Kerajaan-Kerajaan Negeri, agensi-agensi keselamatan dan penguatkuasaan, media massa, dan pihak-pihak lain atas segala bentuk sokongan dan kerjasama padu kepada kami. Semoga permuafakatan dan keakraban yang terjalin antara kita kekal utuh demi memartabatkan agenda transformasi ATM ke arah memenuhi matlamat gagasan 1Malaysia dan 1ATM, insya Allah.

"Sentiasa Bersepadu"
Sekian, wabillahirtaufik walhidayah wassalamualaikum warahmatullahi warakatuh.


TAN SRI DATO' SRI AZIZAN ARIFFIN
Jeneral TUDM
RMAF General
Panglima Angkatan Tentera
Chief of Armed Forces

From the aspect of organisation management, the MAF concentrates mainly on results oriented fields to be in line with the outlined key performance indicators. To determine that the effort remains on the right track and to drive the right momentum, the MAF Strategic Management System based on balanced scorecard method was launched. In the same context, I am thankful as MAMPU has granted a five star rating to the MAF for the Star Rating System Audit 2010. This achievement proves that the MAF is consistent in its support of quality and management policies as recommended by the Government. This success is hoped to encourage the determination of MAF civilians and staff to face bigger challenges in the aspect of increasing the quality of work.

The advances made by the MAF during the year 2010 could not have been made without the solid commitment from many parties. In conjunction therewith, on behalf of the MAF, I wish to record my highest appreciation to the Government of Malaysia, the Secretary General of the Ministry of Defence, the other ministries, the State Governments, the security and enforcement agencies, the mass media, and other parties on their support howsoever given and their solid cooperation given. I hope the team-work and bond between us can be maintained to ensure the highest esteem is given to the MAF transformation agenda towards achieving the 1Malaysia and 1ATM vision, insya-Allah.

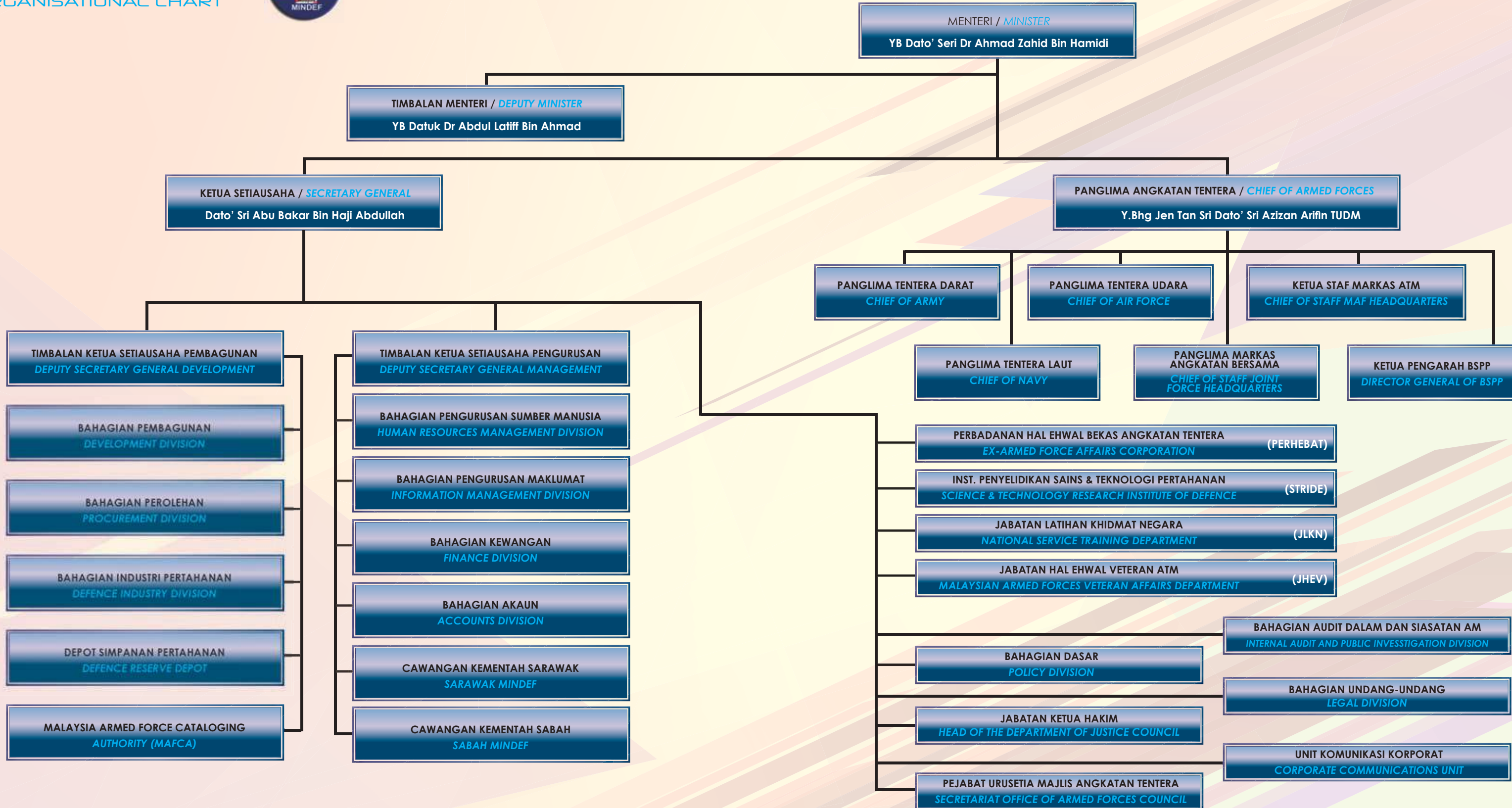
*"Always United"
Thank you.*



KEMENTERIAN PERTAHANAN MALAYSIA
Ministry of Defence Malaysia

MAKLUMAT KORPORAT
CORPORATE INFORMATION

CARTA ORGANISASI
ORGANISATIONAL CHART



KEMENTERIAN PERTAHANAN SEPINTAS LALU THE MINISTRY OF DEFENCE AT A GLANCE

Kementerian Pertahanan dipimpin oleh Menteri Pertahanan dengan dibantu oleh seorang Timbalan Menteri. Organisasi Kementerian Pertahanan mengandungi dua perkhidmatan utama iaitu Perkhidmatan Awam dan Angkatan Tentera Malaysia (ATM). Kementerian bertanggungjawab terhadap pelaksanaan Dasar Pertahanan Negara dan segala pengurusan hal ehwal pertahanan serta sumber-sumber yang disediakan kepada Angkatan Tentera (AT) untuk mempertahankan negara.

The Ministry of Defence headed by the Minister of Defence who is assisted by a Deputy Minister. The Organisation of the Ministry of Defence consists of two services, namely the Civil Service and Armed Force (MAF). The Ministry is responsible for the implementation of the National Defence Policy and the management of Defence, and the resources available for the Armed Forces (AF) to defend the country.

VISI / VISION

Menjadi sebuah organisasi pertahanan yang berwibawa bertaraf dunia berteraskan Dasar Pertahanan Negara.

To become a credible world class organization based on the National Defence Policy.

MISI / MISSION

Memantapkan pengurusan pertahanan negara supaya kepentingan strategik, kedaulatan dan keutuhan negara terjamin.

Strengthening the management of national defence to ensure strategic importance, national sovereignty and strength are secured.

OBJEKTIF / OBJECTIVE

Mengurus pertahanan negara secara cekap dan berkesan.

Managing national defence efficiently and effectively.

PIAGAM PELANGGAN / CLIENT'S CHARTER

⇒ Mengurus pertahanan negara dengan cekap dan berkesan supaya kepentingan strategik, kedaulatan dan keutuhan negara sentiasa terjamin.

Managing National Defence efficiently and effectively to ensure strategic interest, sovereignty and managing integrity is always guaranteed.

⇒ Melayani dengan penuh iltizam, segala keperluan Angkatan Tentera Malaysia dari segi pengurusan sistem persenjataan, sumber dan material supaya ianya menjadi sebuah angkatan yang berkeupayaan tinggi, moden dan berwibawa.

Serving with pride, all the requirements of the Armed Force in the management of weapons systems, and material resources, so that it becomes a force with high capacity, modern and reliable.

⇒ Memastikan layanan yang sempurna dan mesra diberi kepada semua pelanggan Kementerian Pertahanan.

Ensuring courtesy and proper treatment to all Ministry of Defence clients.



KEMENTERIAN PERTAHANAN MALAYSIA
Ministry of Defence Malaysia

PRESTASI BAJET 2010

BUDGET PERFORMANCE 2010

LAPORAN PRESTASI BAJET
KEMENTERIAN PERTAHANAN 2010

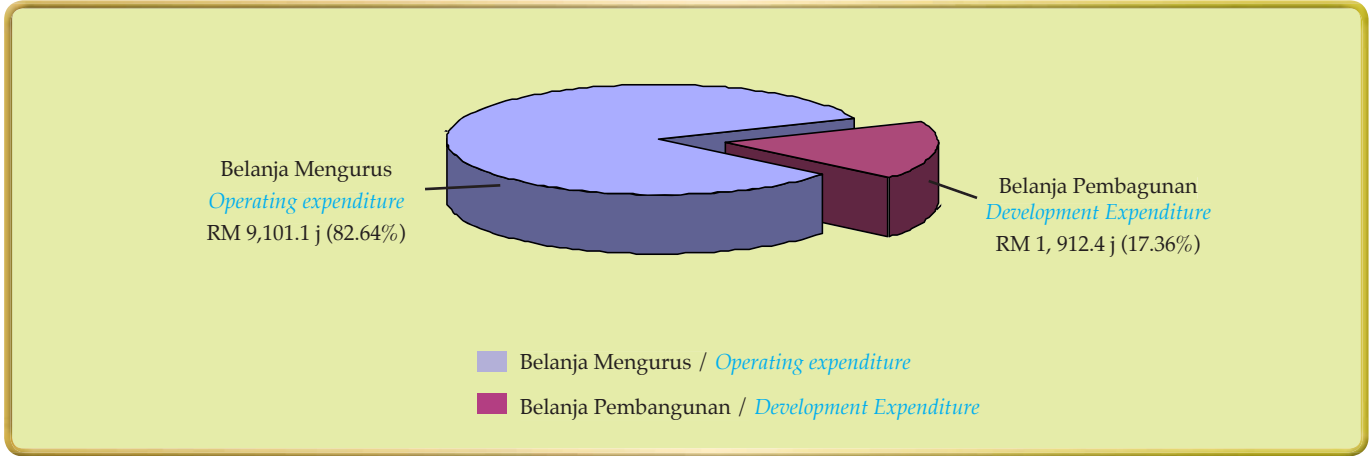
BUDGET PERFORMANCE REPORT
KEMENTERIAN PERTAHANAN 2010

1. PENDAHULUAN

1.1 Bagi tahun 2010, Kementerian Pertahanan telah diperuntukan Belanja Mengurus (OE) dan Belanja Pembangunan (DE) sebanyak RM11,013,503,900. Daripada jumlah tersebut, peruntukan Belanja Mengurus Kementerian Pertahanan adalah sebanyak RM9,101,142,900 iaitu 82.64% daripada jumlah keseluruhan peruntukan Kementerian atau 6.58% daripada jumlah keseluruhan peruntukan Belanja Mengurus Negara. Peruntukan Belanja Pembangunan Kementerian pula adalah sebanyak RM1,912,361,000 atau 17.36% daripada keseluruhan peruntukan Kementerian. Pecahan peruntukan Kementerian Pertahanan bagi tahun 2010 mengikut Peruntukan Belanja Mengurus dan Belanja Pembangunan termasuk peruntukan tambahan seperti Carta 1.

1. PREFACE

1.1 In 2010, the Ministry of Defense was allocated Operating Expenditure and Development Expenditure totaling RM11,013,503,900. Of this allocated amount, RM9,101,142,900 was for the Ministry's Operating Expenditure which represented 82.64% of the Ministry's allocation or 6.58% of the nation's total Operating Expenditure. The remaining balance of RM1,912,361,000 or 17.36% made up the Ministry's Development Expenditure. The breakdown for the allocations accorded to the Defense Ministry in 2010 is outlined in Chart 1.



Carta 1 : Pecahan Peruntukan Bajet Kementerian Pertahanan Bagi Tahun 2010
Chart 1 : Apportionment of the Ministry of Defense Budget Allocation for 2010

1.2 Bagi tahun 2010, Kementerian telah diperuntukan tambahan sebanyak RM600,000,000 menjadikan jumlah kemaskini peruntukan Belanja Mengurus Kementerian adalah sebanyak RM9,701,142,900 atau RM11,613,503,900 secara keseluruhannya.

1.2 However, the Ministry of Defense was subsequently awarded an additional allocation of RM600,000,000 and making the total allocation for Operating Expenditure by the Defense Ministry RM9,701,142,900 or an overall total allocation of RM11,613,503,900.

2. ANGGARAN BELANJA MENGURUS

Peruntukan Belanja Mengurus tahun 2010 Kementerian Pertahanan adalah sebanyak RM9,701,142,900. Jumlah ini menunjukkan penurunan sebanyak RM949,361,100 atau 8.91% berbanding peruntukan yang diperolehi pada tahun 2009 berjumlah RM10,650,504,000. Daripada jumlah tersebut, sebanyak RM4,861,920,150 atau 50.12% adalah merupakan peruntukan bagi Emolumen manakala sebanyak RM4,839,222,750 atau 49.88% adalah untuk peruntukan Bukan Emolumen.

2. ESTIMATED OPERATING EXPENDITURE

The revised Operating Expenditure for the Defense Ministry in 2010 was RM9,701,142,900, a decrease of RM949,361,100 or 8.91% compared to the allocation of RM10,650,504,000 received in 2009. Of the total Operating Expenditure allocation, RM4,861,920,150 or 50.12% represented the provision for Emoluments, with the remaining RM4,839,222,750 or 49.88% consisting of Non Emoluments – related spending.

2.1 Agihan Peruntukan Belanja Mengurus Mengikut Dasar

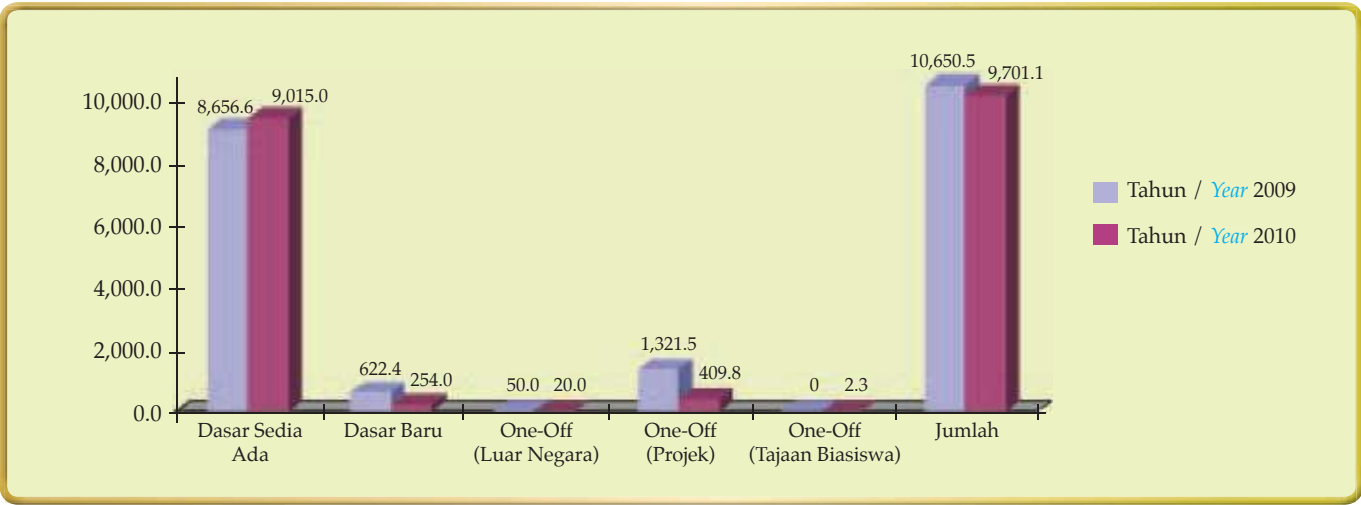
Agihan peruntukan Belanja Mengurus mengikut Dasar dan perbandingan agihan bagi tahun 2009 dan 2010 adalah seperti di Jadual 1 dan Carta 2.

2.1 Distribution of Operating Expenditure by Policy

Distribution of allocations within Operating Expenditure according to policy and a comparison between 2009 and 2010 is shown in Table 1 and Chart 2.

Dasar / Policy	Tahun / Year 2009 (RM)	Tahun / Year 2010 (RM)	Perbezaan / Variation	%
Dasar Sedia Ada / Existing Policy	8,656,630,275	9,014,978,104	358,347,829	4.14
Dasar Baru / New Policy	622,436,260	254,000,000	(368,436,260)	(59.19)
One-Off: / One-Off:	1,371,437,465	432,164,796	(939,272,669)	(68.49)
Luar Negara / Oversea	50,000,000	20,000,000	(30,000,000)	(60.00)
Projek / Project	1,321,437,465	409,864,796	(911,572,669)	(68.98)
Tajaan Biasiswa / Scholarship	-	2,300,000	2,300,000	100.00
Jumlah / Total	10,650,504,000	9,701,142,900	(949,361,100)	(8.91)

Jadual 1 : Agihan Peruntukan Belanja Mengurus Tahun 2009 dan 2010 Mengikut Dasar
Table 1 : Distribution of the Operating Expenditure in 2009 and 2010 – by Policy



Carta 2 : Perbandingan Agihan Peruntukan Belanja Mengurus Tahun 2009 dan 2010 Mengikut Dasar
Chart 2 : Comparison of the Operating Expenditure Distribution in 2009 and 2010 – by Policy

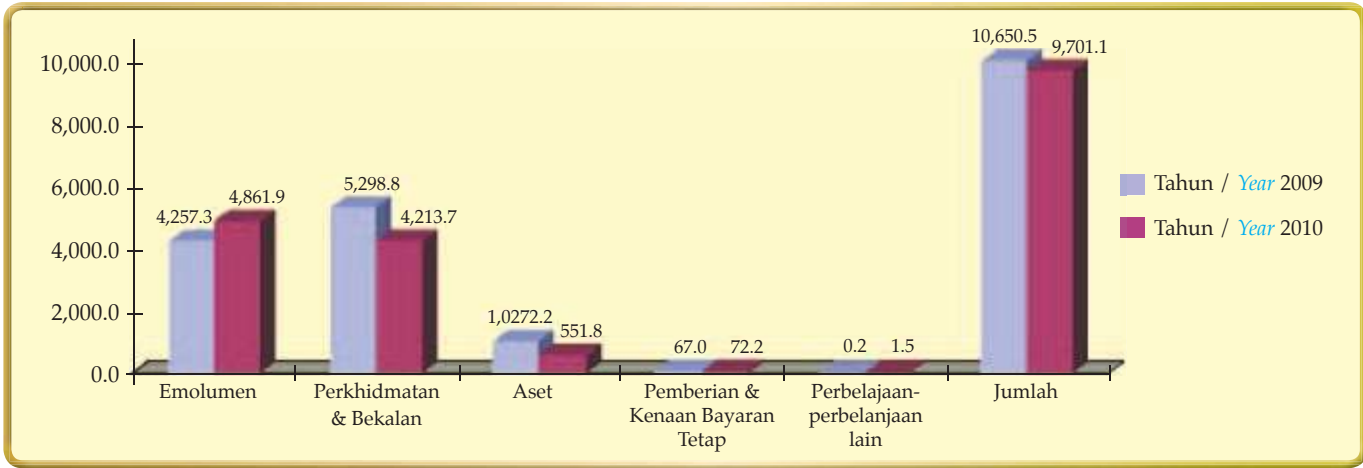
2.2 Agihan Peruntukan Belanja Mengurus Mengikut Jenis Perbelanjaan 2.2 Distribution of Operating Expenditure by Expense Type

Agihan peruntukan Belanja Mengurus mengikut Jenis Perbelanjaan dan perbandingan agihan bagi tahun 2009 dan 2010 adalah seperti di Jadual 2 dan Carta 3.

Distribution of allocations within Operating Expenditure according to expense type and a comparison between 2009 and 2010 is illustrated in Table 2 and Chart 3.

Jenis Perbelanjaan / Expense Type	Tahun / Year 2009 (RM)	Tahun / Year 2010 (RM)	Perbezaan / Variation	%
Emolumen / Emolument	4,257,328,300	4,861,920,150	604,591,850	14.20
Perkhidmatan & Bekalan / Services & Supplies	5,298,830,690	4,213,649,442	(1,085,181,248)	(20.48)
Aset / Asset	1,027,164,050	551,832,146	(475,331,904)	(46.28)
Pemberian & Kenaan Bayaran Tetap / Funding & Fixed Charges	66,966,960	72,199,251	5,232,291	7.81
Perbelanjaan -Perbelanjaan Lain / Other Expenses	214,000	1,541,911	1,327,911	620.52
Jumlah / Total	10,650,504,000	9,701,142,900	(949,361,100)	(8.91)

Jadual 2 : Agihan Peruntukan Belanja Mengurus Tahun 2009 dan 2010 Mengikut Jenis Perbelanjaan
Table 2 : Distribution of the Operating Expenditure in 2009 and 2010 – by Expense Type



Carta 3 : Perbandingan Agihan Peruntukan Belanja Mengurus Tahun 2009 dan 2010 Mengikut Jenis Perbelanjaan
Chart 3 : Comparison of the Operating Expenditure Distribution in 2009 and 2010 – by Expense Type

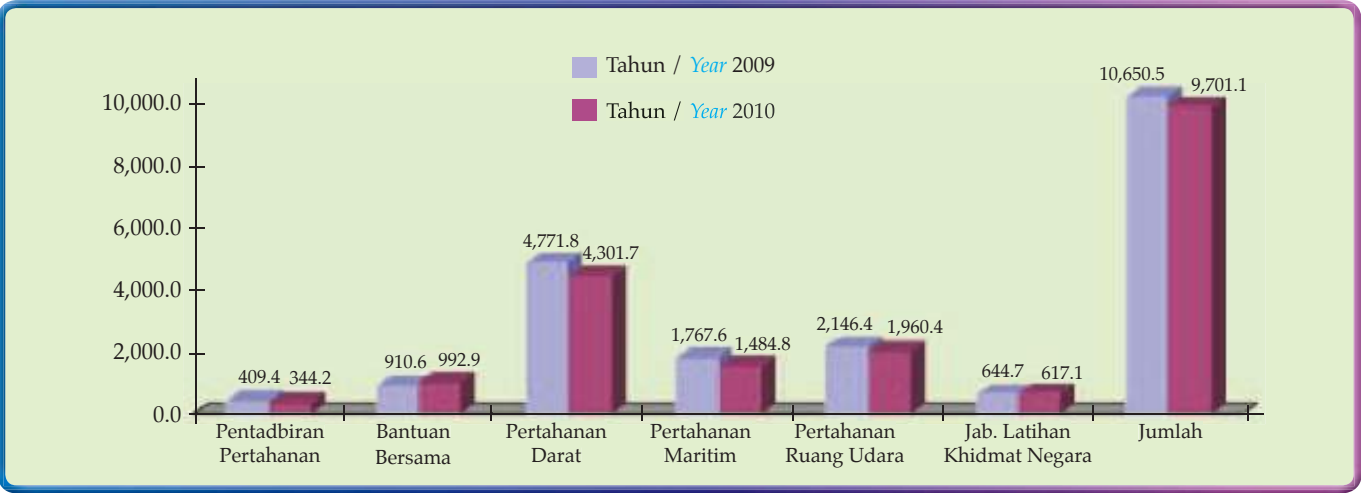
2.3 Agihan Peruntukan Belanja Mengurus Mengikut Program 2.3 Distribution of Operating Expenditure by Programme

Peruntukan Belanja Mengurus tahun 2010 sebanyak RM9,701,142,900 telah diagihkan kepada enam (6) Program iaitu Program Pentadbiran Pertahanan, Program Bantuan Bersama, Program Pertahanan Darat, Program Pertahanan Maritim, Program Pertahanan Ruang Udara dan Program Latihan Khidmat Negara. Jadual 3 dan Carta 4 menunjukkan agihan peruntukan Belanja Mengurus mengikut Program dan perbandingan agihan bagi tahun 2009 dan 2010.

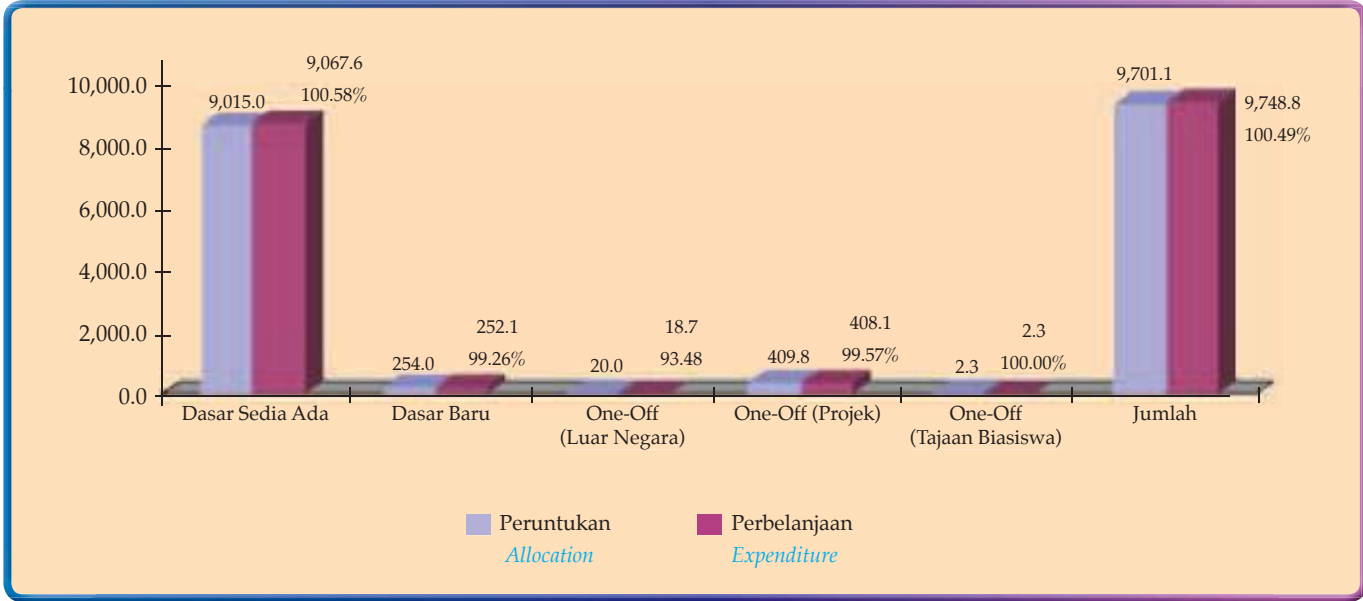
The Operating Expenditure of RM9,701,142,900 received in 2010 was distributed across six (6) Programmes, namely Program Pentadbiran Pertahanan, Program Bantuan Bersama, Program Pertahanan Darat, Program Pertahanan Maritim, Program Pertahanan Ruang Udara and Program Latihan Khidmat Negara. Table 3 and Chart 4 exhibit the allocation and a comparison on the amount received by Program in 2009 and 2010.

Program / Programme	Tahun / Year 2009 (RM)	Tahun / Year 2010 (RM)	Perbezaan / Variation	%
Pentadbiran Pertahanan / Pentadbiran Pertahanan	409,369,745	344,152,250	(65,217,495)	(15.93)
Bantuan Bersama / Bantuan Bersama	910,604,055	992,957,596	82,353,541	9.04
Pertahanan Darat / Pertahanan Darat	4,771,822,300	4,301,712,085	(470,110,215)	(9.85)
Pertahanan Maritim / Pertahanan Maritim	1,767,608,900	1,484,803,960	(282,804,940)	(16.00)
Pertahanan Ruang Udara / Pertahanan Ruang Udara	2,146,417,000	1,960,417,009	(185,999,991)	(8.67)
Jab. Latihan Khidmat Negara / Jab. Latihan Khidmat Negara	644,682,000	617,100,000	(27,582,000)	(4.28)
Jumlah / Total	10,650,504,000	9,701,142,900	(949,361,100)	(8.91)

Jadual 3 : Agihan Peruntukan Belanja Mengurus Tahun 2009 dan 2010 Mengikut Program
Table 3 : Distribution of the Operating Expenditure in 2009 and 2010 – by Programme



Carta 4 : Perbandingan Agihan Peruntukan Belanja Mengurus Tahun 2009 dan 2010 Mengikut Program
Chart 4 : Comparison of the Operating Expenditure Distribution in 2009 and 2010 – by Programme



Carta 5 : Perbandingan Peruntukan dan Perbelanjaan Belanja Mengurus Tahun 2010 Mengikut Dasar
Chart 5 : Comparison of the Operating Expenditure Allocation and Expenses Incurred in 2010 – by Policy

3. PRESTASI BELANJA MENGURUS

Prestasi Belanja Mengurus Kementerian sehingga 31 Disember 2010 (AKB) berdasarkan Laporan Jabatan Akauntan Negara (Laporan A499) adalah sebanyak **RM9,748,853,059.12** atau **100.49%** daripada peruntukan yang disediakan.

3.1 Prestasi Perbelanjaan Belanja Mengurus Mengikut Dasar

Prestasi perbelanjaan dan perbandingan peruntukan dan perbelanjaan Belanja Mengurus mengikut Dasar bagi tahun 2010 adalah seperti di Jadual 4 dan Carta 5.

3. OPERATING EXPENDITURE PERFORMANCE

Based on the Accountant's General Report (A499 Report) the Ministry's Operating Expenditure performance up to December 31, 2010 (closing of Payables Account (AKB) is **RM9,748,853,059.12** or **100.49%** of the allocated amount.

3.1 Operating Expenditure Performance by Policy

Performance of the Operating Expenditure according to policy and a comparison between the allocation and expenses incurred in 2010 is shown in Table 4 and Chart 5.

Dasar / Policy	Tahun / Year 2010 (RM)
Dasar Sedia Ada / Existing Policy	9,067,638,557.30
Dasar Baru / New Policy	252,129,500.04
One-Off: / One-Off:	429,085,001.78
Luar Negara / Oversea	18,696,580.70
Projek / Project	408,096,273.23
Tajaan Biasiswa / Scholarship	2,292,147.85
Jumlah / Total	9,748,853,059.12

Jadual 4 : Prestasi Perbelanjaan Belanja Mengurus Tahun 2010 Mengikut Dasar
Table 4 : Performance of Operating Expenditure in 2010 – by Policy

3.2 Prestasi Perbelanjaan Belanja Mengurus Mengikut Jenis Perbelanjaan

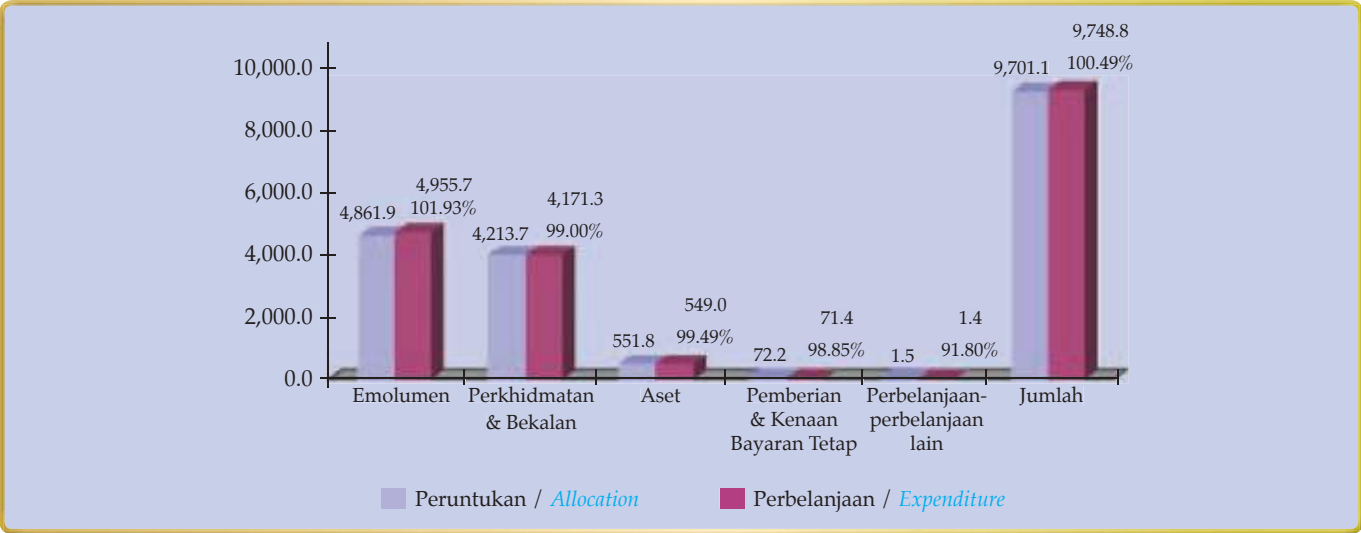
Prestasi perbelanjaan dan perbandingan peruntukan dan perbelanjaan Belanja Mengurus mengikut Jenis Perbelanjaan bagi tahun 2010 adalah seperti di Jadual 5 dan Carta 6.

3.2 Operating Expenditure Performance by Expense Type

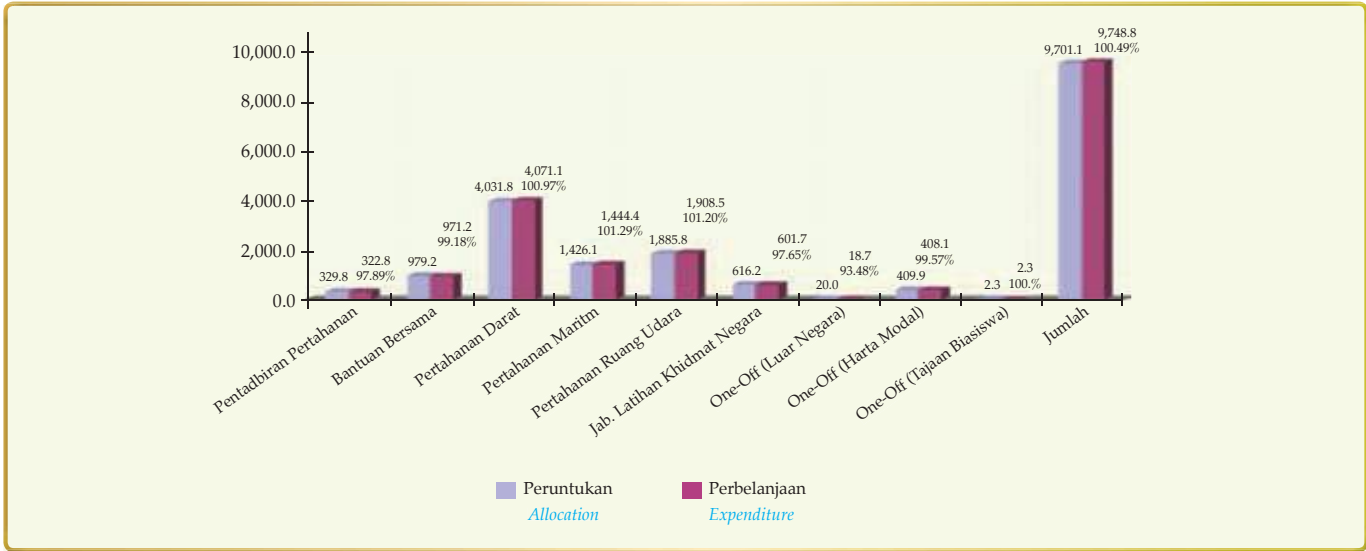
Performance of Operating Expenditure according to expense type and a comparison between the allocation and expenditure incurred in 2010 is illustrated in Table 5 and Chart 6.

Jenis Perbelanjaan / Expense Type	Tahun / Year 2010 (RM)
Emolumen / Emolument	4,955,696,551.44
Perkhidmatan & Bekalan / Services & Supplies	4,171,338,640.72
Aset / Asset	549,031,875.21
Pemberian & Kenaan Bayaran Tetap / Funding & Fixed Charges	18,696,580.70
Perbelanjaan-Perbelanjaan Lain / Other Expenses	408,096,273.23
Jumlah / Total	9,748,853,059.12

Jadual 5 : Prestasi Perbelanjaan Belanja Mengurus Tahun 2010 Mengikut Jenis Perbelanjaan
Table 5 : Performance of Operating Expenditure in 2010 – by Expense Type



Carta 6 : Perbandingan Peruntukan dan Perbelanjaan Belanja Mengurus Tahun 2010 Mengikut Jenis Perbelanjaan
Chart 6 : Comparison of the Operating Expenditure Allocation and Expenses Incurred in 2010 – by Expense Type



Carta 7 : Perbandingan Prestasi Perbelanjaan Belanja Mengurus Tahun 2010 Berakhir 31 Disember 2010 (AKB) Mengikut Program
Chart 7 : Comparison of the Operating Expenditure Allocation and Expenses Incurred in 2010 – by Programme

3.3 Prestasi Perbelanjaan Mengurus Mengikut Program

Prestasi perbelanjaan dan perbandingan peruntukan dan perbelanjaan Belanja Mengurus mengikut Program bagi tahun 2010 adalah seperti di Jadual 6 dan Carta 7.

3.3 Operating Expenditure Performance by Programme

Performance of Operating Expenditure according to Programme and a comparison between the allocation and expenditure incurred in 2010 is exhibited in Table 6 and Chart 7.

Program / Programme	Peruntukan Tahun / Allocation Year 2010 (RM)	Perbelanjaan Tahun / Expenditure Year 2010 (RM)
Pentadbiran Pertahanan / <i>Pentadbiran Pertahanan</i>	329,801,718	322,848,368.99
Bantuan Bersama / <i>Bantuan Bersama</i>	979,263,675	971,241,787.77
Pertahanan Darat / <i>Pertahanan Darat</i>	4,031,857,432	4,071,049,061.13
Pertahanan Maritim / <i>Pertahanan Maritim</i>	1,426,067,990	1,444,403,735.77
Pertahanan Ruang Udara / <i>Pertahanan Ruang Udara</i>	1,885,815,889	1,908,534,369.12
Jab. Latihan Khidmat Negara / <i>Jab. Latihan Khidmat Negara</i>	616,171,400	601,690,734.56
One-Off (Luar Negara) / <i>One-Off (Oversea)</i>	20,000,000	18,696,580.70
One-Off (Harta Modal) / <i>One-Off (Asset)</i>	409,864,796	408,096,273.23
One-Off (Tajaan Biasiswa) / <i>One-Off (Scholarship)</i>	2,300,000	2,292,147.85
Jumlah / Total	9,701,142,900	9,748,853,059.12

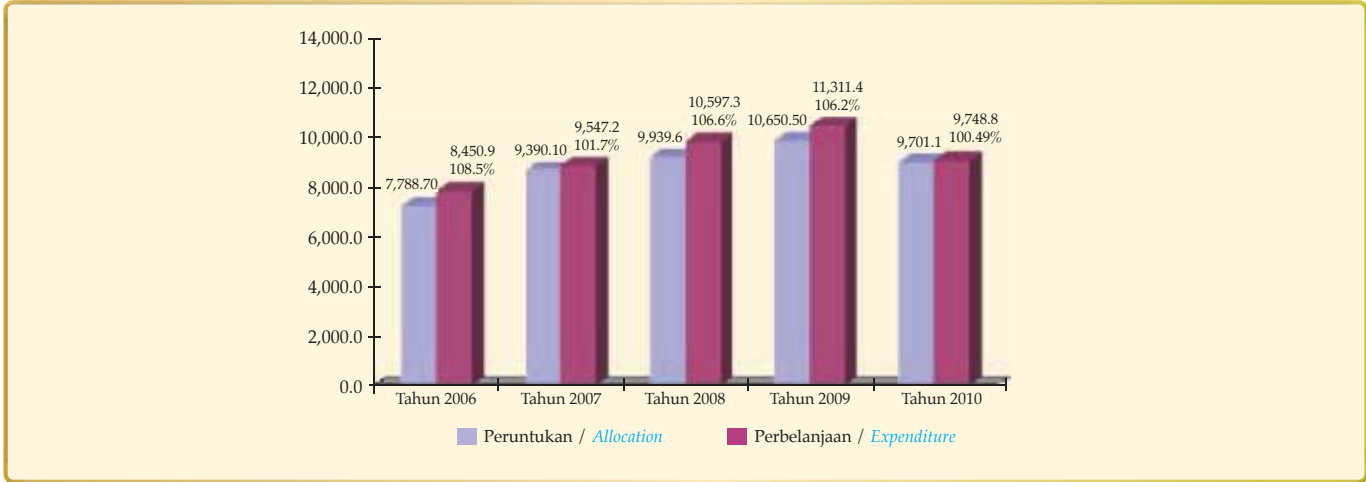
Jadual 6 : Prestasi Perbelanjaan Belanja Mengurus Tahun 2010 Berakhir 31 Disember 2010 (AKB) Mengikut Program
Table 6 : Performance of Operating Expenditure in 2010 – by Programme

3.4 Perbandingan Peruntukan dan Perbelanjaan Belanja Mengurus Bagi Tempoh Lima (5) Tahun Mulai Tahun 2006 Hingga 2010

Perbelanjaan Belanja Mengurus bagi tahun 2010 adalah sebanyak RM9,748,853,059.12 (100.49%) daripada peruntukan yang diterima sebanyak RM9,701,142,900. Perbandingan prestasi perbelanjaan bagi tempoh lima (5) tahun mulai tahun 2006 hingga 2010 adalah seperti di Carta 8.

3.4 Comparison of Operating Expenditure Allocation and Expenditure For 5-Year Period Between 2006 Through 2010

Operating Expenditure performance for 2010 was RM9,748,853,059.12 (100.49%) of the allocated amount of RM9,701,142,900. A comparison of the expenditure incurred in the 5-year period between 2006 through 2010 is outlined in Chart 8.



Carta 8 : Perbandingan Prestasi Belanja Mengurus Kementerian Pertahanan Dari Tahun 2006 Hingga 2010
Chart 8 : Comparison of the Operating Expenditure Allocation and expenses Incurred from 2006 through 2010

BAHAGIAN AUDIT DALAM DAN SIASATAN AM (BADSA)

1. PENDAHULUAN

Bahagian Audit Dalam Dan Siasatan Am (BADSA) telah ditubuhkan pada tahun 1962 melalui Mesyuarat ke-59 Majlis Angkatan Tentera. Di awal penubuhan, BADSA merupakan satu seksyen, kemudian pada tahun 1970, seksyen ini telah dinaikkan taraf sebagai Unit Audit Dalam dan peranannya telah dipertingkatkan iaitu melaksanakan pematuhan, semakan terhadap rekod perakaunan di samping tugas sedia ada.

Memandangkan bidang kuasa auditan mempunyai skop yang agak luas serta merangkumi tugas siasatan, dalam tahun 1992, Unit Audit Dalam telah dinaikkan taraf daripada UNIT ke BAHAGIAN. BADSA adalah salah satu bahagian yang diletakkan terus di bawah seliaan Ketua Setiausaha Kementerian agar kebebasan dan ketelusan di antara pihak pengurusan dengan BADSA adalah terjamin. BADSA bertanggungjawab untuk melaksanakan pengauditan, siasatan dan penilaian secara profesional, bebas, objektif dan menepati masa.

INTERNAL AUDIT AND PUBLIC INVESTIGATION DIVISION

1. INTRODUCTION

The Internal Audit and Public Investigation was established in the year 1962 pursuant to the 59th Meeting of the Armed Forces Council. In its early days of establishment BADSA was merely a section, then in 1970 was upgraded into an Internal Audit Unit and its role enhanced to that of compliance, review of accounting records in addition to existing duties.

In view of the wide scope of audit powers given and the investigative nature of the duties, in the year 1992 the Internal Audit Unit was further upgraded into a Division. BADSA is one of the divisions put directly under the supervision of the Secretary General of the Ministry to ensure that freedom and transparency between the management and BADSA is guaranteed. BADSA is responsible to ensure that audit, investigation and assessment are all carried out in a professional, independent, and objective and timely manner.

VISI

BADSA pemangkin kecemerlangan pengurusan dan integriti kementerian.

MISI

Membantu pihak pengurusan menentukan supaya semua program dan aktiviti kementerian dilaksanakan dengan cekap, ekonomi dan berkesan melalui penilaian yang bebas, objektif dan menepati masa.

2. OBJEKTIF

Mencapai proses pengauditan berdasarkan Indeks Akauntabiliti yang berkualiti, memenuhi kehendak pelanggan dan ditambah baik secara berterusan.

3. FUNGSI

- I. Mengkaji kebolehpercayaan dan keberkesanan sistem-sistem kawalan dalaman.
- II. Mengesahkan penyelenggaraan rekod-rekod perakaunan telah dilakukan dengan tepat dan boleh dipercayai.
- III. Mengkaji semua aset dan kepentingan kementerian dilindungi dari segi kehilangan, penipuan dan penyelewengan.
- IV. Memastikan ketepatan dan realibility data-data kewangan yang dikemukakan kepada pihak pengurusan.
- V. Pematuhan pada undang-undang, polisi, peraturan dan tatacara pengurusan yang berkuatkuasa.
- VI. Pengurusan semua sumber secara berhemat, cekap dan berkesan.

VISION

BADSA is the driving force of excellence in management and ministerial integrity.

MISSION

To assist the management to ensure that the programmes and activities carried out are done in an effective, economical and efficient manner through an independent, objective and timely manner.

2. OBJECTIVE

To achieve a high quality audit process based on the Accountability Index, to meet the end users' needs and to continuously improve.

3. FUNCTION

- I. *To study the reliability and effectiveness of internal control systems.*
- II. *To verify that the accounting records are maintained accurately and can be relied on.*
- III. *To review all assets and interests of the ministry and ensure they are protected from loss, embezzlement and theft.*
- IV. *To ensure accuracy and reliability of financial data submitted to the management*
- V. *To ensure compliance with the rules regulations policies and procedures of the management then in force.*
- VI. *To manage all sources credibly, efficiently, and effectively.*



Pegawai Dan Kakitangan BADSA Bagi Tahun 2010
Officers and Employees of BADSA 2010

4. AKTIVITI DAN PENCAPAIAN TAHUN 2010

4. ACTIVITIES AND PERFORMANCE, 2010

4.1 RANCANGAN PENGAUDITAN YANG DILULUSKAN
UNTUK 2010

4.1 APPROVED AUDIT PROGRAMME, 2010



Pada tahun 2010, BADSA telah menetapkan sasaran 150 Pusat Kos untuk pelaksanaan Audit Pengurusan Kewangan berdasarkan Indeks Akauntabiliti (AI) secara manual. Pengauditan ini menggunakan penarafan berdasarkan sistem Star Rating yang diguna pakai oleh Jabatan Audit Negara dengan sedikit pengubahsuaian bagi membolehkan pelaksanaan di peringkat Pusat Kos. Manakala bagi Audit Pengurusan Kewangan secara online, BADSA telah merancang untuk melaksanakan pengauditan secara maya ke atas 106 Pusat Tanggungjawab (PTJ).

Bagi Kajian Prestasi, 14 kajian telah dirancang untuk dilaksanakan. Selain daripada itu, Audit Presence terhadap Pengurusan Panjar 3/12 di MALAWAKIL di Pejabat Penasihat Pertahanan (PPP) di 3 negara dan Audit Susulan pengurusan kewangan di pejabat MISI UNIFIL, Minurso, Lubnan telah dijadikan sasaran kerja BADSA bagi tahun 2010.

Bagi Siasatan Am, Tim Siasatan merancang untuk menyiasat berdasarkan aduan yang diterima dan mengikut merit.

In 2010, BADSA had set to perform the financial management audit for 150 cost centers manually, based on the Accountability Index. The audit used a grading system based on the Star Rating system used by the National Audit Department, with slight adjustments to allow implementation at the level of cost centres. While for online financial management audits, BADSA had planned to perform virtual audit on the 106 Responsibility Centres (PTJ).

For performance review, 14 reviews were proposed to be carried out. Aside from that, Audit Presence on 3/12 Advance Management at the MALAWAKIL at the Defence Advisor's Office in 3 countries and financial management audit follow up were carried out at the MISI UNIFIL office, Minurso, Lebanon were made the BADSA's target for the year 2010.

For General Investigation, the Investigation Team planned to investigate based on the complaints received and with merit.

4.2 PENCAPAIAN AUDIT 2010

4.2.1 AUDIT PENGURUSAN KEWANGAN

Keputusan star rating bagi 121 Pusat Kos yang telah dilaksanakan pengauditan AI pada tahun yang sama adalah seperti berikut: 9 Pusat Kos telah mencapai tahap 4 bintang, 107 Pusat Kos mencapai 3 bintang, 4 Pusat Kos mencapai tahap 2 bintang dan 1 Pusat Kos mencapai tahap 1 bintang.

Pada tahun 2010 juga, BADSA telah berjaya melaksanakan pengauditan secara maya atau online. Pengauditan ini masih menggunakan Indeks Akauntabiliti sebagai panduan cuma yang membezakannya adalah cara pelaksanaan pengauditan dilakukan secara atas talian (online) dan ianya dikenali dengan nama Accountability Index Monitoring System (AIMS). Pada bulan Julai 2010, AIMS telah dijalankan ke atas 106 PTJ di Kementerian dan 100 peratus auditi telah berjaya melaksanakan AIMS, dan keputusan pengauditan selepas verifikasi adalah seperti berikut: 58 PTJ telah mendapat tahap 4 bintang, 38 PTJ telah mencapai tahap 3 bintang dan 10 PTJ telah mencapai tahap 2 bintang.

4.2.2 AUDIT PRESTASI

BADSA juga telah melaksanakan Audit Prestasi atau kajian audit. Sebanyak 14 tajuk kajian audit telah dipilih dan namun begitu hanya 13 tajuk kajian dapat dilaksanakan secara intensif untuk mencari jalan penyelesaian terhadap kes-kes bermasalah atau kritikal berdasarkan perancangan keutamaan projek. Tajuk-tajuk kajian dipilih melalui kaedah Strategic Planning, di mana tujuh kriteria utama digunakan untuk menentukan merit bagi setiap tajuk yang dipilih. Tujuh kriteria berkenaan adalah: materialiti, auditabiliti, visibiliti, liputan, impak, signifikan dan risiko.

4.2.3 AUDIT MALAWAKIL

Manakala bagi Audit MALAWAKIL, sebelum ini BADSA mensasarkan untuk menjalankan audit

4.2 AUDIT PERFORMANCE, 2010

4.2.1 FINANCIAL MANAGEMENT AUDIT

The results of the "star rating" on 121 Cost Centres where AI Audit were carried out in the same year were as follows: 9 Cost Centres achieved 4 stars, 107 Cost Centres achieved 3 stars, 4 Cost Centres achieved 2 stars and 1 Cost Centre achieved one star.

Also in the year 2010, BADSA successfully carried out online audit. This audit still uses the Accountability Index as a guide, and the only difference is that the audit is carried out online, and is known as the Accountability Index Monitoring System (AIMS). In July 2010, AIMS was carried out on 106 PTJ at the Ministry Level and 100 percent audit was carried out successfully via AIMS. The audit results after verification are that 58 PTJ reached 4 stars, 38 PTJ achieved 3 stars, and 10 PTJ achieved 2 stars.

4.2.2 PERFORMANCE AUDIT

BADSA also carried out a performance audit or audit review. 14 audit review topics were chosen although only 13 were carried out intensively to resolve critical and problematic cases based on project priority planning. The review topics were chosen through the Strategic Planning method, where 7 main criteria are used to determine merit for each chosen topic. The seven topics are materiality, auditability, visibility, coverage, impact, significance, and risk.

4.2.3 MALAWAKIL AUDIT

Meanwhile for MALAWAKIL Audit, prior to this BADSA had aimed to carry out an audit at the

di Pejabat Penasihat Pertahanan di 3 negara dan melakukan satu audit susulan namun oleh kerana kekangan kewangan, BADSA hanya mampu melaksanakan audit pengurusan kewangan di 2 Pejabat Penasihat Pertahanan di Phnom Penh, Kemboja dan Medan, Indonesia.

Defence Advisor's Office in three countries, and one follow up audit. However, because of financial constraints, BADSA only performed financial management audit on two Defence Advisors Offices in Phnom Penh, Cambodia, and Medan, Indonesia.

4.2.4 SIASATAN AM

Dari aspek laporan Pengurusan Siasatan pula, BADSA telah pun selesai melaksanakan 15 kes siasatan sepanjang tahun 2010 daripada jumlah keseluruhan iaitu 20 kes/aduan yang diterima pada tahun berkenaan, termasuk dari laporan-laporan yang dikeluarkan oleh Ketua Audit Negara. BADSA kekal meneruskan siasatan kes-kes dari masa ke semasa yang diterima dari pihak-pihak tertentu.

4.2.4 GENERAL INVESTIGATION

From the aspect of Investigation Management, BADSA completed 15 investigations during the year 2010, out of an overall 20 cases or complaints received in that year, including from reports of Auditor General. BADSA will continue to investigate cases received from time to time.

4.3 PERBANDINGAN PENCAPAIAN DENGAN PERANCANGAN PENGAUDITAN TAHUN 2010

4.3 COMPARISON BETWEEN PERFORMANCE AND AUDIT PLANNING, 2010

BIL. BIL.	JENIS PENGAUDITAN TYPE OF AUDIT	BIL. DIRANCANG NO OF PLANNED	BIL. PENCAPAIAN NO OF PERFORMANCE	PENCAPAIAN (%) PERFORMANCE (%)
1.	Pengauditan Pengurusan Kewangan Indeks Akauntabiliti di Pusat Kos (secara manual) <i>Accountability Index Financial Management Audit at Cost Centres (manually)</i>	150	121	81 %
2.	Pengauditan Pengurusan Kewangan melalui AIMS (secara online) / <i>AIMS Financial Management Audit (online)</i>	106	106	100 %
3.	Audit Prestasi / Kajian Audit <i>Performance Audit/Audit Review</i>	14	13	93 %
4.	Audit Pengurusan Kewangan Panjar 3/12 MALAWAKIL / <i>3/12 MALAWAKIL (Advance) Financial Management Audit</i>	4	2	50 %
5.	Siasatan Am <i>General Investigation</i>	20 kes diterima <i>20 cases received</i>	15 *berdasarkan merit kes / 15 based on merit of the case	75 %

Jadual 1 di bawah menunjukkan perbandingan perancangan dan pencapaian BADSA pada tahun 2010.
Table 1 below shows the comparison between the planning and the actual achievement of BADSA for 2010.

Secara ringkasnya, aktiviti yang dilaksanakan pada tahun 2010 adalah seperti berikut: *In summary, the activities carried out in 2010 were as follows:*



4.4 PENCAPAIAN KHAS BADSA

PERSIJILAN MS ISO 9001:2008 DENGAN SKOP PENGURUSAN KEWANGAN BERDASARKAN INDEKS AKAUNTABILITI

Projek bagi memperolehi Sistem Pengurusan Kualiti (SPK) MS ISO 9001:2008 BADSA telah bermula pada Februari 2010 dengan pendedahan kepada semua pegawai BADSA berkaitan SPK. Ia telah dimulakan dengan Kursus Kesedaran MS ISO 9001:2008 pada 22-23 Februari 2010. Perancangan memperolehi akreditasi terhadap SPK diteruskan lagi dengan beberapa pelan tindakan seperti berikut:

PELAN TINDAKAN / ACTION PLAN	TARIKH / DATE
Kursus Kesedaran MS ISO 9001:2008 / MS ISO 9001:2008 Awareness Course	22-23 Februari 2010
Gap Analysis / Gap Analysis	15 Mac 2010
Program Pembangunan Dokumen Kualiti / Quality Document Development Programme	21-27 Mac 2010
Pelancaran MS ISO 9001:2008 BADSA / BADSA MS ISO 9001:2008 Launch	27 April 2010
Audit Tahap I / Audit Level I	25-26 Mei 2010
Kursus Audit Kualiti Dalaman / Internal Quality Audit Course	6-7 Julai 2010
Audit Kualiti Dalaman / Internal Quality Audit	5-6 Ogos 2010
Mesyuarat Semakan Pengurusan / Management Review Meeting	21 September 2010
Audit Tahap II / Audit Level II	11 Oktober 2010
Persijilan MS MS ISO 9001:2008 / MS ISO 9001:2008 MS Certification	4 November 2010

Jadual 2: Pelan Tindakan Bagi Sistem Pengurusan Kualiti Badsa Tahun 2010
Table 2: Action Plan For Badsa Quality Management System, 2010

BADSA telah menganjurkan Bengkel Pembangunan Kualiti MS ISO 9001:2008 di Hotel Avillion Admiral Cove pada 21 hingga 26 Mac 2010. Tujuan bengkel adalah untuk membincangkan hala tuju ke arah Pensijilan MS ISO 9001:2008 dan merangka isi kandungan dokumen Kualiti MS ISO 9001:2008.

Lanjutan dari itu, BADSA telah memperoleh persijilan MS ISO 9001:2008 dengan skop 'Pengauditan Pengurusan Kewangan berdasarkan Indeks Akauntabiliti' berkuatkuasa 4 November 2010.

4.4 BADSA SPECIAL ACHIEVEMENTS

MS ISO 9001:2008 CERTIFICATION WITH FINANCIAL MANAGEMENT SCOPE BASED ON ACCOUNTABILITY INDEX

BADSA began its project to achieve MS ISO 9001:2008 Quality Management System (SPK) in February 2010 with the introduction of SPK to all BADSA officers, beginning with the MS ISO 9001:2008 Awareness Course on 22nd to 23rd February 2010. The plan to achieve accreditation of SPK was supported by several other action plans as follows:

BADSA had organized the MS ISO 9001:2008 Quality Development Workshop at the Avillion Admiral Cove Hotel from the 21st to 26th March 2010. The purpose of the workshop was to discuss the direction towards the certification of MS ISO 9001: 2008 and to draft the contents of the MS ISO 9001: 2008 Quality Document.

Subsequently, BADSA obtained the MS ISO 9001:2008 certification with the scope of "Financial Management Audit based on Accountability Index" effective from 4th November 2010.

5. LAPORAN JAWATANKUASA AUDIT

Selaras dengan Surat Arahan Perbendaharaan bertarikh 5 Jun 2008, MinDef juga telah menubuhkan Jawatankuasa Audit (JKA) yang dianggotai oleh Ketua Setiausaha (KSU) sebagai pengerusi tetap dan semua Ketua-ketua Bahagian Kewangan, Bahagian Perolehan, Bahagian Pembangunan, Bahagian Akaun sebagai ahli tetap. Sepanjang tahun 2010, BADSA hanya berkemampuan untuk melaksanakan mesyuarat JKA sebanyak 3 kali.

Bil. / No	Tarikh / Date
Mesyuarat JKA Kementerian Pertahanan Bil. 1/2010 MINDEF Audit Committee Meeting No. 1/2010	26 Julai 2010 26th July 2010
Mesyuarat JKA Kementerian Pertahanan Bil. 2/2010 MINDEF Audit Committee Meeting No. 2/2010	27 Ogos 2010 27th August 2010
Mesyuarat JKA Kementerian Pertahanan Bil. 3/2010 MINDEF Audit Committee Meeting No. 3/2010	7 Oktober 2010 7th October 2010

JADUAL 3: Mesyuarat JawatanKuasa Audit (JKA) Kementerian Pertahanan Tahun 2010
Table 3: Audit Committee Meeting, Ministry Of Defence, 2010

Ketiga-tiga mesyuarat JKA yang diadakan telah membentangkan isu-isu yang dikemukakan oleh Ketua Audit Negara dan laporan yang dikeluarkan oleh BADSA pengauditan pengurusan kewangan dan kajian audit prestasi.

5. AUDIT COMMITTEE REPORT

In line with the Treasury's Directive dated 5th June 2008, MinDef had set up the Audit Committee comprising of the Secretary General as the permanent Chairman, and all heads of the Financial Division, Procurement Division, Development Division and Account Division as permanent members. During 2010, BADSA only managed to carry out three times Audit Committee meetings.

All the three Audit Committee Meetings carried out discussed issues submitted by the Auditor General and also reports issued by the BADSA financial management audit and audit performance review.

5.1 LAPORAN MARKAH KESELURUHAN AIMS 2010 BERDASARKAN SISTEM PENARAFAN STAR RATING

Pada 2010, BADSA telah melaksanakan pengauditan secara maya melalui AIMS KEPADA PTJ-PTJ dan secara manual di Pusat-pusat Kos bagi memastikan pengurusan kewangan di Kementerian berada di tahap cemerlang.

Pengurusan kewangan berdasarkan Indeks Akauntabiliti mengandungi 7 elemen iaitu: Kawalan pengurusan pejabat, Kawalan terimaan, Kawalan perbelanjaan, Pengurusan kumpulan wang amanah, Akaun amanah dan deposit, Pengurusan aset, inventori dan stor, dan Elemen anugerah dan inovasi. Jumlah soal selidik yang disediakan bagi 7 elemen AIMS ini adalah sebanyak 523 soalan.

5.1 2010 AIMS TOTAL SCORE REPORT BASED ON THE STAR RATING SYSTEM

In the year 2010, BADSA carried out online audits through AIMS for the PTJ and manually at cost centres, to ensure that financial management at the Ministry stays at a high quality.

Financial management based on Accountability Index contains seven elements: office management control, acceptance control, expenditure control, trust fund management, trust account and deposits, asset management, inventory and store, award and innovation elements. There are 523 investigative questions prepared for these seven AIMS elements.

Bil / No	Skor Pemarkahan (%) / <i>Marking Scores</i>	Tahap / <i>Level</i>	Penarafan / <i>Rating</i>
1	95 – 100	Sangat Baik / <i>Excellent</i>	★★★★
2	85 – 94	Baik / <i>Good</i>	★★★
3	70 – 84	Memuaskan / <i>Satisfactory</i>	★★
4	<69	Tidak Memuaskan / <i>Not Satisfactory</i>	★

Jadual 4: Sistem Pemarkahan Berdasarkan Sistem Penarafan Star Rating
Table 4: Scoring System Based on Star Rating System

5.1.1 Pemarkahan Ke Atas Pusat Tanggungjawab (PTJ) Berikut adalah pemarkahan hasil dari pengauditan BADSA ke atas 106 PTJ:

5.1.1 Scoring on Responsibility Centres (PTJ) Score resulting from BADSA Audit on 106 PTJs are as shown below:

Bil. No.	Program Pertahanan <i>Defence Programme</i>	★★★★	★★★	★★	★	Jumlah <i>Total</i>
1	Pentadbiran / <i>Administration</i>	11	2	-	-	13
2	Bersama / <i>Joint</i>	5	9	2	-	16
3	Darat/ <i>Army</i>	25	8	7	-	40
4	Maritim / <i>Maritime</i>	10	10	1	-	21
5	Udara / <i>Airforce</i>	6	9	-	-	15
6	Jlkn	1	-	-	-	1
Jumlah / <i>Total</i>		58	38	10	-	106

Jadual 5: Hasil Pengauditan Badsa Ke Atas 106 Ptj Bagi Tahun 2010
Table 5: Badsa Audit Results On 106 Ptjs, 2010

5.1.2 Pemarkahan Ke Atas Pusat Kos (PK) Ringkasan keputusan bagi Pusat Kos adalah seperti berikut:

5.1.2 Scoring on Cost Centres Summary of results on Cost Centres are as follows:

Bil	Penarafan (Bintang) / <i>Rating (Star)</i>	Bil. Pusat Kos / <i>No. of Cost Centres</i>
1	★★★★	9
2	★★★	107
3	★★	4
4	★	1
Jumlah / <i>Total</i>		121

Jadual 6: Hasil Pengauditan Badsa Ke Atas Pusat Kos Bagi Tahun 2010
Table 6: Result Of Badsa Audit On Cost Centres, 2010

BAHAGIAN PENGURUSAN SUMBER MANUSIA

BPSM PENJANA MODAL INSAN DAN ORGANISASI MINDEF

LATAR BELAKANG

Bahagian Pengurusan Sumber Manusia (BPSM) telah ditubuhkan pada tahun 1969 dengan nama Bahagian Naziran Perjawatan. Pada 1 Ogos 1985, bahagian ini dicantumkan dengan bahagian Perkhidmatan dan dikenali dengan nama Bahagian Naziran Perjawatan dan Perkhidmatan.

Berikutan dengan penubuhan Jabatan Perkhidmatan Awam pada tahun 1968 dan berdasarkan Kajian Mesyuarat Khas Ketua Setiausaha Negara pada tahun 2000, semua Bahagian Naziran Perjawatan dan Perkhidmatan di semua kementerian telah ditukar kepada Bahagian Pengurusan Sumber Manusia (BPSM) bagi menyesuaikan dengan peranan yang dilaksanakan pada masa tersebut. Sejak dari itu peranan BPSM di Kementerian Pertahanan (MinDef) dan di kementerian-kementerian lain telah diselaraskan dan memainkan peranan sebagai 'Mini JPA'.

PERANAN BARU BPSM MINDEF

Selari dengan perubahan zaman dan agenda negara, BPSM juga tidak ketinggalan berubah. Pihak Pengurusan Tertinggi MinDef mahukan supaya BPSM menjadi penggerak transformasi ke arah kecemerlangan organisasi, selain meneruskan tugas hakikinya sebagai penggerak transformasi kecemerlangan warga MinDef.

BPSM juga menjadi Kementerian perintis dalam menterjemahkan Model Lapan Tonggak Perdana ke dalam Pelan Transformasi MinDef. Dengan terlaksananya Pelan Transformasi MinDef ini, penekanan yang lebih telah diberikan kepada nilai-nilai kreativiti dan inovasi dalam budaya kerja warganya agar mereka dapat bersama-sama menjadi "agen perubahan" di tempat kerja masing-masing. Mereka seharusnya lebih sensitif dengan sebarang perubahan dan pembaharuan yang dikehendaki oleh pihak kerajaan.

HUMAN RESOURCES MANAGEMENT DIVISION

HRMD AS THE GENERATOR OF HUMAN CAPITAL AND ORGANISATION OF MINDEF

BACKGROUND

The Human Resources Management Division (HRMD), was established in 1969 with the name Staff Inspection Division. On the 1st August, 1985, this division merged with the Service Division and was known as the Service and Staffing Inspection Division.

With the setting up of the Public Service Department in the year 1968 and based on the results of the Secretary General Special Meeting in the year 2000, all Service and Staffing Inspection Division were changed to the Human Resources Management Division (HRMD) as was more suitable to the role it played at the time. Since then the role of HRMD at the Ministry of Defence (MinDef) and in other ministries were aligned and it played the role of a "Mini PSD".

MINDEF HRMD'S NEW ROLE

In line with the changing era and the national agenda, HRMD has not escaped change. The Top Management of MinDef intends for HRMD to drive the transformation process towards the organisation's excellence, as well as its basic role of driving the transformation of MinDef's civilians to excellence.

HRMD is also a pioneer in translating the Eight Primary Pillars Model into the Mindef Transformation Plan. With this Mindef Transformation Plan, more emphasis was given on values of creativity and innovation in the work culture of its civilians, so that all may be agents of change at their own work place and be more sensitive to any changes and innovation that the government desires to achieve.

Dalam hal ini BPSM bukan hanya berperanan menguruskan modal insan sumber manusia MinDef malahan turut memainkan peranan penting di dalam urusan korporat MinDef seperti *System Star Rating*, *Transformasi*, *Badan Kesenian MinDef (BKM)*, *Askar Wataniah* dan seumpamanya.

Secara hakikinya BPSM memainkan tiga peranan penting iaitu:

- Menjalankan proses pengambilan ke dalam perkhidmatan awam melalui perwakilan kuasa P.U.B. 496 daripada Suruhanjaya Perkhidmatan Awam (SPA)
- Sebagai Agensi Pelaksana dasar-dasar berkaitan pengurusan sumber manusia dari Agensi Pusat: Jabatan Perkhidmatan Awam (JPA)
- Menjalankan fungsi Ketua Setiausaha Kementerian Pertahanan sebagai Ketua Perkhidmatan kepada beberapa skim bukan gunasama MinDef.

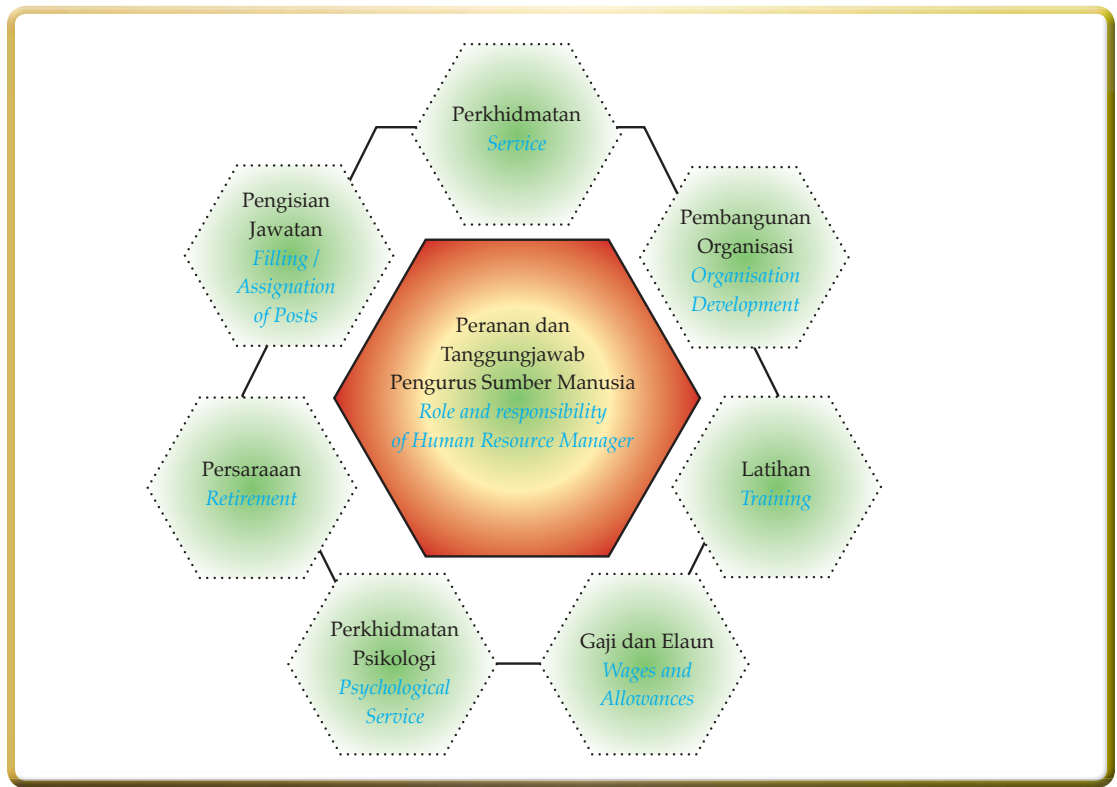
In this instance HRMD not only manages human resource and human capital at MinDef, it also plays an important role in the corporate affairs of MinDef such as the System Star Rating, Transformation, The MinDef Body of Arts, the Reserve Army etc.

Fundamentally the HRMD plays three main roles as follows:

- To carry out the process of recruitment into public service via the delegation of powers P.U.B 496 by the Public Service Commission.*
- As an Implementation Agent based on human resource management policies from the Central Agent: Public Service Department.*
- To carry out the functions of the Secretary General Ministry of Defence as the Head of Service for several MinDef Closed Service Schemes.*

Bidang tugas dan tanggungjawab BPSM MinDef adalah seperti di Rajah 1.

Roles and responsibility of HRMD are as set out in Diagram 1.



Rajah 1: Fungsi Pengurus Sumber Manusia
Diagram 1: Function of Human Resource Manager

Dengan arus permodenan negara, pembangunan modal insan perlu dipertingkatkan. BPSM secara dasarnya telah menyediakan modal insan yang kompeten, berintegriti dan bermotivasi untuk menyokong ATM dalam melaksanakan tugas pertahanan negara. Dalam menyediakan modal insan seperti di atas BPSM mempersiapkan modal insan awam melalui:

- ✓ Pengisian Jawatan
- ✓ Latihan dan Kompetensi
- ✓ Nilai-nilai Murni / Integriti / Motivasi
- ✓ Psikologi
- ✓ Menjaga Kebajikan Anggota Angkatan Tentera Malaysia (ATM)
 - Pembangunan Organisasi
 - Khidmat Tentera

Role and responsibility of Human Resource Manager / Service In line with the nation's modernisation, human capital development must be enhanced. HRMD has as its policy, provided competent human capital, with integrity and motivation to support the MAF in its work to defend the country. In providing the said human capital HRMD prepares the general human capital through:

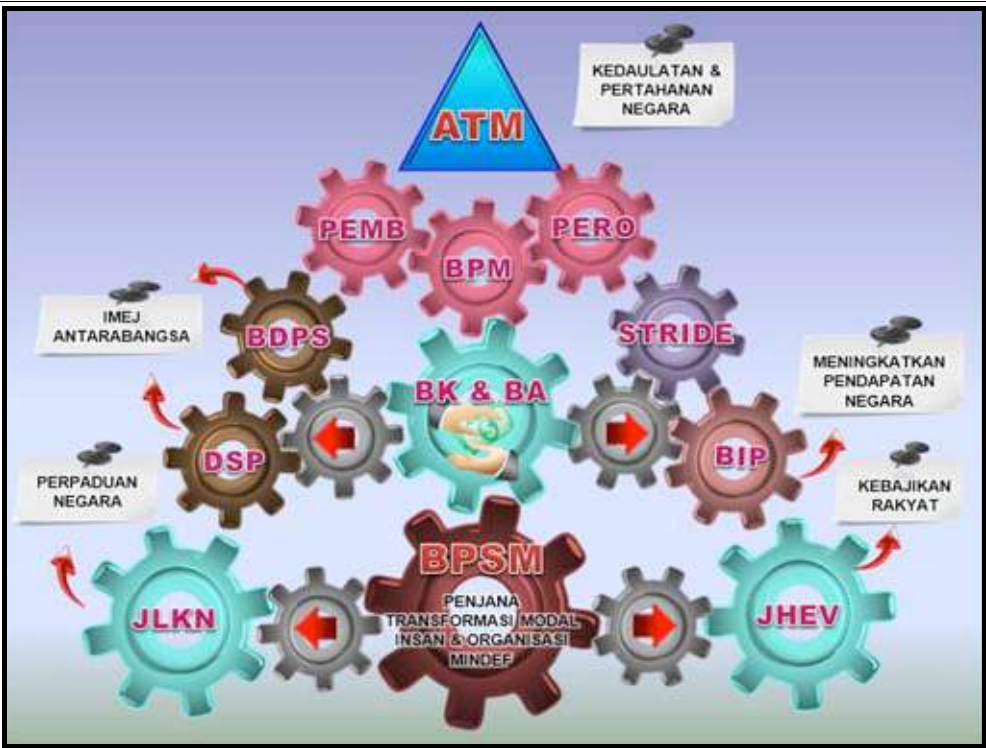
- ✓ Assignment of Posts
- ✓ Training and Competency
- ✓ Core Values/Integrity/Motivation
- ✓ Psychology
- ✓ Managing Welfare of Members of the MAF
 - Organisational Development
 - Army Service

Urusan penyelarasan kebajikan Anggota Tentera adalah satu tugas yang tidak ada dalam kementerian lain.

The function of welfare management of the Army is not provided for in other ministries.

BPSM sebagai Penjana Kecemerlangan Modal Insan dan Organisasi MinDef seperti di Rajah 2.

HRMD as The Generator of Excellence in Human Capital and the MinDef Organisation is in Diagram 2.



Rajah 2 : BPSM Penjana Transformasi Modal Insan dan Transformasi MinDef
Diagram 2: HRMD as the Generator of Human Capital and Organisation of MinDef

PENGISIAN JAWATAN

Penjawat awam di MinDef berfungsi sebagai pembekal perkhidmatan sokongan dan pengurusan bagi ATM. BPSM sentiasa memastikan pengisian perjawatan penjawat awam tidak kurang daripada 85% pada setiap masa. Status pengisian perjawatan sehingga 31 Disember 2010 adalah seperti di Jadual 1.

BIL NO	KUMPULAN PERKHIDMATAN SERVICE GROUP	PERJAWATAN POST	PENGISIAN FILLED	KOSONG VACANT	PERATUS PENGISIAN PERCENTAGE OF FILLED POSITIONS
1	Jawatan Khas (Menteri) Special Function (Minister)	4	4	0	100%
2	JUSA	15	16	-1	107%
3	Pengurusan dan Profesional Administrative and Professional	556	478	78	86%
4	Kumpulan Sokongan 1* Support Services 1	7696	7439	257	96%
5	Kumpulan Sokongan 2* Support Services 2	8,230	6252	1978	75%
JUMLAH BESAR GRAND TOTAL		16,501	14,189	2,312	85%

Jadual 1 : Pengisian Jawatan Awam MinDef Sehingga 31 Disember 2010
Table 1: Status of posts filled as at 31st December 2010

Pengisian Jawatan Gred Lantikan

Perwakilan Kuasa P.U(B) 496: Diwakili kuasa melantik oleh SPA bagi jawatan Sokongan II seperti berikut:

- i. Pembantu Am Pejabat, Gred N1
- ii. Pemandu Kenderaan, Gred R3
- iii. Pemandu Operator Jentera Pemunggah, Gred R3
- iv. Pekerja Awam Khas, Gred R3
- v. Pekerja Awam, Gred R1

Permohonan jawatan dibuat secara atas talian melalui Portal Jobs Malaysia iaitu Sistem Penjodohan Pekerjaan automatik atas talian yang disediakan oleh Kementerian Sumber Manusia. Proses pengambilan dilaksanakan menggunakan Sistem e-Assignment of posts MinDef.

RECRUITMENT / ASSIGNATION OF POSTS

The general civil servants in MinDef acts as provider of support and management services to the MAF. HRMD will always ensure that percentage of filled posts must not be less than 85% at all times. The status of posts filled as at 31st December 2010 are as set out in Table 1.

Assignment of Posts for Appointed Grades

Delegation of powers P.U (B) 496: The power to appoint is delegated by the PSC for Support Services II as follows:

- i. General Office Assistant, Grade N1
- ii. Driver, Grade R3
- iii. Forklift Truck Operators, Grade R3
- iv. Special General Worker, Grade R3
- v. General Worker, Grade R1

Application for posts are made online via the portal of Jobs Malaysia, an automatic online Job matching system made available by the Ministry of Human Resources. The process of recruitment is carried out via the MinDef e-Assignment of Posts system.

Statistik Pengambilan Tahun 2010 adalah seperti di Jadual 2. The statistics of recruitment for the year 2010 are in Table 2:

BIL / NO	JAWATAN / POST	GRED / GRED	PENGAMBILAN / RECRUITMENT
1	Atendan Kesihatan / Health Attendant	U3	5
2	Pembantu Am Pejabat / General Office Assistant	N1	59
3	Pemandu Operator Jentera Pemunggah / Forklift Truck Operator	R3	3
4	Pekerja Awam / General Worker R1	74	
JUMLAH / TOTAL			141

Jadual 2: Statistik Pengambilan Tahun 2010
Table 2: Statistic of Recruitment for the Year 2010

Jawatan-Jawatan Lain (Selain Di bawah P.U(B) 496)

- i. Lantikan SPA: Permohonan pengisian melalui e-PGSPA (Sistem Permohonan Pengisian Perjawatan)
- ii. Jawatan Guna sama Am Persekutuan/Kader: Permohonan bertulis kepada agensi berkenaan

Other Posts (other than under P.U (B) 496)

- i. PSC Training: Application for posting to be made through e-PGSPA (Application for Posts System)
- ii. Common Federal Posts/Cadre Posts: Written application to be made to the relevant agencies

Pengisian Jawatan Naik Pangkat

Jawatan Tertutup MinDef: Lembaga Naik Pangkat MinDef Naik Pangkat Secara Hakiki Sepanjang Tahun 2010

Filling of Job Promotion

MinDef Closed Position: MinDef Promotional Board The Substantive Promotion of the Year 2010

BIL / NO	KUMPULAN PERKHIDMATAN / SERVICES GROUP	JUMLAH CALON / NO OF CANDIDATES
1	Sokongan I / Support I	33
2	Sokongan II / Support II	3

Jadual 3: Jawatan Tertutup Kementerian Pertahanan Tahun 2010
Table 3: Closed Position for Ministry of Defence for the Year 2010

PERKHIDMATAN

SERVICES



Rajah3 : Bidang Perkhidmatan
Diagram 3: Services Area

PERKARA PELANTIKAN

APPOINTMENT MATTERS

Perkara pelantikan yang dilaksanakan sepanjang tahun 2010 seperti di Jadual 4.

The matters for appointment carried out during the Year 2010 as shown in Table 4.

BIL / NO	PERKARA PELANTIKAN / APPOINTMENT MATTERS	BILANGAN / QUANTITY
1	Pengesahan Pelantikan / Confirmation of appointment	273
2	Pengesahan Dalam Perkhidmatan / Confirmation of Services	831
3	Pemberian Taraf Berpencen / Pension Level Award	684
4	Pelanjutan Tempoh Percubaan / Extension of Probation	28
5	Meletak / Melepas Jawatan / Resignation / Release of Posts	57
JUMLAH / TOTAL		1873

Jadual 4: Perkara Pelantikan Sepanjang Tahun 2010
Table 4: Appointment Matters of the Year 2010

Penempatan / Pertukaran

Attachment / Transfer

Pusingan Kerja yang dilaksanakan sepanjang tahun 2010 seperti di Jadual 5.

Job Rotation are completed during the year 2010 as shown in Table 5.

BIL / NO	KUMPULAN PERKHIDMATAN / GROUP OF SERVICES	BILANGAN PEGAWAI TERLIBAT / NO. OF OFFICERS INVOLVED
1	Pengurusan & Profesional / Administration and Professional	105
2	Kumpulan Sokongan / Support Group	900
JUMLAH / TOTAL		1005

5: Pusingan Kerja Sepanjang Tahun 2010
Table 5: Job Rotation During the Year 2010

Pertukaran Pelantikan / Ketua Perkhidmatan

Appointment Transfer / Head of Services

Pada tahun 2010, BPSM menguruskan dua pertukaran Ketua Perkhidmatan dan satu pertukaran pelantikan:

- Pekeliling Perkhidmatan 6/2010: Penetapan Ketua Perkhidmatan (Berkuatkuasa 1 Julai 2010) seperti di Jadual 6.

In the year 2010, HRMD managed two transfer of Heads of Services and one appointment transfer:

- ServiceCircular6/2010:DeterminationofHeadofServices (valid from the 1st of July 2010) as shown in Table 6.

BIL NO	KETUA PERKHIDMATAN / HEAD OF SERVICES	OPSYEN / OPTION	
		SETUJU / AGREED	TIDAK SETUJU / NOT AGREED
1	KSU KKM	192	11
2	KSU KKR	489	79
3	KP Kesihatan Malaysia / HS HEALTH MALAYSIA	698	33
4	KP Kerja Raya / HS WORKS	202	14
5	KP JAKIM / HS JAKIM	11	17
6	KP Laut Malaysia / HS MARINE MALAYSIA	3	2
7	KP Penerangan Malaysia / HS INFORMATION MALAYSIA	10	0
8	KP Pelajaran Malaysia / HS EDUCATION MALAYSIA	4	0
9	KP Jabatan Kimia / HS CHEMICAL DEPARTMENT	2	0
10	KP Ukur & Pemetaan / HS SURVEY AND MAPPING	3	0
JUMLAH / TOTAL		1612	156

Jadual 6: Penetapan Ketua Perkhidmatan
Table 6: Determination Heads of Services

- Pertukaran Ketua Perkhidmatan Empat Skim Perkhidmatan Bukan Guna sama Kementerian Pertahanan dari Ketua Setiausaha Kementerian Pertahanan kepada Ketua Pengarah Perkhidmatan Awam (berkuat kuasa 1 Januari 2011):
 - Skim Penolong Pegawai Tadbir
 - Skim Pembantu Tadbir (Perkeranian/Operasi)
 - Skim Pembantu Tadbir (Kewangan)
 - Skim Pegawai Khidmat Pelanggan
- Transfer of Heads of Services for Four Schemes of Non Common Services under the Ministry of Defence from the Secretary General of Ministry of Defence to the Director General of Public Services (effective 1st January 2011)
 - Assistant Administrative Officer Scheme
 - Administrative Officer Scheme (Clerical/Operational)
 - Administrative Officer Scheme (Financial)
 - Customer Service Officer Scheme

BIL NO	KETUA PERKHIDMATAN / HEAD OF SERVICES	OPSYEN / OPTION	
		SETUJU / AGREED	TIDAK SETUJU / NOT AGREED
1	KPPA	4358	170

Jadual 7 : Pertukaran Ketua Perkhidmatan Empat Skim Perkhidmatan Bukan Gunasama Kementerian Pertahanan
Schedule 7: Transfer of Heads of Services for Four Schemes of Non Common Services under the Ministry of Defence

- Pertukaran Pelantikan Penolong Pegawai Sains dan Pembantu Makmal di bawah Klasifikasi Perkhidmatan Sains sebagai Penolong Pegawai Penyelidik dan Pembantu Penyelidik di bawah Klasifikasi Perkhidmatan Penyelidikan & Pembangunan di STRIDE (Berkuatkuasa 30 Jun 2010).
- Appointment Transfer of the Assistant Science Officer and Lab Assistant under the Classification of Science Services as the Assistant Research Officer and Research Assistant under the Classification of Research and Development in STRIDE (Effective 30th June 2010).

BIL NO	SKIM SCHEME	GRED GRADE	JUMLAH PEGAWAI TERLIBAT NO. OF OFFICERS INVOLVED
1	Penolong Pegawai Sains / <i>Assistant Science Officer</i>	C32	2
2	Penolong Pegawai Sains / <i>Assistant Science Officer</i>	C27	10
3	Pembantu Makmal / <i>Lab Assistant</i>	C26	3
4	Pembantu Makmal / <i>Lab Assistant</i>	C22	10
5	Pembantu Makmal / <i>Lab Assistant</i>	C17	34
JUMLAH / TOTAL			59

Jadual 8: Pertukaran Pelantikan Di bawah Klasifikasi Perkhidmatan Penyelidikan & Pembangunan di STRIDE
Schedule 8: Appointment Transfer under the Classification of Research and Development in STRIDE

Latihan dan Kompetensi

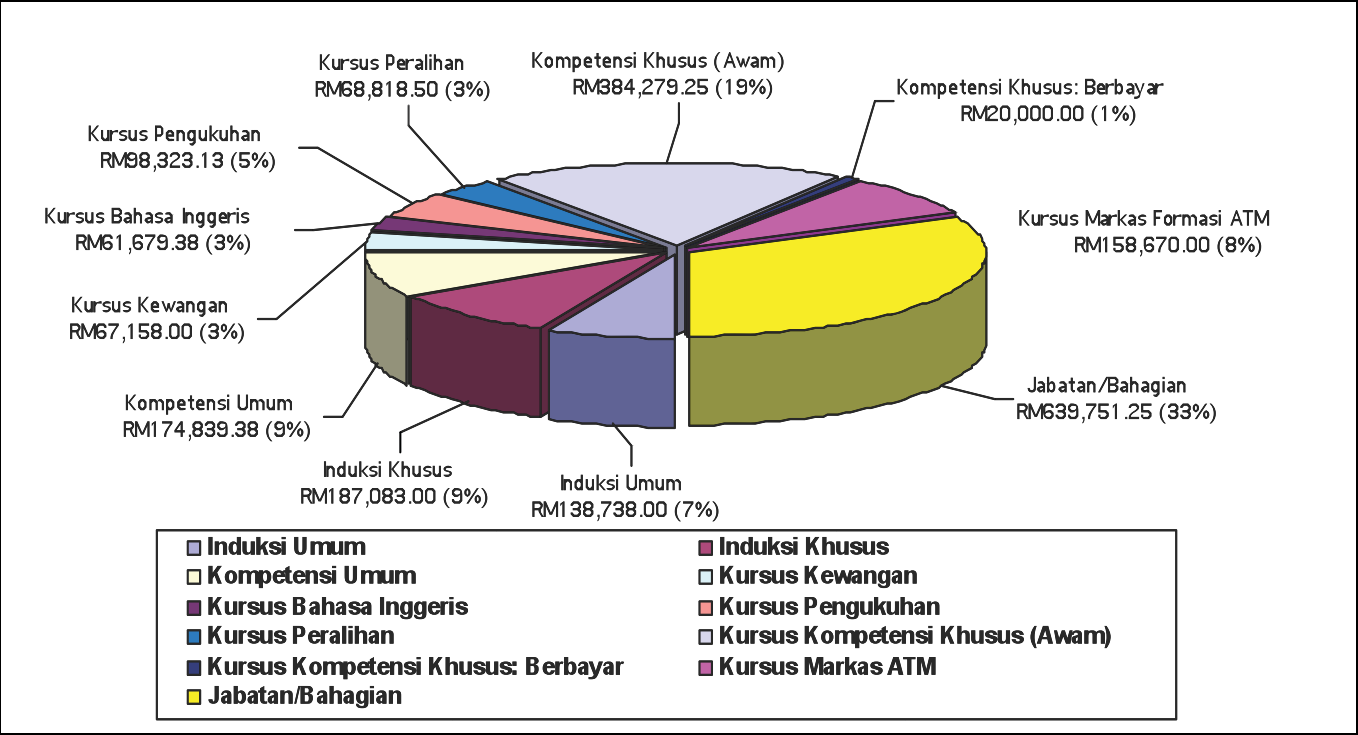
Program Latihan Awam Tahun 2010 lebih tertumpu kepada aspek inovasi dan kreativiti serta peningkatan pengetahuan dan pembangunan kompetensi umum serta khusus warga MinDef agar ia dapat dijadikan sebagai landasan ke arah melahirkan warga MinDef yang dinamik, inovatif, kreatif, progresif, komited, berintegriti serta berdaya saing bagi meletakkan MinDef sebagai organisasi bertaraf lima bintang.

Sejumlah RM2 juta telah diperuntukkan bagi melatih seramai 15,021 orang warga awam MinDef melalui 268 siri kursus anjuran Cawangan Latihan, BPSM serta Jabatan dan Bahagian di MinDef. Selain itu juga, sejumlah RM250,000.00 diperuntukkan di bawah peruntukan one-off luar negara bagi membiayai pelaksanaan lima siri kursus luar negara melibatkan seramai enam orang peserta kursus. Pecahan pengagihan peruntukan di bawah mengikut kategori kursus adalah seperti di Rajah 4.

Training and Competency

The Public Training Programme in 2010 focuses mainly on the aspects of innovation and creativity as well as the increase of knowledge and the development of general and specialized competency as a platform towards the creation of dynamic, innovative, creative, progressive, committed, integrity, and competitive MinDef civilians, and towards the attainment of MinDef as a five star organisation.

As much as RM2 million had been allocated to train 15,021 MinDef civilians through 268 courses organised by the Training Branch, HRMD, as well as the respective departments and divisions of MinDef. In addition, a total of RM250,000.00 was allocated under the one-off overseas budget, to sponsor five overseas courses, involving 6 participants. The allocation distribution is set out below in Diagram 4 according to the category of courses.



Rajah 4: Pengagihan Peruntukan Latihan
Diagram 4: Distribution of Training Budget Allocation

Selaras dengan pelancaran Pelan Transformasi MinDef, BPSM telah berjaya menyediakan Buku Pelan Organisasi Pembelajaran MinDef (2009 - 2012) yang merupakan dasar strategik pembudayaan amalan pembelajaran berterusan dikalangan warga MinDef. Pelan tersebut menekankan aspek pembangunan modal insan secara menyeluruh dan berterusan, dengan memaksimumkan peluang-peluang pembelajaran disemua peringkat bagi mencapai misi dan visi organisasi. Ini merangkumi aktiviti pembudayaan serta amalan Organisasi Pembelajaran berterusan berdasarkan tujuh tonggak / teras utama Pelan Organisasi Pembelajaran MinDef.

Teras pelaksanaan ini meliputi aspek pembudayaan organisasi pembelajaran pada peringkat individu, peringkat kumpulan dan peringkat organisasi/kementerian. Tujuh teras pelan strategik ini juga menetapkan hala tuju yang jelas dan sistematik terhadap usaha pembangunan intelek dan modal insan yang berpengetahuan, beretika dan bermoral tinggi, berdaya saing dan dinamik, lantas mencetuskan etos baru dalam penyampaian perkhidmatan, selaras dengan seruan dan harapan YB. Menteri Pertahanan agar MinDef kekal

In line with the MinDef Transformation Plan, HRMD has successfully launched the MinDef Learning Organisation Plan Book for the year 2009-2012, which sets out strategic policies of making continuous learning a culture amongst the MinDef civilians. This plan stresses the aspect of a comprehensive and continuous human capital development, by maximising the opportunities for learning at all levels, in order to attain the vision and mission of the organisation. This includes activities to make it a culture, as well as the practices of Continuous Learning Organisation based on the seven main pillars of the MinDef Learning Organisation Plan.

The core of the implementation includes the aspect of culturalisation of Learning Organisation, at the level of individuals, group and organisation/government. Seven pillars of this strategic planning also set out a clear and systematic vision, towards the development of intellect and learned human capital, with high ethics and morals, very competitive and dynamic, thus creating a new ethos in service delivery, in line with the hopes of the Honourable Minister of Defence for MinDef to remain as a five star

sebagai sebuah organisasi yang bertaraf Lima Bintang, dinamik, sentiasa di hadapan dan siaga mengharungi arus perubahan dan ledakan globalisasi masa kini.

PEMBANGUNAN PERKHIDMATAN

Penilaian Landasan Kerjaya

Penilaian Landasan Kerjaya Pegawai Tadbir & Diplomatik (PTD) Gred M48 sehingga M54 telah diperakukan melalui JK Search Committee pada tahun 2010.

BIL NO	SKIM SCHEME	GRED GRADE	JUMLAH PEGAWAI TERLIBAT NO. OF OFFICERS INVOLVED
1	Pegawai Tadbir & Diplomatik / <i>Administrative and Diplomatic Officers</i>	M54	8
		M52	11
		M48	18
JUMLAH / TOTAL			37

Jadual 9: Jumlah Pegawai Yang Terlibat Di dalam Penilaian Landasan Kerjaya PTD Gred M48 Hingga Gred M54
Table 9: The number of officers involved in the PTD Career Path Assessment Grade M48 to M54

Program Keutuhan

Dalam usaha untuk menyediakan modal insan yang terbaik kepada MinDef, selain daripada menyediakan latihan berkaitan dengan peningkatan kemahiran dan pengetahuan, program-program keutuhan juga diadakan.

Program-program keutuhan diadakan bertujuan untuk meningkatkan integriti para warga kerja MinDef. Kursus/seminar yang berada di bawah program keutuhan adalah Kursus Bina Insan, Wacana Ilmu, Penerapan Nilai-nilai Islam dan Pengukuhan Integriti Penjawat Awam. Sepanjang tahun 2010, sebanyak 43 kursus/seminar keutuhan telah diadakan dengan kehadiran 5,267 warga kerja dan kos yang terlibat adalah sebanyak RM355,286.00.

Pengiktirafan

Akur dengan keperluan setiap pekerja yang ingin diiktiraf akan sumbangan yang diberikan, beberapa anugerah disediakan. Antaranya adalah; Anugerah Perkhidmatan Cemerlang, Anugerah Pekerja Contoh, Pingat Pekerti dan Perkhidmatan Terbilang, Pingat/Bintang/Darjah Kebesaran Negeri dan Wilayah Persekutuan, Pingat Perkhidmatan Di Bawah Pertubuhan Bangsa-bangsa Bersatu dan Sijil Penghargaan 25 Tahun Berkhidmat.

organisation, dynamic, always ahead and ready to face the changing trends and the current globalisation explosion.

DEVELOPMENT OF SERVICES

Career Path Assessment

The assessment of Career Path for Administrative and Diplomatic Officers (ADO) Grade M48 to M54 has been certified through the Search Committee in the year 2010.

Integrity Programmes

In the efforts to produce the best human capital for MinDef, aside from providing training relating to the enhancement of skills and knowledge, other integrity programmes are also carried out.

These integrity programmes are held to increase the integrity of the workforce of MinDef. Courses and seminars held under this programme are Human Capital Development Courses, Knowledge Discourse, Integration of Islamic Values and Reinforcement of Integrity for Civil Servants. During the year 2010, 43 integrity courses and seminars were held with the attendance of 5,267 members of the workforce involving costs of RM355, 286.00.

Acknowledgement

Complying with the requirements of each employee who wants to be recognized on his contributions, several awards have been given. Among them are: Excellent Service Award, Exemplary Employee Award, Distinguished Conduct and Illustrious Service Medal; State and Federal Orders and Medals, Service Medals under the United Nations, and Certificate of Appreciation for 25 years of service.

BIL / NO	KUMPULAN PERKHIDMATAN / GROUP OF SERVICES	JUMLAH CALON / NO OF CANDIDATES
1	Sokongan I / <i>Support I</i>	165
2	Sokongan II / <i>Support II</i>	2152
JUMLAH / TOTAL		2317

Jadual 10: Jumlah Calon Anugerah Perkhidmatan Cemerlang dan Pekerja Contoh
Table 10: Number of Candidates for Excellent Service and Exemplary Employee Award

Bagi tahun 2010, seramai 1,028 orang penjawat awam telah dianugerahkan Anugerah Perkhidmatan Cemerlang, enam orang penerima Anugerah Pekerja Contoh dan 1,017 telah menerima Sijil Penghargaan Perkhidmatan. BPSM juga bertanggungjawab atas urusan kenaikan pangkat warga kerja awam di MinDef. Selain daripada urusan kenaikan pangkat secara hakiki, urusan kenaikan pangkat secara Khas Untuk Penyandang (KUP) juga diuruskan sesuai dengan arahan Kerajaan.

Dari semasa ke semasa, kenaikan pangkat berlaku, pegawai bertukar keluar, cuti belajar, cuti tanpa gaji ataupun apa-apa sebab yang menyebabkan berlakunya kekosongan pada sesuatu jawatan. Demi memastikan tidak terputusnya perkhidmatan, urusan tanggung kerja diproses. Untuk tahun 2010, sebanyak 96 urusan tanggung kerja di kalangan Kumpulan Pengurusan dan Profesional dan 468 bagi Kumpulan Sokongan menjadikan jumlah keseluruhan adalah 564 urusan tanggung kerja.

Tatatertib

Dalam usaha menyediakan modal insan yang terbaik untuk kementerian, tidak dinafikan ada waktunya terdapat warga kerja yang tidak mematuhi peraturan atau undang-undang yang telah ditetapkan.

Sehubungan itu, bagi warga kerja yang melanggar peraturan, tindakan tatatertib akan diambil. Kontra dengan anggapan ramai bahawa tindakan tatatertib adalah hanya untuk menghukum pegawai yang bersalah, tindakan tatatertib sebenarnya bertujuan lebih besar daripada hanya untuk menghukum sahaja.

Melalui tindakan tatatertib, pegawai yang bersalah diharap akan insaf dan berubah menjadi lebih baik di masa hadapan. Pada masa yang sama, hukuman tatatertib juga berfungsi sebagai satu iktibar kepada pegawai lain untuk tidak

In the year 2010, 1,028 civil servants were presented with the Excellent Service Awards, 6 received the Exemplary Employee Award and 1,017 received the Service Certificate of Appreciation. HRMD was also responsible in managing the promotions of civil servants in MinDef. Aside from substantive promotions, Special to Holder promotions are also attended with according to the government's directives.

From time to time, promotions occur, officers are transferred, or take sabbatical leave, or unpaid leave, or any other events occur leading to a vacancy in any one post. To ensure that services is not interrupted, the deputisation of work has to be processed. For the year 2010, 96 deputisation amongst the Management and Professional Group and 468 among the Support Group was carried out making a total of 564 deputisation of work process.

Discipline

In an effort to provide the best human capital for the ministry, it cannot be denied that some employees do not comply with the rules or regulations that have been put in place.

In connection therewith, disciplinary actions will be taken for employees found to have flouted the regulations. In contradiction to the common perception that disciplinary actions are taken to punish errant officers, disciplinary actions have a bigger purpose than punitive action only.

Through disciplinary actions, the officer in question will hopefully repent and become a better officer in the future. At the same time, disciplinary actions also function as a lesson to others to not be influenced by the wrong examples.

mengikuti contoh teladan yang salah. Ini adalah penting untuk memastikan bahawa modal insan yang berada di kementerian adalah yang terbaik.

This is important to ensure that only the best human capital are present in the Ministry.

Bagi tahun 2010, bilangan kes yang diterima adalah sebanyak 164 kes dan bilangan pegawai yang dikenakan hukuman buang kerja adalah seramai 65 orang. Statistik hukuman bagi tahun yang sama adalah seperti di Jadual 11.

In the year 2010, the number of cases received are 164 cases and 65 officers were dismissed. Statistics of the sentences for the same year is as set out in Table 11.

BIL / NO	HUKUMAN / SENTENCES	BILANGAN / QTY
1.	Amaran Secara Pentadbiran / <i>Administrative Warning</i>	18
2.	Amaran / <i>Warning</i>	74
3.	Denda / <i>Fine</i>	11
4.	Lucuthak Emolumen / <i>Cancellation to entitlement to emoluments</i>	62
5.	Tangguh Pergerakan Gaji / <i>Deferment of Increment</i>	16
6.	Turun Gaji / <i>Decrement</i>	3
7.	Turun Pangkat / <i>Demotion</i>	—
8.	Buang Kerja / <i>Dismissed</i>	65
9.	Bebas / <i>Free</i>	2
JUMLAH / TOTAL		251

Jadual 11: Statistik Hukuman Bagi Kes-Kes Tatatertib
Table 11: Statistics of the Sentences for Disciplinary Cases

GAJI DAN ELAUN

Penyediaan Penyata Perubahan Pendapatan (Kew.8) untuk Pergerakan Gaji Tahunan diselesaikan sebelum 30 Jun 2010 bagi pergerakan gaji 1 Januari / 1 April dan sebelum 31 Ogos 2010 bagi pergerakan gaji 1 Julai / 1 Oktober.

WAGE AND ALLOWANCES

The preparation of Salary Change Statement (Treasury 8) for the Annual Increment was completed before 30th June 2010 for the 1st January/1st April increment and before 31st August 2010 for increments of 1st July/1st October.



ELAUN DAN KEMUDAHAN

ALLOWANCES AND BENEFITS

BIL / NO	PERKARA ELAUN/KEMUDAHAN / ALLOWANCES AND BENEFITS	BILANGAN / QUANTITY
1	Kelulusan Lawatan Ke Luar Negeri / <i>Approval for Overseas Trips</i>	437
2	Tuntutan Elaun Pindah / Tukar / <i>Moving/Transfer Allowance Claim</i>	181
3	Kemudahan Perubatan / <i>Medical Benefits</i>	133
4	Tuntutan Pakaian Istiadat / Rasmi / <i>Formal /Ceremonial Dress Claims</i>	41
5	BIPK/BITPS/BITK/EPW/BIW	100
6	Bayaran Pengurusan Jenazah / <i>Funeral Management Fees</i>	36
7	Kelulusan Cuti Tanpa Gaji / <i>Approval of Unpaid Leave</i>	71
8	Kelulusan Cuti Separuh Gaji / <i>Approval of Half Paid Leave</i>	28
9	Cuti Belajar / <i>Sabbatical</i>	40
10	Cuti Kerana Kesihatan / <i>Medical Leave</i>	26
JUMLAH / TOTAL		1093

Jadual 12: Jumlah Elaun dan Kemudahan Di MinDef
Table 12: Total Allowance and Benefits in MinDef

MAJLIS BERSAMA JABATAN

JOINT DEPARTMENTAL EVENT

BPSM telah berjaya mengadakan Mesyuarat Majlis Bersama Jabatan Peringkat MinDef setiap tiga bulan sekali pada tahun 2010.

HRMD successfully held the Joint Departmental Event Meeting with the Divisions at MinDef level once every three months in the year 2010.

BIL/NO	MESYUARAT MBJ / JDE MEETINGS	TARIKH / DATE
1	Mesyuarat Bil / <i>Meeting No.</i> 1/2010	23 Mac 2010 / <i>23rd March 2010</i>
2	Mesyuarat Bil / <i>Meeting No.</i> 2/2010	22 Jun 2010 / <i>22nd June 2010</i>
3	Mesyuarat Bil / <i>Meeting No.</i> 3/2010	24 Sept 2010 / <i>24 Sept 2010</i>
4	Mesyuarat Bil / <i>Meeting No.</i> 4/2010	31 Dis 2010 / <i>31st December 2010</i>

Jadual 13: Jadual Mesyuarat Majlis Bersama Jabatan
Table 13: Joint Departmental Meetings Schedule

PERSARAAN

RETIREMENT

Sepanjang tahun 2010, statistik persaraan penjawat awam adalah seperti berikut:

During the year 2010, the statistics of civil servant retirements are as follows:

BIL	JENIS PERSARAAN / TYPES OF RETIREMENT	JUMLAH TERLIBAT / NO. INVOLVED
1	Persaraan Wajib / <i>Compulsory Retirement</i>	213
2	Persaraan Pilihan / <i>Optional Retirement</i>	108
3	Persaraan Atas Sebab Kesihatan / <i>Retirement on Medical Reasons</i>	7
4	Penswastaan / <i>Privatisation</i>	42
5	Kematian / <i>Death</i>	40
JUMLAH / TOTAL		410

Jadual 14 : Statistik Persaraan Penjawat Awam
Table 14: Statistics of Retirement of Civil Servants

PERKHIDMATAN PSIKOLOGI

Selaras dengan hasrat kerajaan yang mengutamakan pembangunan modal insan, Pengurus Sumber Manusia, MinDef telah melaksanakan penambahbaikan urusannya dengan menerapkan aspek psikologi dan kaunseling. Melalui pendekatan sedemikian, faktor manusia sebagai modal insan dapat diperkasakan ke tahap optimum.

Pendekatan psikologi dan kaunseling merupakan tindakan yang perlu dilaksanakan dalam usaha membangunkan modal insan yang menekankan aspek-aspek berikut:

- **Pembangunan**

Program pembangunan yang menitikberatkan potensi serta prestasi pegawai telah dianjurkan selaras dengan objektif individu dan organisasi. Empat siri program Bengkel Motivasi Kerja dan empat siri Kursus Membentuk Pekerja Cemerlang telah dilaksanakan yang melibatkan penjawat awam di peringkat MinDef, Briged dan Unit. Objektifnya untuk memperkasakan potensi serta motivasi kerja penjawat awam agar memberi impak kepada prestasi kerja secara langsung.

- **Pencegahan**

Kaedah psikologi yang bersesuaian digunakan bagi memastikan perkhidmatan awam dianggotai oleh pegawai yang berkualiti melalui proses pemilihan, penempatan, pengurusan prestasi dan pembangunan kompetensi. Dalam hal ini, dua siri pementoran yang melibatkan penjawat awam dari pelbagai Bahagian dan skim perkhidmatan telah diadakan. Program ini juga bertujuan membantu membimbing serta membentuk kumpulan kerja cemerlang bagi menyediakan satu landasan kepimpinan unggul pada masa sekarang mahupun pada masa akan datang. Selain dari itu, program peningkatan kesedaran pengurusan kewangan berhemah juga dititikberatkan dalam langkah pencegahan mengelak penularan masalah keberhutangan yang serius di kalangan penjawat awam.

PSYCHOLOGICAL SERVICES

In line with the government's aim of prioritising human capital development, the Human Resources Manager, MinDef, has improved its services by incorporating psychological and counselling aspects. Through this approach, the strength of people factor as human capital can be optimised.

Psychological and counselling approach is an action which must be carried out as part of the efforts to develop human development, which will emphasise the following:

- **Development**

A development programme that stresses on potential and performance of officers was organised in line with the individual and organisational objectives. Four series of the Job Motivational Workshop and four series of Creating the Excellent Employee Course was carried out, involving public servants at the levels of MinDef, Brigades and Units. The objectives are to strengthen the potential and motivation of the civil servants so that it will give a direct impact on their work performance.

- **Prevention**

The appropriate psychological method is used to ensure that the public sector is manned by officers of quality, through the process of selection, attachment, performance management and competency development. In this respect two mentoring series involving civil servants from various Divisions and Service Schemes were held, aimed at assisting and guiding as well as creating a work of excellence group, to create a platform for out-standing leadership both presently and in the future. Aside from this, programmes on enhancement of financial ethics awareness are also important in the prevention of serious debt related problems amongst the civil servants.

- **Pemulihan**

Program psikologi untuk individu bertujuan membuat perubahan dengan mempertingkatkan keupayaan mengurus emosi, tingkah laku dan pemikiran. Pelbagai slot ceramah ringkas tetapi padat dengan penglibatan setiap lapisan perjawatan penjawat awam dari Kumpulan Pengurusan dan Profesional sehinggalah Kumpulan Sokongan telah diadakan. Antara slot ceramah yang disampaikan seperti pengurusan stress, pengurusan sikap dan perubahan serta pengurusan kecemerlangan emosi. Justeru, dengan adanya wacana serta wadah ilmu dapat membina karakter positif di kalangan penjawat awam selaku modal insan, yang berfikir positif sudah pasti akan memberi nilai tambah kepada organisasi. Usaha dalam membimbing setiap warga kerja agar sentiasa berada dilandasan yang betul dititikberatkan. Justeru, Pembimbing Rakan Sekerja Perkhidmatan Awam (AKRAB) telah ditubuhkan dalam merealisasikan aspirasi kerajaan dalam membentuk budaya kerja cemerlang. MinDef telah mempunyai seramai 71 orang ahli AKRAB di seluruh negara dan mereka memainkan peranan dalam membimbing rakan sekerja agar sentiasa berdaya saing dan bermatlamat serta mempunyai motivasi kerja yang tinggi.

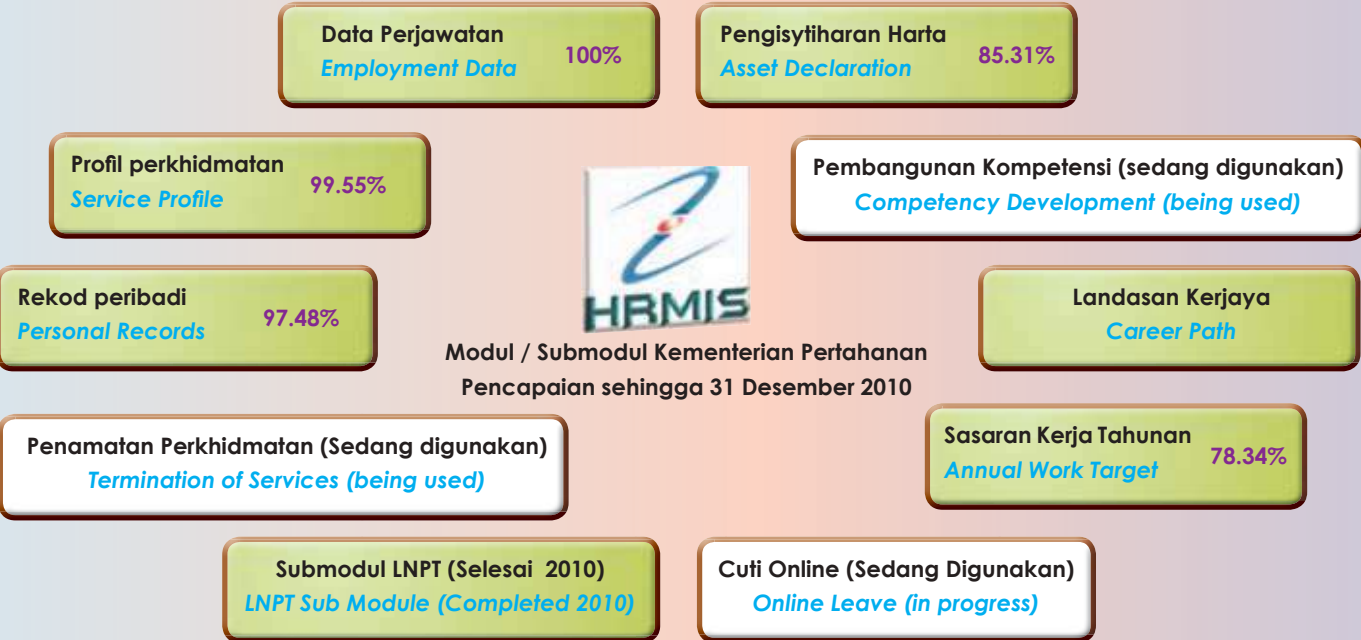
- **Rehabilitation**

Psychological programmes for individuals are aimed to lead to changes by increasing one's capacity to control emotions, behaviour and thoughts. Various lecture slots were held, brief but fully participated by every level of civil servants, from the Management and Professional Group to the Support Group. Amongst the lectures given were on stress management, attitude management and change, and emotional excellence management. With the existence of discourse and knowledge platform, the positive character of the civil servant as human capital can be developed. Human capital with positive attitude will surely provide added value to the organisation. Efforts to guide each employee to remain on the right track are important and thus the Public Service Work Colleague Adviser (AKRAB) has been set up in realising the government's aspiration in creating a culture of work excellence. MinDef has 71 members of AKRAB throughout the country playing a role in guiding their colleagues to remain competitive and goal oriented, with a high job motivation.

Program Peningkatan Kemahiran
Kaunseling (PPKK)
Improvement of Counselling Skills Programme



HRMIS / HUMAN RESOURCE MANGEMENT INFORMATION SYSTEM



Rajah 5 : Pencapaian HRMIS Di MinDef
Diagram 5: HRMIS Achievement in MinDef

BIL. / NO.	NAMA LATIHAN / NAME OF TRAINING	PENGLIBATAN / INVOLVING	TARIKH / DATE
1.	Rekod Peribadi, Profil Perkhidmatan dan Cuti <i>Personal Records, Service Profile and Leave</i>	Bhgn. Dasar & Perancangan Strategik <i>Policies and Strategic Planning Division</i>	21 Januari 2010 <i>21 January 2010</i>
2.	Bengkel Penilaian Landasan Kerjaya <i>Career Path Assessment Workshop</i>	PTD Gred M52 dan M54 <i>PTD Grade M52 and M54</i>	5 Februari 2010 <i>5 February 2010</i>
3.	Bengkel Modul PPK dan SKT HRMIS <i>PPK Module and SKT HRMIS Workshop</i>	Semua Jabatan / Bahagian <i>All Departments/Divisions</i>	3 – 21 Mei 2010 <i>3 – 21 May 2010</i>
4.	Taklimat Pelaksanaan MBJ melalui HRMIS <i>MBJ Implementation Briefing through HRMIS</i>	Ahli MBJ <i>JDE Member</i>	22 Jun 2010 <i>22nd June 2010</i>
5.	Pemantauan Pelaksanaan HRMIS di Sabah dan Sarawak / <i>Monitoring of HRMIS Implementation in Sabah and Sarawak</i>	Mindef Sabah dan Mindef Sarawak <i>Sabah and Sarawak Mindef</i>	6 – 9 Julai 2010 <i>6-9th July 2010</i>
6.	Taklimat Pengurusan Cuti <i>Leave Management Briefing</i>	Jab. Hal Ehwal Veteran ATM <i>MAF Veteran Affairs Department</i>	10 Oktober 2010 <i>10th October 2010</i>
7.	Latihan Akhir Tahun HRMIS <i>HRMIS End of Year Training</i>	Semua Pentadbir HRMIS <i>All HRMIS Administrators</i>	12 November 2010
8.	Taklimat Submodul SKT dan LNPT <i>Briefing on Submodule</i>	Jab. Latihan Khidmat Negara <i>National Service Training Department</i>	15 November 2010

Jadual 15: Latihan HRMIS Sepanjang Tahun 2010
Table 15: HRMIS Training throughout the Year 2010

MENJAGA KEBAJIKAN ANGGOTA ANGKATAN TENTERA MALAYSIA (ATM)

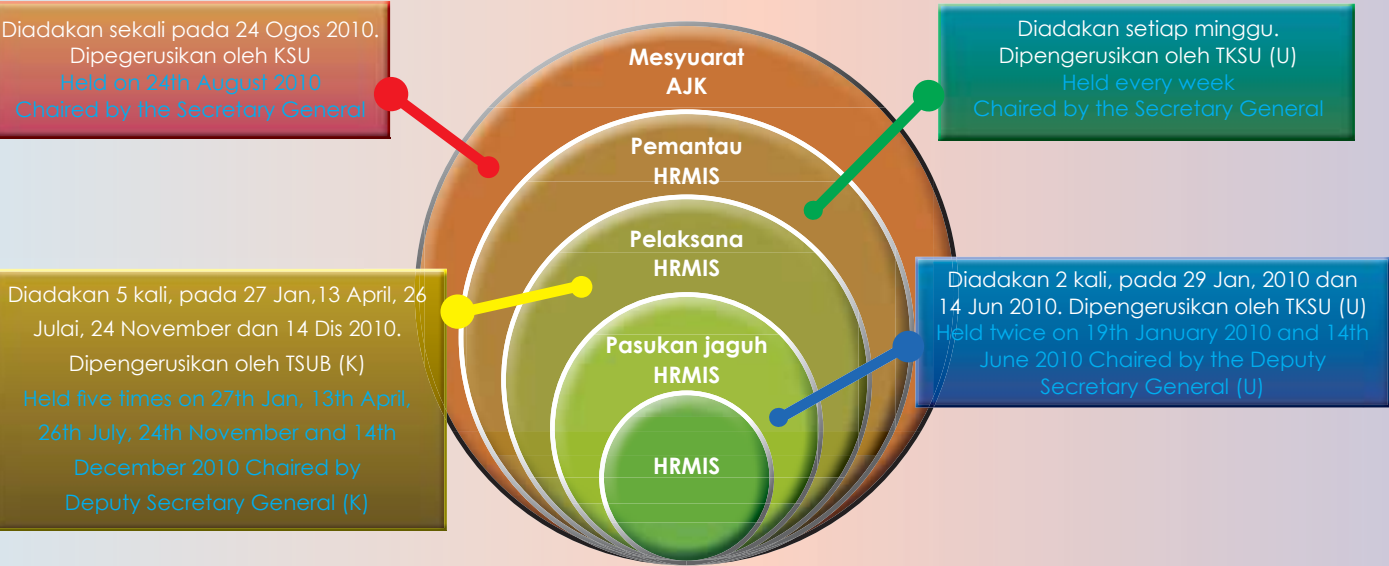
BPSM memainkan peranan yang sangat penting dalam menguruskan hal-hal yang berkaitan dengan kebajikan anggota ATM. Selain daripada bertindak sebagai perantara antara pihak ATM dengan Agensi Pusat, BPSM juga terlibat secara langsung dalam menentukan dasar-dasar yang berkaitan dengan kebajikan ATM.

Dalam tahun 2010 BPSM telah mengkaji dan mengemukakan kertas cadangan kepada Agensi Pusat seperti Cadangan Penambahbaikan Kerjaya Bagi Pegawai Perubatan, Pegawai Pergigian dan Pegawai Farmasi dalam Perkhidmatan ATM. Cadangan ini akan dapat menyelesaikan masalah-masalah yang wujud dalam perancangan kenaikan pangkat dan gred gaji bagi Pegawai-Pegawai dalam Perkhidmatan ATM.

PRESERVING THE WELFARE OF MEMBERS OF THE MALAYSIAN ARMED FORCES (MAF)

HRMD plays a vital role in managing matters relating to the welfare of MAF workforce. Aside from being a liaison between the MAF and Central Agency, the HRMD is also directly involved in making policies relating to MAF welfare.

In 2010, HRMD has reviewed and submitted proposals to the Central Agency such as the Proposal for Career Enhancement for Medical Officers, Dental Officers and Pharmaceutical Officers in the Service of MAF. This proposal will resolve the existing issues in the planning for promotion and increment of officers within the MAF service.



Rajah 6: Pemantauan Pelaksanaan HRMIS MinDef
Diagram 6: Monitoring of the Implementation of HRMIS MinDef

BPSM juga telah mengemukakan Cadangan Menaikan Kadar Bayaran Insentif Tugas Stesen Luar Pantai (BITSP) kepada Anggota Tentera yang bertugas mengawal keselamatan perairan dan kepulauan.

Rayuan ke atas Cadangan Pemanjangan Elaun Kenangan dan Bayaran Posthumous kepada Pingat-Pingat Keberanian Yang Lain iaitu Pingat Jasa Perkasa Persekutuan (JPP), Pingat Tentera Udara (PTU) dan Pingat Kepujian Perutusan Keberanian (KPK) telah dikemukakan kepada JPM.

Beberapa lagi cadangan kertas kerja telah dikemukakan kepada JPA, antaranya ialah Rayuan Bayaran Insentif Juruteknik Pesawat ATM, Pertimbangan Semula Kelayakan Pembayaran Cadangan Elaun Bahasa Asing Kepada Anggota ATM Yang Terlibat Dalam Tugas Perisikan dan Jurulatih di Pusat Latihan Tentera, Cadangan Skim Perkhidmatan dan Gaji ATM dan Cadangan Bayaran insentif Khas Kecederaan/Kematian Insurgensi ATM.

BPSM juga menguruskan pembayaran sagu hati Tabung Amanah Perwira dan Pertahanan Negara (TAPPN) kepada anggota ATM yang ditimpa bencana. Bagi tahun 2010, sebanyak RM330,500.00 telah diluluskan pembayaran yang melibatkan 26 kes.

BPSM turut bertanggungjawab menguruskan Biasiswa Pra-Perkhidmatan ATM bagi bidang pengajian perubatan, pergigian dan farmasi. Sehingga kini terdapat seramai 195 orang pelajar tajaan sedang mengikuti pengajian di dalam dan luar negara.

BPSM juga telah dipertanggungjawabkan untuk mengkoordinasikan urusan pendaftaran untuk pegawai dan kakitangan awam MinDef bagi penubuhan Pasukan Askar Wataniah (AW) MinDef Kumpulan Ketiga. Beberapa sesi latihan telah diadakan di Rejimen 515 (AW) pada setiap hari Khamis. Ini menunjukkan komitmen BPSM dalam menjayakan arahan pihak atasan.

PENCAPAIAN BPSM

Berikutan dari apa yang BPSM laksanakan, pelbagai kejayaan telah dikecapi antaranya termasuklah:

- 1) Perolehan 5 bintang dalam System Star Rating MinDef 2010 dan berada di tempat kedua daripada 25 Kementerian.

HRMD has also submitted the Proposal to Increase the Rate of Incentive Payment for Offshore duties, to members of the Army who are tasked to guard the coastal and island security.

Appeals on the Proposal to Extend the Remembrance Allowance and Posthumous payment to other Medals for Bravery and courage such as the Federation Gallantry Service Star, the Air Force Medal, the Mention in Despatches Medal, have been given to the PMD.

Several other proposal papers have been submitted to the PSD, including the Appeal for Incentive Payments of Air Craft technical officers of MAF, Reconsideration of Qualification for the Payment of Foreign Language Allowance to MAF officers involved in espionage work, and to trainees at the Army Training Camps, Proposal for MAF Services and Wages Scheme and Proposal for a Special Incentive payment for MAF Injury/death by Insurgency

HRMD also manages the payment of compensation for the Tabung Amanah Perwira dan Pertahanan Negara (TAPPN) to members of ATM who have experienced tragedy. In 2010, as much as RM330,500.00 had been approved for payment of 26 cases.

HRMD is also responsible for managing the MAF Pre-Service Scholarships in the areas of medicine, dentistry and pharmacy. Currently, there are 195 sponsored students are studying both local and abroad.

HRMD has also been tasked to co-ordinate the registration process for officers and general employees of MinDef to form the MinDef Reserve Army Team Group 3. Several training sessions have been held at Regiment 515 (AW) every Thursday, which shows the HRMD's commitment towards carrying out orders from top management.

HRMD PERFORMANCE

Following actions taken by HRMD, various success have been achieved including:

- 1) *Obtaining 5 stars in the MinDef 2010 Star Rating System and being placed second amongst 25 Ministries.*

- 2) MinDef adalah merupakan kementerian pertama yang melaksanakan Program Transformasi yang menterjemahkan Model 8 Tonggak Perdana ke dalam Pelan Transformasi MinDef dan dijadikan contoh oleh Unit Permodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU).
- 3) Pengwujudan Badan Kesenian MinDef (BKM) yang terdiri dari penari-penari profesional. Kebanyakan persembahan yang dibuat oleh BKM merupakan persembahan yang berprestij tinggi dan berkualiti.
- 4) Pemenang Anugerah Inovasi bagi Kategori Pengurusan Sumber Manusia dengan memper-tandingkan sistem e-psikologi, iaitu program kaunseling atas talian yang turut menjadi contoh kepada kementerian lain.
- 5) Penganjur Program Bulan Bahasa Kebangsaan Peringkat Kementerian.
- 6) Memperoleh Persijilan Semula MS ISO 9001:2008.
- 7) Penganjur Kolokium Tatatertib Peringkat Kebangsaan pada 23 dan 24 September 2010 di Renaissance Hotel Kuala Lumpur.
- 8) Penganjur Hari Integriti MinDef pada setiap tahun.
- 9) Pengwujudan satu batalion Askar Wataniah MinDef.

- 2) *MinDef is the first ministry implementing the Transformation Programme interpreting the 8 Prime Pillars Model into the MinDef Transformation Plan and is an example to MAMPU (Malaysian Modernisation Administration and Management Planning Unit).*
- 3) *Establishment of the MinDef Body of Arts, comprising of professional dancers. Most performances of the MBA are highly prestigious and of high standards.*
- 4) *The Winner of Innovation Award in the category of Human Resources Management, competing in the area of e-system psychology, that is an online counselling programmes which has become an example to other ministries.*
- 5) *Organiser of National Language Month at the Ministerial Level.*
- 6) *Obtaining Renewal of Certification MS ISO 9001:2008.*
- 7) *Organiser of Discipline Colloquium at the National Level on the 23rd and 24th September 2010.*
- 8) *Organiser of the annual MinDef Integrity Day.*
- 9) *Establishing a battalion of MinDef Reserve Army.*



Pemenang Augerah Inovasi Kategori Pengurusan Sumber Manusia
Winner of Innovation Award in the Category of Human Resource Management



Program Bulan Bahasa
Kebangsaan Peringkat Kementerian
*National Language Month
Programme Ministry Level*



Kolokium Tatatertib Peringkat
Kebangsaan Anjuran MinDef
*Discipline Colloquium at National
Level organised by MinDef*



Program Transformasi MinDef
MinDef Transformation Programme



Badan Kesenian MinDef (BKM)
MinDef Body of Arts

BAHAGIAN PENGURUSAN MAKLUMAT

1. PENGENALAN

Bahagian Pengurusan Maklumat (BPM) secara berterusan telah memanfaatkan kecanggihan dan keupayaan ICT dalam meningkatkan kecekapan dan produktiviti kerja di samping menyahut cabaran dalam memperkasakan budaya ICT di MinDef. BPM merupakan penggerak utama kepada pencapaian transformasi MinDef yang berteraskan lapan (8) tonggak utama terutama dalam Nilai Kreativiti dan Inovasi, Nilai Kepantasan dan Nilai Untuk Wang. Bersesuaian dengan objektif Bahagian untuk menyediakan infrastruktur dan infostruktur ICT MinDef, BPM telah merangka dan melaksanakan pelbagai program sepanjang tahun 2010 meliputi bidang-bidang berikut :

- Pengurusan Strategik ICT
- Pembudayaan ICT Dalam Penyampaian Perkhidmatan
- Kesiap siagaan Infrastruktur ICT
- Budaya Berkualiti Teras Perkhidmatan

2. PENGURUSAN STRATEGIK ICT

2.1 Pelan ISP MinDef (2008-2010)

Dalam merealisasikan visi MinDef untuk mewujudkan k-Force, BPM 2008-2010 di samping mengambil kira inisiatif-inisiatif terkini telah melaksanakan agenda ICT tahun 2010 yang digariskan di dalam Pelan Strategik ICT (ISP) MinDef seperti Pelan Transformasi MinDef 2011-2020.

Bagi memastikan kesinambungan pelaksanaan pengkomputeran MinDef dan selari dengan agenda negara, pelan ISP MinDef 2011-2015 telah dirangka. Pelan ini dijangka dapat di muktamadkan pada tahun 2011.

Antara projek yang telah dilaksanakan dalam tahun 2010 adalah:

- Penyediaan dan Pemantapan Pelan-pelan Strategik ICT
- Peningkatan Sistem Kawalan Fizikal MinDef

INFORMATION MANAGEMENT DIVISION

1. INTRODUCTION

The Information Management Division (IMD) has continuously taken advantage of the advancement and potentials of ICT in enhancing the efficiency and productivity of the Ministry as well as facing the challenges of strengthening the ICT culture in MinDef. The IMD is a key driver behind the achievements of the MinDef transformation programme, which is based on 8 main pillars especially in the areas of Values of Creativity and Innovation, Value of Speed and Value for Money. In accordance with the objectives of the Division in providing the ICT infrastructure and info structure of MinDef, the IMD has developed and implemented various programmes in the year 2010 to cover the following areas:

- *ICT Strategic Management*
- *ICT Acculturation in Service Delivery*
- *ICT Infrastructure Preparedness*
- *High Quality Culture as the Core of Service*

2. ICT STRATEGIC MANAGEMENT

2.1 MinDef ISP Plan (2008-2010)

In realising the vision of MinDef to create a k-Force, IMD has, in addition to taking into account the latest initiatives, implemented the ICT agenda for the year 2010 as outlined in the MinDef ICT Strategic Plan (ISP) such as the MinDef Transformation Plan 2011-2020.

To ensure continuous implementation of the computerisation of MinDef and in line with the national agenda, the MinDef ISP Plan, 2011-2015 has been drafted. This plan is expected to be completed in 2011.

Among the projects implemented in the year 2010 were:

- Preparation and Enhancement of ICT Strategic Plans*
- Improvement of MinDef Physical Control System*

- Pengurusan Kawalan Komputer Berpusat
- Knowledge Management System (KMS)
- Projek Stor Bestari
- Peningkatan Sistem Rangkaian
- Pemantapan Kelengkapan Multimedia
- Sudut Inovasi MinDef
- Peningkatan Pusat Data MinDef
- Peningkatan Keupayaan ICT

2.2 Pelan Pengurusan Risiko

Sebagai Kementerian yang bertanggungjawab ke atas keselamatan dan pertahanan negara, MinDef perlu mempunyai keupayaan untuk beroperasi setiap masa tanpa mengira situasi dan keadaan. Bagi mencapai sasaran di atas, MinDef perlu memastikan tahap kesiap siagaannya sentiasa tinggi agar tindakan pemulihan dapat diambil dengan cepat dan betul apabila berlaku gangguan atau bencana bagi memastikan kesinambungan perkhidmatan selaras dengan pekeliing dan arahan Kerajaan semasa.

Bagi tujuan ini, Pelan Pengurusan Risiko MinDef (PPRM) telah disediakan yang merangkumi fungsi-fungsi kritikal dan aset utama Jabatan/Bahagian MinDef. PPRM ini telah diluluskan pada 16 Jun 2010 oleh Pengurusan Tertinggi MinDef.

- Management of Centralised Computer Control*
- Knowledge Management System (KMS)*
- Smart Store Project*
- Improvement of Network Systems*
- Enhancement of Multimedia Equipment*
- MinDef Innovation Corner*
- Improvement of MinDef Data Centre*
- Improvement of ICT Capacity*

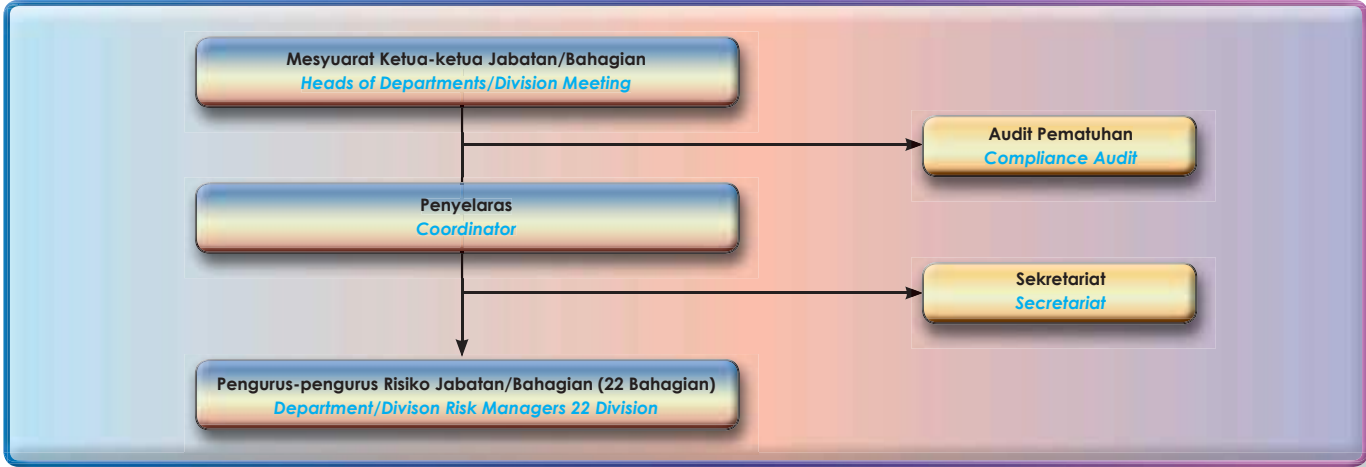
2.2 Risk Management Plan

As a ministry responsible for the nation's safety and security, MinDef must have the capacity to operate at all times irrespective of circumstance or situation. To achieve this target, MinDef must ensure that its level of readiness remains consistently high so that any recovery action may be taken swiftly and accurately in the event of any disturbance or disaster, in order to ensure continuous service and in line with the applicable governmental directives.

Towards this purpose the MinDef Risk Management Plan (MRMP) has been prepared which covers critical functions and major assets of MinDef departments and divisions. This MRMP was approved on 16th June, 2010 by MinDef's Top Management.



Gambarajah 1 :
Dokumen Pelan Pengurusan Risiko Kementerian
Pertahanan Versi 1.0
*Figure 1: Ministry of Defence Risk Management Plan
Version 1.0 Document*



Gambarajah 2 : Struktur Tadbir Urus Pengurusan Risiko MinDef

2.3 Dasar Keselamatan Ict Versi 3.1

Sebagai sebuah agensi Critical National Information Infrastructure (CNII), MinDef perlu memastikan tahap kawalan keselamatan ICT mematuhi keperluan Sistem Pengurusan Keselamatan Maklumat (ISMS) merangkumi 11 domain. Selaras dengan itu, Dasar Keselamatan ICT versi 2.2 yang sedang berkuatkuasa telah disemak dan dirancang untuk dimuktamadkan pada tahun 2011.

3 PEMBUDAYAAN ICT DALAM PENYAMPAIAN PERKHIDMATAN

3.1 Pelaksanaan Sistem-sistem Aplikasi MinDef

Usaha-usaha mengaplikasikan ICT dalam sistem penyampaian perkhidmatan di MinDef telah bermula seawal tahun 1970-an. Penggunaannya berkembang dengan begitu pesat meliputi semua bidang fungsi teras perkhidmatan iaitu pentadbiran, sumber manusia, logistik, kewangan, operasi dan pengurusan strategik. Sehingga akhir 2010 didapati lebih daripada 50 sistem aplikasi telah dilaksanakan.

3.2 Peluasan Penyampaian Perkhidmatan ICT

Selaras dengan hasrat Kerajaan melalui Gagasan 1Malaysia, MinDef tidak terkecuali dalam memperluas dan memantapkan perkhidmatan yang disediakan dengan memberi keutamaan kepada kepuasan pelanggan di samping meletakkan pencapaian sebagai teras melalui penggunaan ICT.

2.3 Ict Safety Policy Version 3.1

As a Critical National Information Infrastructure Agency, MinDef needs to ensure that the level of ICT security controls comply with the requirements of the Information Security Management System ranging over 11 domains. In that respect, the ICT Security Policy Version 2.2 which is currently enforce has been revised and is expected to be finalised in the year 2011.

3 ICT ACCULTURATION IN SERVICE DELIVERY

3.1 Implementation of MinDef Application Systems

Efforts to apply ICT in the service delivery systems at MinDef started since early 1970's. Its application has rapidly spread and covers all core functions of service such as administration, human resources, logistics, finances operations and strategic management. Up to the end of the year 2010, more than 50 application systems have been implemented.

3.2 Expansion of ICT Service Delivery

In line with the Government's aim through 1 Malaysia concept, MinDef too has expanded and strengthened its services by placing customer satisfaction as its top priority as well as aiming for achievement through the use of ICT.

Di sepanjang tahun 2010, sebilangan perkhidmatan telah ditransformasikan kepada perkhidmatan dalam talian dengan memberi penekanan kepada proses dalaman MinDef. Ini adalah kerana dengan wujudnya sistem dalaman yang kukuh akan dapat menawarkan perkhidmatan yang lebih cekap dan berkesan kepada pelanggan luar.

Antara sistem-sistem yang dibangunkan adalah :

- Sistem Tempahan Kenderaan (STK)**
STK menyediakan kemudahan pengurusan penempahan kenderaan kerajaan secara online yang membolehkan perancangan, pemantauan dan pentadbiran kenderaan yang lebih cekap dan berkesan.
- Sistem Memorandum of Understanding (MOU)**
Sistem pengurusan dokumen MoU berkomputer sedia ada telah dipertingkatkan kepada sistem berasaskan web, lebih mesra pengguna dan ciri pemantauan yang lebih berkesan.
- Sistem Pemantauan Projek ICT (SPPI)**
SPPI merupakan sistem berasaskan web bertujuan memberi kemudahan pendaftaran dan pemantauan status projek-projek ICT MinDef yang diluluskan. Pelaksanaan ini akan memudahkan pihak urus setia tadbir urus ICT MinDef dan pemilik projek yang terdiri daripada Kementerian, Jabatan dan Perkhidmatan ATM dalam urusan berkaitan projek seperti penghantaran kertas cadangan dan dokumen sokongan secara online, penyemakan dan pelaporan status projek serta mengenal pasti isu-isu berbangkit agar projek dapat dilaksanakan dengan lancar.
- Sistem Pasukan Rumah MinDef (SPRM)**
Untuk menyokong usaha MinDef memupuk semangat berpasukan di kalangan warganya satu sistem yang telus, mesra pengguna dan berasaskan web telah dibangunkan. Sistem ini menyediakan kemudahan pemberian rumah pasukan yang unik kepada setiap warga MinDef iaitu merah, oren, biru dan hijau, memantau penyertaan ahli dalam aktiviti luar di MinDef dan kemudahan penjana laporan statistik.

Throughout the year 2010, a number of services were transformed into online services through the focus on MinDef's internal process, as a solid internal system will enable a more efficient service to external end users.

Among the systems developed were:

- Vehicles Order System (VOS)**
VOS provides the facility to manage the orders of government vehicles via online, which will in turn enable more efficient and effective vehicles planning, monitoring and administration.
- The Memorandum of Understanding System**
The existing computerised MOU document management system has been improved to a web-based system, more user friendly and with better monitoring features.
- The ICT Project Monitoring System (IPMS)**
The ICT Project Monitoring System (IPMS) is a web-based system to provide the facility of registration and monitoring of approved ICT projects of MinDef. The implementation of this system will assist the MinDef ICT Secretariat and the project owner, comprising of the Ministry, the Department and the MAF, with the project in areas such as online submission of working paper and supporting documents, the revision and reporting of project status, and the identification of issues arising, so that the project can be implemented smoothly.
- The MinDef House Team System**
To support MinDef's efforts to build team spirit among its citizens, a transparent, user friendly web-based system has been developed. This system accords each MinDefmember a unique house team colour, i.e. red, orange, blue and green.

Sistem ini juga menyediakan portal rumah-rumah yang boleh digunakan oleh setiap ahli untuk mengetahui perkembangan semasa dan maklumat asas ahli-ahli pasukan.

e. **Sistem Bil Elektrik dan Air (SISBIL)**

SISBIL merupakan satu kaedah pengurusan bacaan elektrik dan air dengan menggunakan handheld bagi semua kuarters MinDef seluruh negara. Peningkatan SISBIL berasaskan web dan pangkalan data secara berpusat telah dilaksanakan pada Oktober 2010. Pelaksanaan sepenuhnya oleh 19 cawangan berek seluruh Negara dijangka pada Jun 2011.

f. **Sistem Pemantauan Audit Akauntabiliti (Accountability Index Monitoring System - AIMS)**

AIMS merupakan sistem pengauditan secara online melalui talian internet dan menyeluruh yang menambahbaik kaedah pengauditan dan pemeriksaan indeks akauntabiliti pengurusan kewangan di semua PTJ dan Pusat Kos MinDef. AIMS mula dilaksanakan pada September 2009 oleh BADSA dan mempunyai lima (5) fungsi utama iaitu menjawab soalan, pengesahan jawapan, pemarkahan, star-rating dan pemantauan. Sehingga 2010, sebanyak 106 PTJ telah berjaya diaudit dalam AIMS.

g. **Sistem Pengurusan Aset (SPA)**

MinDef telah dipilih oleh Kementerian Kewangan untuk menjadi agensi perintis bagi pelaksanaan sistem SPA. Sistem ini dilaksanakan di Unit Teknikal, Bahagian Pengurusan Maklumat (BPM) dan Unit Stor Perabot, Bahagian Pentadbiran (BP). Sehingga kini, sebanyak 22,000 rekod aset ICT dan aset perabot telah didaftarkan.

h. **HRMIS (Modul Pengurusan Prestasi)**

HRMIS merupakan satu aplikasi Kerajaan Elektronik yang telah dilaksanakan secara berperingkat-peringkat di MinDef bermula pada 2008. Sehingga kini, sebanyak 6 modul telah dilaksanakan iaitu Modul Rekod Peribadi, Modul Rekod Perkhidmatan, Modul Perjawatan, Modul Pengurusan Prestasi, Modul Pembangunan Kompetensi, Modul Saraan,

It also monitors the member's participation in activities outside of MinDef, and further it generates statistical reports.

e. **Electricity and Water Bill System (EWBS)**

Electricity and Water Bill System (EWBS) is a method of managing electricity and water readings by using handheld method for all MinDef quarters throughout the country. This system has been enhanced by the implementation of a web-based system and centralised database in October 2010. Full implementation by 19 barracks branch is estimated to be completed in June 2011.

f. **Accountability Index Monitoring System - AIMS**

Accountability Index Monitoring System (AIMS) is a comprehensive online audit system which improves the auditing method and the examination of financial management accountability index at all PTK and MinDef Cost Centres. AIMS was started and implemented in September 2009 by BADSA and has five main functions; to answer questions, to verify answers, to mark, to give star rating and to monitor. Up to the year 2010, 106 PTJ has been successfully audited in AIMS.

g. **Asset Management System**

MinDef has been chosen by the Ministry of Finance to be the pioneer agency for the implementation of Asset Management System (AMS). This system was implemented at the Technical Unit, Information Management Division, and Furniture Store Unit, Administration Department. As many as 22,000 records of ICT assets and furniture have been recorded to date.

h. **Human Resource Management Information System (HRMIS)**

HRMIS is an Electronic Government application which is being carried out in stages since the year 2008. To date, six (6) modules have been implemented being the Personal Record Module, Service Record Modules, Staffing Module, Performance Management Module, Competency

serta Faedah dan Ganjaran. Seramai 2,500 pengguna HRMIS telah didaftarkan melibatkan warga awam MinDef di Kampus Wisma Pertahanan dan MinDef2, Jabatan Hal Ehwal dan Veteran, dan STRIDE. Sistem ini akan diperluaskan kepada warga awam yang bertugas di bawah Angkatan Tentera Malaysia di dalam Fasa 2.

i. **E-Payment**

E-Payment menyediakan kemudahan bayaran secara online kepada pelanggan MinDef untuk bayaran sewaan aset MinDef, denda dan hukuman pecah kontrak, pinjaman dan bayaran borang tender. Pelaksanaannya telah meningkatkan sistem penyampaian perkhidmatan kaunter di mana pelanggan tidak perlu berurusan di kaunter pembayaran. Penggunaannya telah diperluaskan ke JLKN pada tahun 2010.

Building Module, Pension Benefit and Reward Module. As many as 2,500 HRMIS users have been registered involving the MinDef general citizens at the Defence Building External Campus and MinDef2, the Veteran Affairs Department, and STRIDE. The system shall be expanded to apply to the general citizens working under the Malaysian MAF in Phase 2.

i. **E-Payment**

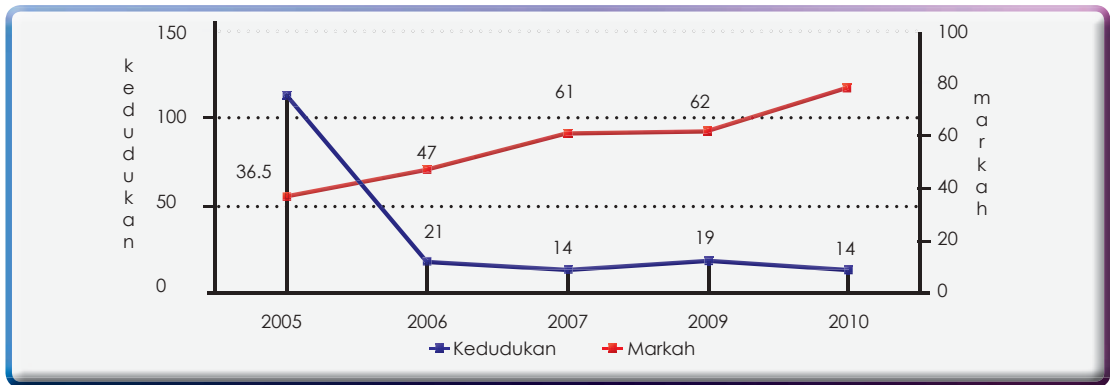
E-Payment provides an online payment facility for MinDef customers to pay rental of MinDef assets, fines and breach of contract penalties, loans and tender form payment. Its implementation has improved the counter delivery service where the customer is no longer required to transact at the payment counter. Its usage has been expanded to JLKN in the year 2010.

3.3 **Portal MinDef**

Portal MinDef www.mod.gov.my merupakan gerbang utama dan saluran rasmi dalam memperkenalkan Jabatan/Perkhidmatan/Agensi di bawah Kementerian kepada umum serta menyediakan perkhidmatan atas talian kepada orang awam terutama warga Malaysia. Portal MinDef juga melambangkan imej serta identiti Kementerian. Usaha-usaha meningkatkan portal dibuat secara berterusan dengan memberi penekanan kepada maklumat yang sentiasa terkemaskini, memperbanyakkan perkhidmatan atas talian, mesra pengguna, reka bentuk yang menarik dan pencarian yang mudah. Pada tahun 2010, portal MinDef telah hampir mencapai kedudukan lima (5) bintang di bawah penilaian oleh MDeC.

3.3 **MinDef Portal**

The MinDef Portal www.mod.gov.my is the main portal and official channel to introduce the departments/services/agencies under the Ministry to the general public as well as to provide online services to the public in particular Malaysian citizens. The MinDef portal also represents the image and identity of the Ministry. Continuous efforts to improve the portal is made by placing priority on information that is always updated, increasing the number of online services, being user friendly, an attractive lay out and easy search function. In the year 2010, the MinDef portal achieved a five star status under the MDeC assessment system.



Gambarajah 3: Prestasi Portal MinDef Berdasarkan Penilaian Oleh MDeC (2005–2010)

Diagram 3: The performance of MinDef Portal based on Assessment by MDeC (2005–2010)

4 KESIAPSIAGAAN INFRASTRUKTUR ICT

4.1 Security Posture Assessment

Pelaksanaan Security Posture Assessment adalah salah satu kaedah yang digunapakai oleh BPM dalam mengenal pasti ancaman-ancaman pencerobohan, langkah-langkah pengukuhan serta pengurangan impak ancaman ke atas aset ICT. Pelaksanaannya dalam tahun 2010 memberi penekanan kepada mengenal pasti kelemahan dan vulnerabilities ke atas peralatan (appliances) rangkaian dan server, network performance dan penilaian kepada kelemahan aplikasi sistem.

4.2 Infrastruktur Rangkaian Internet MinDef

Dalam merealisasikan budaya ICT di kalangan warganya, MinDef memberi keutamaan dalam menyediakan infrastruktur yang kukuh, berkesan dan sentiasa berada di tahap ketersediaan yang tinggi.

a. Kampus Wisma Pertahanan

Pada tahun 2010, rangkaian internet MinDef telah dipertingkatkan tiga (3) kali ganda daripada kapasiti asal bagi menampung bilangan pengguna MinDef yang sentiasa bertambah mendapat kemudahan capaianinternetdanaplikasiberasaskanwebdengan lebih pantas. Disamping itu, kombinasi pelbagai Internet Service Provider (ISP) dapat meminimumkan gangguan perkhidmatan kepada pengguna apabila berlaku downtime ke atas salah satu rangkaian ISP.

b. Kampus Luar Wisma Pertahanan - MinDef2

Semenjak perpindahan beberapa bahagian MinDef dan JLKN ke Bangunan ZETRO (MinDef2) pada tahun 2009, pelbagai langkah telah diambil untuk memastikan kemudahan ICT setara dengan yang disediakan di Wisma Pertahanan. Empat (4) jenis rangkaian iaitu rangkaian talian suwa (leased line) 2.0 Mbps, Streamyx, EG*Net dan MinDef*Net telah beroperasi sepenuhnya. Infrastruktur ini telah membolehkan pelaksanaan capaian internet, aplikasi emel, aplikasi kerajaan elektronik seperti eSPKB, HRMIS dan ePerolehan serta aplikasi-aplikasi dalam talian MinDef, JLKN dan MAFCA.

4 ICT INFRASTRUCTURE ALERTNESS

4.1 Security Posture Assessment

The implementation of the Security Posture Assessment is one of many methods used by the IMD to identify threats of breach, measures to reinforce and to reduce impact of threats, on the ICT assets. Its implementation in the year 2010 focused on identifying weaknesses and vulnerabilities in network appliances and server, network performance and also focused on assessment of system application vulnerabilities.

4.2 MinDef Internet Network Infrastructure

In making the ICT culture a reality among its members, MinDef focuses on preparing a strong effective infrastructure that is on a high level of readiness.

a. The Defence Building campus

In the year 2010, the MinDef internet network was increased three times from the original capacity to support the increasing number of MinDef users to get internet access and web based applications faster. In addition the combinations of several Internet Service providers (ISP) will minimise service interruption to the users in the event of downtime on one of the ISP network.

b. Defence Building's External Campus - MinDef 2

*Since moving several divisions of MinDef and JLKN to ZETRO Building (MinDef 2) in 2009, several steps have been taken to ensure the level of ICT service provided is the same with that at the Defence Building. The four (4) types of network, being leased line, 2.0 Mbps, Streamyx, EG*Net and MinDef*Net is fully operational. This infrastructure allows internet access, email applications, electronic government applications such as eSPKB, HRMIS and e-perolehan and other online applications in MinDef, JLKN and MAFCA.*

Prestasi capaian sentiasa dipantau dan pada tahun 2010 kapasiti internet telah ditingkatkan sebanyak empat (4) kali ganda daripada asal.



Gambarajah 5: Kampus Luar Wisma Pertahanan – MinDef 2

Diagram 5: Defence Building external campus - MinDef 2

c. Kampus Luar Wisma Pertahanan – Warga Awam MinDef di ATM

Kemudahan capaian internet melalui pelbagai saluran seperti talian Streamyx, satelit dan teknologi Evolution Data Optimized (EVDO) dibekalkan kepada warga awam MinDef yang bertugas di bawah ATM. Ini adalah sebagai langkah merapatkan jurang digital di antara mereka dengan warga awam MinDef di kampus Wisma Pertahanan dan perkembangan arus perdana kerajaan. Dengan kemudahan ini, komunikasi dan penyaluran maklumat menjadi lebih pantas, rujukan ke atas pekeliling-pekeliling kementerian dan kerajaan pusat lebih mudah di samping mempercepatkan perluasan pelaksanaan sistem-sistem aplikasi online. Sehingga tahun 2010, sebanyak 239 Pejabat Tadbir Awam (PTA) telah mendapat kemudahan capaian internet melalui talian Streamyx dan beberapa lokasi-lokasi terpencil sedang di dalam perancangan menggunakan EVDO dan kemudahan satelit.

c. Defence Building's External Campus - General MinDef Citizens in the MAF.

The internet access facility is made available to the general citizens of MinDef working in the MAF through various channels such as Streamyx line, satellite, and Evolution Data Optimised Technology (EVDO). This is as a measure to close the digital gap between this category with the general citizens of MinDef in the Defence Building campus and to follow the development of governmental trend. With this facility, communication and dissemination of information becomes faster, and references to directives from the ministry and the government will be easier. In addition the expansion in the implementation of online application systems can be made faster. Up to the year 2010, as many as 239 Public Administrative Offices (PAO) have been given internet access facility through Streamyx line and several other remote locations are now in the process through the use of EVDO and satellite.



Gambarajah 6: Kampus Luar Wisma Pertahanan - Warga Awam MinDef di ATM
Diagram 6: Defence Building's External Campus - General Citizens of MinDef in MAF

4.4 Pemantapan Sistem Emel MinDef

Pengurusan MinDef sangat menekankan pelaksanaan paperless office dan kemudahan emel merupakan strategi terpanas dalam menerapkan budaya ini di kalangan warga MinDef. Sejar dengan ini, MinDef meletakkan penyediaan perkhidmatan emel yang terbaik sebagai keutamaan dalam pelaburan aset ICT. Berasaskan kepentingan tersebut, MinDef telah melaksanakan Sistem Microsoft Exchange 2010 yang telah memberi manfaat kepada lebih 2000 pengguna terdiri daripada warga awam MinDef dan ATM bermula Januari 2010.

Selain daripada menetapkan semua panggilan mesyuarat, pengesahan kehadiran mesyuarat dan pengedaran minit-minit mesyuarat utama MinDef dibuat melalui emel, pengguna juga diminta merujuk kepada sistem kalendar di bawah perisian yang sama untuk penjadualan mesyuarat-mesyuarat yang dirancang terutama yang melibatkan pengurusan tertinggi MinDef dan bahagian. Kemudahan ini juga digunakan untuk hubungan dengan pelanggan-pelanggan seperti di dalam sistem aduan, komunikasi antara agensi kerajaan, kontraktor dan notis bayaran tuntutan pegawai-pegawai.

4.4 Reinforcement of MinDef Email System

The management of MinDef places great importance on implementing a paperless office concept and e-mail facility is the fastest strategy in internalising this culture amongst the MinDef citizens. In line with this strategy, MinDef considers having the best email service as a top priority in ICT asset investment. Based on this, MinDef has launched the Microsoft Exchange 2010 System which has benefited more than 2000 users comprising of the MAF and MinDef general citizens since January 2010.

Aside from setting all conference calls, meeting attendance verification, and distribution of minutes of important MinDef meetings are all done via email and the users are also requested to refer to the calendar system under the same software for schedules of planned meetings, especially those which involve the highest level of MinDef's management and divisions. This facility is used for the purpose of communicating between end users such as in Complaints system, communication between government agencies and contractors, and claim payment notices of officers.

4.5 Pelaksanaan Projek Server Consolidation

Projek Server Consolidation yang mula dilaksanakan pada Mac 2009 adalah merupakan konsolidasi server system aplikasi yang ditempatkan di dalam satu chassis untuk mengoptimumkan penggunaan infrastruktur, mengurangkan kos operasi, menjimatkan sumber elektrik dan penjimatan ruang Pusat Data BPM. Terdapat 46 sistem aplikasi telah dipasang pada server tersebut. Projek Server Consolidation Fasa 2 telah dilaksanakan pada November 2010 dan dijangka siap pada Mac 2011. Projek ini bertujuan untuk menampung pertambahan operasi sistem-sistem aplikasi MinDef serta saiz data yang semakin besar berdasarkan keperluan dan permintaan semasa.

MinDef tidak terkecuali daripada organisasi lain dalam memastikan pelaburan ICT dioptimumkan di samping menyokong teknologi hijau ICT. Dimulakan dengan peralihan pelbagai server di pusat data utama kepada system server konsolidasi dengan keupayaan maya (virtualization). Pendekatan ini telah menjimatkan ruang pusat data, sumber elektrik, penempatan server lebih tersusun, keupayaan maya yang lebih menguntungkan, memudahkan pentadbiran sumber ICT dan seterusnya mengurangkan kos keseluruhan operasi. Dalam tahun 2010, strategi ini telah diperluaskan untuk menampung keperluan server untuk aplikasi-aplikasi baru, termasuk bagi kegunaan server pangkalan data.

4.5 The Implementation of Server Consolidation Project

The Server Consolidation Project, first implemented in March 2009, is a consolidation of Application System servers which is placed in one chassis to optimise the use of infrastructure, to reduce costs of operation and to save electrical resources and IMD Database. There are 46 application systems placed on the said server. The 2nd Phase of the Server Consolidation Project was launched in November 2010 and expected to be completed in March 2011. The project is aimed to support the additional operations of MinDef's application systems as well as to accommodate the increased data size based on current demands and needs.

Much like other agencies, MinDef ensures the optimisation of its ICT Investment as well as supports green ICT technology. Beginning with the transfer of multi server at the main data centre to the consolidated system server with virtualisation, this approach has saved data centre space, electricity, ensured a more organised arrangement of servers, a more profitable virtual capacity, easing the management of ICT Resources and also reduces the overall operational costs. In the year 2010, this strategy was expanded to accommodate server requirement for new applications, including that for data base server use.



Gambarajah 7: Penggunaan Aktif Sistem Kalendar Sebagai Asas Penjadualan Aktiviti Mindef
Diagram 7: Active utilisation of the Calendar System as a base for MinDef Activity Scheduling

4.6 Pengukuhan Sistem Keselamatan Fizikal
Di Wisma Pertahanan

Sebagai Kementerian yang bertanggungjawab terhadap keselamatan dan pertahanan Negara, MinDef sentiasa mempertingkatkan sistem kawalan dan pemantauan keselamatan. Sebagai kawasan larangan, premis-premis MinDef dilengkapi dengan pengawal keselamatan serta kemudahan kawalan elektronik.

Pada tahun 2010, beberapa komponen Access Control and Security System (ACASS) yang dilaksanakan di Wisma Pertahanan sebagai pelengkap sistem fizikal untuk mengawal dan memantau akses warga dan pelawat MinDef ke Wisma Pertahanan telah dinaiktaraf dengan penggantian barrier dan penambahan kamera CCTV bersesuaian dengan perkembangan teknologi keselamatan yang lebih canggih.

4.6 Reinforcement of the Physical Security System
at the Defence Building

As a ministry responsible for the country's security and defence, MinDef is always improving its security control and monitoring system. As a restricted area, MinDef premises have been equipped with security guards and electronic control facility.

In the year 2010, several components of the Access Control And Security System (ACASS) which had been earlier implemented at the Defence Building as a complement to the physical system used to control and monitor the access of both visitors and citizens of MinDef to the Defence Building, was enhanced by the replacement of the barrier and additional CCTV cameras, in line with the increasingly sophisticated technology for security.

Pelaksanaan piawaian ini telah berkuatkuasa mulai 2 Mac 2009 dan didapati kualiti perkhidmatan kepada pengguna dapat ditingkatkan di samping mewujudkan warga BPM yang lebih komited dalam menyediakan perkhidmatan ICT yang terbaik.

Kejayaan ini dicapai hasil komitmen semua warga BPM menyertai semua aktiviti yang dijalankan seperti program Kesedaran MS ISO 9001:2008, Bengkel Audit Dalaman dan mematuhi prosedur kerja yang telah ditetapkan.

The certification came into effect on 2nd March 2009 and has led to a better service quality of the service provided to end users. It has also created IDM citizens who are more committed in providing a better ICT service.

This was obtained as a result of the commitment of IDM staff who participated in all planned activities, such as the MS ISO 9001:2008 Awareness Programme, the Internal Audit Workshop, and also who complied with all the set work procedures.

5.2 Piawaian Sistem Pengurusan Keselamatan

Maklumat dan Pengurusan Perkhidmatan ICT Usaha-usaha penerapan budaya kualiti tinggi di BPM dilaksanakan secara berterusan. Inisiatif awal ke arah persijilan MS ISO/IEC 27001:2007 Information Security Management System (ISMS) dan MS ISO 20000 telah digerakkan pada tahun 2010 seperti mengadakan sesi kesedaran dan kefahaman dari segi konsep kepada pengurusan MinDef dan warga BPM.

5.2 Standards of the Management of Information

Security System and ICT Service Management System Efforts to inculcate the quality of excellence in IMD are continuously being made. Early initiatives towards the MS ISO/IEC 27001:2001 Information Security Management System (ISMS) and MS ISO 20000, commenced in the year 2010 with activities such as sessions of awareness and understanding of concepts to the management of MinDef and staff of IMD.

Gambarajah 9: Perubahan
Barrier di Kor A
*Diagram 9: Change of
Barrier in Core A*



5 BUDAYA BERKUALITI TERAS
PERKHIDMATAN

5.1 Persijilan MS ISO 9001:2008

Bagi memastikan kualiti perkhidmatan ICT yang disediakan sentiasa berada di tahap yang terbaik, BPM telah memperolehi Persijilan MS ISO 9001:2008 pada 9 April 2010 daripada SIRIM QAS International Sdn. Bhd. untuk tempoh tiga (3) tahun. Skop pensijilan meliputi pembangunan dan pelaksanaan sistem aplikasi dan lima (5) perkhidmatan utama operasi BPM iaitu perkhidmatan helpdesk, internet, emel, pengurusan aset dan prosedur backup and recovery.

5 QUALITY CULTURE AS THE CORE OF SERVICE

5.1 MS ISO 9001:2008 Certification

To ensure that the quality of ICT service provided remains at the highest level, IMD has obtained MS ISO 9001:2008 certification on 9th April 2010 from SIRIM QAS International Sdn. Bhd. for a period of three years. The scope of the certification includes the development and implementation of application systems and five core operations of IMD, being helpdesk service, internet, e-mail, asset management and back up and recovery procedures.



Gambarajah 10: Aktiviti Audit Dan Persijilan MS ISO 9001:2008
Diagram 10: Audit and MS ISO 9001:2008 Certification Activity

BAHAGIAN PEMBANGUNAN

PENDAHULUAN

- Cawangan Pembangunan telah ditubuhkan di Kementerian Pertahanan pada 1 Mac 1978 dan diletakkan di bawah Bahagian Kewangan.
- Selaras dengan perkembangan Angkatan Tentera Pertahanan Malaysia (ATM), Cawangan Pembangunan Kementerian telah ditingkatkan tarafnya kepada Bahagian Pembangunan.

OBJEKTIF

- Objektif Bahagian Pembangunan ialah untuk merancang, menyelaras, melaksana dan memantau projek-projek pembangunan infrastruktur untuk ATM secara berkesan selaras dengan Dasar Pertahanan Negara.

FUNGSI

- Fungsi Bahagian Pembangunan adalah seperti berikut:
 - o Merancang program-program Pembangunan Infra struktur, Kementerian Pertahanan selaras dengan Dasar Pertahanan Negara;
 - o Menyelaras penyediaan Rancangan Pembangunan Lima Tahun Kementerian Pertahanan;
 - o Menyediakan anggaran belanjawan Pembangunan; dan
 - o Merancang, menyelaras, melaksana dan memantau Projek-projek Infrastruktur yang diluluskan supaya selaras dengan skop serta mengikut jadual.

ORGANISASI

Bahagian Pembangunan diketuai oleh seorang Setiausaha Bahagian dan terdapat 10 unit yang bertindak ke arah mencapai objektif dan misi Bahagian Pembangunan.

Unit-unit berkenaan ialah:

- o Unit Darat, Laut, Udara, Perumahan dan Khidmat/3 Awam adalah bertanggungjawab kepada pelaksanaan projek-projek yang meliputi perlantikan agensi pelaksana, pengurusan tender dan pengawasan projek.

DEVELOPMENT DIVISION

INTRODUCTION

- *The Development Branch was formed at the Ministry of Defence on 1st March 1978 and was placed under the Finance Division.*
- *In line with the expansion of the Malaysian Armed Forces (MAF), the Development Branch of the Ministry of Defence was upgraded to the Development Division.*

OBJECTIVE

- *To plan, co-ordinate, implement and monitor infrastructure development projects for MAF effectively in line with the National Defence Policy.*

FUNCTION

- *The functions of the Development Division are as follows:*
 - o *To plan the infrastructure development programs for the Ministry of Defence as outlined by the National Defence Policy;*
 - o *To co-ordinate the preparation of the Ministry of Defence's Five Year Development Plan;*
 - o *To prepare estimation for development budget;*
 - o *To plan, co-ordinate, implement and monitor approved infrastructure projects so that they are well - aligned with the scope and in accordance with the implementation schedule.*

ORGANISATION

The Development Division is led by the Division Secretary and has 10 units all working towards achieving the objectives and mission of the Development Division.

These respective units are as follows:

- o *The Royal Army, Royal Navy, Royal Air Force, Housing and Public/3 Services Units are responsible in executing projects encompassing the implementation of agency appointment, tender management and project supervision;*

- o Unit Pengurusan Tanah bertanggungjawab menyelaras dan menentukan keperluan tanah oleh semua unit bagi projek masing-masing, di samping menguruskan hal-hal seperti bayaran pampasan, pajakan, penyewaan, pewartaan kawasan dan kutipan bagi sewa dan pajakan.
- o Unit Teknikal bertanggungjawab memberi perkhidmatan dan nasihat profesional serta menyelia projek-projek khas yang tidak diselakan oleh Jabatan Kerja Raya (JKR) atau Jabatan Tanah Perumahan dan Pembangunan (JP&P), Kementerian Pertahanan.
- o Unit Sekretariat, Penyelidikan dan Pembangunan bertanggungjawab untuk mengesan kemajuan projek-projek infrastruktur pembangunan yang dirancang dan dilaksanakan di bawah Rancangan Lima Tahun. Unit ini juga bertanggungjawab ke atas perkhidmatan sokongan seperti menyediakan khidmat keurusetiaan, pentadbiran kakitangan dan pengurusan maklumat dan data.
- o Unit Belanjawan bertanggungjawab menyediakan dan mengawal anggaran belanjawan tahunan pembangunan dan rancangan pembangunan lima tahun.
- o Unit Pengurusan Kewangan adalah bertanggungjawab menguruskan pembayaran bagi projek-projek pembangunan iaitu projek-projek pembinaan dan kelengkapan ATM dan Awam. Unit ini juga menguruskan semakan tuntutan bagi tugas rasmi/kursus dalam dan luar negara pegawai/kakitangan Angkatan Tentera dan Awam yang dipertanggungjawabkan di bawah Peruntukan Pembangunan (DE).

BELANJA PEMBANGUNAN (DE)

Peruntukan Pembangunan Kementerian Pertahanan bagi tahun 2010 adalah sebanyak RM2,047,586,978.00. Dari segi prestasi perbelanjaan, Kementerian telah membelanjakan RM2,046,280,856.84 iaitu 99.94%. Agihan Peruntukan Pembangunan bagi Infra dan Kelengkapan tahun 2010 adalah seperti di Carta 1.

- o *The Land Management Unit is responsible in coordinating and determining land requirements by all respective units and to manage other related issues such as compensation disbursements, leasing, rentals, land gazettelement and rental and lease collection.*
- o *The Technical Unit is responsible in providing technical services, professional consultation services and to supervise special projects that do not come under the supervision jurisdiction of the Public Works Department (JKR) or the Department of Housing and Development (JP&P) of the Ministry of Defence.*
- o *The Secretariat, Research and Development Unit are responsible in keeping track of the development progress of all infrastructure projects and executed under the Five Year Plan. This Unit is also responsible in providing support services such as secretariat services, personnel administration and management of information and data.*
- o *The Budget Unit is responsible in preparing and controlling the annual development budget estimation and the five year development plan.*
- o *The Financial Management Unit is responsible in managing payments for development projects namely construction projects and equipments for the MAF and civil servants. This Unit also manages the claims review for official functions, and domestic and overseas courses for both officers and staff of the Military and Public made accountable under the Development Expenditure (DE).*

DEVELOPMENT EXPENDITURE (DE)

The Development allocation for the Ministry of Defence for 2010 totalled RM2,047,586,978.00. In terms of expenditure performance, the Ministry has spent a total of RM2,046,280,856.84 representing 99.94%. The allocation for Infrastructure and Equipment Budget for the year 2010 is as set out in Chart 1.



Carta 1: Prestasi Perbelanjaan Pembangunan (DE) Infra dan Kelengkapan Tahun 2010
Chart 1: The Expenditure Performance of Development Expenditure for Infra and Equipment Year 2010

**PRESTASI BELANJA PEMBANGUNAN (DE)
(INFRA DAN KELENGKAPAN)**

Jumlah asal peruntukan Pembangunan (DE) bagi tahun 2010 ialah sebanyak RM2,047,586,978.00. Daripada jumlah tersebut sebanyak RM365,841,252.61 (99.67%) telah dibelanjakan untuk Infra, manakala RM1,680,439,604.23 (99.99%) telah dibelanjakan untuk Kelengkapan. Jumlah Perbelanjaan Pembangunan (DE) keseluruhan untuk Infra dan Kelengkapan Kementerian Pertahanan adalah sebanyak RM2,046,280,856.84 (99.94%).

Bagi projek Perumahan, peruntukan yang disediakan di bawah Jabatan Perdana Menteri (JPM) adalah sebanyak RM115,932,000.00. Daripada jumlah tersebut, sebanyak RM109,674,226.48 ataupun 94.60% telah dibelanjakan di sepanjang tahun 2010. Prestasi Perbelanjaan Pembangunan Kementerian mengikut perkhidmatan untuk tahun 2010 adalah seperti di Jadual 1. Dari segi prestasi fizikal projek, sebanyak 94 projek telah dirancang untuk dilaksanakan. Daripada jumlah tersebut 50 projek telah berjaya disiapkan.

**THE DEVELOPMENT EXPENDITURE PERFORMANCE
ON INFRASTRUCTURE AND EQUIPMENTS**

The initial allocation for Development Expenditure (DE) allocation for 2010 was RM2,047,586,978.00. From this total, RM365,841,252.61 (99.67%) was spent on infrastructure, while RM1,680,439,604.23 (99.99%) was spent on equipments. Total overall Development Expenditure for Infrastructure and Equipments of the Ministry of Defence was RM2,046,280,856.84 (99.94%).

For housing projects, the allocation made available under the Prime Minister's Department was RM115,932,000.00. From this, RM109,674,226.48 or 94.60% was spent in the year 2010. The performance of the Ministry's Development Expenditure by services for the year 2010 is as set out in Table 1.

From the aspect of a project's physical performance, 94 projects have been planned for implementation. From this amount, 50 projects have been successfully concluded.

Projek <i>Projects</i>	Jumlah Peruntukan Asal (RM) <i>Total Of Initial Allocation (RM)</i>	Jumlah Perbelanjaan / <i>Total Of Expenditure (RM)</i>			%
		Infra / <i>Equipment</i>	Kelengkapan / <i>Infrastructure</i>	Jumlah / <i>(Total)</i>	
Darat / <i>Royal Army</i>	737,220,538.00	232,882,371.92	504,331,338.39	737,213,710.31	100
Laut / <i>Navy</i>	422,364,801.00	39,000,795.06	382,894,534.74	421,895,329.80	99.89
Udara / <i>Air Force</i>	603,441,312.00	12,684,851.25	590,636,901.16	603,321,754.41	99.98
Awam/3 Khidmat / <i>Public / 3 Services</i>	229,926,220.00	35,123,263.13	194,567,934.80	229,691,197.93	100
Awam / <i>Public</i>	37,588,265.00	31,452,648.06	6,135,615.22	37,588,263.28	100
Ubahsuai/Pembaikan Kem / <i>Renovation / Upgrading Of The Ministry</i>	15,172,562.00	14,697,323.19	–	14,697,323.19	96.87
Penyelidikan & Pembangunan Pertahanan / <i>Defence Research And Development</i>	1,873,280.00	–	1,873,279.92	1,873,279.92	100
Jumlah / <i>Total</i>	2,047,586,978.00	355,841,252.61	1,680,439,604.23	2,046,280,856.84	99.94
*Perumahan / <i>Housing</i>	115,932,000.00	109,674,226.48	–	109,674,226.48	100

Jadual 1 : Prestasi Perbelanjaan Pembangunan (DE) Infra dan Kelengkapan mengikut Perkhidmatan
Schedule 1: Development Expenditure Performance for Infrastructure and Equipment by Services

Unit Projek <i>Project Unit</i>	Sasaran / <i>Targeted</i>				Pencapaian / <i>Performance</i>			
	Siap <i>Completed</i>	40%	80%	Jumlah <i>Total</i>	Siap <i>Completed</i>	40%	80%	Jumlah <i>Total</i>
Darat / <i>Army</i>	15	4	4	23	8	0	2	10
Laut / <i>Navy</i>	4	3	4	11	2	1	0	3
Udara / <i>Air Force</i>	11	2	2	15	6	1	0	7
Awam /3 Khidmat <i>Public/3 Services</i>	18	2	10	30	14	0	2	16
Perumahan* / <i>Housing</i>	10	2	3	15	4	3	7	14

Jadual 2: Prestasi Fizikal Projek Infra Tahun 2010

Table 2: Physical Performance For Infrastructure Projects Year 2010

BAHAGIAN UNDANG-UNDANG

BIL PROGRAM / AKTIVITI /
PROJEK KUANTITI / KUALITI PENCAPAIAN

1. PENYEDIAAN TEMPLAT PERJANJIAN

- Menyediakan templat perjanjian untuk kontrak-kontrak berkala di Kementerian Pertahanan. - 100% (2 templat kontrak dimuktamadkan untuk tahun 2010)
- Templat bagi Kontrak Perkhidmatan Memotong Rumput dan Mencuci Longkang telah dikeluarkan pada 6 Julai 2010.
 - Kontrak Pembekalan Rangsum dikuatkuasakan pada Disember 2010.

2. SEMAKAN KONTRAK

- a. Perjanjian Perolehan
- b. Perjanjian Projek Pembangunan
- c. Memorandum Persefahaman Menyemak dokumen kontrak yang dikemukakan oleh Bahagian bahagian dalam tempoh maksima 3 minggu dari tarikh dokumen kontrak yang sempurna diterima oleh Bahagian Undang-Undang.

Kontrak Diterima = 658
Kontrak Diselesaikan = 630
Tahap Penyelesaian = 95.7%

3. NASIHAT UNDANG-UNDANG

Mengeluarkan nasihat/pandangan undang-undang secara bertulis mengenai isu-isu yang dikemukakan oleh Bahagian/Jabatan/Agensi di bawah Kementerian ini dalam tempoh 3 minggu dari tarikh surat serta fakta/ dokumen yang lengkap diperolehi

Jumlah Diterima = 101
Diselesaikan = 98
Tahap Penyelesaian = 97%

4. LITIGASI

Mengendalikan kes-kes sivil di Mahkamah dan memastikan kepentingan Kerajaan dan Kementerian sentiasa terjaga.

LEGAL DIVISION

NUMBER OF PROGRAMMES /
ACTIVITIES / PROJECT QUANTITY / PERFORMANCE

1. PREPARATION OF AGREEMENT TEMPLATE

- Preparing agreement templates for scheduled contracts at the Ministry of Defence – 100% (2 contract templates finalised for the year 2010).*
- *The template for the Service Contract for Grass cutting and Drain cleaning was issued on the 6th July 2010.*
 - *Ransom Supply Contract was enforced in December 2010.*

2. CONTRACT REVIEW

- a. *Procurement Contract*
- b. *Project Development Contract*
- c. *Memorandum of Understanding reviewing contract documents submitted by the respective divisions within a maximum period of three months from the date the completed documents were received by the Legal Department.*

*Received Contracts = 658
Completed Contracts = 630
Completed Percentage = 95.7%*

3. LEGAL ADVICE

To issue written advice and opinions on issues submitted by the respective Divisions or Departments or Agencies under the Ministry within a period of not exceeding three weeks from the date the letter together with the complete facts or documents are received.

*Total Received = 101
Completed = 98
Completed Percentage = 97%*

4. LITIGATION

To handle civil cases in Court and to ensure the interest of Government and the Ministry is always preserved.

446 kes aktif
Jumlah Saman

- 1. Kes Kemalangan = 14
- 2. Kes Sivil = 11
- 3. Kes Permohonan Jenayah = 4
- 5. Kes Semakan Jenayah = 3
- 6. Kes Biasiswa, Pinjaman Pelajaran dan Saman Penghutang Penghakiman = 1

5. GUBALAN

Mengubal atau meminda Akta, Rang Undang-Undang atau Peraturan-Peraturan berkaitan Kementerian Pertahanan berdasarkan keperluan dan perubahan semasa.

Bagi tahun 2010 sebanyak 9 perundangan yang telah di gubal:

- 1) Rang Undang-Undang Veteran 2010
- 2) Draf Warta Pakaian ATM
- 3) The Volunteer Forces (Pay and Allowances) Rules 2010
- 4) The Volunteer Forces (Terms and Conditions of Service) Regulations 2010
- 5) The Volunteer Forces (Disability, Death and Other Benefits) Rules 2010
- 6) Pindaan kepada Akta Tabung Angkatan Tentera 1973 berkenaan caruman wajib bagi Pegawai Pegawai ATM
- 7) Peraturan-peraturan Latihan Khidmat Negara (Penangguhan Tanggungan) (Pindaan) 2010
- 8) Pembatalan Warta Kawasan Menembak Udara ke Bumi di Pulau Song-Song, Yan, Kedah
- 9) Peraturan-peraturan Pegawai Lembaga Tabung Angkatan Tentera (Kelakuan dan Tata tertib) Semakan 2010

6. MESYUARAT DAN RUNDINGAN

Menghadiri mesyuarat dan rundingan kontrak yang di adakan di Kementerian Pertahanan, Jabatan Peguam Negara dan Kementerian-Kementerian lain.

446 active cases
No of summons

- 1. Accident cases = 14
- 2. Civil cases = 11
- 3. Criminal Application cases = 4
- 5. Criminal Review cases = 3
- 6. Scholarship and Education Loan cases and Judgments in default = 1

5. ENACTMENT

Enacting and amending Acts, Bills and Regulations relevant to the Ministry of Defence based on current requirements and amendments.

For the year 2010 as many as 9 laws were enacted:

- 1) *Veteran Bill 2010*
- 2) *Draft MAF Apparel Gazette*
- 3) *The Volunteer Forces (Pay and Allowances) Rules 2010*
- 4) *The Volunteer Forces (Terms and Conditions of Service) Regulations 2010*
- 5) *The Volunteer Forces (Disability, Death and Other Benefits) Rules 2010*
- 6) *Amendment to the Fund for the Armed Forces Act 1973 in relation to the compulsory contribution by MAF officers*
- 7) *National Service Training Regulations (Postponement of Liability) (Amendment) Regulations 2010*
- 8) *Cancellation of Gazette for Airshooting from Air to Land in Song-song Island, Yan, Kedah*
- 9) *Armed Forces Fund Board Officers Regulations (Conduct and Discipline) Revised 2010*

6. MEETING AND CONSULTATION

Attend meetings and contract negotiations held at the Ministry of Defence, Department of the Attorney General and other ministries.

JABATAN KETUA HAKIM PEGUAM

THE JUDGE ADVOCATE GENERAL DEPARTMENT

1. PENDAHULUAN

1.1 Jabatan Ketua Hakim Peguam adalah salah satu bahagian yang diletakkan di bawah pentadbiran sektor Ketua Setiausaha dan merupakan bahagian pentadbiran yang terkecil di segi perjawatan.

1.2 Bahagian ini diketuai oleh seorang Ketua Hakim Peguam dan dibantu oleh seorang Hakim Peguam, seorang Pembantu Tadbir, seorang Pembantu Tadbir (Kesetiausahaan) dan seorang Pembantu Am Rendah.

2. VISI

Menjadi sebuah organisasi berwibawa dalam memberikan perkhidmatan perundangan kepada Angkatan Tentera Malaysia.

3. MISI

Mengawal selia sistem perundangan ketenteraan untuk melaksanakan keadilan dengan cekap dan saksama selaras dengan kehendak Perlembagaan Persekutuan dan undang-undang ketenteraan.

4. FUNGSI

4.1 Menasihati Majlis Angkatan Tentera, pegawai pengesah dan pihak berkuasa kajian semula mengenai kesahan dapatan dan hukuman Mahkamah Tentera;

4.2 Menasihati Majlis Angkatan Tentera dan pegawai angkatan tentera mengenai apa-apa perkara lain yang dirujuk kepada mereka dari semasa ke semasa; dan

4.3 Melantik orang yang mempunyai pengalaman undang-undang untuk bertindak sebagai Hakim Peguam dalam Mahkamah Tentera.

5. KETUA HAKIM PEGUAM

5.1 Jawatan Ketua Hakim Peguam adalah satu jawatan yang diwujudkan oleh Undang-Undang. Ketua Hakim Peguam adalah dilantik oleh Yang di-Pertuan Agong. Seksyen 150(1) Akta Angkatan Tentera 1972 memperuntukkan:

1. INTRODUCTION

1.1 The Judge Advocate General Department is one of the departments under the administration sector of the Chief Secretary sector and is the smallest administrative department in terms of personnel.

1.2 This department is led by a Judge Advocate General and assisted by a Judge Advocate, an Administrative Assistant, an Administrative Assistant (Secretarial) and an General Office Assistant.

2. VISION

To become a respected organization providing legislative services to the Malaysian Armed Forces.

3. MISSION

Controlling and administering the army legislative system to implement justice efficiently and fairly in line with the requirements of Federal Constitution and the laws of the army.

4. FUNCTION

4.1 Advising the Council of the Armed Forces, authentication officer and review authorities on the authenticity of results and sentences by the Court-Martial;

4.2 Advising the Armed Forces Council and the officers of the armed forces on any other issues referred to it from time to time; and

4.3 Appointing a person who has legal experience to function as a Judge Advocate in the Court-Martial.

5. JUDGE ADVOCATE GENERAL

5.1 The Chief Judge Advocate Post is created by the Law. The Chief Judge Advocate is appointed by the Yang di-Pertuan Agong. The Armed Forces Act 1972 Section 150(1) allocated:

"150(1) Yang di-Pertuan Agong boleh melantik seseorang yang sesuai untuk melaksanakan bagi angkatan tentera fungsi yang boleh dijalankan oleh Ketua Hakim Peguam dengan sah di bawah Akta ini atau mana-mana undang-undang bertulis yang lain."

5.2 Syarat perlantikan Ketua Hakim Peguam disebut dalam sub-seksyen (3):

"150(3) Orang yang dilantik di bawah subseksyen (1) hendaklah sama ada merupakan seorang anggota perkhidmatan kehakiman dan perundangan yang telah berkhidmat selama tidak kurang daripada lima tahun, atau seorang peguambela dan peguamcara yang telah menjalankan amalan selama tidak kurang daripada lima tahun, atau seorang yang berkelayakan mengikut pengertian Akta Profesion Undang-Undang 1976 (Akta 168), yang telah berkelayakan sedemikian selama tempoh tidak kurang daripada lima tahun."

5.3 Majlis Angkatan Tentera dalam mesyuarat ke-354 pada 10.12.1996 telah mengesahkan tugas-tugas Ketua Hakim Peguam seperti berikut:

1. (a) Memberi khidmat nasihat undang-undang kepada Majlis Angkatan Tentera, pegawai pengesah dan pihak berkuasa ulangkaji tentang sahnyanya keputusan keputusan dan hukuman-hukuman Mahkamah Tentera;

(b) Semua pegawai pengesah dan pihak berkuasa ulangkaji adalah dikehendaki mendapatkan nasihat Ketua Hakim Peguam sebelum membuat apa-apa keputusan berhubung sahnyanya keputusan-keputusan dan hukuman-hukuman Mahkamah Tentera.

2. (a) Memberi khidmat nasihat undang-undang kepada Majlis Angkatan Tentera (MAT) dan pegawai-pegawai Angkatan Tentera tentang semua perkara sama ada berhubung dengan perundangan KEMENTAH atau bukan KEMENTAH yang bermaksud untuk makluman, pertimbangan atau keputusan Majlis Angkatan Tentera;

"150(1) The Yang di-Pertuan Agong may appoint a suitable person to perform in respect of the armed forces the functions which under this Act or any other written law are lawfully exercisable by the Judge Advocate General."

5.2 The conditions for the appointment of the Judge Advocate General are mentioned in the sub-section(3):

"150(3) The person appointed under subsection (1) shall either be a member of the judicial and legal service of not less than five years' service, or an advocate and solicitor of not less than five years' standing, or a qualified person within the meaning of the Legal Profession Act 1976 [Act 166], who has been so qualified for a period of not less than five years.'

5.3 The Armed Forces Council in the 354th meeting on 10.12.1996 has confirmed the duties of the Judge Advocate General as follows:

1. (a) To provide legal advice to the Armed Forces Council, validation officers and the review authorities review on the decisions and judgments of the Court Martial;

(b) All validation officers and the review authorities are required to get advice from the Judge Advocate General before making any decisions regarding the validity of the Court Martial decisions and judgments.

2. (a) Provide legal advice to the Armed Forces Council (MAT) and its officers on all issues either regarding MINDEF or non MINDEF legislation, which are meant for information, consideration or decision for the Armed Forces Council;

- (b) Memberi khidmat nasihat undang-undang yang dirujuk oleh pegawai-pegawai awam Kementerian atau pegawai-pegawai Angkatan Tentera berhubung Akta Angkatan Tentera 1972 dan perundangan-perundangan subsidiari yang dibuat di bawahnya; dan
- (c) Menghadiri dan memberi khidmat nasihat undang-undang kepada berikut:
- (i) Majlis Angkatan Tentera
 - (ii) Jawatankuasa Penasihat Ketua Staf Jawatan Anggota
 - (iii) Lembaga-lembaga yang ditubuhkan oleh Majlis Angkatan Tentera, termasuk:
- (d) Lembaga yang ditubuhkan oleh Perintah Majlis Angkatan Tentera seperti PMAT 3/91:
- Lembaga No. 1
 - Lembaga No. 2
 - Lembaga No. 3
- (e) Apa-apa lembaga atau badan lain ditubuhkan oleh Majlis Angkatan Tentera:
- (i) Jawatankuasa Tetap Syarat-Syarat Perkhidmatan (JKTSP);
 - (ii) Jawatankuasa Tetap Bersama; dan
 - (iii) Lembaga Siasatan.
3. (a) Melantik orang-orang yang mempunyai pengalaman undang-undang untuk bertindak sebagai Hakim Peguam di Mahkamah Tentera; dan
- (b) Semua pihak berkuasa menyidang adalah dikehendaki mendapatkan nasihat Ketua Hakim Peguam sama ada seseorang Hakim Peguam perlu hadir dalam sesuatu Mahkamah Tentera tertentu.
4. Mewakili Angkatan Tentera Malaysia di mesyuarat-mesyuarat berhubung dengan undang-undang yang melibatkan Angkatan Tentera Malaysia termasuk perkara-perkara yang ditetapkan dalam para 1-3.
- (b) *Provide legal advice which is referred to by the Ministry civil officers or Armed Forces officers regarding the Armed Forces Act 1972 and subsidiary legislative drawn up under it; and*
- (c) *Attend and provide legal advice to the following parties:*
- (i) *Armed Forces Council*
 - (ii) *Advisory Committee of staff client*
 - (iii) *The boards established by the Armed Forces Council include:*
- (d) *The board established by the Armed Forces Council Directive such as PMAT 3/91:*
- *Board No. 1*
 - *Board No. 2*
 - *Board No. 3*
- (e) *Any other board or body established by the Armed Forces Council:*
- (i) *Service Conditions Permanent Committee;*
 - (ii) *Joint Permanent Committee; and*
 - (iii) *Investigation Board.*
3. (a) *Appoint people who have experience in law to function as a Judge Advocate at the Court Martial; and*
- (b) *All authorities convening are required to obtain legal advice from the Judge Advocate General whether or not a Judge Advocate needs to be present in a court martial or not.*
4. *Represent the Malaysian Armed Forces in meetings regarding legal matters involving Malaysian Armed Forces including matters stipulated in paragraph 1-3.*

6. HAKIM PEGUAM

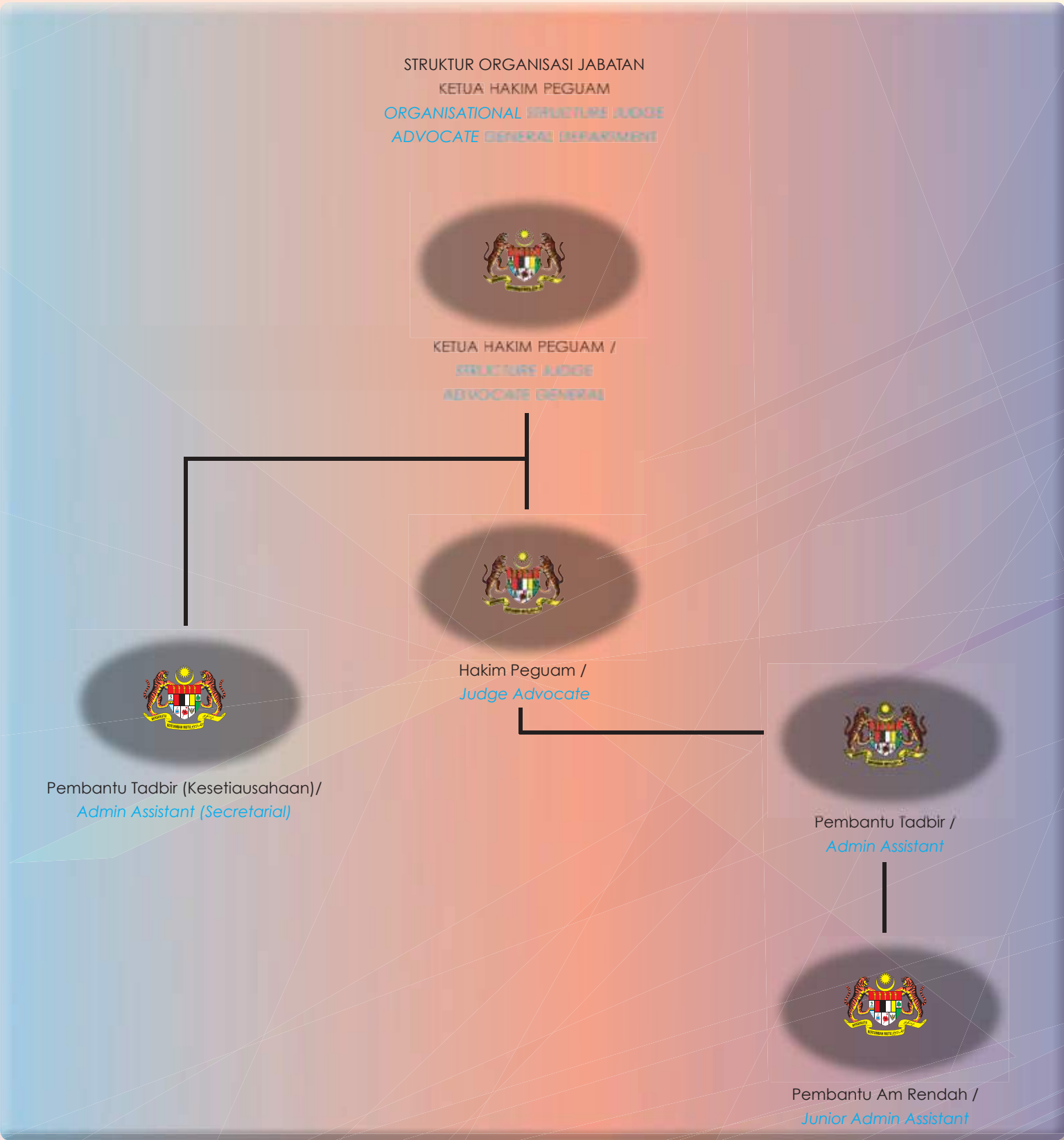
- 6.1 Hakim Peguam dilantik oleh Ketua Hakim Peguam untuk menjalankan tugas di Mahkamah Tentera bagi ketiga-tiga perkhidmatan Darat, Laut dan Udara. Kehadiran Hakim Peguam adalah perlu untuk perbicaraan kes-kes yang melibatkan isu undang-undang yang rumit dan apabila tertuduh diwakili oleh peguambela.
- 6.2 Pada teorinya Hakim Peguam adalah seorang yang mempunyai kelayakan undang-undang yang dilantik oleh Ketua Hakim Peguam. Sekiranya Ketua Hakim Peguam gagal melantik Hakim Peguam, maka Hakim Peguam boleh dilantik oleh Pegawai Sidang. Walau bagaimanapun, pada amalan sekarang Hakim Peguam adalah seorang pegawai undang-undang yang dipinjamkan dari Jabatan Peguam Negara. Tugas-tugas am seorang Hakim Peguam adalah diperuntukkan di bawah Kaedah 103, Kaedah-Kaedah Acara Angkatan Tentera (Mahkamah Tentera) 1976. Dengan kata lain Hakim Peguam adalah penasihat undang-undang kepada perbicaraan sesuatu kes di Mahkamah Tentera.
- 6.3 Adalah matlamat Jabatan ini, agar kes-kes yang didaftar di Mahkamah Tentera dapat dibicarakan dan diselesaikan dalam tahun yang sama. Ini untuk mengelakkan tempoh had masa (limitation period) 3 tahun dan mengakibatkan berlaku ketidakadilan kepada tertuduh. Di bawah Kaedah-Kaedah Acara Angkatan Tentera (Mahkamah Tentera) 1976, seorang tentera yang dituduh di Mahkamah Tentera tidak boleh dijamin dan hendaklah dikenakan tahanan.

6. JUDGE ADVOCATE

- 6.1 *A Judge Advocate is appointed by the Judge Advocate General to implement duties in the Court Martial for the three services; Royal Army, Navy and Air Force. The presence of the Judge Advocate is necessary for trials of cases involving complicated legal issues and when a defense attorney represents the defendant.*
- 6.2 *Theoretically, a Judge Advocate is a person who has qualifications in legal matters appointed by the Judge Advocate General. If the Judge Advocate General fails to appoint a Judge Advocate, the Convention officer can appoint the Judge Advocate. Nevertheless, as practiced currently, a Judge Advocate is a legislative officer seconded from the Attorney General Chamber. The general duties of a Judge Advocate are allocated under the Armed Forces (Court-Martial) Rules of Procedure in 1976. In other words, the Judge Advocate is the legal adviser in a trial of a case at the Court Martial.*
- 6.3 *It is the aim of this Department that the cases registered in the Court Martial can be tried and settled in the same year. This is to avoid the 3 year limitation period which leads to injustice to the defendant. Under the Armed Forces (Court Martial) Rules of Procedure in 1976, a soldier accused in the Court Martial cannot be bailed and must be detained.*

BIL / NO	AKTIVITI / ACTIVITIES	PENCAPAIAN / ACHIEVEMENTS																																										
1.	i) Mengeluarkan Sijil Lantikan Hakim Peguam. / <i>Issue Certificate of Appointment for Judge Advocate.</i> ii) Menetapkan tarikh perbicaraan selepas berbincang dengan pihak berkuasa sidang pendakwa dan peguambela si dituduh. / <i>Fix the trial date after discussing with the prosecuting authority and the defendant's defense attorney.</i> iii) Menyelesaikan perbicaraan kes tertangguh dari tahun lepas. / <i>To resolve cases postponed from the year before.</i> iv) Pendaftaran kes Mahkamah Tentera. / <i>To register cases in Court-Martial.</i>	i) Pendaftaran kes Mahkamah Tentera <i>To register cases in Court-Martial.</i> <table><tr><th>KES BULAN / CASE MONTH</th><th>HP DILANTIK / JA APPOINTED</th><th>HP TIDAK DILANTIK / JA NOT APPOINTED</th></tr><tr><td>Jan/<i>Jan</i></td><td>6</td><td>–</td></tr><tr><td>Feb/<i>Feb</i></td><td>2</td><td>–</td></tr><tr><td>Mac/<i>March</i></td><td>2</td><td>3</td></tr><tr><td>April/<i>April</i></td><td>6</td><td>–</td></tr><tr><td>Mei/<i>May</i></td><td>8</td><td>2</td></tr><tr><td>Jun/<i>June</i></td><td>–</td><td>1</td></tr><tr><td>Julai/<i>July</i></td><td>1</td><td>4</td></tr><tr><td>Ogos/<i>August</i></td><td>–</td><td>8</td></tr><tr><td>Sept/<i>Sept</i></td><td>1</td><td>3</td></tr><tr><td>Okt/<i>Oct</i></td><td>1</td><td>5</td></tr><tr><td>Nov/<i>Nov</i></td><td>–</td><td>5</td></tr><tr><td>Dis/<i>Dec</i></td><td>–</td><td>3</td></tr><tr><td>Jumlah/<i>Total</i></td><td>27</td><td>34</td></tr></table> Sebanyak 61 kes tahun 2010 telah didaftarkan dan 27 kes telah dibicarakan dengan melantik Pegawai Tentera sebagai Hakim Peguam. <i>As many as 61 cases for 2010 were filed and 27 cases have been tried with the appointment of an Army Officer as the Judge Advocate.</i>	KES BULAN / CASE MONTH	HP DILANTIK / JA APPOINTED	HP TIDAK DILANTIK / JA NOT APPOINTED	Jan/ <i>Jan</i>	6	–	Feb/ <i>Feb</i>	2	–	Mac/ <i>March</i>	2	3	April/ <i>April</i>	6	–	Mei/ <i>May</i>	8	2	Jun/ <i>June</i>	–	1	Julai/ <i>July</i>	1	4	Ogos/ <i>August</i>	–	8	Sept/ <i>Sept</i>	1	3	Okt/ <i>Oct</i>	1	5	Nov/ <i>Nov</i>	–	5	Dis/ <i>Dec</i>	–	3	Jumlah/ <i>Total</i>	27	34
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Jumlah/ <i>Total</i>	27	34																																										
2.	Memberi nasihat undang-undang kepada Majlis Angkatan Tentera, pegawai-pegawai ATM, pegawai pengesah mengenai perkara undang-undang dan pihak berkuasa ulangkaji mengenai keesahan pendapat serta hukuman-hukuman Mahkamah Tentera dan kertas-kertas Lembaga yang diuruskan di luar mesyuarat. / <i>Provides legal advice to the Armed Forces Council, MAF officers, validation officer on legal issues and review authorities on the validity of opinions and judgments of the Court Martial and Board papers, which are managed outside of the meeting.</i>	a) Sebanyak 32 pandangan undang-undang telah diberi kepada MAT dan Pegawai-pegawai ATM sepanjang tahun 2010. / <i>A total of 32 legal opinions have been given to the MAT and MAF officers during 2010.</i> b) Nasihat lisan diberi dengan segera dari semasa ke semasa. / <i>Verbal advice has also been given on an urgent basis from time to time.</i> c) Isu-isu pandangan telah diselesaikan melalui mesyuarat Ketua Hakim Peguam dengan Sel Undang-undang ATM yang diadakan sebanyak 3 kali dalam tahun 2010. / <i>Issues on opinions were resolved through the meetings of the Judge Advocate General with the MAF Legislative Cells, held 3 times during the year 2010.</i>																																										

BIL / NO	AKTIVITI / ACTIVITIES	PENCAPAIAN / ACHIEVEMENTS																												
3.	Menghadiri perbicaraan Mahkamah Tentera sebagai Hakim Peguam yang dilantik di bawah Seksyen 150(4)(c) Akta Angkatan Tentera 1972. / <i>Attending Court Martial trials as the Judge Advocate appointed under the Section 150(4)(c) of the Armed Forces Act 1972.</i>	Jumlah perbicaraan kes Mahkamah Tentera yang dihadiri oleh Hakim Peguam iaitu kes ulangan. / <i>Number of Court Martial Trials attended by the Judge Advocate being re-trials.</i> <table><tr><th>BULAN / MONTH</th><th>PERBICARAAN ULANGAN / REPEAT OF RETRIAL</th></tr><tr><td>Jan/<i>Jan</i></td><td>7</td></tr><tr><td>Feb/<i>Feb</i></td><td>7</td></tr><tr><td>Mac/<i>March</i></td><td>4</td></tr><tr><td>April/ <i>April</i></td><td>2</td></tr><tr><td>Mei/ <i>May</i></td><td>2</td></tr><tr><td>Jun/ <i>June</i></td><td>3</td></tr><tr><td>Julai/ <i>July</i></td><td>3</td></tr><tr><td>Ogos/ <i>August</i></td><td>3</td></tr><tr><td>Sept/ <i>Sept</i></td><td>–</td></tr><tr><td>Okt/ <i>Oct</i></td><td>1</td></tr><tr><td>Nov/ <i>Nov</i></td><td>–</td></tr><tr><td>Dis/ <i>Dec</i></td><td>3</td></tr><tr><td>Jumlah/ <i>Total</i></td><td>35</td></tr></table>	BULAN / MONTH	PERBICARAAN ULANGAN / REPEAT OF RETRIAL	Jan/ <i>Jan</i>	7	Feb/ <i>Feb</i>	7	Mac/ <i>March</i>	4	April/ <i>April</i>	2	Mei/ <i>May</i>	2	Jun/ <i>June</i>	3	Julai/ <i>July</i>	3	Ogos/ <i>August</i>	3	Sept/ <i>Sept</i>	–	Okt/ <i>Oct</i>	1	Nov/ <i>Nov</i>	–	Dis/ <i>Dec</i>	3	Jumlah/ <i>Total</i>	35
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Dis/ <i>Dec</i>	3																													
Jumlah/ <i>Total</i>	35																													
2.	Mengadakan mesyuarat Ketua Hakim Peguam dengan Sel Undang-Undang ATM untuk menyelesaikan isu-isu perundangan. / <i>Holding meetings of the Judge Advocate General with the MAF Legislative Cells.</i>	Sebanyak 3 mesyuarat telah diadakan sepanjang tahun 2010 iaitu pada: / <i>As many as 3 times during the year 2010.</i> a) 28.1.2010 b) 6.5.2010 c) 24.6.2010																												



JABATAN HAL-EHWAL VETERAN ATM [JHEV]

1. SKIM-SKIM BANTUAN KEBAJIKAN

1.1 Bantuan Sara Hidup

Bantuan sara hidup adalah bantuan kewangan bulanan yang diberikan Jabatan Hal Ehwal Veteran ATM (JHEV) kepada Veteran ATM bagi meringankan beban sara hidup veteran dan tanggungan yang uzur, dhaif dan lain-lain berdasarkan kelayakan mengikut Pendapatan Garis Kemiskinan (PGK) yang ditetapkan. Kadar bantuan maksimum yang diberi kepada Veteran ATM adalah RM200.00 sebulan. Pada tahun 2010, seramai 3088 orang Veteran ATM, balu dan tanggungan telah diberikan bantuan yang melibatkan perbelanjaan sebanyak RM4,330,980 atau 40.1% dari keseluruhan perbelanjaan di bawah Skim Kebajikan JHEV.

1.2 Bantuan Persekolahan

Bantuan persekolahan adalah bantuan yang diberi kepada Veteran ATM yang kurang mampu untuk membiayai pelajaran anak-anak samaada diperingkat sekolah rendah ataupun sekolah menengah mengikut kelayakan. Bantuan ini hanya layak untuk seorang anak bagi satu keluarga sahaja. Bagi tahun 2010, seramai 1277 orang penerima skim ini berjumlah RM840,900 iaitu 7.8% dari keseluruhan perbelanjaan.

1.3 Bantuan Kemasukan Ke Institusi Pengajian Tinggi Awam (IPTA)/ Politeknik

Sebagai memberi galakkan dan motivasi kepada anak-anak Veteran ATM, Jabatan juga menyediakan bantuan kewangan kepada anak-anak Veteran ATM yang berjaya melanjutkan pelajaran di IPTA/ Politeknik samaada di peringkat Diploma ataupun Ijazah Pertama mengikut kelayakan. Sebanyak RM5,213,400 telah diberikan kepada 4481 orang anak Veteran ATM. Bantuan ini juga diberi sebagai tanda pengucapan tahniah sekaligus, membantu meringankan beban kewangan veteran ATM ketika pendaftaran kemasukan. Bantuan di bawah kategori ini merupakan yang terbesar iaitu sebanyak 48.2% dari keseluruhan perbelanjaan.

MALAYSIAN ARMED FORCE VETERAN AFFAIRS DEPARTMENT

1. WELFARE ASSISTANCE SCHEMES

1.1 Support of Living Assistance

The support of living assistance is a monthly financial assistance provided for the Malaysian Armed Forces Veterans to relieve the burden of supporting their lives and dependents of those who are sick and weak, poor and so on based on qualifications according to the set Poverty Income Level (PIL). Maximum aid provided for the MAF Veterans is RM200.00 a month. In 2010, as many as 3,088 MAF Veterans, widows and dependents were given aid involving RM4,330,980 or 40.1% of the total expenditure under the welfare scheme.

1.2 Schooling Aid

Schooling aid is provided for the MAF Veterans who are less able to support their children's education whether at primary or secondary levels according to specified qualification criteria. Each family is only eligible to claim the assistance for one child per family. In 2010, there were 1277 scheme recipients of RM840,900 being 7.8% of the total expenditure.

1.3 Admission Assistance to Public Higher Learning Institutions (IPTA) / Polytechnic

As an encouragement and motivation to the children of the MAF Veterans, the Department also provides financial assistance for children of the MAF Veterans who succeed in furthering their studies whether at Diploma or First Degree levels according to specified qualification criteria. A total of RM5,213,400 was given to 4481 children of the MAF Veterans. This assistance is also given as a way to acknowledge the children of the MAF Veterans and simultaneously help to lessen their financial burden during registration for admission. Assistance under this category formed the largest percentage being 48.2% of the total expenditure.

1.4 Bantuan Peralatan Pesakit

Peruntukan sebanyak RM297,757.70 telah diberikan kepada Veteran ATM, balu dan tanggungan yang memerlukan peralatan bantuan sokongan seperti kerusi roda, katil dan sebagainya. Di bawah skim ini sebanyak 271 orang Veteran ATM telah diberi bantuan iaitu sebanyak 2.8% dari jumlah keseluruhan perbelanjaan.

Ketua Pengarah telah menyampaikan peralatan pesakit beserta kos peralatan sebanyak RM5,850.00 kepada anak Veteran ATM di Bandar Tun Razak, Kuala Lumpur pada 17 Disember 2010.



Ketua Pengarah telah menyampaikan peralatan pesakit beserta kos peralatan sebanyak RM5,850.00 kepada anak Veteran ATM di Bandar Tun Razak, Kuala Lumpur pada 17 Disember 2010.
The Deputy General presented medical equipment worth RM5,850.00 to the children of the Veterans at Bandar Tun Razak Kuala Lumpur, on December 17, 2010.

1.5 Bantuan Bencana

Bantuan Bencana diberikan kepada Veteran ATM yang mengalami kerosakan pada rumah milik sendiri akibat bencana alam seperti kebakaran, banjir dan lain-lain. Jabatan telah memperuntukkan sebanyak RM 124,400 yang melibatkan 86 orang veteran iaitu sebanyak 1.2% dari jumlah keseluruhan perbelanjaan.

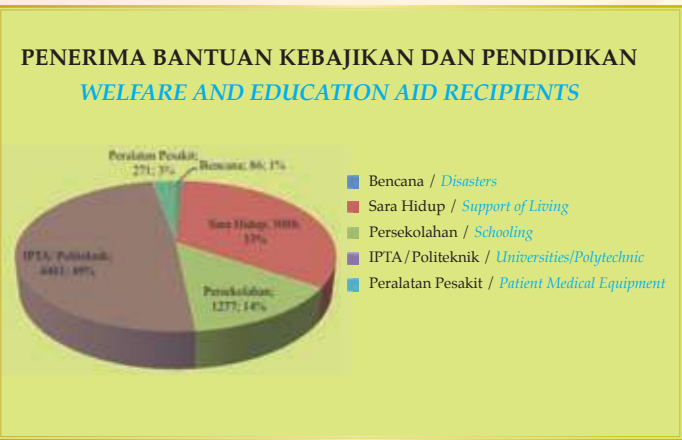
2. FAEDAH PERSARAAN

JHEV berperanan untuk mengurus dan memantau pembayaran Faedah Persaraan kepada anggota ATM yang telah menamatkan perkhidmatan. Di samping itu,

1.4 Patients Medical Equipment Assistance

An allocation of RM297,757.70 was given to the MAF Veterans, widows and dependents who are in need of supportive equipment such as wheelchairs, bed and so on. Under this scheme, 271 MAF Veterans have been given assistance, which came up to 2.8% of the total expenditure.

The Deputy General presented medical equipment worth RM5,850.00 to the children of the Veterans at Bandar Tun Razak Kuala Lumpur, on the 17th December 2010.



Carta Pai 1: Jumlah Penerima dan Perbelanjaan Skim Bantuan Kebajikan JHEV 2010
Pie Chart 1: Total of Recipients and Expenditure of JHEV Welfare Assistance Scheme, 2010

1.5 Disaster Relief

The Disaster Relief is provided for the MAF Veterans who have sustained damages to their own homes as a result of natural disasters such as fire, floods and so on. The Department has allocated a total of RM124,000 involving 86 MAF Veterans which came up to 1.2% of the total expenditure.

2. RETIREMENT BENEFITS

The Department of MAF Veteran Affairs (JHEV) is responsible in managing and monitoring the payments of MAF Pension Benefits to MAF officers and members

JHEV juga menguruskan serta memantau pembayaran Faedah Kematian kepada orang tanggungan anggota yang meninggal dunia semasa di dalam perkhidmatan mahupun selepas persaraan. Selain itu, JHEV bertanggungjawab menguruskan pembayaran balik tuntutan perubatan kepada Veteran ATM yang berpencen dan tidak berpencen serta orang tanggungan mereka yang layak.

2.1 Bayaran Faedah Persaraan

JHEV bertanggungjawab untuk menyediakan baucer bayaran faedah persaraan setelah menerima dokumen yang lengkap daripada Jabatan Arah Rekod dan Pencen (JRP) serta yang diterima dari waris Veteran ATM yang telah meninggal dunia. Selain itu juga, JHEV menguruskan bayaran penyesuaian pencen kepada semua pesara ATM dan orang tanggungan yang layak mendapat kenaikan pencen mengikut tarikh yang telah ditetapkan oleh kerajaan. Jumlah perbelanjaan keseluruhan tahun 2010 bagi faedah persaraan adalah seperti di Jadual 1 dan jumlah penerima seperti di Jadual 2.

BIL / No	PERKARA / ITEM	AMAUN / AMOUNT (RM)
1.	Pencen / Pension	1,180,310,501.61
2.	Ganjaran / Benefits	253,265,072.28
3.	Faedah Gantian Cuti Rehat (FGCR) / Benefits in lieu of Leave	44,103,545.54
4.	Elaun Tamat Perkhidmatan Mobilisasi (ETPM) / End of Service Mobilisation Allowance	1,468,994.40
5.	Ex-Gratia Bencana Kerja / Work Hazard Ex-Gratia	9,999,657.64
JUMLAH / TOTAL		1,489,147,771.47

Jadual 1 : Perbelanjaan Faedah Persaraan Tahun 2010
Table 1: Retirement Benefits Expenditure, 2010

BIL No	PERKARA ITEM	JUMLAH PENERIMA NO. OF RECIPIENTS
1.	Pencen Perkhidmatan / Service Pension	3,756
2.	Ganjaran Perkhidmatan / Service Rewards	4,703
3.	Ganjaran Tamat Perkhidmatan (Pegawai TJP / End of Service Gratuity (TJP Officer)	83
4.	Pencen dan Ganjaran Terbitan (Pegawai dan LLP yang meninggal dunia di dalam perkhidmatan) Pension and Gratuities Issues (Officers and LLP Members deceased while in service)	274
5.	Pindah Bayar Pencen Terbitan (Pesara Meninggal Dunia Derivative Pension Transfer Payment (Deceased Retirees)	1,073
6.	Pencen dan Ganjaran Hilang Upaya / Disability Pension and Gratuity	201
7.	Faedah Gantian Cuti Rehat (FGCR) / Benefits in lieu of Leave	2,855
8.	Elaun Tamat Perkhidmatan Mobilisasi (ETPM) / End of Service Mobilisation Allowance	52
9.	Ex-Gratia Bencana Kerja (Pekeliling Perbendaharaan Bil. 7/2001) Work Hazard Ex-Gratia (Treasury Circular No. 7/2001)	103
10.	Ex-Gratia Bencana Kerja (Pekeliling Perbendaharaan Bil. 13/1994) Work Hazard Ex-Gratia (Treasury Circular No. 13/1994)	74

Jadual 2 : Jumlah Penerima Faedah Persaraan Tahun 2010
Table 2: Total of Recipients of Retirement Benefits, 2010

who have ended their services. Besides that, JHEV also manages and monitors the payments of Death Benefits to the dependents of members who passed away both while they are in service or after retirement. Aside from that, JHEV also manages payments of medical claims to the pensionable and non-pensionable MAF and their eligible dependents.

2.1 Retirement Benefit Payment

JHEV is responsible for preparing vouchers for retirement benefits after receiving complete documents from the Department of Records and Pensions Directions and from the heir of the MAF Veterans who have passed away. Besides that, JHEV manages payments for pension adjustments to all MAF retirees and the dependents that are qualified to get pension increments according to the dates stipulated by the government. The total expenditure for the year 2010 for retirement benefits is as set out in Table 1 and the total recipients are set out in Table 2.

2.2 Bayaran Bantuan Menguruskan Jenazah Pesara ATM

Yang Amat Berhormat Perdana Menteri Malaysia telah mengumumkan Bayaran Bantuan Menguruskan Jenazah kepada waris Veteran ATM berpencen yang meninggal dunia dinaikkan dari RM500.00 ke RM3,000.00 berkuatkuasa mulai 15 Oktober 2010. Sepanjang tempoh tersebut hingga 31 Disember 2011, sebanyak RM183,000.00 telah dibayar kepada 61 penerima.

2.2 Payment of Funeral Assistance

The Honourable Prime Minister of Malaysia has announced the increase of payment of Funeral Assistance to the heirs of the Veterans who have passed away, from RM500.00 to RM3,000.00 effective from 15th October 2010. During the said period to the 31st December 2010, as many as RM183,000.00 was paid to 61 recipients.

BIL NO	PERKARA ITEM	BILANGAN PENERIMA NO. OF RECIPIENTS	JUMLAH PERBELANJAAN (RM) TOTAL EXPENDITURE (RM)
1.	Haemodialisis / <i>Haemodialysis</i>	6,439	21,779,858.96
2.	Ubat / <i>Medicine</i>	987	2,847,713.60
3.	Alat Ortopedik / <i>Orthopedics Equipments</i>	354	2,274,253.72
4.	Alat Pendengaran / <i>Hearing Tools</i>	179	774,898.00
5.	Kanta Mata (IOL) / <i>Eye Lens (IOL)</i>	619	444,064.30
6.	IJN/Kes Kecemasan / <i>Emergency Cases/IJN</i>	30	461,227.79
7.	Oksigen Concentrator / <i>Oxygen Concentrators</i>	29	185,488.00
8.	Rawatan Perubatan / <i>Medical Treatment</i>	107	169,733.82
JUMLAH / TOTAL		8,744	28,937,238.19

Jadual 3 : Jumlah perbelanjaan dan bilangan penerima Tuntuan Perubatan Bagi Veteran ATM (Berpencen) Tahun 2010
Table 3: Total Expenditure and Number of Recipients of Medical Claims for Pensioned MAF Veterans, 2010

BIL NO	PERKARA ITEM	BILANGAN PENERIMA NO. OF RECIPIENTS	JUMLAH PERBELANJAAN (RM) TOTAL EXPENDITURE (RM)
1.	Haemodialisis / <i>Haemodialysis</i>	2,405	8,835,740.00
2.	Ubat / <i>Medicine</i>	327	703,418.37
3.	Alat Ortopedik / <i>Orthopedics Equipments</i>	89	694,151.00
4.	Alat Pendengaran / <i>Hearing Tools</i>	46	214,948.00
5.	Kanta Mata (IOL) / <i>Eye Lens (IOL)</i>	156	111,619.50
6.	IJN/Kes Kecemasan / <i>Emergency Cases/IJN</i>	152	517,903.10
7.	Oksigen Concentrator / <i>Oxygen Concentrators</i>	5	19,880.00
8.	Rawatan Perubatan / <i>Medical Treatment</i>	34	115,205.20
JUMLAH / TOTAL		3,214	11,212,865.17

Jadual 4 : Jumlah perbelanjaan dan bilangan penerima Tuntuan Perubatan Bagi Veteran ATM (Tidak Berpencen) Tahun 2010
Table 4: Total Expenditure and Number of Recipients of Medical Claims for Non-Pensioned MAF Veterans, 2010

2.4 Penyelarasan Pencen

Sejajar dengan keputusan Kerajaan yang melanjutkan umur persaraan wajib kakitangan awam dari 56 ke 58 tahun berkuatkuasa pada 01 Julai 2008, semua peringkat anggota ATM juga turut diberi opsyen untuk memilih, tertakluk kepada mereka yang masih berkhidmat

2.4 Pension Adjustment

In line with the government's decision to extend the compulsory retirement age of civil servants from 56 to 58 effective 1st July 2008, members of the MAF at all levels were also given the option to choose, subject to them still being in service and holding posts on 1st July

dan memegang jawatan pada 01 Julai 2008. Mesyuarat Majlis Angkatan Tentera (MAT) Ke-470 yang bersidang pada 24 Jun 2008 telah meluluskan pemberian pengiktirafan perkhidmatan tambahan selama 2 tahun secara pentadbiran kepada anggota LLP yang telah diluluskan untuk mengikuti Latihan Peralihan mulai 01 Julai 2008 disebabkan ketiadaan sumber perjawatan untuk mereka kembali bertugas di pasukan. Penyelarasan pencen dan ganjaran telah dilaksanakan sepanjang tahun 2010 melibatkan seramai 2,762 anggota LLP dengan implikasi kewangan sebanyak RM19,598,547.32.

2008/ The 470th Armed Forces Council Meeting held on 24th June 2008 had approved the recognition of the 2 years additional service administratively to the LLP members who have been approved to undergo the Transformation Training from 1st July 2008 following the lack of posts at their team for them to return to. The adjustment of pension and rewards were carried out during the year 2010 involving some 2,762 LLP members, with financial implications of RM19,598,547.32.

3. PENGUKUHAN DAN PENINGKATAN PERNIAGAAN

3.1 Program Pemantauan Usahawan

Program yang sedang dilaksanakan ini telah menampakkan hasil yang memberangsangkan. Lapan orang usahawan telah menyelesaikan proses dokumentasi untuk tuntutan geran yang kesemuanya bernilai RM 312,212.00 dan hanya menunggu kelulusan daripada pihak SME Corp.

3. STRENGTHENING AND IMPROVEMENT OF BUSINESS

3.1 Entrepreneur Monitoring Programme

The programme that is being implemented has shown encouraging results. Eight entrepreneurs have resolved the documentation process for claim of grant having the value of RM312,212.00 and are now waiting for approval from the SME Corp.

Manakala tiga lagi permohonan masih dalam penyediaan dokumen. Lain-lain peserta program yang belum membuat tuntutan geran kebanyakannya mempunyai masalah dari segi penyediaan dokumen yang agak rumit selain komitmen yang kurang dari peserta sendiri. Pada tahun 2010, sebanyak empat sesi pemantauan telah dilaksanakan bersama-sama dengan pihak perunding yang telah dilantik bagi meninjau perkembangan perniagaan mereka di samping membantu menyelesaikan masalah yang dihadapi termasuklah penyediaan keperluan dokumen untuk memohon pembiayaan

While 3 more applications are still in the process of document preparation. Other participants of the programme who have not made their grant claims mostly are facing problems in preparing the documents which are a bit complicated apart from lacking of commitment from the participants themselves. In 2010, as many as 4 monitoring sessions were held along with the consultants who were appointed to observe their business development besides helping to resolve the problems including preparing documentations required for the application of funds.

3.2 Jaringan Usahawan

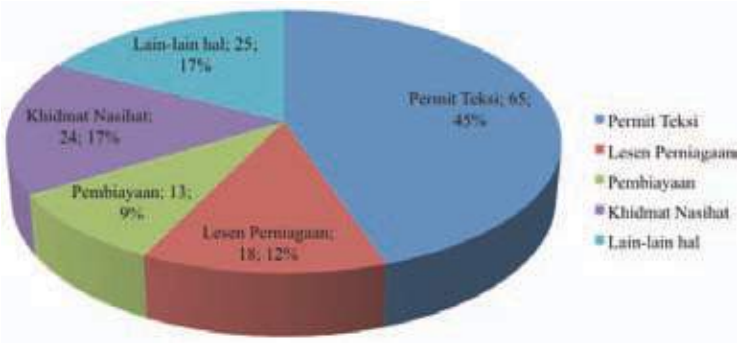
Kursus Jaringan Usahawan telah diadakan pada 08 April hingga 09 April 2010 di Hotel Prescott Inn, Kuala Lumpur yang melibatkan seramai 30 orang usahawan Veteran ATM yang menjalankan pelbagai jenis perniagaan. Melalui program ini, mereka dapat berkongsi pengalaman dan bertukar-tukar pendapat mengenai perniagaan yang dijalankan disamping mewujudkan jaringan perniagaan yang baru di kalangan Veteran ATM.

3.2 Entrepreneur Network

This Entrepreneur Networking Course was held on the 8th to the 9th April 2010 at Hotel Prescott Inn, Kuala Lumpur involving 30 MAF Veteran entrepreneurs who are running various types of business. Through this programme they are able to share experience from various business aspects besides creating new business network among the MAF Veterans.

3.3 Sokongan Perniagaan / Khidmat Nasihat

Pada tahun 2010, terdapat seramai 145 orang Veteran ATM telah datang untuk mendapatkan khidmat sokongan yang disediakan di JHEV. Permohonan untuk mendapatkan permit teksi persendirian mencatat peratusan paling tinggi berbanding permohonan lain iaitu sebanyak 65 surat atau pun 45%. Lain-lain pecahan surat sokongan dan perkhidmatan lain yang diberikan diterjemahkan dalam Carta Pai 2.



Carta Pai 2: Pecahan Khidmat Sokongan Perniagaan / Khidmat Nasihat Tahun 2010
Pie Chart 2: Percentage Breakdown of Business Support/Advisory Services, 2010

Selain itu, permohonan untuk mendapatkan lesen dan tapak untuk berniaga sebanyak 18 permohonan. Permohonan untuk pembiayaan sebanyak 13 permohonan sementara untuk lain-lain sokongan sebanyak 25 permohonan. Seramai 24 orang Veteran ATM telah datang untuk mendapatkan khidmat nasihat dari Jabatan ini.

3.4 Promosi / Galakan

Dalam usaha untuk mempromosikan produk usahawan Veteran ATM supaya dapat memasuki pasaran yang lebih luas dan dapat diterima baik oleh pengguna, Jabatan telah menyertai beberapa ekspo dan karnival di samping memperkenalkan fungsi dan peranan JHEV kepada masyarakat umum.

Jabatan telah menyertai Mini MAHA yang diadakan di Dataran Padang Merdeka, Kota Kinabalu pada 26 Mac hingga 28 Mac 2010 yang melibatkan seramai dua orang usahawan Veteran ATM. Seterusnya, Jabatan telah menyertai Mini MAHA yang diadakan di Daerah Segamat, Johor pada 28 hingga 30 Mei 2010.

3.3 Business Support / Advisory and Consultation

In the year 2010, 145 MAF Veterans had approached and received various support service provided by the JHEV. Application for the private taxi permits registered the highest percentage compared to other applications, which was 65 letters or 45 %. Breakdown of other supporting letters and services provided is shown in the Pie Chart 2.

There were 18 applications for licensing and business premises and 13 applications for financial assistance while 25 applications for other support services. As many as 24 MAF Veterans had approached the department for advisory assistance.

3.4 PROMOTION/SUPPORT

In an effort to promote the products of the MAF Veterans, so that they can break into a wider market and accepted by the consumers, the Department has participated in various expos and carnivals apart from introducing the functions and roles of JHEV to the general public.

The Department took part in the MiniMAHA which was held at the Dataran Padang Merdeka, Kota Kinabalu from 26th to 28th of March 2010, with the participation of 2 ATM veterans. Subsequently, the Department also took part in the MiniMAHA at Segamat district, Johor, from 28th to 30th May 2010.

Seramai tiga orang Usahawan Veteran ATM telah menyertai MAHA 2010 yang telah berlangsung di Tapak Pameran Pertanian, Serdang pada 26 November hingga 05 Disember 2010. Melalui pameran seperti ini, Veteran ATM boleh memperolehi pengetahuan dan juga pengalaman di samping meningkatkan mutu produk dan meluaskan lagi jaringan perniagaan mereka.

4. PENEMPATAN KERJAYA VETERAN ATM

Pada tahun 2010, seramai 180 orang Veteran ATM layak dipertimbangkan ke jawatan Polis DiRaja Malaysia (Kontabel/Konstabel Sokongan), 21 orang Veteran ATM layak dipertimbangkan bagi jawatan Pembantu Hal Ehwal Islam Gred S17 ke FELDA dan 22 orang Veteran ATM dicalonkan ke jawatan Ikatan Relawan Rakyat Malaysia (RELA). Seramai 113 orang Veteran ATM telah didaftarkan bagi mencari pekerjaan melalui Jabatan ini melibatkan 149 buah syarikat.

4. MAF VETERANS JOB ATTACHMENT

In the year 2010, as many as 180 MAF Veterans were eligible to be considered for posting to the PDRM as Constables or Auxiliary Constables. 21 MAF Veterans were eligible to be considered for the posts of Islamic Affairs Assistant Grade S17 to FELDA, and 32 MAF Veterans were nominated to the posts of Ikatan Relawan Rakyat Malaysia (RELA). 113 other MAF Veterans were registered to find employment through this Department involving 149 companies.



Salah seorang Usahawan Veteran ATM sedang memberi penerangan mengenai produk beliau kepada pengunjung ruang pameran JHEV sempena MAHA2010
A MAF Veteran Entrepreneur explaining his products to a visitor to JHEV Display Area during the MAHA 2010

5. PROGRAM BAGI MEMPROMOSI JABATAN HAL VETERAN ATM (JHEV)

Sepanjang tahun 2010, JHEV telah melibatkan diri dalam pameran, Kaunter Bergerak dan Majlis Dialog, Ekspo serta program Hari Bersama Pelanggan Peringkat Kementerian Pertahanan. JHEV telah sama-sama terlibat dalam Ekspo Kerjaya Bersama Angkatan Tentera Malaysia 2010 yang dianjurkan oleh Markas ATM.

5.1 PAMERAN.

JHEV telah menyertai 11 kali pameran sempena Program Hari Bersama Pelanggan Peringkat Kementerian Pertahanan pada tahun 2010.

5.2 KAUNTER BERGERAK

Program Kaunter Bergerak mula beroperasi pada bulan Januari 2007. Antara objektif program ini ialah membolehkan orang ramai dan warga Veteran ATM serta keluarga mereka mendapat pendedahan tentang kewujudan JHEV serta maklumat yang lebih lengkap dan tepat mengenai kelebihan dan perkhidmatan yang ditawarkan oleh Kerajaan bagi pesara tentera. Selain itu, ia juga satu usaha mendekatkan hubungan JHEV dengan Warga Veteran ATM di pelbagai tempat dan tidak hanya tertumpu di kawasan bandar sahaja. Pelbagai masalah Veteran ATM dapat diselesaikan menerusi program ini. Lazimnya program dilaksanakan serentak dengan Majlis Dialog Bersama Pengarah JHEV Cawangan Negeri. Program pusat telah dijalankan sebanyak 40 kali.

6. LATIHAN

Pada 2010, JHEV telah membiayai perbelanjaan kursus yang tidak ditaja oleh PERHEBAT. Sehingga Disember 2010, sebanyak 2 permohonan telah diterima daripada Veteran ATM. Kos yang telah dibelanjakan ialah sebanyak RM4,350.00. Kursus-kursus yang telah dibiayai adalah seperti berikut:

- Kursus Safety and Health (SHO)
- Kursus Induksi Pengesahan Luaran Persijilan Kemahiran Malaysia

7. FORUM KHIDMAT NASIHAT

Pada tahun 2010, sebanyak 32 Forum Khidmat Nasihat telah dijalankan kepada bakal-bakal pesara di seluruh Formasi dan Unit-Unit di dalam Angkatan Tentera

5. PROGRAMMES TO PROMOTE THE JHEV DEPARTMENT

Throughout the year 2010, JHEV became involved in exhibitions, Mobile Counters and Dialogue Sessions. Expositions and Day with Customers at the level of Ministry of Defence were held. JHEV was also involved in the Career with the MAF Expo 2010 organised by the MAF HQ.

5.1 EXHIBITION

JHEV has participated for 11 times at the Programme of Day with Customer at Ministry of Defence Level for the year 2010.

5.2 MOBILE COUNTER

The Mobile Counter Program first operated in the month of January 2007. Amongst the programme's objectives were to ensure that the public and Veterans of MAF and their families have more exposure on the existence of the JHEV as well as have more extensive and complete information on the benefit and services offered by the Ministry for pensioners. This is also an effort to foster better relationship between JHEV and the MAF Veterans located in various places and not only concentrated in the urban areas only. Various concerns raised by the MAF Veterans can be resolved through this programme. Usually the programme would be implemented at the same time with the programme of State level Dialogue with the Director General JHEV. The centralised programmes had been carried out for forty times.

6. TRAINING

In 2010, the JHEV financed the expenditure of courses not financed by PERHEBAT. Up to December 2010, 2 applications were received from MAF Veterans. The expenditure spent was RM4,350.00. Courses which have been financed are :

- Safety and Health Occupation Course*
- External Authentication Induction Course on Malaysian Certification of Skills*

7. ADVISORY SERVICE FORUM

In the year 2010, as many as 32 Advisory Service Forum was implemented to future retirees in the entire Formation and Units of Malaysian Armed Forces. As

Malaysia di seluruh Malaysia. Seramai 4,542 orang bakal pesara telah menyertai forum ini. Penganjur bagi forum Khidmat Nasihat ini ialah Markas Perkhidmatan bersama dengan PERHEBAT. Ianya bertujuan untuk membantu bakal-bakal pesara membuat perancangan persaraan dan memberi sedikit sebanyak pengetahuan kepada bakal-bakal pesara mengenai peluang-peluang kerjaya sama ada makan gaji atau menjadi usahawan.

8. PROFILING TEST KEPADA BAKAL PESARA

Sepanjang tahun 2010, JHEV telah mengadakan Profiling Test kepada seramai 597 bakal pesara dari ketiga-tiga perkhidmatan Angkatan Tentera Malaysia (ATM). Ianya bertujuan untuk memberi rujukan kepada bakal-bakal pesara untuk membuat penilaian sendiri, komunikasi, pengurusan tekanan, kepelbagaian tempat kerja, pengurusan masa, penyelesaian pertikaian, pembinaan insan, latihan jualan dan latihan personaliti.

Oleh yang demikian, ia merupakan satu alat untuk menilai personaliti seseorang. Walaupun sistem penilaian ini tidak seratus peratus tepat namun ia sekurang-kurangnya mereka dapat mengetahui kekurangan diri sendiri yang perlu diperbaiki dan kelebihan yang ada untuk di manfaatkan sepenuhnya. Secara keseluruhan ujian ini dapat membantu bakal-bakal pesara membuat perancangan dan seterusnya menentukan halatuju mereka.

9. RAYUAN HARI PAHLAWAN (RHP) 2010

Pada tahun 2010, JHEV telah diberi kepercayaan untuk menerajui kutipan RHP dengan kerjasama Persatuan Bekas Tentera Malaysia (PBTM). Majlis pelancaran telah disempurnakan oleh YABhg. Datin Paduka Seri Rosmah Mansor, selaku Penaung RHP 2010 di Auditorium RTM, Angkasapuri, Kuala Lumpur pada 19 Julai 2010. Kutipan telah dijalankan mulai 01 Julai hingga 30 September 2010. Semasa majlis pelancaran RHP, sebanyak 8 buah syarikat telah memberikan sumbangan dan penajaan berjumlah RM5,510,000.00.

Objektif RHP adalah untuk mendidik masyarakat agar mereka menghargai jasa dan pengorbanan Veteran ATM yang telah berkorban kepada negara di samping menghulurkan derma bagi mengiktiraf perjuangan Veteran ATM. Dua buah jawatankuasa telah ditubuhkan

many as 4,542 would be retirees have participated in the forum. The organiser of this forum is the Service Council together with PERHEBAT. This is aimed to assist would be retirees to plan their retirement and to provide some information to all would be retirees about the career possibilities either as wage earner or as entrepreneur.

8. PROFILING TEST FOR PROSPECTIVE RETIREES

Throughout the year 2010, JHEV conducted Profiling Tests for 597 prospective retirees from the three MAF services. The purpose of the Profiling Test is for the prospective retirees to be able to make self-assessment, communicate, manage stress, aware of various working conditions, manage time, resolve conflicts, develop human capital, and undergo sales and personality training.

This Profiling Test is therefore a way to evaluate a person's personality. Even though this system is not hundred percent accurate but at least they will be aware of their weaknesses that needed to be improve and strengths that can be fully exploited. On the whole the tests would help the would-be retirees to make plans and then decide on what to do after their services end.

9. WARRIORS DAY APPEAL 2010

In the year 2010 JHEV has been entrusted to lead the Warrior Day Appeal with the cooperation of the Association of the Ex-Army Officers. The launching ceremony was officiated by The Honourable Datin Seri Rosmah Mansor as the patron of the WDA 2010 at the RTM Auditorium Kuala Lumpur on the 19th July 2010. The collection was carried out from the 1st July to the 30th September 2010. During the launch of WDA, 8 companies made contributions and sponsorship worth RM5,510,000.00.

The objective of the WDA is to educate the public to appreciate the contribution and sacrifice made by the MAF Veterans for the sake of the country as well as to make donations to acknowledge the contribution. Two more committees were set up to manage and monitor

untuk menyelaras dan memantau perjalanan RHP iaitu Jawatankuasa Induk (JKI) Rayuan Hari Pahlawan dan Jawatankuasa Kerja (JKK) Rayuan Hari Pahlawan.

Antara aktiviti yang telah dijalankan sepanjang RHP 2010 ialah:-

- Memohon sumbangan melalui surat daripada pihak swasta, usahawan, bank, kontraktor, dan Government Linked Company (GLC). Semua penderma akan diberikan surat ucapan terima kasih dan resit rasmi untuk mendapatkan pengecualian cukai dari LHDN;
- Kutipan Jalanan telah dijalankan di tempat-tempat umum seperti di Pasaraya Mydin, Bukit Bintang, Supermarket Jaya Jusco, KLIA, LCCT serta program Jom Heboh dan Suarasa TV9;
- JHEV Cawangan Negeri dengan kerjasama PBTM Cawangan telah mengedarkan tabung RHP ke beberapa buah sekolah, Institusi Pengajian Tinggi Awam dan Swasta, dan juga di kem-kem PLKN; dan
- Tabung RHP telah diedarkan ke Jabatan Kerajaan seluruh Negara seperti di kaunter JPJ dan kaunter JPN dan sambutanannya amat menggalakkan.

Kesemua hasil kutipan telah dimasukkan ke dalam Tabung Rayuan Hari Pahlawan di bawah seliaan Yayasan Veteran ATM iaitu akaun Affin Bank Berhad bernombor, 10-595-000320-1. Jumlah keseluruhan kutipan RHP 2010 ialah RM6,048,555.68.

10. CADANGAN RANG UNDANG-UNDANG VETERAN 2010

Cadangan Rang Undang-Undang Veteran telah mendapat kelulusan Jabatan Peguam Negara pada 19 November 2010. Seterusnya Memorandum Jemaah Menteri (MJM) mengenai cadangan Rang Undang-Undang tersebut telah disediakan untuk mendapatkan kelulusan Jemaah Menteri. Pada 09 Disember 2010, Cadangan Rang Undang-Undang Veteran 2010 telah diluluskan oleh Kabinet dan dijangkakan akan dibentangkan di Parlimen pada bulan Mac 2011.

11. PORTAL RASMI JABATAN HAL EHWAL VETERAN

ATM (www.jhev.gov.my)

Portal rasmi JHEV telah dilancarkan pada Januari 2010 bagi menggantikan laman web sedia ada. Portal ini

the WDA that is, the Main Committee of the WDA, and the Working Committee of the WDA.

Among the activities carried out during the WDA in the year 2010 are:

- Writing for contribution from private sectors, entrepreneurs, banks, contractors, and government linked companies. All donors will be given a thank you letter and official receipt to get tax exemption from IRD;
- Roadshows were carried out at public places such as Mydin Hypermarket, Bukit Bintang, Jaya Jusco Supermarket, KLIA, LCCT as well as the Jom Heboh programmes and Suarasa TV9;
- State level JHEV with the cooperation of PBTM Branch distributed the WDA to several schools, Public and Private Institute of Higher Education; and
- WDA Collection Boxes have also been distributed to the Government Departments such as the JPJ and JPN counters with good responses.

All amounts collected were deposited into WDA under the supervision of the MAF Veteran Fund Foundation that is account Affin Bank Berhad, No. 10-595-000320-1. The total collected made were RM6, 048,555.68.

10. PROPOSED VETERAN BILL 2010

Proposed Veteran Bill has received the approval of the Attorney General on 19 November 2010. Next, Cabinet Memorandum (MJM) on the proposed Bill is being prepared for Cabinet approval. On December 9, 2010, Proposed Veteran Bill 2010 been approved by Cabinet and is expected to be tabled in Parliament in March 2011.

11. OFFICIAL PORTAL OF MAF VETERAN

AFFAIRS DEPARTMENT

The JHEV official portal www.jhev.gov.my was launched in January 2010 to replace the existing website. This portal



YABhg. Datin Paduka Seri Rosmah Mansor, selaku Penaung RHP 2010 sedang memberi ucapan dalam Majlis Perasmian Perlancaran Rayuan Hari Pahlawan 2010 di Angkasapuri Kuala Lumpur pada 19 Julai 2010.
The Honourable Datin Paduka Seri Rosmah Mansor, as the Patron of RHP 2010, giving her speech at the Launching Ceremony of the Warrior Day Appeal 2010 at Angkasapuri in Kuala Lumpur, on July 19, 2010

berfungsi sebagai gerbang maklumat kepada Veteran ATM khususnya. Perkhidmatan-perkhidmatan yang disediakan adalah seperti berikut :

- Berita Semasa JHEV
- Semakan Permohonan Kebajikan
 - Status Permohonan Skim Bantuan Sara Hidup
 - Status Permohonan Skim Bantuan Institusi Pengajian Tinggi Awam (IPTA)/ Politeknik
 - Status Permohonan Skim Bantuan Sekolah
 - Status Permohonan Skim Bantuan Bencana
 - Status Permohonan Skim Bantuan Peralatan Pesakit
- Aplikasi Online
 - Aduan oleh Veteran ATM
 - e-Penyata Pencen
 - Pendaftaran Maklumat Veteran
 - Semakan Penyelarasan Pencen

12. YAYASAN VETERAN ATM

12.1 Khairat Kematian Sumbangan Yayasan Veteran ATM

Salah satu skim bantuan kebajikan Yayasan Veteran ATM ialah khairat kematian kepada Veteran ATM dan tanggungannya yang telah meninggal dunia. Sumbangan ini telah diberikan sejak tahun 2004 dengan kerjasama Persatuan Bekas Tentera Malaysia (PBTM) dan JHEV Cawangan Negeri. Berikut ialah

functions as an information gateway for specifically the MAF Veterans. The services provided are as follows:

- JHEV Current News
- Online Checking
 - Application Status For Live Support Assistance Scheme
 - Application Status For Public Highest Education Institution (HEI) /Polytechnic Assistance Scheme
 - Application Status For Schooling Assistance Scheme
 - Application Status For Disaster Assistance Scheme
 - Application Status For Patient Equipment Assistance Scheme
- Online Application
 - Complaints by MAF Veterans
 - e-Statement Pension
 - Registration of Veteran information
 - Review of Pension Adjustment

12. MAF VETERAN FOUNDATION

12.1 Death Benefit (Khairat) Contributed By MAF Veteran Foundation

One of the MAF Veterans welfare assistance scheme is the death benefit to the MAF Veteran's and their dependents.

BIL / NO	KATEGORI / CATEGORY	JUMLAH (ORANG) / TOTAL (NUMBER OF PERSONS)
1	Veteran ATM / MAF Veterans	1,243
2	Isteri/Suami / Spouse	321
3	Anak / Children	50
	JUMLAH / TOTAL	1,614

Jadual 5: Statistik Penerima Khairat Kematian Bagi Tahun 2010 (Mengikut Kategori):
Table 5: Statistic of Recipient of Death Benefits Contribution (By Category), 2010

BIL NO	NEGERI STATE	JUMLAH (ORANG) TOTAL (PERSON)	JUMLAH (RM) TOTAL (RM)
1	Pahang	294	147,000
2	Selangor , WP Kuala Lumpur & WP Labuan	412	206,000
3	Perak	582	291,000
4	Kelantan & Terengganu	238	119,000
5	Kedah, Perlis & Pulau Pinang	453	226,500
6	Johor	217	108,500
7	Melaka & Negeri Sembilan	450	225,000
8	Sabah	78	39,000
9	Sarawak	227	113,500
	JUMLAH	2,951	1,475,500

Jadual 6: Statistik Penerima Sumbangan Perayaan Mengikut Negeri Tahun 2010
Table 6: Statistic of Recipients of Festive Contributions (By State), 2010

12.2 Sumbangan Perayaan Yayasan Veteran ATM

Pada tahun 2010, Yayasan Veteran ATM menyampaikan sumbangan kepada Veteran ATM serta keluarga sempena menyambut hari perayaan sebanyak RM500 seorang. Penerima yang layak menerima sumbangan terdiri daripada 6 kategori iaitu Veteran ATM berumur 70 tahun ke atas, Balu-Balu, Anak Yatim Veteran ATM, Veteran ATM di Rumah Orang Tua, Veteran ATM Kurang Upaya (cedera semasa operasi) dan Veteran ATM Kurang Upaya (sakit) yang menerima bantuan sara hidup dan bantuan peralatan pesakit (kronik). Semua penerima adalah di bawah Skim Bantuan Kebajikan JHEV.

12.2 Festive Donations by MAF Veteran Foundation

In the year 2010, the MAF Veteran Foundation donated RM500 per person to the MAF Veteran and their families to celebrate the festival. The eligible recipients for the donations consist of six (6) categories: the MAF Veterans aged 70 above, the widows, MAF orphans, the Disabled Veterans (injured during operations) and Disabled Veterans (illness) who are receiving subsistence allowance and also patients equipment assistance (chronic). All recipients are under the JHEV Welfare Assistance Scheme.

JABATAN LATIHAN KHIDMAT NEGARA [JLKN]

STATUS SPKN

JLKN telah menjalankan aktiviti berkaitan sistem SPKN bagi proses pemilihan berkomputer secara rawak (balloting) Program Latihan Khidmat Negara bagi siri 8/2010.

Satu majlis pelancaran proses balloting ini telah diadakan bagi siri 8/2010 iaitu pada 9 Julai 2010 bertempat di auditorium aras 1, Bangunan Zetro di mana senarai nama cetakan bagi 120,000 pelatih terpilih yang lahir pada tahun 1993 telah dijana. Jumlah pecahan mengikut kumpulan yang ditetapkan adalah seramai 42,000 pelatih bagi Kumpulan 1, 60,000 bagi Kumpulan 2 dan 38,000 bagi Kumpulan 3.

- Kemaskini data pelatih – alamat dan maklumat waris pelatih (pelatih bersekolah)
- Kaedah baru telah digunakan bagi mempercepatkan proses pengemaskinian maklumat pelatih seperti berikut:
- i. Mewujudkan senarai semak
 - ii. Pembahagian PT-PT mengikut zon
 - iii. Mewujudkan kod-kod bagi kemasukan data

Hasilnya, pengemaskinian data Pelatih telah meningkat daripada 20% kepada 80% maklumat pelatih bersekolah setakat diterima daripada sekolah-sekolah sebelum proses penempatan dimulakan pada 16 Ogos 2010. Inisiatif ini dijalankan bagi mengurangkan masalah Notis Panggilan Pelatih (NPP) yang tidak sampai ke alamat pelatih sehingga menyebabkan ianya dipulangkan kepada Jabatan (Return to Sender). Baki 20% lagi tidak dapat dikemaskini atas pelbagai faktor seperti surat berserta borang kemaskini maklumat Pelatih tidak sampai ke alamat sekolah dan pihak sekolah lewat/tidak mengembalikan borang tersebut kepada Jabatan.

Proses Penempatan Pelatih

Penempatan pelatih di kem-kem PLKN bagi Kumpulan 1 , Kumpulan 2 dan Kumpulan 3 Siri 7/2010 telah dibuat dengan jayanya dengan pecahan jumlah seperti berikut:-

NATIONAL SERVICE TRAINING DEPARTMENT

SPKN STATUS

The National Service Committee had carried out activities relating to the SPKN system for the National Service Programme random computerized (balloting) process for the series 8/2010.

A ceremony to launch the balloting process was held for the 8/2010 series on the 9th July 2010 at the Level 1 Auditorium , Zetro Building, where a printed list of names for 120,000 selected participants/ trainees born in 1993 was generated. The total categories according to the set groups were 42,000 trainees for Group 1 and 60,000 for Group 2 and 38,000 for Group 3.

- Updating data of trainees – the address and beneficiary information of trainees (for trainee in school)
- A new method was used to make the process of updating trainee's information faster as follows:
- i. Establish a review list
 - ii. Division of trainees by zone
 - iii. Setting up codes for data entry

As a result, the update of trainees' data has increased from 20% to 80% of information of trainees in school, as at the date the data was received from the schools before the process of placement started on 16th August 2010. This initiative was carried out to reduce the incidences of notices to trainee (NPP) not arriving at the trainee's address leading to the letters being returned to sender. The remaining 20% could not be updated due to various factors such as the form and letter not reaching the school or the school's delay in returning the forms to the Division.

Trainee Placement Process

The placement of trainees at the National Service Camps for Groups 1, 2 and 3 Series 7/2010 was carried out successfully with a fraction of the total as follows:-

- Kumpulan 1 – 38,000 pelatih (80 buah kem)
 - Kumpulan 2 – 42,000 pelatih (80 buah kem)
 - Kumpulan 3 – 40,000 pelatih (80 buah kem)
- Group 1 - 38,000 trainees (80 camps)
 - Group 2 - 42,000 trainees (80 camps)
 - Group 3 - 40,000 trainees (80 camps)

Laporan Tahunan BSM

BSM Annual Report

PENGISIAN JAWATAN TETAP / KONTRAK / SAMBILAN

Pengisian perjawatan tetap berdasarkan kelulusan Waran Bil. K10 tahun 2006 berkuatkuasa 1 Februari 2006 (2087 perjawatan).

Pencapaian pengisian jawatan tetap, kontrak dan sambilan adalah seperti di Jadual 1 dan Jadual 2.

FILLING OF PERMANENT/CONTRACT/TEMPORARY POSTS

Filling of permanent posts based on approval of Warrant No K10 effective from 1st February 2006 (2087 posts).

Achievement of post filling on permanent, contractual and temporary posts are shown in Table 1 and Table 2:

BIL / NO	JAWATAN / POST	STATUS / STATUS	LULUS / APPROVED	ISI / FILLED	KOSONG / VACANT
1	Jusa C	Tetap / Permanent	1	1	0
2	Kumpulan Pengurusan & Profesional Professional & Management Group	Tetap / Permanent	49	45	4
		Kontrak / Contractual	1	0	1
3	Sokongan I / Support I	Tetap / Permanent	122	112	10
		Sambilan / Temporary	140	131	9
4	Sokongan II / Support II	Tetap / Permanent	23	18	5
JUMLAH / TOTAL			336	307	29

Jadual 1 : Pengisian Perjawatan di Ibu Pejabat JLKN

Table 1: Filling of Posts at the JLKN Headquarters

BIL / NO	JAWATAN / POST	STATUS / STATUS	LULUS / APPROVED	ISI / FILLED	KOSONG / VACANT
1	Kumpulan Pengurusan & Profesional Professional & Management Group	Tentera / Army	172	160	12
		Kontrak / Contractual	86	76	10
3	Sokongan I / Support I	Tetap / Permanent	860	508	352
		Kontrak / Permanent	3612	2975	637
		Sambilan / Temporary	359	148	211
		LLP (Tentera)	688	669	19
4	Sokongan II / Support II	Tetap / Permanent	172	159	13
JUMLAH / TOTAL			5949	4695	1254

Jadual 2 : Pengisian Perjawatan di Kem PLKN

Table 2: Filling of Posts at the PLKN Camp

2.2 Sesi temuduga telah dijalankan bagi jawatan kontra dan sambilan seperti berikut:

- 2.2.1 Temuduga Timbalan Komandan Latihan (N41) kontrak sebanyak sekali.

2.2.2 Temuduga Penolong Pegawai Tadbir (N27) dan Pembantu tadbir (N17) sambilan sebanyak dua kali.

2.2.3 Temuduga Penolong Pegawai Kesatria (S17) dan Pembantu Kesatria (S17) kontrak sebanyak sembilan kali.

2.2.4 Temuduga Penolong Pegawai Psikologi (S27) sambilan sebanyak sekali.

2.2.5 Temuduga Pembantu Hal Ehwal Islam (S17) kontrak sebanyak sekali.

2.2 Interview sessions held for Contractual and Temporary posts were as follows:

- 2.2.1 Interview for the post of Deputy Commandant of Training (N41) – Contractual, once.

2.2.2 Interview for the Assistant Administration Officer (N27) and Assistant Administrator (N17) – Temporary, twice.

2.2.3 Interview for the post of Deputy Assistant Knight Officer (S17) and Knight Assistant (S17) – Contractual, nine times.

2.2.4 Interview for the post of Assistant Psychology Officer (S27) – Temporary, once.

2.2.5 Interview for the Assistant Islamic Affairs Officer (S17) – Contractual, once.

LAPORAN TAHUNAN BKU

BKU ANNUAL REPORT

Bil / No	Aktiviti / Activity	Pencapaian / Achievement
A	Pentadbiran Am / General Administration	
1.	Kesetiausahaan Parlimen / Parliament Secretariat	
	Menyelaras, mengumpul, dan menguruskan penyediaan jawapan Parlimen dari setiap Bahagian di JLKN dan bertugas sebagai Penyelaras Hal Ehwal Parlimen di JLKN / Coordinate, collect and manage the preparation of parliamentary answers from every division in JLKN and acts as the Coordinator for Parliamentary Affairs in JLKN	Dewan Rakyat Sidang 1 / First Sitting = 17 Mac – 22 April Sidang 2 / Second Sitting = 07 Jun – 15 Julai Sidang 3 / Third Sitting = 11 Oktober – 15 Disember Dewan Negara Sidang 1 / First Sitting = 15 Mac, 26 April – 6 Mei Sidang 2 / Second Sitting = 19 Julai – 03 Ogos Sidang 3 / Third Sitting = 13 Disember – 22 Disember
2.	Khidmat Keurusetiaan / Secretariat Services	
	Menguruskan dan mengendalikan Mesyuarat peringkat JLKN selaku urusetia. Manages and handles JKLN Level Meetings as the secretariat.	Mesyuarat Pegawai-Pegawai Kanan / Senior Officers' Meeting 22/02/2010 (Isnin / Monday) 06/04/2010 (Selasa / Tuesday) 30/04/2010 (Selasa / Tuesday) 25/05/2010 (Selasa / Tuesday) 18/06/2010 (Jumaat / Friday) 20/08/2010 (Jumaat / Friday) 04/11/2010 (Khamis / Thursday)
	a) Mesyuarat Pengurusan Pegawai-pegawai Kanan Senior Officers' Management Meeting	
	b) Mesyuarat Majlis Bersama Jabatan Inter-department Joint Meeting	

Bil / No	Aktiviti / Activity	Pencapaian / Achievement
	c) Mesyuarat Sektor Pengurusan <i>Management Sector Meeting Senior Officers' Meeting</i>	Mesyuarat MBJ / MBJ Meeting Bil 1/2010: 16 Mac 2010 (Selasa / <i>Tuesday</i>) Bil 2/2010: 17 Jun 2010 (Khamis / <i>Thursday</i>) Bil 3/2010: 28 September 2010 (Selasa / <i>Tuesday</i>) Bil 4/2010: 16 Disember 2010 (Khamis / <i>Thursday</i>) Mesyuarat Sektor Pengurusan / Management Sector Meeting 07/01/2010 (Khamis / <i>Thursday</i>) 21/01/2010 (Khamis / <i>Thursday</i>) 26/04/2010 (Isnin / <i>Monday</i>) 11/06/2010 (Jumaat / <i>Friday</i>) 08/11/2010 (Isnin / <i>Monday</i>)
B	Pengurusan Program Kualiti / Management of Quality Programme	
1.	Persijilan MS ISO 9001:2008 / MS ISO 9001:2008 Certification	
	a) Bengkel MS ISO 9001:2008 / <i>MS ISO 9001:2008 Workshop</i> b) Taklimat Kesedaran MS ISO 9001:2008 / <i>MS ISO 9001:2008 Awareness Briefing</i> c) Pelantikan Juruaudit Dalam / <i>Appointment of Internal Auditor</i> d) Bengkel Audit Dalam MS ISO 9001:2008 / <i>MS ISO 9001:2008 Internal Audit Workshop</i> e) Audit Dalam MS ISO 9001:2008 Siri 1/2010 / <i>MS ISO 9001:2008 Internal Audit Series 1/2010</i> f) Mesyuarat Kajian Semula Pengurusan Bil 1/2010 / <i>Review of Management Meeting No 1/2010</i> g) Audit PK(W) / <i>PK(W) Audit</i> h) Pembentangan Audit PK(W) / <i>Audit PK(W) Presentation</i> i) Memperolehi Sijil MS ISO / <i>MS ISO Certification</i> j) Audit dari Lloyd's / <i>Lloyd's Audit</i> k) Bengkel Pengukuhan Audit Dalam / <i>Workshop on Internal Audit Strengthening</i>	a) 10-12 Mei 2010 (Vistana Hotel, KL) 24 Mei 2010 7 Jun 2010 14-17 Jun 2010 1-9 Julai 2010 15 Julai 2010 2-6 Ogos 2010 20 Ogos 2010 9 September 2010 23-28 Oktober 2010 23-25 November 2010

Bil / No	Aktiviti / Activity	Pencapaian / Achievement
2.	Sistem Star Rating (SSR) / Star Rating System (SSR)	
	a) Mesyuarat SSR Bil.1/2010 <i>SSR Meeting No.1/2010</i> b) Mesyuarat SSR Bil.2/2010 <i>SSR Meeting No.2/2010</i> c) Bengkel Sistem Star Rating Siri 1 <i>Star Rating System Workshop Series 1</i> d) Bengkel Sistem Star Rating Siri 2 <i>Star Rating System Workshop Series 2</i> e) Penilaian SSR oleh MAMPU <i>Assessment of SSR by MAMPU</i>	8 Januari 2010 14 Januari 2010 22-24 Januari 2010 7-9 Februari 2010 1-5 Mac 2010
3.	Perhimpunan Bulanan JLKN / JLKN Monthly Gathering	
		a) 11 Januari 2010 b) 17 Februari 2010 c) 18 Mac 2010 d) 24 Mei 2010 e) 26 Oktober 2010 f) 22 November 2010

LAPORAN TAHUNAN BAHAGIAN PENGURUSAN PELATIH *TRAINEE MANAGEMENT DIVISION ANNUAL REPORT*

Pada Tahun 2010 polisi yang telah ditetapkan bagi pengambilan pelatih mengikut kaum di Malaysia adalah seperti berikut:

Bumiputera	60%
Cina	28%
India	10%
Lain-lain	2%

Manakala bagi pecahan mengikut jantina pula adalah seperti berikut:

Lelaki	55%
Perempuan	45%

Antara aktiviti-aktiviti utama Bahagian Pengurusan Pelatih pada tahun 2010 adalah seperti berikut :

a. Pemilihan Pelatih

Pada tahun 2010 seramai 120,000 pelatih telah dipilih daripada seramai 508,571 pelatih yang lahir pada tahun 1992 untuk menyertai latihan PLKN

Trainee Management Division Annual Report
In 2010, the policy for trainee intake according to race in Malaysia are as follows:

<i>Bumiputera</i>	<i>60%</i>
<i>Chinese</i>	<i>28%</i>
<i>Indian</i>	<i>10%</i>
<i>Others</i>	<i>2%</i>

Whereas the division by gender was as follows:

<i>Male</i>	<i>55%</i>
<i>Female</i>	<i>45%</i>

Among the main activities for the Trainee Management Division in 2010 were as follows:

a. Selection of Trainee

In 2010, 120,000 trainees were selected from a total of 508,571 trainee born in the year 1992 to take part in National Service Programme at the National Service

di kem-kem PLKN seluruh Malaysia. Proses pemilihan pelatih ini telah dilakukan secara rawak dengan menggunakan komputer. Pemilihan pelatih ini adalah berdasarkan kepada polisi yang telah ditetapkan oleh Jabatan Latihan Khidmat Negara. Polisi pemilihan ini dilakukan bagi mewujudkan intergrasi nasional antara kaum di Malaysia serta di antara penduduk Semenanjung, Sabah dan Sarawak dan dalam melahirkan remaja yang mempunyai sifat patriotik, sukarelawan, toleransi dan keperibadian murni.

camps throughout Malaysia. The selection process was done at random by computer. The selection was based on the policies set by the Department of National Service Training. This policy was established to ensure national integration between the races in Malaysia and between the people of Semenanjung, Sabah and Sarawak and to produce youth who are patriotic, charitable, tolerant and good personality.

PENUBUHAN SEKRETARIAT ALUMNI PLKN

Penubuhan Sekretariat Alumni PLKN ini tercetus daripada hasrat Jabatan bagi memastikan golongan bekas pelatih PLKN agar terus menerus memberi sumbangan kepada Negara. Cadangan Penubuhan Sekretariat diusul di dalam Mesyuarat Y.B Menteri Pertahanan bersama JKLN Bil 1/2010 pada 5 Januari 2010. Seterusnya penubuhan ini adalah memastikan kesinambungan bekas-bekas pelatih dapat diteruskan dan segala ilmu dan kemahiran yang diperolehi semasa PLKN dapat dimanfaatkan oleh bekas pelatih.

Unit Alumni, Bahagian Pengurusan Pelatih telah menubuhkan dua (2) Jawatankuasa dalam melancarkan lagi pentadbiran dan pengurusan Sekretariat Alumni PLKN. Jawatankuasa ini terdiri daripada Jawatankuasa Induk Sekretariat Alumni dan Jawatankuasa Sekretariat Alumni Negeri di mana ahli-ahli jawatankuasa ini telah dikenal pasti oleh Jabatan bersama-sama dengan pihak Komandan Kem. Jawatankuasa ini telah dilantik secara khas oleh Jabatan melalui mandat yang diberikan oleh Menteri Pertahanan Malaysia.

STATISTIK PERMOHONAN PENANGGUHAN DAN PENGECUALIAN TAHUN 2010

JENIS PERMOHONAN / TYPE OF APPLICATION	JUMLAH / TOTAL	PERATUSAN / PERCENTAGE
PENANGGUHAN / DEFERMENT	14656	53%
PENGECUALIAN / EXEMPTION	10149	37%
PEMBAHARUAN PENANGGUHAN / RENEWAL OF DEFERMENT	368	1%
KEMASUKAN SEMULA / RE-ENTRY	2115	8%
SUKARELA / VOLUNTEER	243	1%
JUMLAH PERMOHONAN / TOTAL APPLICATION	27531	100%

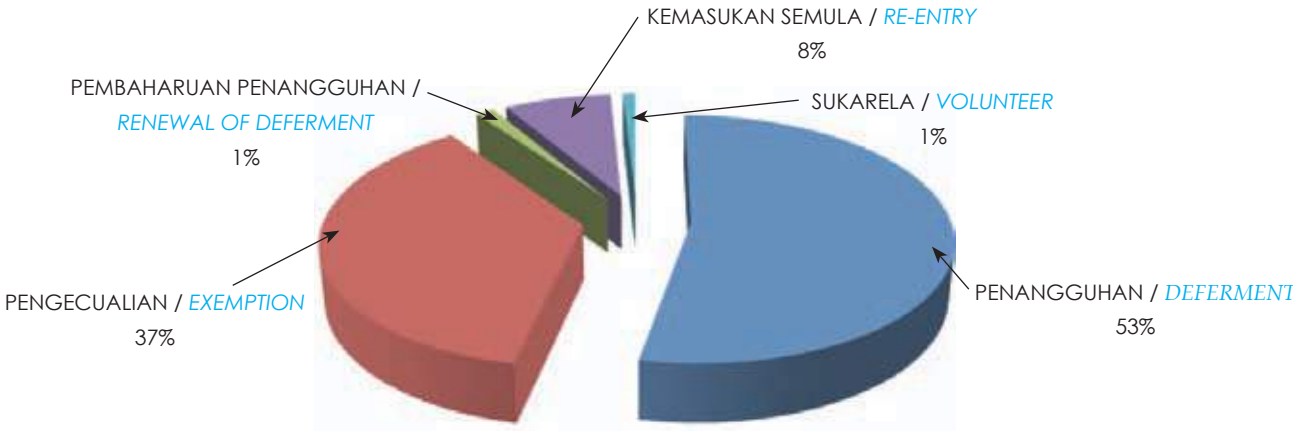
ESTABLISHMENT OF THE PLKN ALUMNI SECRETARIAT

The establishment of the PLKN Alumni Secretariat was born out of the Department's desire to ensure former trainees of the National Service programme to continue to contribute to the country. The proposal of the establishment was made in the Minister of Defence Meeting with JKLN No 1/2010 on 5 January 2010. The establishment of this alumni subsequently ensures the continuity of former trainees and that they fully optimize their skills and knowledge obtained during the national service training.

The Alumni unit, Trainee Management Division, has set up two (2) committees to facilitate management and administration of the PLKN Alumni Secretariat. This committee is made of the Alumni Secretariat Head Committee and the Alumni Secretariat State Committee where the members of this committee have been identified by their respective departments together with their Camp commanders. These committees were specially appointed by the department under the mandate given to them by the Minister of Defence Malaysia.

STATISTIC OF APPLICATION FOR DEFERMENT AND EXEMPTION 2010

PERMOHONAN CAWANGAN PENANGGUHAN & PENGECUALIAN 2010
APPLICATION FOR DEFERMENT AND EXEMPTION 2010



LAPORAN TAHUNAN BAHAGIAN PRASARANA

Aktiviti Unit Pengurusan Prasarana sepanjang Tahun 2010:

- Pemeriksaan pemantauan kemudahan prasarana Kem PLKN mengikut Schedule of Compliance' (SOC) atau Garis Panduan Minimum (GPM 2008) oleh tim pemantau bersama Bahagian Pembangunan, Bahagian Logistik Pertahanan di seluruh negara
- Pemeriksaan pematuhan bagi Garis Panduan Minimum (GPM 2008) Kem baru PLKN dan Pemantauan kemajuan kerja bagi pembinaan Kem-Kem PLKN baru
- Pemeriksaan penilaian tapak baru cadangan Kem PLKN
- Pemeriksaan Audit NIOSH bagi keselamatan terhadap elemen latihan Kem PLKN
- Pemeriksaan pematuhan bagi tujuan pengeluaran Sijil Siap Kerja (CPC) Kem PLKN
- Mesyuarat Jawatankuasa Pembangunan Kem-Kem PLKN

INFRASTRUCTURE DIVISION ANNUAL REPORT

Activities of the Infrastructure Management Unit for the year 2010:

- Monitoring Inspection of infrastructure facilities for PLKN camps according to the Schedule of Compliance' (SOC) or Minimum Guidelines (GPM 2008) by the monitoring team jointly with the Development Division, Defence Logistic Division throughout the country.
- Compliance check of Minimum Guidelines (GPM 2008) of new PLKN camps and progress monitoring for construction works of new PLKN camps.
- Review inspection of new proposed site of PLKN camps.
- NIOSH Audit inspection of safety of the PLKN camps training elements.
- Compliance inspection for the purpose of PLKN Camp's Certificate of Completion.
- PLKN camp development Committee Meeting.

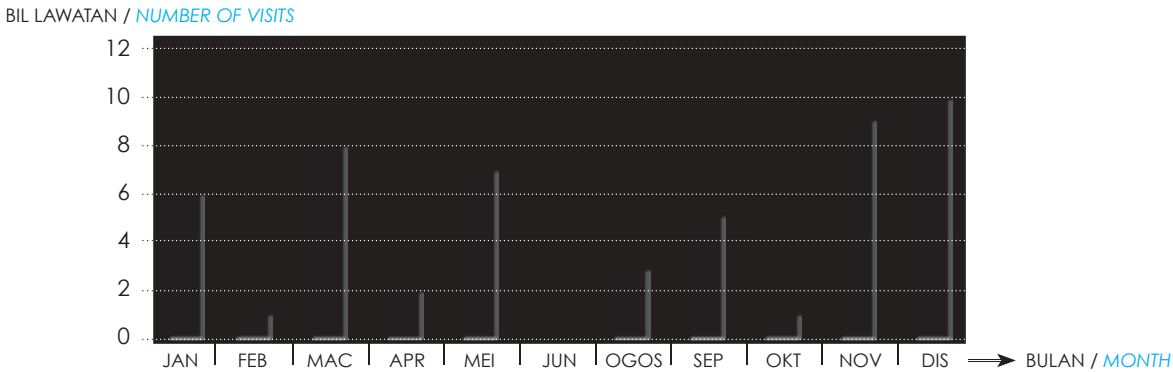
Aktiviti Unit Sajian dan Kesihatan Sepanjang tahun 2010:

- Mesyuarat Jawatankuasa Pemantauan Kebersihan dan Kesihatan Kem-Kem PLKN dengan Kementerian Kesihatan Malaysia (KKM).
- Pemantauan tahap keselamatan kolam air bagi tujuan aktiviti latihan air bagi semua Kem PLKN bersama KKM.
- Pemantauan penyediaan sajian makanan Kem PLKN dengan menggunakan Borang Pemeriksaan Kendiri.
- Mewujudkan Buku Garis Panduan Pemakanan dan Keselamatan Pemakanan di Kem PLKN dengan kerjasama KKM.
- Membuat pemeriksaan mengejut ke atas Kompleks Sajian di Kem-Kem PLKN bersama KKM.

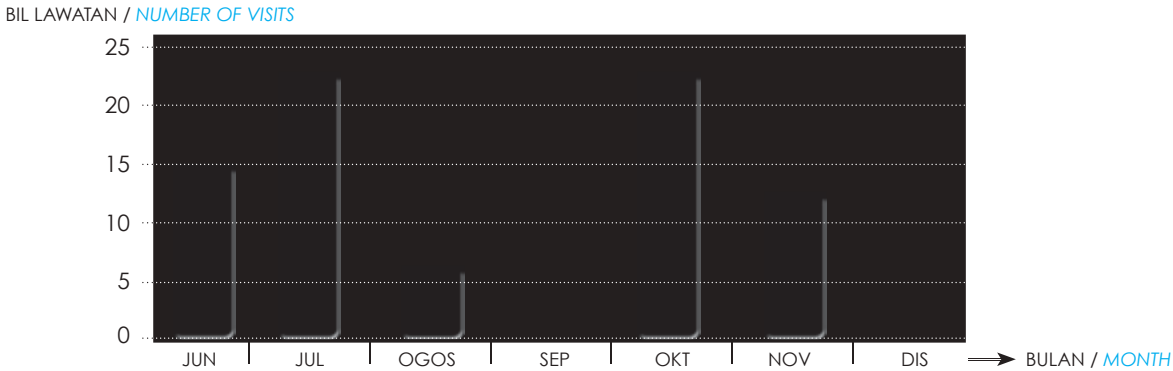
Activities of the Diet and Health Unit for 2010:

- PLKN Camps' Health and Cleanliness Monitoring Committee Meeting with the Ministry of Health Malaysia (KKM).
- Monitoring of pond safety for the purpose of water training activities at all PLKN camps, with the KKM.
- Monitoring of the preparation of PLKN camps' meals by using the Self Inspection Form.
- Creation of the Book of Nutrition and Safety Guidelines at PKLN Camps with the cooperation of the KKM.
- Carrying out spot checks on the Food Courts at the PKLN Camps with the KKM.

PERMOHONAN CAWANGAN PENANGGUHAN & PENGECUALIAN 2010
CAMP INSPECTION TEAM'S VISIT FROM JANUARY TO DECEMBER 2010



AUDIT NIOSH KE KEM PLKN TAHUN 2010
NIOSH AUDIT TO PLKN CAMPS FOR THE YEAR 2010



LAPORAN TAHUNAN BUKP

Aspek Keurusetiaan Majlis Latihan Khidmat Negara (MLKN)

- i. BUKP telah mendapat perkenan YDP Agong untuk pelantikan baru dan pelantikan semula 7 orang anggota MLKN seperti berikut:

a)	YBhg. En. Murugesan A/I Sinnandavar (Wakil Kaum India / <i>Representative of Indians</i>)	Lantikan baru mulai 6 Januari 2010 <i>New appointment from 6 January 2010</i>
b)	YBhg. Datuk Megat Firdouz bin Tan Sri Megat Junid (Wakil Kaum Melayu / <i>The Malay's representative</i>)	Lantikan baru mulai 6 Januari 2010 <i>New appointment from 6 January 2010</i>
c)	Ybhg. Datuk Henrynus Amin (Wakil Bumiputera Sabah / <i>Bumiputera Sabah's representative</i>)	Lantikan semula mulai 2 Jun 2010 <i>Reappointment from 2 June 2010</i>
d)	YBhg. Puan Ani Solep (Wakil Bumiputera Sarawak / <i>Bumiputera Sarawak's representative</i>)	Lantikan semula mulai 2 Jun 2010 <i>Reappointment from 2 June 2010</i>
e)	YBhg. Datuk Dr. Haji Ismail bin Haji Ahmad (Wakil Kerajaan / <i>Government's representative</i>)	Lantikan baru mulai 15 Julai 2010 <i>New appointment from 15 July 2010</i>
f)	YBhg. Dato' Mohid bin Mohamed (Wakil Kerajaan / <i>Government's representative</i>)	Lantikan baru mulai 29 Julai 2010 <i>New appointment from 29 July 2010</i>
g)	YBhg. Dato' Dr. Rosli bin Mohamed (Wakil Kerajaan / <i>Government's representative</i>)	Lantikan baru mulai 29 Oktober 2010 <i>New appointment from 29 October 2010</i>

- ii. Pelaksanaan tiga (3) kali Mesyuarat Majlis Latihan Khidmat Negara (MLKN):

- a) Bil. 1/2010 – 23 Mac 2010 di Ibu Pejabat JLKN, dihadiri 8 anggota dan 1 wakil Kementerian Kesihatan (KKM)
- b) Bil. 2/2010 – 22 Julai 2010 di Kem PLKN Lagenda, Langkawi, dihadiri 6 anggota dan 1 wakil KKM
- c) Bil. 3/2010 – 23 Disember 2010 di Ibu Pejabat JLKN, dihadiri 8 anggota

KAJIAN KEPUASAN PELANGGAN PADA TAHUN 2010

- a) Kajian kepuasan pelanggan dilaksanakan secara berkala iaitu secara harian di JLKN dan secara bulanan melalui Hari Bersama Pelanggan. Perincian :
- i) **Melalui Kaunter Khidmat Pelanggan :**
- Kajian menggunakan dua kaedah iaitu Indikator Bola Pingpong dan Borang Kajian Kepuasan Hati Pelanggan.

BUKP ANNUAL REPORT

The Secretariat Aspect of National Service Training Council (MLKN)

- i. BUKP has received the YDP Agong's blessing to appoint and reappoint seven members of the MLKN as follows:

- ii. Conduct of three (3) meetings of the National Service Training Council:

- a) No. 1/2010 – 23 March 2010 at the JLKN Headquarters, attended by 8 members and 1 representative of the Ministry of Health (KKM)
- b) No. 2/2010 – 22 July 2010 at the PLKN Camp Lagenda, Langkawi, attended by 6 members and 1 KKM representative
- c) No. 3/2010 – 23 December 2010 at the JLKN Headquarters, attended by 8 members

CUSTOMER SATISFACTION SURVEY IN 2010

- a) Customer Satisfaction Survey is carried out regularly i.e. daily at the JLKN and monthly through the Day with Customers. The particulars as follows:
- i) **By the Customer Service Counter :**
- Survey using two methods , the Table Tennis Ball Indicator and the Customer Satisfaction Survey Form.

- Kajian dilaksanakan pada setiap hari bekerja iaitu selepas pelanggan berurusan di kaunter.
- Dari keseluruhan 6,085 pelanggan yang berurusan di Kaunter Khidmat Pelanggan, seramai 2,176 pelanggan (1,015 melalui bola pingpong, 1,161 melalui borang) telah memberikan maklumbalas iaitu 35.76% dari jumlah pelanggan. Keputusannya :
- *Survey carried out every working day after each transaction at the counter with the customer.*
- *Overall, from 6,085 customers who had transactions over the Customer Service Counter, as many as 2,176 customers (1,015 by table tennis balls, 1,161 by the forms) had given their feedback, out of 35.76% from the total customers. The results:*

Indikator bola pingpong <i>Table Tennis ball indicator</i>	Keputusan dari 1,015 pelanggan yang memberikan maklumbalas - 99 % berpuashati <i>Result from 1,015 customers who had given their feedback -99% satisfied</i>
Borang kajian <i>Survey Form</i>	Keputusan dari 1,161 pelanggan yang memberikan maklumbalas: <i>Result from 1,161 customers who had given their responses:</i> - o Amat Baik / <i>Very good</i> - 42.39% - o Baik / <i>Good</i> - 45.38% - o Memuaskan / <i>Satisfactory</i> - 11.14% - o Lemah / <i>Weak</i> - 0.79% - o Amat Lemah / <i>Very Weak</i> - 0.31% Prestasi setiap aspek / <i>Performance of each aspect</i> : 1. Kaunter / <i>Counter</i> - Amat Baik 2. Ruang di Kaunter / <i>Counter space</i> - Baik 3. Waktu Operasi / <i>Operation hours</i> - Baik 4. Layanan diberikan / <i>Service given</i> - Amat Baik 5. Kemudahan Hubungi JLKN / <i>Facilities of communicating with JLKN</i> - Baik 6. Tahap responsiveness / <i>Responsiveness level</i> - Baik

ii) **Melalui Hari Bersama Pelanggan (HBP)**

- Dari 2,658 orang pelanggan yang berjaya dicapai di sepanjang tempoh HBP, seramai 474 orang memberikan maklumbalas melalui Borang Kajian seperti berikut:

ii) ***By the Day with Customers (HBP)***

- *From 2,658 customers who were approached during the day, 474 gave their feedback through the Survey Form as follows:*

Borang kajian <i>Survey Form</i>	Keputusan dari 474 pelanggan yang memberikan maklumbalas – 99.83% berpuashati <i>Results from 474 customers who gave their feedback – 99.83% satisfied</i> Keputusan dari 1474 pelanggan yang memberikan maklumbalas: <i>Results from 1474 customers who had given their feedback:</i> - o Amat Baik / <i>Very good</i> - 44.26% - o Baik / <i>Good</i> - 42.37% - o Memuaskan / <i>Satisfactory</i> - 11.70% - o Lemah / <i>Weak</i> - 1.27% - o Amat Lemah / <i>Very Weak</i> - 0.40% Prestasi setiap aspek / <i>Performance of each aspect</i> : 1. Kesiediaan informasi/ maklumat yang disediakan untuk faedah pelanggan / <i>Availability of information/data prepared for customers' benefit</i> - Baik / <i>Good</i> 2. Tahap perkhidmatan rujukan/ khidmat nasihat yang diberikan / <i>Level of reference service/Advice given</i> - Baik / <i>Good</i> 3. Tempoh masa yang diambil untuk melayan pelanggan <i>Length of time taken to serve customers</i> - Baik <i>Good</i> 4. Kemahiran komunikasi pegawai-pegawai <i>Communication skills of officers</i> - Amat Baik / <i>Very Good</i> 5. Tahap layanan yang diberikan oleh pegawai-pegawai di pameran / kaunter / booth JLKN / <i>Level of Service given to the officers at the JLKN exhibition / counter / booth</i> - Amat Baik / <i>Very Good</i> 6. Risalah-risalah dan borang-borang yang disediakan / <i>Brochures and forms made available</i> - Amat Baik / <i>Very Good</i> 7. Keselesaan pelanggan semasa mengunjungi booth JLKN / <i>Customer's comfort while visiting JLKN Booth JLKN</i> - Amat Baik / <i>Very Good</i> 8. Kemudahan dan peralatan yang disediakan di booth JLKN / <i>Facility and equipment made available at the JLKN Booth</i> - Amat Baik <i>Very Good</i>
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LAPORAN TAHUNAN BAHAGIAN OPERASI

1. Pada 2 Januari 2010, telah diadakan Majlis Pelancaran Pergerakan Pelatih PLKN Siri 7/2010 di Stadium Nasional Bukit Jalil. Dalam majlis tersebut, buat pertama kalinya keseluruhan bas yang digunakan adalah berimejkan PLKN. Majlis tersebut dirasmikan oleh YB Dato' Seri Dr. Ahmad Zahid Hamidi, Menteri Pertahanan Malaysia.
2. Pada keseluruhannya, pengangkutan bersepadu yang diperkenalkan ini secara tidak langsung telah mencerminkan kesungguhan Jabatan untuk memberikan perkhidmatan yang terbaik kepada pelatih PLKN

OPERATION DIVISION ANNUAL REPORT

1. *On 2 January 2010, the Launching Ceremony of the PLKN Trainee Movement Series 7/2010 was held at the Bukit Jalil National Stadium where for the first time the buses fully used PLKN image. The ceremony was opened by The Honourable Dato' Seri Dr. Ahmad Zahid Hamidi, Malaysia Minister of Defence.*
2. *Overall, the integrated transportation introduced indirectly reflect the seriousness of the Department to give the best service to PLKN Trainees.*



Aktiviti yang dianjurkan oleh Bahagian Operasi pada tahun 2010 antaranya adalah :

2.1.1 Seminar Komandan

2.1.2 Dilaksanakan pada 18 Mei hingga 20 Mei 2010 bertempat di Hotel De Palma, Ampang.

2.1.3 Seminar ini melibatkan jumlah peserta seramai 114 orang yang terdiri daripada 79 orang Komandan dan 35 orang pegawai dan staf daripada Ibu Pejabat JLKN.

2.1.4 Objektif utama seminar ini adalah untuk memberi garis panduan dan maklumat tentang pentadbiran dan isu-isu pengurusan kem-kem PLKN disamping mewujudkan mekanisme atau pendekatan yang bersesuaian bagi menangani isu-isu pengurusan.

2.2 Seminar Pengurusan Operasi dan Logistik

2.2.1 Dilaksanakan pada 26 Oktober hingga 29 Oktober 2010 bertempat di De' Baron Resort, Langkawi.

2.2.2 Seminar ini melibatkan jumlah peserta seramai 86 orang yang terdiri daripada 59 orang TKP dan 27 orang pegawai dan staf daripada Ibu Pejabat JLKN.

2.2.3 Objektif utama seminar ini adalah untuk memperluaskan pengetahuan peserta dalam bidang Pengurusan Am Kem-kem PLKN merangkumi hal-hal berkaitan logistik.

Among the activities organized by the Operation Division in the year 2010 were:

2.1 Commandant Seminar

2.1.2 Held between 18 May to 20 May 2010 located at the Hotel De Palma, Ampang.

2.1.3 This seminar involved 114 total number of participants comprising of 79 commandants and 35 staff and officers from the JLKN Headquarters.

2.1.4 The main objective of this seminar was to provide guidelines and information on administration and issues of managing PLKN camps as well as to create a mechanism or appropriate approach to handle management issues.

2.2 Operations and Logistic Management Seminar

2.2.1 Held between 26 October to 29 October 2010 at the De' Baron Resort, Langkawi.

2.2.2 This seminar involved a total of 86 participants made up of 59 TKP and 27 officers and staff from the JLKN Headquarters.

2.2.3 The main objective of this seminar is to broaden the participant's knowledge in the field of general management of PLKN camps over logistic related matters.

LAPORAN TAHUNAN BAHAGIAN KOMUNIKASI
KORPORAT

CORPORATE COMMUNICATION DIVISION ANNUAL
REPORT

LAPORAN JUMLAH PENGUNJUNG BOOTH PLKN DALAM PENYERTAAN "KARNIVAL JOM MASUK U" KEMENTERIAN
PENGAJIAN TINGGI (KPT) SEPANJANG TAHUN 2010
VISITORS REPORT TO PKLN BOOTH DURING THE MINISTRY OF HIGHER EDUCATION (MOE) "KARNIVAL JOM MASUK U" 2010

BIL / NO	PENGUNJUNG / VISITORS	TEMPAT / LOCATION
1.	404 ORANG / PEOPLE	PERSADA, JB, JOHOR
2.	493 ORANG / PEOPLE	SURIA SABAH, KK, SABAH
3.	551 ORANG / PEOPLE	PERMATA EXHIBITION CENTRE, KUCHING, SARAWAK
4.	704 ORANG / PEOPLE	DEWAN WAWASAN, KEDAH
5.	416 ORANG / PEOPLE	KELANTAN TRADE CENTRE, KB, KELANTAN
6.	685 ORANG / PEOPLE	STADIUM INDERA MULIA, IPOH, PERAK

JUMLAH KESELURUHAN PENGUNJUNG / TOTAL VISITORS = 3,253 ORANG / PEOPLE

LAPORAN JUMLAH PENGUNJUNG BOOTH PLKN DALAM PENYERTAAN KARNIVAL JOM MASUK U
KEMENTERIAN PENGAJIAN TINGGI (KPT) TAHUN 2011
VISITORS REPORT TO PKLN BOOTH DURING THE MINISTRY OF HIGHER EDUCATION (MOE) "KARNIVAL JOM MASUK U" 2011

BIL / NO	PENGUNJUNG / VISITORS	TEMPAT / LOCATION
1.	343 ORANG / PEOPLE	TERENGGANU TRADE CENTRE, K. TERENGGANU
2.	435 ORANG / PEOPLE	SMITC, MELAKA
3.	322 ORANG / PEOPLE	PISA, PENANG
4.	464 ORANG / PEOPLE	DEWAN 2020, KANGAR, PERLIS
5.	575 ORANG / PEOPLE	SURIA SABAH, KK, SABAH

JUMLAH KESELURUHAN PENGUNJUNG / TOTAL VISITORS = 2,139 ORANG / PEOPLE

Pameran PLKN di Sekolah-sekolah seluruh Malaysia

1.1 Pada tahun 2010 BKK julung kalinya menyelaras program pameran dan promosi sekolah-sekolah yang melibatkan pihak kem membuat pameran dan promosi di sekolah-sekolah terpilih seluruh Malaysia untuk mempromosikan plkn kepada pelajar-pelajar. Kesemua kem PLKN terlibat dalam promosi ini.

1.2 BKK telah mengadakan beberapa kali siri penerangan bagi mengkoordinasikan pelaksanaan program ini supaya ianya berjalan lancar sepertimana yang dirancang.

PLKN Exhibitions throughout schools in Malaysia

1.1 In the year 2010 BKK for the first time coordinated an exhibition and promotion programme at schools which involved the camps holding exhibitions and promotions at selected schools throughout Malaysia to promote PLKN to students. All the PLKN camps were involved in this promotion.

1.2 BKK had organized several informative series to coordinate the implementation of this programme so that it moved smoothly as planned.

1.3	Mesyuarat pertama diadakan pada 30/06/2010 di Bilik Mesyuarat Aras 3 Bangunan Zetro, dipengerusikan oleh Lt Kol Mohd. Razak bin Omar, Pengarah BKK. Wakil yang dijemput terdiri dari Pengarah-Pengarah zon atau wakil mereka (Arahan pentadbiran disertakan).	1.3	<i>The first meeting was held on 30/06/2010 at Meeting Room No 3, Level 3 Bangunan Zetro, chaired by the Lt Kol Mohd. Razak bin Omar, BKK Director. The invited representatives were the zone directors or their representatives (with directives of the administration).</i>
1.4	Selanjutnya dikeluarkan arahan pentadbiran pelaksanaan pada 28/07/2010 supaya kesemua kem terlibat dapat melaksanakan program tersebut dengan teratur.	1.4	<i>Subsequently an administrative directive was issued on 28/07/2010 for all affected camps can carry out the programme in an organized manner.</i>
1.5	Keseluruhanya sebanyak 100 buah sekolah menengah yang mengambil Bahagian.	1.5	<i>The total of 100 secondary schools took part.</i>
1.6	Zon A mewakili 11 kem, 5 kem yang telah menjayakan program ini dan sebanyak 9 sekolah terlibat.	1.6	<i>Zon A represented 11 camps, 5 camps had participated and 9 schools were involved.</i>
1.7	Zon B mewakili 15 kem, 8 kem yang telah menjayakan program ini dan sebanyak 17 sekolah terlibat. Kem PLKN Sinaran Suria merupakan kem ketiga yang paling banyak sekolah yang mereka pilih untuk menjayakan program ini iaitu 5 buah sekolah.	1.7	<i>Zone B represented 15 camps, 8 camps had participated and 17 schools were involved. The Sinaran Suria PLKN Camp had the third highest number of schools chosen to take part in this programme, i.e. 5 schools.</i>
1.8	Zon C mewakili 9 kem, 4 kem yang telah menjayakan program ini dan sebanyak 6 sekolah terlibat.	1.8	<i>Zon C represented 9 camps, 4 camps had participated and 6 schools were involved.</i>
1.9	Zon D mewakili 9 kem didalamnya, 8 kem yang telah menjayakan program ini dan sebanyak 17 sekolah yang terlibat. Kem PLKN Ulu Pari merupakan kem kedua yang paling banyak sekolah yang mereka pilih untuk menjayakan program ini iaitu 7 buah sekolah.	1.9	<i>Zon D represented 9 camps, 8 camps had participated and 17 schools were involved. Ulu Pari PLKN Camp had the second highest numbers of schools selected to undertake this programme with 7 schools.</i>
1.10	Zon E mewakili 7 kem, 5 kem yang telah menjayakan program ini dan sebanyak 10 sekolah yang terlibat.	1.10	<i>Zon E represented 7 camps, 5 camps had participated and 10 schools were involved.</i>
1.11	Zon F mewakili 8 kem, 4 kem telah menjayakan program ini dan sebanyak 16 sekolah yang terlibat. Kem PLKN Tanjung Semarak merupakan kem yang paling banyak diantara kesemua kem yang terlibat, memilih sebanyak 10 buah sekolah untuk menjayakan program ini.	1.11	<i>Zon F represented 8 camps, 4 had participated and 16 schools were involved. The Tanjung Semarak PLKN Camp had the most numbers of schools with a total of 10 schools selected to participate in the programme.</i>
1.12	Zon G mewakili 5 kem didalamnya, kesemua kem yang berada dalam Zon G telah menjayakan program ini dan sebanyak 9 buah sekolah terlibat	1.12	<i>Zon G represented 5 camps, all of the camps in Zone G had participated and 9 schools were involved.</i>
1.13	Zon H mewakili 6 kem, 4 kem yang telah menjayakan program ini dan sebanyak 7 sekolah yang terlibat.	1.13	<i>Zon H represented 6 camps, 4 camps had participated and 7 schools were involved.</i>
1.14	Zon I mewakili 4 kem, 3 kem yang telah menjayakan program ini dan sebanyak 5 sekolah yang terlibat.	1.14	<i>Zone I represented 4 camps, 3 camps had participated with 5 schools involved.</i>

1.15	Zon J mewakili 4 kem, 2 kem yang telah menjayakan program ini dan sebanyak 4 sekolah yang terlibat.	1.15	<i>Zon J represented 4 camps, 2 camps had participated with 4 schools involved.</i>
2.	STATISTIK MURID-MURID YANG TERLIBAT MENGIKUT ZON	2.	STATISTIC OF STUDENTS INVOLVEMENT BY ZONE
2.1	Secara keseluruhan seramai 15208 Orang murid sekolah telah menjayakan program ini .	2.1	<i>On the whole, a total of 15208 students had participated in this programme.</i>
2.2	Sekolah Menengah Taparui, Sabah merupakan bilangan teramai menyertai program ini iaitu 550 orang murid (Zon H), diikuti Sekolah Menengah Badin Tuaran, Sabah seramai 520 orang murid (Zon H) dan Sekolah Menengah Sultan Abdul Aziz, Perak seramai 430 orang murid (Zon B).	2.2	<i>Sekolah Menengah Tamparuli, Sabah had the highest number of participants that is 550 students (Zone H), followed by Sekolah Menengah Badin, Tuaran, Sabah with 520 students (Zone H) and Sekolah Menengah Sultan Abdul Aziz, Perak with 430 students (Zon B).</i>
2.3	Zon B merupakan penglibatan teramai murid-murid yang menyertai program ini iaitu seramai 3299 orang pelajar, diikuti Zon H seramai 1975 orang pelajar dan Zon D seramai 1905 orang pelajar.	2.3	<i>Zone B had the highest number of students participating in the programme with 3,299 students, followed by Zone H with 1,975 students and Zone D with 1,905 students.</i>
3.	STATISTIK ZON YANG PALING SEDIKIT MENGAMBIL BAHAGIAN	3.	STATISTICS OF THE LEAST PARTICIPATING ZONES
3.1	Zon J adalah yang paling sedikit penglibatan sekolah iaitu 4 buah sekolah, diikuti Zon I, 5 buah sekolah dan Zon C, 6 buah sekolah.	3.1	<i>Zone J had the least involvement of schools, with 4 schools, followed by Zone I with 5, and Zone C with 6 schools.</i>

LAPORAN TAHUNAN BAHAGIAN PEROLEHAN

Kategori Perolehan di Jabatan Latihan Khidmat Negara

- i) Perolehan bekalan yang merangkumi pembekalan barangan/peralatan yang dibekalkan untuk keperluan JLKN dan para pelatih PLKN. Antaranya termasuklah pakaian; kasut; tali pinggang; kain tudung dan alat tulis;
- ii) Perolehan perkhidmatan yang melibatkan tenaga manusia untuk melaksanakan sesuatu pekerjaan. Antara perolehan perkhidmatan yang terdapat di JLKN termasuklah perkhidmatan dobi; gunting rambut; jahitan dan promosi.

Pencapaian Sasaran Kerja Tahunan 2010

- i) 22 tender telah berjaya dimuktamadkan
- ii) 28 sebut harga telah berjaya dimuktamadkan

PROCUREMENT DIVISION ANNUAL REPORT

Categories of Procurement at the Department of National Service Training

- i) Supply Procurement which covers the supply of equipment necessary for JLKN and trainees' use, such as uniforms, shoes, belts, headscarves and stationery;
- ii) Procurement of Service which involves human resources/manual to perform. Services which can be found in JLKN include laundry service, hairdressing, tailor and promotional works.

Achievement of Annual Work Targets 2010

- i) 22 tenders successfully closed
- ii) 28 quotations successfully closed

INSTITUT PENYELIDIKAN SAINS DAN
TEKNOLOGI PERTAHANAN(STRIDE)

SCIENCE AND TECHNOLOGY RESEARCH
INSTITUTE FOR DEFENCE

1. PENDAHULUAN

Institut Penyelidikan Sains dan Teknologi Pertahanan (STRIDE) merupakan sebuah jabatan di Kementerian Pertahanan yang melaksanakan program R&D, memberi bantuan teknikal dan kepakaran saintifik kepada Kementerian Pertahanan, Angkatan Tentera Malaysia dan industri pertahanan tempatan.

2. MISI

- Terkemuka dalam teknologi pertahanan dan keselamatan

3. VISI

- Menerajui Daya Usaha Sains dan Teknologi untuk Pertahanan dan Keselamatan Malaysia melalui Penyelesaian Inovatif

4. OBJEKTIF STRIDE

- Mengukuhkan Sokongan Sains dan Teknologi untuk keperluan Pertahanan dan Keselamatan Malaysia
- Menerajui Penyelidikan dan pembangunan serta Inovasi Pertahanan dan pengeksploitasian nya
- Bekerjasama dengan industri dan institusi dalam daya usaha teknologi pertahanan
- Mempercepatkan pembangunan sumber-sumber saintifik, teknologi dan modal insan bersesuaian dengan keperluan pertahanan

5. AKTIVITI UTAMA STRIDE

Sebagaimana yang telah di tetapkan di dalam Sasaran Kerja Tahunan (SKT) 2010, STRIDE memberi tumpuan lima aktiviti utama iaitu

- Penyelidikan dan Pembangunan (R&D),
- Sokongan Teknikal,
- Pembangunan Organisasi ,
- Pembangunan Infrastruktur dan
- Kesedaran Teknologi Pertahanan

1. INTRODUCTION

Science and Technology Research Institute for Defence (STRIDE) is a department of the Ministry of Defence R & D programs, providing technical and scientific expertise to the Ministry of Defence, the Armed Forces and the local defense industry.

2. MISSION

- *Forefront in Defense & Security Technology*

3. VISION

- *To Lead Science and Technology for Defense and Security of Malaysia through Innovative Solutions*

4. OBJECTIVES OF STRIDE

- *Strengthen science and technology support for Malaysian defence & security requirements*
- *Spearhead Research & Development & Innovation in defence domain and their exploitation*
- *Collaborate with industry and institutions in defence technology initiatives*
- *Accelerate development of scientific, technological and human capital resources in compliance with defence requirements*

5. STRIDE MAJOR ACTIVITIES

As has been the target in the Annual Work Target (SKT) in 2010, STRIDE focuses on five main activities, namely;

- Research and Development (R & D),*
- Technical Support,*
- Organization Development,*
- Infrastructure Development and*
- Defense Technology Awareness*



Lawatan rasmi YBhg Datuk KSU ke Kompleks Induk STRIDE
Official visit of the Honourable Datuk KSU to STRIDE'S Main Complex

5.1 PENYELIDIKAN DAN PEMBANGUNAN (R&D)

STRIDE bertanggung jawab dalam mengurus dan melaksanakan program R&D Pertahanan dalam bidang-bidang teknologi utama seperti bidang Persenjaan, Aeroangkasa, Kenderaan, Elektronik, Komunika s, i Biofizikal, Maritim Dan Penyelidikan Operasi.

Pada tahun 2010, STRIDE telah menerapkan budaya penyelidikan dan inovasi dalam Rancangan Malaysia ke-9 dan seterusnya Rancangan Malaysia ke-10. Kesemua 27 projek di bawah RMK-9 telah tamat dan menghasilkan kemajuan yang membanggakan kepada STRIDE dan menepati keperluan dan kehendak Angkatan Tentera Malaysia khususnya dan Negara amnya.

Perjanjian kerjasama (MOU) R&D Pertahanan

Pada 21 Disember 2010 pihak STRIDE telah menandatangani dua perjanjian kerjasama (MOU) iaitu di antara STRIDE dengan Syarikat Muadamzam OTO (M) Sdn Bhd, dan satu lagi perjanjian adalah di antara pihak STRIDE dengan Astronautic Technology (M) Sdn Bhd. Majlis menandatangani MOU ini diadakan di Bilik Teratai, tingkat 5, Wisma Pertahanan yang di saksi oleh YBhg Dato' Sri Dr. Hj Ismail bin Hj Ahmad, Ketua Setiausaha (KSU) Kementerian Pertahanan

5.1 RESEARCH AND DEVELOPMENT (R & D).

STRIDE is responsible for managing and implementing the Defence R&D programs in areas such as Armament Technology, Aerospace, Transport, Electronics, Communications, Biophysical, Maritime and Operations Research.

In 2010, STRIDE has adopted the culture of research and innovation in the 9th Malaysia Plan and continued for 10th Malaysia Plan. All the 27 projects under the 9th Malaysia Plan has expired and produce progress to STRIDE and meet the needs of the Armed Forces in particular and the country in general.

Cooperation agreement (MOU) Defence R & D

On December 21, 2010 the STRIDE has signed two cooperation agreements (MOU) is between STRIDE with Muadamzam OTO (M) Sdn Bhd, and the other is an agreement between STRIDE with Astronautic Technology (M) Sdn. MOU signing ceremony was held at the Lotus Room, Floor 5, Defence of the witness by Y.Bhg. Dato' Sri Dr Hj Ismail bin Hj Ahmad, Secretary General (KSU) Ministry of Defence.

5.2 Menyediakan Sokongan Teknikal Dalam Perolehan Pertahanan

STRIDE memainkan peranan yang penting dalam mengukuhkan sokongan sains dan teknologi untuk keperluan pertahanan dan keselamatan bagi membantu pihak Kementerian Pertahanan terutamanya Angkatan Tentera Malaysia (ATM). Bantuan teknikal yang diberikan adalah seperti berikut:

5.2 Provide Technical Support in Defence Procurement

STRIDE play an important role in strengthening support for science and technology for defense and security requirements to assist the Ministry of Defence, particularly the Armed Forces (ATM). Technical assistance provided are as follows:

	Aktiviti / Activities	Pencapaian / Achievement
a)	Melaksanakan Penilaian Teknikal bagi menyokong Program Perolehan Pertahanan / Technical Assessment to support the Defense Acquisition Program	130 penilaian selesai dilaksanakan 130 completed assessment
b)	Melaksanakan ujian makmal dan ujiniilai bagi menyokong Penilaian Teknikal / Perform laboratory testing and trials to support the Technical Evaluation	731 pengujian selesai dilaksanakan 731 completed testing
c)	Pembangunan dan Pengesahan Spesifikasi Perolehan Pertahanan iaitu meneliti, melengkapkan dan mengesahkan Spesifikasi Perolehan Pertahanan / Development and Validation of Specifications Defense Acquisition examination, complete and verify the Defence Procurement Specifications	110 spesifikasi diterima 110 specifications received
d)	Melaksanakan kes-kes penyiasatan dengan sempurna / Proper Investigations on accidents and incidents.	27 kes diselesaikan 27 solved cases

5.3 Pembangunan Organisasi

Kejayaan sesuatu organisasi amat bergantung kepada kemantapan sumber manusianya. Oleh yang demikian, STRIDE juga tidak ketinggalan melaksanakan program Pembangunan organisasinya menerusi pengisian jawatan, pengurusan latihan dan pengurusan personnel. Sehingga penghujung tahun 2010, jumlah keseluruhan pengisian jawatan di STRIDE adalah sebanyak 286 pegawai dan staf sokongan. Daripada jumlah tersebut, 275 pegawai (96%) telah berjaya memenuhi tuntutan 7 hari berkursus. Kursus-kursus yang dihadiri oleh warga STRIDE terdiri daripada kursus anjuran Jabatan, pihak Kementerian mahupun kursus berbayar anjuran agensi luar. Tahun 2010 juga mencatatkan seramai 41 orang pegawai dan kakitangan STRIDE telah menerima

5.3 Organisational Development

The success of an organization depends on the adequacy of human resources. Therefore, STRIDE implemented programs for filling of vacant posts, organizational development, management training and personnel management. Until the end of 2010, the total number of workforce in STRIDE was 286 officers and support staffs. Of these, 275 officers (96%) have successfully met the requirements 7 days course per annum. The courses were attended by STRIDE's workforce are courses organized by the Department, the Ministry and paid courses organized by outside agencies. Year 2010 also recorded a total of 41 officers and staffs have received promotions. It includes officers from the Support Group 1 & 2, Professional and

kenaikan pangkat. Ianya meliputi pegawai dari Kumpulan Sokongan 1 & 2, Pengurusan dan Profesional serta turut melibatkan Kumpulan Pengurusan Tertinggi. Sebahagian besarnya merupakan kenaikan pangkat secara Khas Untuk Penyandang (KUP) bagi pegawai-pegawai Kumpulan Sokongan yang telah berkhidmat melebihi 15 tahun dalam perkhidmatan serta telah memenuhi syarat-syarat yang ditetapkan

5.4 Pembangunan Infrastruktur

Selaras dengan pembangunan modal insan, pembangunan infrasktruktur turut juga diberi pertimbangan saksama dengan mengambil kira perkembangan teknologi semasa dan masa depan. Pembangunan infrasktruktur yang sedang giat dijalankan adalah berikut:-

- i. Pembinaan Kompleks Induk STRIDE fasa ke II di Kajang.
- ii. Pembinaan Makmal Bahagian Teknologi Maritim, Lumut.

Di Kompleks Induk Bukit Mewah Kajang, pembangunan Infrastruktur fasa kedua sedang giat dijalankan. Pembangunani Infrastruktur ini dijangka siap untuk diduduki pada bulan September 2011. Pembangunan fasa kedua ini merangkumi 4 blok pejabat dan makmal, sebuah dewan serbaguna, surau, tadika dan satu bangunan khas untuk setor. Sepanjang tahun 2010, pembangunan kompleks ini adalah mengikut jadual yang telah ditetapkan.

Pembangunan bagi Kompleks Teknologi Maritim di Lumut juga sudah dimulakan pada tahun 2010. Pecah tanah telah dilakukan pada 9 Julai 2010. Walau bagaimanapun prestasi projek ini sedikit perlahan kerana terdapat masalah dari segi struktur tanah yang berbatu.

Management and has been accompanied by the Top Management Group. Largely a special promotion for Khas Untuk Penyandang (KUP) for the Support Group officers who have served more than 15 years in service and has met the pre-requisites set.

5.4 Infrastructure Development

In line with human capital development, development infrastructure were also given fair consideration taking into account the development of current and future technologies. Infrastructure development that are under-way are the following:

- i. Construction of Phase II of the Kompleks Induk STRIDE in Kajang.
- ii. Construction of Maritime Technology Division, Lumut.

In Kompleks Induk STRIDE, Bukit Mewah Kajang, the second phase of infrastructure development is underway. Infrastructure development will be ready for occupancy in September 2011. This second phase of development comprises four blocks of offices and laboratories, a multipurpose hall, mosque, kindergarten and store. During the year 2010, the development is in accordance with the schedule set.

Development of Maritime Technology Complex in Lumut was also started in 2010. Ground-breaking was done on July 9, 2010. However, project performance is a bit slow because due to problems with the rocky soil structure.



Foto menunjukkan Pembangunan Kompleks Induk Fasa II STRIDE di Kajang pada bulan Disember 2010 dimana

A: Tadika, B: Surau C: Dewan Serbaguna D: Makmal Perlindungan dan Biofizikal

Photos show the development of 2nd phase of main complex STRIDE in Kajang in December 2010 which are

A: Kindergarten, B: Mosque, c: Multipurpose Hall, D: Protection Laboratory and biophysical

5.5 Kesedaran Teknologi Pertahanan

- a) Pameran Malaysia International Technology Expo (MiTE) di PWTC

Pameran MiTE berlangsung pada 4-6 Feb 2010 di Pusat Dagangan Dunia Putra. Pameran ini bertujuan untuk mempamerkan hasil-hasil penyelidikan yang disertakan oleh pelbagai institusi penyelidikan tempatan dan luar negara. Pada kali ini, STRIDE lebih menyerlah apabila memenangi Pingat Emas dan Best Category Awards bagi Projek Thermal Camouflage Paint dari Bahagian Teknologi Intrumentasi dan Elektronik (BTIE) serta Pingat Perak bagi Projek Sinarmatik Anti-Stab dari Bahagian Teknologi Persenjataan (BTP).

5.5 Awareness of Defense Technology

- a) Exhibition Malaysia International Technology Expo (MiTE) at PWTC

MiTE Exhibition was held from 4 to 6 February 2010 at the Putra World Trade Centre. The exhibition aims to showcase research outputs by various research institutions locally and abroad. In 2010, STRIDE had an excellent exhibition when they won Gold Medal and Best of Category Awards for Tactical Military Thermal Camouflage Paint project. Thermal Project Camouflage Paint from Bahagian Teknologi Intrumentasi dan Elektronik (BTIE) and a Silver Medal for Sinarmatik Anti-STAB Project of Bahagian Teknologi Persenjataan (BTP).



Pasukan yang memenangi Pingat Emas dan Best Category Awards bagi Projek Thermal Camouflage Paint dari Bahagian Teknologi Intrumentasi dan Elektronik (BTIE)

The team which win the Gold Medal Prize and Best Category Awards for Thermal Camouflage Paint Project from Instrumentation and Electronic Technology Division (IETD)

- b) Bengkel Perancangan Staretegik STRIDE

Bengkel ini telah diadakan pada 29-30 Mac 2010 bertempat di Mines Wellness, Sri Kembangan yang dihadiri oleh 90 orang pegawai STRIDE. Bengkel ini bertujuan untuk menyediakan Perancangan Strategik STRIDE 2011-2015 menggunakan pendekatan percambahan fikiran

- b) Strategic Planning Workshop STRIDE

This workshop was held on 29-30 March 2010 at the Mines Wellness, Sri Kembangan and attended by 90 officers from STRIDE. This workshop aims to provide a strategic planning approach STRIDE brainstorming 2011-2015



c) International Conference on Defence & Security (ICDS 2010) PWTC, 21 – 22 April 2010

STRIDE telah diamanahkan oleh Menteri Pertahanan untuk menganjurkan persidangan International Conference on Defence & Security 2010 (ICDS 2010) pada 20 – 21 April 2010 di Putra World Trade Centre (PWTC), Kuala Lumpur. Persidangan ini diadakan sempena 12th Defence Services Asia Exhibition and Conference dengan kerjasama pihak DSA Exhibition and Conference Sdn. Bhd, Security Services Solutions Pvt. Ltd., Markas Angkatan Tentera Malaysia (MK ATM) dan Universiti Pertahanan Nasional Malaysia (UPNM). Persidangan ini telah dirasmikan oleh Y.B. Dato' Seri Hishammuddin Tun Hussein, Menteri Dalam Negeri.

c) International Conference on Defence & Security (ICDS 2010) PWTC, 21 - 22 April 2010

STRIDE has been entrusted by the Minister of Defence to organize International Conference on Defence & Security 2010 (ICDS 2010) from 20 to 21 April 2010 at the Putra World Trade Centre (PWTC), Kuala Lumpur. This conference was held in conjunction with the 12th Defence Services Asia Exhibition and Conference in collaboration with the DSA Exhibition and Conference Sdn. Bhd, Security Services Solutions Pvt. Ltd., Malaysian Armed Forces Headquarters and National Defence University Malaysia (UPNM). This conference was officiated by YB Dato 'Seri Hishammuddin Tun Hussein, Minister of Home Affairs.



Lawatan Y.B. Menteri Pertahanan ke gerai STRIDE semasa pameran DSA 2010
The Honourable Minister of Defence visits to STRIDE's booth during DSA 2010 Exhibition



d) Pameran Defence Services Asia (DSA) 2010

STRIDE telah terlibat dalam Pameran DSA 2010 yang berlangsung pada 19 hingga 22 April 2010 bertempat di PWTC, Kuala Lumpur. Seramai 30 orang pegawai dan kakitangan STRIDE terlibat dalam menjayakan pameran tersebut. Antara peralatan yang dipamerkan adalah Thermal Camera / Night Vision. Selain itu, dua buah syarikat luar telah turut sama menyertai booth STRIDE iaitu Armour Factory Sdn Bhd dan Amax Precision Optic Sdn Bhd.



d) Defence Services Asia (DSA) Exhibition 2010 in PWTC, KL

STRIDE was involved in the DSA 2010 exhibition, held from 19 to 22 April 2010 at PWTC, Kuala Lumpur. About 30 officers and staffs from STRIDE were involved in the exhibition. Thermal Camera and Night Vision were displayed. In addition, two defence industry also joined STRIDE in the exhibition Armour Factory Sdn Bhd and Amax Precision Optic Sdn. Bhd.

e) Bengkel Pemantapan Kumpulan Inovasi dan Kreatif (KIK) STRIDE Tahun 2010 di Danau Golf Club, UKM, Bangi. 24 – 25 Mei 2010

Bengkel anjuran STRIDE ini telah diadakan pada 24 – 25 Mei 2010 di Danau Golf Club, UKM, Bangi dan dihadiri oleh 30 pegawai dan kakitangan STRIDE.

e) Workshop on Pemantapan Kumpulan Inovasi dan Kreatif (KIK) STRIDE 2010 was held at Lake Golf Club, UKM, Bangi. From 24 to 25 May 2010

Workshop organized by STRIDE was held from 24 to 25 May 2010 at the Lake Golf Club, UKM, Bangi, and attended by 30 officers and staff of STRIDE.

f) Bengkel Penambahbaikan Proses Perolehan Barangan Gunasama Kementerian Pertahanan.

Bengkel ini telah diadakan pada 19 – 21 Okt 2010 Mines Resort City, Seri Kembangan, Selangor. Bengkel anjuran STRIDE ini telah dihadiri oleh 68 orang peserta yang terdiri daripada 34 orang wakil dari STRIDE dan selebihnya wakil-wakil dari Bahagian Perolehan Kementerian Pertahanan, Markas ATM, Markas Angkatan Bersama (MAB), Markas Tentera Darat, Markas Tentera Udara, Markas Tentera Laut dan Jabatan Latihan Khidmat Negara. Perasmian Bengkel disempurnakan oleh Y. Bhg. Datuk Dr Hj. Ismail bin Hj. Ahmad

f) Penambahbaikan Proses Perolehan Barangan Gunasama Kementerian Pertahanan" Workshop held at The Mines Resort City, Seri Kembangan, Selangor, 19-21 October 2010

h) Lawatan-lawatan

Sepanjang tahun 2010 STRIDE menerima banyak kunjungan dari agensi luar seperti institut penyelidikan dan universiti tempatan serta agensi penyelidikan luar negara.

h) Visits;

For 2011 STRIDE received alot of visits from outsiders namely local research institute, local university and overseas research institute.

LAWATAN DARI DELEGASI LUAR NEGARA KE STRIDE 2010
INTERNATIONAL DELEGATION VISIT TO STRIDE

BIL	TARIKH Date	PELATAT Visitor	BILANGAN PESERTA Number of visitor
1.	9 Feb	Kunjungan oleh Kapten Pierre Debrel <i>Visit from Captain Pierre Debrel (new D.A of France)</i>	2 orang
2.	2 April	Kunjungan oleh Rear Admiral Jacques Cousquer <i>Visit from Rear Admiral Jacques Cousquer (DGA France)</i>	4 orang
3.	23 April	Lawatan Maj. Gen. Perera , Maj Dr Ravi dan En. Jayandra dari High Commission of Sri Lanka / <i>Visit from Maj. Gen. Perera , Maj Dr Ravi and Mr. Jayandra of Sri Lanka High Commission</i>	3 orang
4.	26 Mei	Lawatan delegasi dari South African National Defence College / <i>South African National Defence College delegation visit</i>	36 orang
5.	27 Mei	Kunjungan dari Mej. Gen Ir Daniel Argenson <i>Visit from Maj. Gen Ir Daniel Argenson (DGA France)</i>	4 orang
		Lawatan Delegasi daripada Defence Services Command and Staff College Sri Lanka / <i>Visit from Defence Services Command and Staff College Sri Lanka delegations</i>	21 orang
6.	30 Nov	Delegasi Chinese PLA Academy Of Military Science / <i>Visit from Chinese PLA Academy Of Military Science delegation</i>	7 orang
7.	27 Dis	Penasihat Sains Uganda <i>Uganda Science Advisor</i>	3 orang

LAWATAN DARI AGENSI TEMPATAN KE STRIDE 2010
VISITORS FROM LOCAL AGENCY

BIL No	TARIKH Date	PELATAT Visitor	BILANGAN PESERTA Number of visitor
1.	25 Feb	Lawatan oleh Pelajar –pelajar Universiti Malaysia Terengganu (UMT) <i>Visit from students of Universiti Malaysia Terengganu (UMT)</i>	120 orang
2.	23 Mac	Lawatan dari Pegawai Universiti Pertahanan National Malaysia <i>Visit from students of Universiti Pertahanan National Malaysia</i>	40 orang
3.	12 April	Lawatan dari Penuntut kursus Ketua Kerani TUDM Subang <i>Visit from Chief Clerk Couse Kerani TUDM Subang</i>	40 orang
4.	1 Julai	Lawatan Pelajar UNiKL ke BTPB <i>UNiKL students visit to BTPB</i>	34 orang
5.	4 Ogos	Lawatan Pengauditan System Star Rating MAMPU <i>Star Rating System rating by MAMPU</i>	4 orang
6.	10 Ogos	Lawatan Rasmi YBhg Datuk KSU MINDEF <i>YBhg Datuk KSU MINDEF official visit</i>	3 orang
7.	25 Ogos	Institut Kejuruteraan Tentera Darat <i>Visit from Army Engineering Institute</i>	15 orang
8.	12 Okt	Agensi Penguatkuasa Maritim Malaysia <i>Malaysian Maritime Enforcement Agency:</i>	15 orang
9.	28 Okt	Pusat Latihan Pengurusan Logistik PLPL, TUDM <i>Logistic Management Training Centre, TUDM</i>	25 orang

DEPOT SIMPANAN PERTAHANAN

LAPORAN PENCAPAIAN TAHUN 2010 – DEPOT SIMPANAN
PERTAHANAN

Depot Simpanan Pertahanan (DSP) adalah sebuah organisasi yang terletak di bawah Sektor Timbalan Ketua Setiausaha Pembangunan – TKSU (D). Objektif umum DSP ialah untuk menyimpan peralatan bagi melengkapkan 2 Kumpulan Briged dan memastikan ia sentiasa berada dalam keadaan siapsiaga (Evereadiness) untuk kegunaan semasa negara berada dalam keadaan darurat dan juga aman. Pada masa yang sama DSP juga telah diberi tugas baru untuk menguruskan keperluan Stok Bantuan Kemanusiaan (SBK) bagi tujuan bantuan kemanusiaan sama ada di dalam atau di luar Negara.

1. SUMBER MANUSIA DEPOT SIMPANAN PERTAHANAN

1.1 Perjawatan dan Pengisian

Perjawatan di DSP adalah terdiri daripada perjawatan awam dan perjawatan tentera. Jumlah keseluruhan perjawatan di DSP adalah sebanyak 286 perjawatan. Jumlah perjawatan awam adalah sebanyak 140 jawatan, daripada jumlah tersebut sebanyak 120 (85.71%) perjawatan telah diisi manakala 24 perjawatan masih kosong. Bagi perjawatan tentera pula adalah sebanyak 146 perjawatan, daripada jumlah itu sebanyak 90 (61.64 %) perjawatan telah di isi manakala 56 perjawatan masih kosong. Kedudukan perjawatan-perjawatan di DSP adalah seperti di Jadual 1.

Jenis Perkhidmatan Type of Services	Perjawatan Diluluskan Approved Post	Perjawatan Yang Diisi Filled Posts	Kekosongan Vacancy	Peratus Pengisian Percentage of Filled Posts
Pegawai dan kakitangan awam <i>Officers and public servants</i>	140	120	20	85.71%
Pegawai & Lain-lain Pangkat ATM <i>Officers and other ranks of MAF</i>	146	90	56	61.64%
Jumlah / Total	286	210	76	73.42%

Jadual 1: Perjawatan DSP Sehingga 31 Disember 2009
Table 1: DSP Personnel up to 31st December 2009

THE DEFENCE STORAGE DEPOT

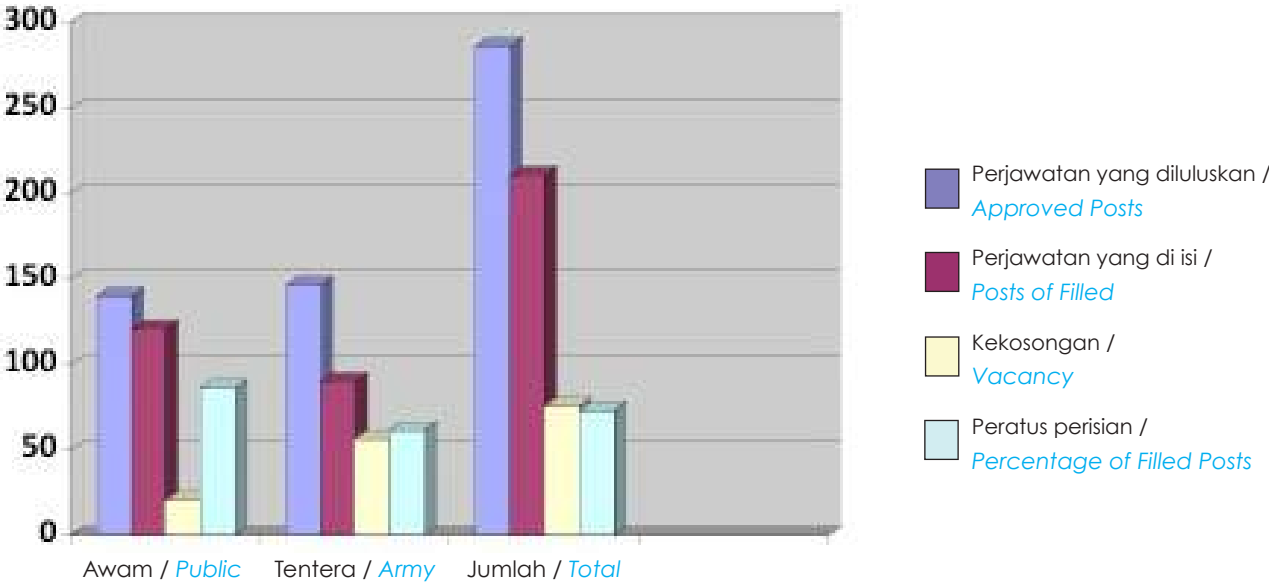
THE REPORT OF ACCOMPLISHMENTS FOR THE YEAR 2010 -
DEFENCE STORAGE DEPOT

The Defence Storage Depot (DSP) is an organization under the Deputy Development Chief Secretary Sector - Deputy Secretary General (P). The general objective of DSP is to store complete equipments for 2 Brigade Groups and ensure that it is always in a state of readiness to be deployed in times of both emergency and peace. At the same time DSP has also been given new task to manage the Humanitarian Aid Stock (SBK) for the purpose of humanitarian aid for either within or outside the country.

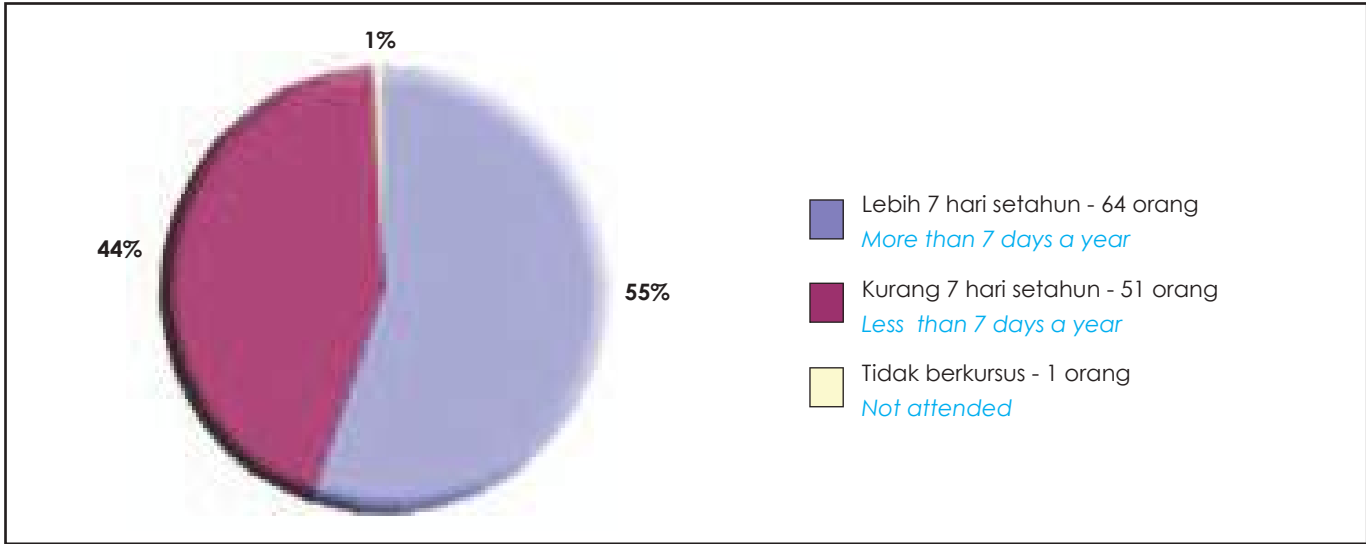
1. DEFENCE STORAGE DEPOT HUMAN RESOURCES

1.1 Personnel and Employment

Personnel in DSP consist of public and military personnel. The total personnel in DSP is 286 posts. The total number of public personnel posts is 140 out of which, 120 (85.71%) is filled and 24 posts are still vacant. For military personnel, 146 posting exists, out of which 90 (61.64%) posts have been filled while 56 posts are still vacant. The position of the posts at the DSP is as depicted in Table 1.



Carta Palang Perjawatan di DSP
DSP Personnel Bar Chart



Carta Pie kehadiran kakitangan Awam DSP untuk kursus dan latihan sehingga 31 Disember 2010
Pie Chart on the DSP general staff attendance for courses and training up to 31st December 2010

1.2 KURSUS DAN LATIHAN DSP

Bagi Tahun 2010, beberapa siri latihan dan pelbagai kursus telah dilaksanakan oleh DSP. Secara keseluruhannya warga awam DSP telah menghadiri kursus-kursus sama ada kursus-kursus anjuran DSP atau anjuran BPSM / INTAN dengan jayanya. Statistik kehadiran kursus mengikut Kategori Jumlah Hari Kursus yang telah dihadiri oleh warga awam DSP sepanjang tahun 2010 adalah seperti berikut:

- 1.2.1 Lebih 7 hari setahun - 64 orang (55.17%)
- 1.2.2 Kurang 7 hari setahun - 51 orang (43.97%)
- 1.2.3 Tidak berkursus - 1 orang (0.86%)

1.2 DSP

In 2010, a number of training series and courses had been conducted by DSP. On the whole, DSP general citizens had successfully attended the courses whether organised by DSP or HRMD or INTAN. The attendance statistics according to the Total Course Day category, as attended by the civilians of DSP during the year 2010, are as follows:

- 1.2.1 More than 7 days a year – 64 person (55.17%)
- 1.2.2 Less than 7 days a year - 51 person (43.97%)
- 1.2.3 Not attended - 1 person (0.86%)

2. DASAR STOK SIMPANAN PERTAHANAN (SSP) DAN STOK BANTUAN KEMANUSIAAN (SBK)

Stok Simpanan Pertahanan (SSP) adalah stok keperluan ketenteraan Negara apabila berlakunya darurat. Stok yang dipegang terdiri daripada pelbagai peralatan penting untuk kegunaan Tentera Darat semasa darurat. Manakala Stok Bantuan Kemanusiaan (SBK) adalah satu program baru yang telah diletakkan di bawah pengurusan DSP sejak September 2008 yang lalu. Program ini selaras dengan keperluan Negara dan juga Negara-negara serantau yang sering dilanda bencana alam seperti banjir, tanah runtuh, gempa bumi dan lain-lain lagi. Atas keprihatinan Negara, peruntukan sebanyak RM 10 juta telah diluluskan khas bagi memulakan simpanan stok bantuan kemanusiaan ini. Barang-barang yang disimpan adalah bertujuan untuk diberikan kepada mangsa-mangsa bencana yang memerlukan sama ada di dalam atau di luar Negara. Ia terdiri daripada barang-barang keperluan asas seperti makanan, minuman, pakaian, khemah, selimut dan lain-lain lagi.

2. DEFENCE STOCK RESERVE (SSP) AND HUMANITARIAN RELIEF STOCK (HRS) POLICIES

The Defence Storage Stock (SSP) is the stock required by the national army during an emergency. The stock held comprises various vital equipments for the use of the Army during the time of emergency. The Humanitarian Aid Stock (SBK) is a new programme placed under the management of DSP since September 2008. This programme is in line with the requirements of the country and countries in the region which are frequently hit by natural disasters such as floods, landslides, earthquakes and so on. Due to the country's concern over these issues, an allocation of RM 10 million was specially approved to start up the storage of humanitarian relief stock. The items stored are for the purpose of helping the victims of the catastrophes in or outside of the country. These stocks consists of items for basic needs such as food, drinks, clothes, tents, blankets and others.



Gambar di Stor Bantuan Kemanusiaan
Photos Around The Humanitarian Relief Store



Gambar di Stor Bantuan Kemanusiaan
Pictures Around The Humanitarian Relief Store



Gambar di Stor Simpanan Pertahanan
Photos Around The Defence Reserve Store

3. PELBAGAI KEJAYAAN YANG TELAH DICAPAI OLEH DSP SEPANJANG TAHUN 2010

3.1 PERSIJILAN MS ISO 9001 : 2008

DSP telah berjaya dianugerahkan Persijilan MS ISO 9001 : 2008 pada 30 Ogos 2009. Kejayaan ini adalah lanjutan daripada pencapaian sebelumnya iaitu Persijilan MS ISO 9001 : 2000 di mana pihak SIRIM telah melaksanakan audit persijilan semula terhadap persijilan yang telah dicapai sebelumnya itu pada 27 hingga 28 Julai 2009. Pelaksanaan MS ISO 9001 : 2008 ini adalah selaras dengan konsep 1 Malaysia yang sedang dilaksanakan oleh YAB Perdana Menteri Malaysia di mana beliau melalui konsep tersebut telah menekankan pencapaian prestasi penjawat awam dan sistem penyampaian perkhidmatan diutamakan.

3.2 AMALAN PERSEKITARAN BERKUALITI 5S DSP

DSP telah berjaya dianugerahkan Persijilan 5S pada tahun 2008. Pada tahun-tahun berikutnya DSP telah meneruskan amalan 5S bagi memastikan pencapaian pensijilan 5S dapat dikekalkan. Kejayaan yang lalu dapat dimanfaatkan dan seterusnya dapat dikekalkan pencapaiannya. Kejayaan memperolehi Sijil 5S anjuran Perbadanan Produktiviti Malaysia (MPC) ini adalah merupakan hasil daripada sokongan dan kerjasama semua warga DSP bermula dari peringkat penubuhan Jawatankuasa 5S Induk DSP hinggalah kepada penubuhan Jawatankuasa 5S di semua Cawangan di DSP.

3. VARIOUS SUCCESSES ACHIEVED BY DSP THROUGHOUT 2010

3.1 MS ISO 9001:2008 CERTIFICATION

DSP was awarded the MS ISO 9001 Certification: 2008 on 30th August 2009. This achievement was a continuation from the previous achievement of MS ISO 9001 Certification: 2000 whereby SIRIM had implemented an audit for recertification for the certification status, from 27 to 28 July 2009. Implementation of MS ISO 9001 : 2008 is in line with the 1 Malaysia concept that is being implemented by The Honourable Prime Minister of Malaysia whereby through this concept he has emphasized the importance of achievement of excellent performance of civil servants and service delivery system.

3.2 DSP PRACTICE OF 5S QUALITY ENVIRONMENT

DSP was successfully awarded the 5S certification in the year 2008. In the subsequent years, DSP continued the 5S practice to ensure that its certification status is maintained. Its past success was put to good use and its success continued. The successful achievement of the 5S certification, organised by the Malaysian Productivity Corporation (MPC), was a result of the support and co-operation from all civilians of DSP, from establishing the Main DSP 5S Committee to the setting up of 5S committees at all branches of DSP.

3.3.2 Label tunjuk arah yang jelas dengan mengamalkan system 5S bagi memberi pandu arah yang jelas kepada pelanggan.



3.3.2 Labels giving clear directions using the 5S system to provide clear instructions to the customer.



Gambar-Gambar Tunjuk Arah Dan Sistem Reverse Parking Di Dsp
Photos Showing Directions And Reserve Parking System At Dsp

3.3.3 Mengadakan label ke atas peralatan seperti cop, kipas angin, lampu, alat penghawa dingin bagi memudahkan mengesan peralatan dan menjimatkan kos, masa dan tenaga.



Gambar-Gambar Pelaksanaan 5S Di Dsp
Photos Showing Implementation Of 5S At Dsp

3.4 LATIHAN DARURAT

DSP telah mengadakan latihan Darurat pada 29 - 30 November 2010. Buku Arahan Latihan telah dikeluarkan bertujuan untuk memberikan penjelasan tentang format latihan tersebut yang diadakan selama 36 jam. Latihan Darurat diadakan adalah untuk menguji dan mengukur kecekapan pegawai dan staf DSP di dalam proses pengeluaran SSP sekiranya berlaku Darurat. Latihan pada tahun ini turut disertai oleh Y.Bhg Dato' TKSU (P)

3.4 EMERGENCY TRAINING

DSP carried out an Emergency training from the 29th to 30th November 2010. The Training Instruction Book was issued to provide clarification on the format of training, which lasted for 36 hours. The Emergency Training was carried out to test and measure the efficiency of DSP officers and staff during the process of retrieving the SSP in cases of emergencies. This year's training was also joined by the Honourable Dato' Secretary General to

untuk memantau dan menyaksikan sendiri perjalanan latihan tersebut. Pencapaian latihan di dalam pengurusan pengeluaran SSP adalah 8 Jam 38 Minit.

Latihan Darurat 2010 telah dilaksanakan dengan memperkenalkan beberapa penambahbaikan seperti berikut:

- 3.4.1 Arahan keluaran Stor dan Kenderaan (AKSK) ditandatangani serentak antara TKSU (P), Pengarah DSP dan Timbalan Pengarah Logistik.
- 3.4.2 Pemandu bertugas semasa latihan darurat akan dihubungi setelah pengisytiharan latihan darurat diumumkan.

supervise and personally observe the way the training was conducted. The training's achievement in retrieving the SSP stock was 8 hours and 38 minutes.

The Emergency Training 2010 was carried out by introducing several improvements such as:

- 3.4.1 Directives to issue Store and Vehicles, signed simultaneously by the Deputy Secretary General (P), Director General and Deputy Director of Logistics.*
- 3.4.2 The driver on duty during the emergency training will be contacted after the announcement of emergency training.*

3.5 **STOR BESTARI**

Pada 22 Januari 2010, Y. Bhg Dato' Seri KSU telah melancarkan Projek Stor Bestari Perintis Peringkat Kementerian Pertahanan. Enam (6) buah stor (Pasukan Tentera dan Bahagian Awam) di Bawah Kementerian terpilih menjadi Pasukan Stor Bestari Perintis kepada lain-lain stor pasukan di dalam Kementerian dan DSP adalah salah satu daripadanya. DSP dan pasukan-pasukan berkenaan terpilih sebagai Stor Bestari Perintis adalah kerana memenuhi beberapa ciri stor Bestari. Antara ciri-ciri stor bestari adalah seperti Perkhidmatan Yang Cepat, Cekap dan Berkualiti, Kos Bantuan Bekalan Yang Menurun, Kadar Pusingan Stok Yang Tinggi, Pekerja Yang Kompeten, Berintegriti serta Berproduktiviti Tinggi, Penggunaan Teknologi Informasi dan Komunikasi Yang Terkini, Persekitaran Stor Yang Kondusif dan Tahap Keselamatan Fizikal serta Kesihatan pekerja yang terpelihara.

3.5 **SMART STORE**

On the 22nd January 2010, Y. Bhg Dato' Seri KSU launched the Pioneer Smart Store Project at the Ministry of Defence level. Six (6) stores (Military and Public Department) under the Ministry were selected as the Pioneer Smart Store Team for other store teams in the Ministry and DSP is one of them. They were chosen as Pioneer Smart Stores because of their fulfilment of all qualities of a smart store, such as Prompt, Efficient and Quality Service, Declining Costs of Relief Supplies, High Stock Turnover Rates, Competent workers, Integrity and highly productive staff, Usage of the latest Information and Communication Technology, Conducive Store Environment, Level of Physical Safety and preservation of the Health of Employees.



Pelancaran Latihan Darurat Oleh Y. Bhg Dato' Tksu (P)
Launching Of Emergency Training By The Honourable Dato' Dsg (P)



Pengambilan Kakitangan Bagi Latihan Darurat
Drop On Staff For The Emergency Training



Stok Simpanan Pertahanan Yang Siap Untuk Dikeluarkan
Defence Reserve Stock Ready For Extraction



Gambar Sijil Dan Banner Pelancaran ProjekStor Bestari Perintis Dsp
Photos Of Certificate And Banner Of Dsp Pioneer Smart Store Project Launch

3.6 **PENCAPAIAN PENARAFAN 4 BINTANG BERDASARKAN ACCOUNTABILITY INDEX MONITORING SYSTEM (AIMS) DAN PENGANUGERAHAN PTJ TERBAIK DAN PTJ TERBAIK KESELURUHAN**

Berdasarkan Accountability Index Monitoring Systems (AIMS) iaitu sistem pengauditan Pengurusan Kewangan secara online yang dijalankan oleh Bahagian Audit Dalam Dan Siasatan Am (BADSA), DSP telah dipilih sebagai salah sebuah PTJ terbaik di Kementerian Pertahanan dengan penarafan Empat (4) Bintang. Sehubungan dengan itu PTJ DSP telah dianugerahkan Sijil Penghargaan dan diberi kebenaran oleh Y. Bhg Dato' Sri KSU untuk melaksanakan perolehan secara pembelian terus/sebutharga sehingga nilai RM 200,000.00. Selain daripada itu, DSP juga telah dipilih oleh Bahagian Kewangan sebagai PTJ Terbaik dan PTJ Terbaik Keseluruhan pada Tahun 2010.

3.6 **ACHIEVEMENT OF 4 STAR RANKING BASED ON THE ACCOUNTABILITY INDEX MONITORING SYSTEM (AIMS) AND AWARD OF THE BEST PTJ IN MINISTRY AND BEST OVERALL PTJ**

Based on the Accountability Index Monitoring Systems (AIMS), an online Financial Management Auditing System carried out by the Internal Audit and General Investigations Department (BADSA), DSP was selected as one of the best PTJs in Ministry of Defence with a Four (4) Star rating. In line with this, the DSP PTJ was awarded a Certificate of Appreciation and was given the permission by The Honourable Dato' Sri KSU to implement procurement by direct purchasing/price quotation up to RM200,000.00 of value. Additionally, the DSP was also chosen by the Treasury Division as the best PTJ and the Best Overall PTJ for the year 2010.

4. **AKTIVITI 5S DAN LAWATAN DI DSP**

Sepanjang Tahun 2010 DSP telah menerima sebanyak 5 lawatan / kunjungan dari Bahagian-bahagian Awan / Tentera di bawah Kementerian Pertahanan. Lawatan tersebut adalah bagi mendapatkan gambaran jelas tentang pelaksanaan dan amalan 5S di DSP sehingga berjaya dianugerahkan Persijilan 5S. Ini sekaligus adalah merupakan pencapaian yang amat membanggakan bagi DSP di mana DSP telah dijadikan sebagai 'role model' bagi Bahagian-bahagian tersebut untuk melaksanakan 5S di tempat mereka. Lawatan Bahagian-bahagian berkenaan adalah seperti berikut:

4. **5S ACTIVITIES AND VISITS TO DSP**

Through out the year 2010 DSP received 5 visits from Public/Military divisions under the Ministry of Defence. The visits were conducted to get a clearer picture of the implementation and 5S practices at DSP that led to their successful award of 5S Certification. This is a commendable achievement for DSP whereby the DSP became a 'role model' for the divisions to implement 5S at their respective places. The visits of divisions are as follows:

5. **LAPORAN PRESTASI KEWANGAN**

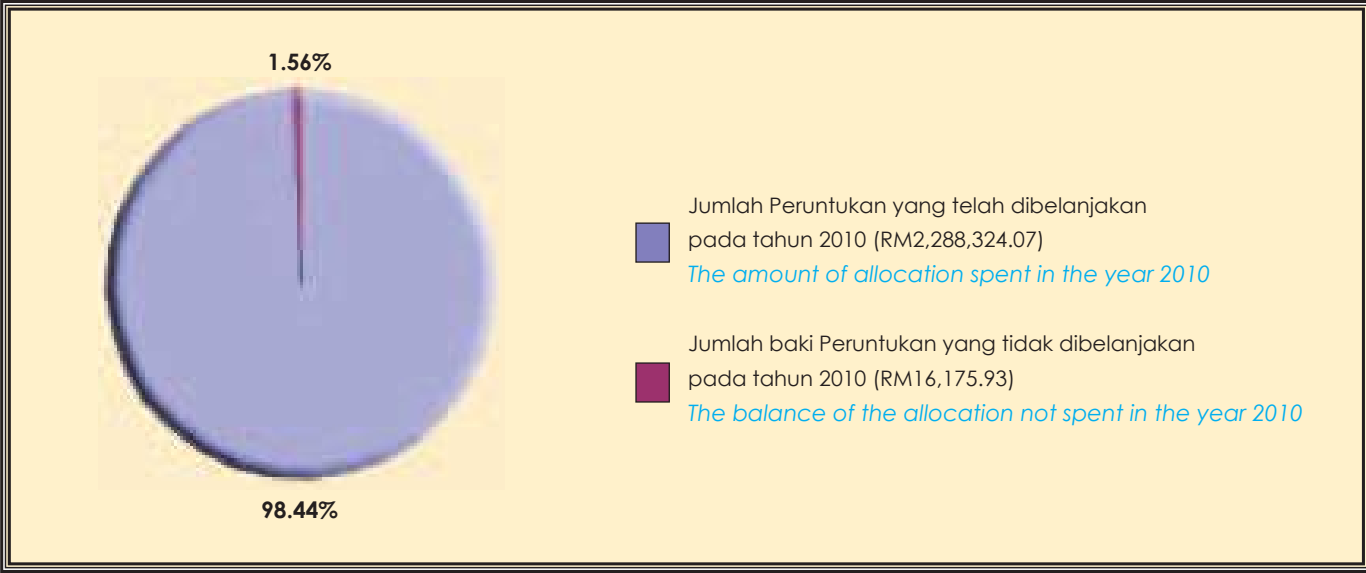
DSP telah diberi Peruntukan Belanja Mengurus (OE) berjumlah RM2,304,500.00 dengan pecahan Objek Am 10000 (Emolumen) RM40,000.00, Objek Am 20000 (Bekalan dan Perkhidmatan) RM1,764,500.00 dan Objek Am 30000 (Harta Modal) RM500,000.00.

Dari jumlah tersebut DSP telah berjaya membelanjakan sebanyak RM2,288,324.07 (99.03%) dan bakinya RM16,175.93 (0.7%) sahaja.

5. **FINANCIAL PERFORMANCE REPORT**

DSP had been allocated an Operating Expenditure Budget of RM2,304, 500.00 divided into General Objects 10000 (Emoluments) RM40,000.00. General Objects 20000 (Supply and Service), RM1,764,500.00 and General Objects 30000 (Capital Assets) RM500,000.00.

Out of these amounts, DSP successfully spent RM2,288,324.07 (99.03%) and the balance was RM16,175.93 (0.7%) only.



Carta Pai menunjukkan jumlah perbelanjaan kewangan DSP sehingga 31 Disember 2010.
The Pie Chart shows the total amount spent by DSP up to 31st December 2010.

KEMENTERIAN PERTAHANAN
CAWANGAN SABAH & SARAWAK

MINDEF BRANCH OF
SABAH & SARAWAK

1. PENGENALAN

Pengurusan MinDef Sarawak dibahagikan mengikut 4 fungsi utama iaitu Sumber Manusia, Kewangan, Pentadbiran dan Pembangunan. Pelaksanaan program dan aktiviti bagi tahun 2010 adalah bersandarkan kepada nilai-nilai teras serta objektif yang telah digariskan di bawah Dasar Pertahanan Negara dan Pelan Strategik Kementerian Pertahanan.

2. PENGURUSAN MINDEF SARAWAK

2.1 PENGURUSAN SUMBER MANUSIA

- 2.1.1 MinDef Sarawak telah dipertanggungjawabkan oleh Bahagian Pengurusan Sumber Manusia MinDef melaksanakan urusan perkhidmatan kakitangan awam yang bertugas di negeri Sarawak.
- 2.1.2 Bagi tahun 2010, perjawatan bagi pejabat MinDef Sarawak adalah berjumlah 53 manakala perjawatan awam di pasukan-pasukan ATM di seluruh Sarawak adalah berjumlah 1005 perjawatan.
- 2.1.2 Prestasi latihan bagi kakitangan awam MinDef di negeri Sarawak yang mengikuti kursus dan latihan melebihi 7 hari bagi tahun 2010 seperti yang ditetapkan oleh Jabatan Perkhidmatan Awam adalah pada tahap 82.68%

2.2 PENGURUSAN KEWANGAN

MinDef Sarawak turut berperanan sebagai Pusat Tanggungjawab (PTJ) dalam urusan pembayaran bil dan tuntutan. Bagi tahun 2010, MinDef Sarawak telah diluluskan peruntukan sebanyak RM41,667,982.00 dan perbelanjaan yang telah dilakukan adalah sebanyak RM41,492,336.13 (99.58%). Pecahan prestasi perbelanjaan adalah seperti berikut:

1. INTRODUCTION

The management of MinDef Sarawak is divided into four (4) main functions namely Human Resource, Finance, Administration and Development. The implementation of programs and activities for 2010 was based on the core values and objectives mentioned in the National Defence Policy and Strategic Plan of Ministry of Defence.

2. MINDEF SARAWAK MANAGEMENT

2.1 HUMAN RESOURCE MANAGEMENT

- 2.1.1 *MinDef Sarawak is accountable by MinDef Human Resource Management Division to manage civil servants who works in Sarawak.*
- 2.1.2 *In 2010, staffs for MinDef Sarawak office is 53 people while civil servants in ATM team all over Sarawak is 1005 people.*
- 2.1.3 *Training performance for MinDef civil servants in Sarawak that attend courses and trainings exceeding 7 days (this has been fixed by Public Service Department) for year 2010 is at levels 82.68%.*

2.2 FINANCE MANAGEMENT

MinDef Sarawak also plays the role as Responsibility Centre (PTJ) in bill payment transaction and claim. In 2010, MinDef Sarawak was given allocation as much as RM 41,667,982.00 and expenditure that was done is as much as RM 41,492,336.13 (99.58%). Expenditure performance fraction is as follows:

PERKARA SUBJECT	PERUNTUKAN (RM) ALLOCATION	PERBELANJAAN (RM) EXPENDITURE	PRESTASI (%) PERFORMANCE
Tuntutan / <i>Claim</i>	890,000.00	872,446.34	98.03
Gaji / Elaun / <i>Salary / Allowance</i>	18,523,600.00	18,504,988.78	99.90
Senggaraan / <i>Maintenance</i>	227,672.00	221,951.80	97.49
Sewaan / <i>Tenancy</i>	3,369,210.00	3,347,259.00	99.35
Rangsum ATM / <i>ATM Ration</i>	18,000,000.00	17,958,261.23	99.77
Bekalan Pejabat / <i>Office Supply</i>	410,000.00	406,105.54	99.05
Perkhidmatan / <i>Service</i>	247,500.00	181,323.44	73.26
Jumlah / <i>Total</i>	41,667,982.00	41,492,336.13	99.58

2.2.1 Terimaan Hasil Kerajaan

Terimaan hasil telah dikutip sebanyak RM 728,621.45 melalui pelbagai sumber seperti dari jualan borang tender, bayaran sewaan rumah kerajaan, sewaan bangunan, penjualan sisa besi, minyak terpakai, kelongsong peluru tembaga, kenderaan terpakai ATM.

2.2.2 Lembaga Pemeriksaan Pasukan dan Lembaga Pemeriksaan Am

Lembaga Pemeriksaan Pasukan (LPP) telah bersidang sebanyak 83 kali dengan nilai aset sebanyak RM 7,913,094.89 dan Lembaga Pemeriksaan Am (LPA) sebanyak 7 kali dengan nilai aset sebanyak RM 2,794,630.93.

2.2.3 Lembaga Sebut harga Pelupusan Aset Kerajaan
Lembaga Sebut harga Pelupusan Aset Kerajaan telah bersidang sebanyak 5 kali dengan nilai aset sebanyak RM 616,350.00 telah dijual kepada syarikat.

2.3 PEMBANGUNAN

2.3.1 MinDef Sarawak telah dipertanggungjawabkan oleh Bahagian Pembangunan MinDef dalam menguruskan penyewaan bangunan, kediaman dan ruang pejabat bagi pasukan Angkatan Tentera Malaysia di negeri Sarawak.

2.3.2 MinDef Sarawak turut terlibat dalam pemantauan projek pembangunan Kementerian Pertahanan melalui mesyuarat dan lawatan tapak.

2.2.1 Receipt of Government Revenue

Revenue receipt has been gleaned as much as RM 728,621.45 through various sources such as from tender form sale, government house rental, building rental, iron waste sale, used oil, copper shell casing, and Malaysian Armed Forces used-vehicle.

2.2.2 Team of Inspection Board (LPP) and General Inspection Board (LPA)

Team of Inspection Board (LPP) met for 83 times and General Inspection Board (LPA) met for 7 times. Assets values disposed are RM 7,913,094.89 (LPP) and RM RM 2,794,630.93 (LPA).

2.2.3 Board of Government Asset Disposal
Board of Government Asset Disposal Quotation met for 5 times with assets values RM 616,350.00 was being sold to other company.

2.3 DEVELOPMENT

2.3.1 *MinDef Sarawak is accountable by MinDef Development to manage building tenancy, residence and office space for Malaysia Armed Forces team in Sarawak.*

2.3.2 *MinDef Sarawak involves in Ministry of Defence to monitor development projects through meetings and site visit.*

2.4 PENTADBIRAN

2.4.1 Dengan pembaharuan di bawah Pelan Transformasi MinDef, pembangunan kualiti dan inovasi MinDef Sarawak dijana melalui Kumpulan Inovasi Kerja (KIK) serta penyertaan dalam pertandingan-pertandingan peringkat negeri dan persekutuan.

3. PENGIKTIRAFAN DAN PENGHARGAAN

- 3.1 MinDef Sarawak telah mendapat kelulusan MPC bagi membaharui Sijil 5S pada 01 Oktober 2010.
- 3.2 Sijil Penghargaan daripada Pengurus Program Pentadbiran Pertahanan kerana telah mencapai 100% pembayaran bil dalam tempoh 7 hari suku tahun kedua tahun 2010.
- 3.3 Sijil Penghargaan daripada BADSA kerana mendapat 4 bintang dalam Pengauditan Pengurusan Kewangan berdasarkan Indeks Akauntabiliti- AIMS bagi tahun 2010.
- 3.4 MinDef Sarawak turut mendapat Naib Johan dalam Pertandingan Slogan sempena Hari Perkhidmatan Awam Peringkat Negeri Sarawak pada 6 Dis 2010.

4. LAWATAN DAN AKTIVITI SOSIAL

- 4.1 Lawatan rombongan Pejabat Setiausaha Persekutuan Sarawak ke Pejabat MinDef Sarawak pada 28 Januari 2010.
- 4.2 Perlawanan Bolasepak Persahabatan PPTD Sarawak dengan MinDef Sarawak di Kuching pada 29 Januari 2010.
- 4.3 Lawatan rombongan Pejabat Suruhanjaya Pilihanraya Sarawak ke Pejabat MinDef Sarawak pada 19 Mac 2010.
- 4.4 Mesyuarat Agung KESATRIA pada 19 Mei 2010.
- 4.5 Penganjuran Karnival KAKEP Sarawak di Taman Perumahan Awam MinDef pada 17-19 Dis 2010.
- 4.6 Lawatan Kerja YBhg. Ketua Setiausaha Kementerian Pertahanan di Kuching pada 16-17 Disember 2010.
- 4.7 Lawatan Kerja YB Timbalan Menteri Pertahanan di Kuching pada 31 Disember.

2.4 ADMINISTRATION

2.4.1 In conjunction with reformation under MinDef Transformation Plan, quality development and MinDef Sarawak innovation are generated through Work Innovation Group (KIK) and participation in state level as well as national level competitions.

3. RECOGNITION AND APPRECIATION

- 3.1 MinDef Sarawak received the MPC approval to renew 5S Certificate in 01 October 2010.
- 3.2 Commendation Certificate by Defence Administration Program Manager for attaining 100% bill payment in 7 days of second quarter for the year 2010.
- 3.3 Commendation Certificate by BADSA for getting 4 stars in Financial Management Auditing based on Accountability Index - AIMS for the year 2010.
- 3.4 MinDef Sarawak also got second place in Slogan Competition in conjunction with Sarawak Civil Servant Day on 6 December 2010.

4. VISITING AND SOCIAL ACTIVITIES

- 4.1 Federal of Sarawak Secretary Office delegation visited MinDef Sarawak Office on 28 January.
- 4.2 Football friendly match between PPTD Sarawak and MinDef Sarawak on 29 January 2010 in Kuching.
- 4.3 Delegation of Election Commission Sarawak visited MinDef Sarawak Office on 19 March 2010.
- 4.4 KESATRIA General Meeting on 19 May 2010.
- 4.5 KAKEP Sarawak Carnival held at MinDef Public Housing Area on 17-19 December 2010.
- 4.6 Working visit by Secretary General of Ministry of Defence to Kuching on 16-17 December 2010.
- 4.7 Working visit by Deputy Minister of Ministry of Defence to Kuching on 31 December 2010.

5. SUDUT GALERI

5. GALLERIES



MinDef Sarawak mendapat Naib Johan Sempena Pertandingan Slogan Sempena Hari Perkhidmatan Awam Peringkat Negeri Sarawak pada 6 Disember 2010
MinDef Sarawak got Runner-up in Slogan Competition in conjunction with Sarawak Civil Servant Day on 6 December 2010



Mesyuarat Agung KESATRIA bersama YB Datuk Abang Johari Tun Abang Hj Openg serta Presiden CEUPACS pada 19 Mei 2010
KESATRIA General Meeting with Y.B. Datuk Abang Johari Tun Abang Hj Openg and CEUPACS President on 19 May 2010



Lawatan Kerja YB Timbalan Menteri Pertahanan ke Kuching pada 31 Disember 2010
Working visit by Deputy Minister of Ministry of Defence to Kuching on 31 December 2010



Pertandingan Persahabatan MinDef Sarawak dengan Persatuan PTD Sarawak di Kuching pada 29 Januari 2010
Football friendly match between PPTD Sarawak and MinDef Sarawak on 29 January 2010 in Kuching



Karnival Sukan anjuran KAKEP Sarawak Bersama YBhg. Datuk KSU pada 17-19 Disember
2010 di Taman Perumahan Awam MinDef Kuching
*Sports Carnival organized by KAKEP Sarawak with The Honourable Datuk KSU, on
17-19 December, 2010 at MinDef Public Housing Area, Kuching*



Sesi Latihan dan Pembelajaran Bersama Staf Awam MinDef Sarawak di sekitar Kuching dan Miri Bagi Tahun 2010
Training and learning session with MinDef Sarawak's Civil Servants, around Kuching and Miri for 2010

SEKRETARIAT MAJLIS ANGKATAN TENTERA (SMAT)

MAJLIS ANGKATAN TENTERA

1. Majlis Angkatan Tentera (MAT) telah diwujudkan pada 26 Julai 1956 berikutan dengan perakuan Persidangan Perlembagaan (Constitutional Conference) di London pada Januari/Februari 1956. Peranan utama MAT ialah untuk mentadbirkan Angkatan Tentera Persekutuan Tanah Melayu yang sebelum tarikh itu telah ditadbirkan oleh Kerajaan British di Kuala Lumpur.
2. MAT ditubuhkan di bawah Perkara 137 (1) Perlembagaan Malaysia, menyatakan bahawa "Majlis adalah bertanggungjawab mengenai pemerintahan, tata tertib dan pentadbiran Angkatan Tentera serta semua perkara-perkara lain yang berkaitan dengan Angkatan Tentera kecuali perkara-perkara berkaitan dengan kegunaan operasi". MAT juga melaksanakan kuasa yang telah diperuntukkan di bawah Akta Angkatan Tentera, 1972.

KEAHLIAN MAJLIS ANGKATAN TENTERA

1. Ahli Tetap. Ahli-ahli Tetap MAT adalah seperti berikut:
 - a. Menteri Pertahanan (Pengerusi).
 - b. Ketua Setiausaha, Kementerian Pertahanan (Setiausaha).
 - c. Penyimpan Mohor Besar Raja-Raja Malaysia (Wakil Raja-Raja Malaysia).
 - d. Panglima Angkatan Tentera.
 - e. Panglima Tentera Darat.
 - f. Panglima Tentera Laut.
 - g. Panglima Tentera Udara.
 - h. Timbalan Ketua Pengarah Perkhidmatan Awam [Operasi], Jabatan Perkhidmatan Awam Malaysia.
 - i. Ketua Staf Markas Angkatan Tentera Malaysia.
 - j. Asisten Ketua Staf Perkhidmatan Anggota.
2. Ahli Turut Hadir. Di samping Ahli-ahli Tetap, Mesyuarat MAT juga turut dihadiri oleh pegawai-pegawai berikut sebagai Ahli Turut Hadir:
 - a. Timbalan Menteri Pertahanan.
 - b. Timbalan Ketua Setiausaha (Pembangunan).
 - c. Timbalan Ketua Setiausaha (Pengurusan).
 - d. Ketua Hakim Peguam.

SECRETARIAT OF ARMED FORCE COUNCIL

THE ARMED FORCES COUNCIL

1. *The Armed Forces Council (MAT) was set up on the 26th July 1956 following the declaration of the Constitutional Conference in London in January/February 1956. MAT's primary role is to administer the Tanah Melayu Federal Armed Forces which was previously administered by the British Government in Kuala Lumpur.*
2. *MAT was established under the Article 137 (1) Malaysian Constitution, which says, "The Council is responsible for the governance, discipline and administration of the Armed Forces and all other issues pertaining to the Armed Forces except operational issues". MAT also carries out its authority allocated under the Armed Forces Act, 1972.*

MEMBERSHIP OF THE ARMED FORCES COUNCIL

1. *Permanent Members. The MAT Permanent Members are as follows:*
 - a. *Minister of Defence (Chairperson).*
 - b. *Chief Secretary, Ministry of Defence (Secretary).*
 - c. *Keeper of The Public Seal of The Malaysian Royalty (Royal Representatives)*
 - d. *Commander of The Armed Forces.*
 - e. *Army Commander.*
 - f. *Navy Commander.*
 - g. *Air Force Commander.*
 - h. *Deputy Chief Secretary of Treasury [Operations], Ministry of Finance, Malaysia.*
 - i. *Chief of Staff of Malaysian Armed Forces Headquarters.*
 - j. *Assistant Chief of Staff of Member Service.*
2. *Members Present. Apart from the Permanent Members, the MAT was also attended by the following officers:*
 - a. *Deputy Minister of Defence*
 - b. *Deputy Secretary General (Development)*
 - c. *Deputy Secretary General (Management).*
 - d. *Chief Judge Advocate (Legal Advisor).*

4. Pertukaran Ahli. Pada Tahun 2010 terdapat beberapa pertukaran Ahli-Ahli Mesyuarat MAT seperti berikut:
- a. Ybhg. Datuk Dr. Hj. Ismail bin Hj Ahmad (Ketua Setiausaha, Kementerian Pertahanan) menggantikan Ybhg. Dato' Sri Abu Bakar bin Hj. Abdullah, 15 Julai 2010.
 - b. Jen. Dato' Sri Zulkifeli bin Mohd. Zin (Panglima Tentera Darat) menggantikan Jen. Tan Sri Muhammad Ismail bin Hj. Jamaluddin berkuat kuasa 21 Mei 2010.
 - c. Ybhg. Dato' Dr Ismail bin Alias (Timbalan Ketua Pengarah Perkhidmatan Awam (Operasi), Jabatan Perkhidmatan Awam Malaysia) menggantikan Ybhg. Datuk Zalekha bte Hassan berkuat kuasa 25 Okt. 2010.

4. *Change in Members. In the year 2010 there were several changes in the Council's membership as follows:*
- a. *The Honorable Datuk Dr. Hj. Ismail bin Hj. Ahmad (Secretary General, Ministry of Defence) replacing The Honorable Dato' Sri Abu Bakar bin Hj. Abdullah, 15 July 2010.*
 - b. *Gen. Dato' Sri Zulkifeli bin Mohd. Zin (Chief of Army General) replacing Gen. Tan Sri Muhammad Ismail bin Hj Jamaluddin effective 21 May 2010.*
 - c. *The Honorable Dato' Dr. Ismail bin Alias (Deputy Secretary General (Development), Public Services Department Malaysia) replacing The Honorable Datuk Zalekha bte Hassan effective 25 Oct. 2010.*

UNIT KOMUNIKASI KORPORAT

- 1. Mula diwujudkan dengan tidak rasmi sebagai Bahagian Perhubungan Raya pada tahun 1956.
- 2. Perkembangan perjawatan telah ditukar nama sebagai Cawangan Perhubungan Awam, Kementerian Pertahanan yang diketuai Pegawai Penerangan bertaraf S48 manakala Timbalan dari pegawai Tentera Darat berpangkat Lt Kol daripada Kor Perkhidmatan Am (Perhubungan Raya) mengikut Warren Perjawatan 181/93 bertarikh 6 Okt 1993.
- 3. Melalui Warren Perjawatan Bilangan K32 Tahun 2009 bertarikh 24 Mac 2009 dan K41 Tahun 2009 bertarikh 14 April 2009, perjawatan Unit Komunikasi Korporat di Kementerian Pertahanan diwujudkan bagi menggantikan perjawatan Cawangan Perhubungan Awam berkuatkuasa 16 Mac 2009. Unit Komunikasi Korporat (UKK) diletakkan terus di bawah Ketua Setiausaha Kementerian Pertahanan.

OBJEKTIF UNIT KOMUNIKASI KORPORAT

- 4. Membentuk imej positif Kementerian Pertahanan manakala visi adalah menjadi pusat komunikasi perhubungan awam yang dinamik serta misi Unit Komunikasi Korporat (UKK) adalah merancang dan melaksanakan strategi komunikasi yang efektif dan efisien.
- 5. Unit Komunikasi Korporat di Ketuai oleh Ketua Komunikasi Korporat dan terbahagi kepada 3 Seksyen iaitu:
 - a. Seksyen Pentadbiran Korporat.
 - b. Seksyen Hal Ehwal Korporat.
 - c. Seksyen Pengurusan Media.

PENCAPAIAN 2010

Kajian Kepuasan Pelanggan.

- 6. Tahun 2010 pihak kementerian telah mengadakan dua siri kajian dimana keputusan kajian diperolehi adalah seperti berikut:

CORPORATE COMMUNICATION UNIT (UKK)

- 1. *This unit was created informally and known as Public Relations Division in year 1956.*
- 2. *Personnel Development was converted its name as Public Relation Branch, Ministry of Defence which headed by Information Officer grade S48 while the deputy is from Army officer ranked Lt Col from Civil Servant Corps (Public Relations) according to Personnel Warrant 181 / 93 dated on 6 Oct 1993.*
- 3. *Through the K32 Personnel Warrant Year 2009 dated 24 Mac 2009 and K41 Year 2009 dated 14 April 2009 agreed to establish the Corporate Communication Unit in the Ministry of Defence to replace the Public Relations Branch effective 16 Mac 2009. Corporate Communications Unit (UKK) is directly assigned under Secretary General of Ministry of Defence*

CORPORATE COMMUNICATION UNIT OBJECTIVES

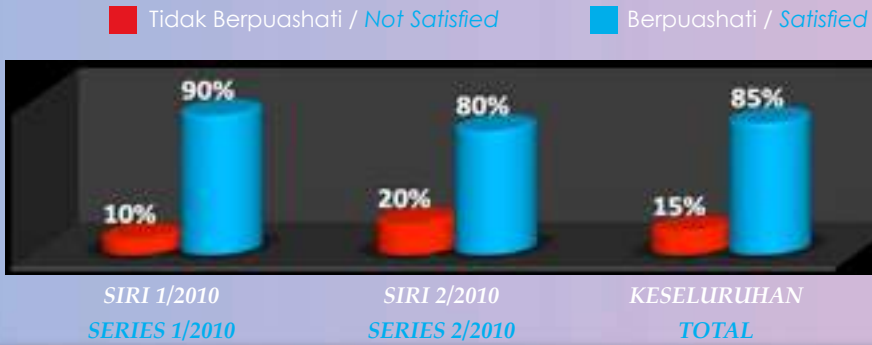
- 4. *To build a positive image of the Ministry of Defence whereas the vision is to become a dynamic public relation communication centre and the mission is to plan and implement communication strategy effectively and efficiently.*
- 5. *The Corporate Communication Unit is led by a Corporate Communication Head and is divided into three Sections namely:*
 - a. *Corporate Administration Section.*
 - b. *Corporate Affairs Section.*
 - c. *Media Management Section.*

2010 ACHIEVEMENT

Customer Satisfaction Survey

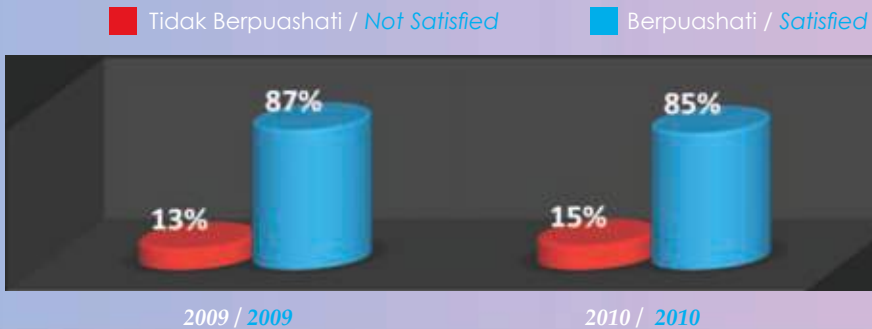
- 6. *In 2010, the ministry held two series of study and the result of the survey were as follow:*

KAJIAN KEPUASAN PELANGGAN MINDEF SIRI 1/2010 DAN SIRI 2/2010
MINDEF CUSTOMER SATISFACTION SURVEY 1/2010 AND 2/2010 SERIES



Semasa Kajian Siri 2/2010 dilaksanakan dua kemudahan utama iaitu Tempat Letak Kereta dan Kafeteria dalam proses baik pulih. Faktor ini telah menjejaskan penurunan peratus Berpuashati pelanggan MinDef.
During 2/2010 Series Survey, two main facilities which are parking and cafeteria were under construction. This factor has blighted customer satisfaction percentage.

PERBANDINGAN KAJIAN KEPUASAN PELANGGAN MINDEF 2009 DAN 2010
COMPARISON OF CUSTOMER SATISFACTION SURVEY



Keputusan kepuasan pelanggan 2010 menurun sedikit berbanding tahun 2009. Namun begitu ia masih melebihi sasaran 75% pelanggan berpuashati.
2010 customer satisfaction is slightly decreased compare to year 2009. However it still exceeds 75% customer target satisfaction.

Program Hari Bertemu Pelanggan

7. Hari Bertemu Pelanggan yang telah dirancang bagi tahun 2010 sebanyak 7 program. Program turun padang ini bertujuan untuk meningkatkan usaha berinteraksi secara terus kepada pelanggan-pelanggan MinDef. Program ini merangkumi perkara Khidmat Nasihat dan Aduan pelanggan. Selain itu MinDef dapat memberikan penjelasan lebih mendalam berkaitan perkhidmatan yang ditawarkan. Tujuh program seperti jadual dibawah.

'Meet the Customers Day' Programme

7. 'Meet the Customers Day Programme' was planned for 2010 as much as seven programs. This program aims to increase effort to interact directly to MinDef customer. This program offered service consultation and complaint report. Apart from that MinDef also gave explanation on related services that offered to their customer. The seven programs as shown in the Table.

8. Tarikh dan tempat Program Hari Bertemu Pelanggan bagi Tahun 2010 seperti berikut: 8. Date and venue for the 'Meet the Customers Day' Programme for 2010 is as follows:

Bil / No.	Tarikh / Date	Tempat / Venue
1.	23 Jan 2010	Taman Tasek Titiwangsa, Kuala Lumpur
2.	27 -28 Mac 2010	Port Dickson, N. Sembilan
3.	23-24 Apr 2010	City Plaza, Alor Setar, Kedah
4.	14-15 Mei 2010	Dewan Kg Melayu Majidi, Johor Bharu
5.	25 Jun 2010	Raub, Pahang
6.	6-8 Ogos 2010	Kota Belud, Sabah
7.	13-14 Nov 2010	Dataran Perbandaran Taiping, Perak

EKSPLO KERJAYA, PENDIDIKAN DAN INOVASI KEMENTERIAN PERTAHANAN
PADA 27 MAC DAN 28 MAC 2010

9. Ekspo Kerjaya, Pendidikan dan Inovasi Kementerian Pertahanan telah diadakan pada 27 Mac dan 28 Mac 2010 dari jam 9.00 pagi hingga jam 10.00 malam di Dataran Teluk Kemang, Port Dickson. Program dirasmikan oleh Y.B Dato' Seri Dr. Ahmad Zahid bin Hamidi, Menteri Pertahanan Malaysia.

MINISTRY OF DEFENCE 'CAREER, EDUCATION AND INNOVATION EXPO' ON MARCH 27-28, 2010

9. Ministry of Defence 'Career, Education and Innovation Expo' was held on March 27-28 from 9.00 a.m to 10.00 p.m at Teluk Kemang Square, Port Dickson. Program officiated by The Honourable Dato' Seri Dr. Ahmad Zahid bin Hamidi, Minister of Ministry of Defence.

10. Objektif ekspo diadakan adalah seperti berikut:

- Memberi pendedahan dan menarik minat orang ramai khususnya belia untuk menyertai perkhidmatan ATM atau merebut peluang pendidikan di institusi yang terletak di bawah Kementerian Pertahanan.
- Memberi pendedahan berkenaan peranan ATM dalam aspek sumbangan terhadap pertahanan dan keselamatan Negara.
- Memupuk dan menyemai semangat serta cintakan Negara dan kesedaran tentang tanggungjawab bersama mempertahankan Negara.
- Menyalurkan maklumat semasa kepada masyarakat terutamanya tentang fungsi dan peranan agensi-agensi yang terletak di bawah Kementerian Pertahanan.
- Menjadi medium untuk masyarakat menyalurkan cadangan dan aduan menerusi kaunter khidmat pelanggan.

10. Objectives of this expo are as follows:

- To provide exposure to the public specifically the youth and get them interested in joining the MAF service or seize the opportunities for education at institutions under the Ministry of Defence
- To provide exposure on the roles of MAF in terms of its contribution to the National defence and security.
- To nurture and instill the feeling of love for the country and awareness of the people on their responsibilities to defend the country.
- To channel current information to the community especially on the functions and roles of the agencies under the Ministry of Defence.
- To become the medium for the public to put forward their suggestions and complaints through the customer service counter.

11. Selain pameran statik dan kaunter khidmat pelanggan, program dilaksanakan bersama demonstrasi oleh ATM, pemeriksaan perubatan dan pergigian secara percuma. Turut dijemput adalah Lembaga Hasil Dalam Negeri (LHDN) dan Suruhanjaya Pilihanraya (SPR).

12. Sebanyak 50 khemah digunakan sebagai ruang pameran (booth) melibatkan ketiga-tiga perkhidmatan ATM dan agensi/ jabatan di bawah Kementerian Pertahanan iaitu Jabatan Hal Ehwal Veteran ATM (JHEV), Perbadanan Hal Ehwal Bekas Angkatan Tentera Malaysia (PERHEBAT), Jabatan Latihan Khidmat Negara (JLKN), Institut Penyelidikan Sains dan Teknologi Pertahanan (STRIDE), Universiti Pertahanan Nasional Malaysia (UPNM), Lembaga Hasil Dalam Negeri (LHDN), Suruhanjaya Pilihanraya (SPR) dan Kaunter Khidmat Pelanggan Unit Komunikasi Korporat (UKK).

13. Berdasarkan hasil maklumbalas daripada petugas ekspso, jumlah pengunjung ekspso yang diadakan selama dua hari ini dianggarkan seramai lebih 50,000 orang.

**EKSPLO KERJAYA, PENDIDIKAN DAN INOVASI
KEMENTERIAN PERTAHANAN DI PADANG BANDARAN,
KOTA BELUD, SABAH PADA 6 HINGGA 8 OGOS 2010**

14. Ekspo Kerjaya, Pendidikan dan Inovasi Kementerian Pertahanan telah diadakan pada 6 hingga 8 Okt 2010 dari jam 9.00 pagi hingga jam 5.00 petang di Padang Bandaran, Kota Belud, Sabah. Program ini diadakan bersempena Majlis Pelancaran Kompeni Askar Wataniah kawasan Parlimen Negeri Sabah yang telah dirasmikan oleh Y.B Dato' Seri Dr Ahmad Zahid bin Hamidi, Menteri Pertahanan Malaysia. Seramai dianggarkan lebih 8,000 pengunjung telah hadir .

15. Sebanyak 15 khemah digunakan sebagai ruang pameran (booth) melibatkan ketiga-tiga perkhidmatan ATM (termasuk Pasukan Simpanan) dan agensi/ jabatan di bawah Kementerian Pertahanan iaitu Jabatan Hal Ehwal Veteran ATM (JHEV), Perbadanan Hal Ehwal Bekas Angkatan Tentera Malaysia (PERHEBAT), Jabatan Latihan Khidmat Negara (JLKN), Institut Penyelidikan Sains dan Teknologi Pertahanan (STRIDE), dan Kaunter Khidmat Pelanggan, Unit Komunikasi Korporat (UKK)

11. Besides the static exhibition and the customer service counter, the program was implemented together with the demonstration by MAF, free medical and dental examination. Inland Revenue Board (LHDN) and Election Commission (SPR) were also invited to the programme.

12. A total of 50 tents were used as booths involving the three MAF services and agencies/departments under the Ministry of Defence which were the Veteran Affairs Department (JHEV), Ex-MAF Affairs Corporation (PERHEBAT), National Service Training Department (JLKN), Defence Science and Technology Research Institute (STRIDE), National Defence University of Malaysia (UPNM), Inland Revenue Board (LHDN), Election Commission (SPR), Customer Service Counter of Corporate Communication Unit (UKK).

13. Based on feedback from expo officials, total number of visitors during the two days was estimated to be more than 50,000 people.

**MINISTRY OF DEFENCE 'CAREER, EDUCATION AND
INNOVATION EXPO' AT PADANG BANDARAN,
KOTA BELUD, SABAH ON AUGUST 6-8, 2010**

14. The MINDEF 'Career, Education and Innovation Expo' was held on October 6-8, 2010 from 9.00 a.m. to 5.00 p.m. at Padang Bandaran, Kota Belud, Sabah. This program was organized in conjunction with the launching of Reserved Army Company for the Sabah Parliament districts which was officiated by The Honourable Dato' Seri Dr Ahmad Zahid bin Hamidi, Minister of Ministry of Defence. Total number of visitors in this expo was estimated to be more than 8,000 people.

15. A total of 15 tents were used as booths involving the three MAF services and agencies/departments under the Ministry of Defence which were the Veteran Affairs Department (JHEV), Ex-MAF Affairs Corporation (PERHEBAT), National Service Training Department (JLKN), Defence Science and Technology Research Institute (STRIDE), and Customer Service Counter of Corporate Communication Unit (UKK).

16. Selain pameran statik dan kaunter khidmat pelanggan, program dilaksanakan bersama pemeriksaan perubatan dan pergigian secara percuma serta permainan interaktif bersama para pengunjung.

**Ekspo Kerjaya, Pendidikan dan Inovasi Kementerian
Pertahanan di Perkarangan Stadium Perpaduan,
Petrajaya, Sarawak pada 1 hingga 3 Oktober 2010**

17. Ekspo Kerjaya, Pendidikan dan Inovasi Kementerian Pertahanan telah diadakan 1 hingga 3 Okt 2010 dari jam 9.00 pagi hingga jam 5.00 petang di Perkarangan Stadium Perpaduan, Petrajaya, Sarawak. Program ini diadakan bersempena Majlis Pelancaran Kompeni Askar Wataniah kawasan Parlimen Negeri Sarawak yang telah dirasmikan oleh Y.B Dato' Seri Dr Ahmad Zahid bin Hamidi, Menteri Pertahanan Malaysia. Seramai dianggarkan lebih 5,000 pengunjung telah hadir.

18. Sebanyak 20 khemah digunakan sebagai ruang pameran (booth) melibatkan ketiga-tiga perkhidmatan ATM (termasuk pasukan simpanan) dan agensi/ jabatan di bawah Kementerian Pertahanan iaitu Jabatan Hal Ehwal Veteran ATM (JHEV), Perbadanan Hal Ehwal Bekas Angkatan Tentera Malaysia (PERHEBAT), Jabatan Latihan Khidmat Negara (JLKN), Institut Penyelidikan Sains dan Teknologi Pertahanan (STRIDE), dan Kaunter Khidmat Pelanggan Unit Komunikasi Korporat (UKK).

Pengurusan Aduan MinDef

19. Aduan merupakan perkara yang amat diitikberatkan oleh pihak pengurusan MinDef dan ini sering diberi penekanan utama bagi memastikan perkhidmatan yang diberikan kepada pelanggan adalah yang terbaik. Setiap aduan diterima akan dibentangkan dalam Mesyuarat Pengurusan Aduan Mindef yang dipengerusikan Timbalan Ketua Setiausaha Pengurusan.

20. Untuk makluman, Mindef menerima aduan daripada beberapa saluran seperti berikut:

- Aduan Biro Pengaduan Awam (BPA)
- Aduan Akhbar / Sistem e-Akhbar
- Aduan Suruhanjaya Pencegahan Rasuah Malaysia (SPRM).

16. Besides the static exhibition and the customer service counter, the program was implemented together with free medical and dental examination and interactive games with customer.

**Ministry of Defence 'Career, Education and Innovation Expo'
at Stadium Perpaduan, Petrajaya, Sarawak on 1-3 October
2010**

17. The MINDEF Career, Education and Innovation Expo was held on Oct 1-3, 2010 from 9.00 a.m. to 5.00 p.m. at Stadium Perpaduan, Petrajaya, Sarawak. This program was organized in conjunction with the launching of Reserved Army Company for the Sarawak Parliament districts which was officiated by The Honourable Dato' Seri Dr Ahmad Zahid bin Hamidi, Minister of Ministry of Defence. Total number of visitors in this expo was estimated to be more than 5,000 people.

18. A total of 20 tents were used as booths involving the three MAF services and agencies/departments under the Ministry of Defence which were the Veteran Affairs Department (JHEV), Ex-MAF Affairs Corporation (PERHEBAT), National Service Training Department (JLKN), Defence Science and Technology Research Institute (STRIDE), and Customer Service Counter of Corporate Communication Unit (UKK).

MinDef Complaint Management

19. Complaint is greatly emphasized by the MinDef management and this issue is often given accentuation to ensure that the services rendered to the customers are the best. Every complaints received will be presented in the MinDef Complaint Management Meeting chaired by the Deputy Chief Secretary of Management.

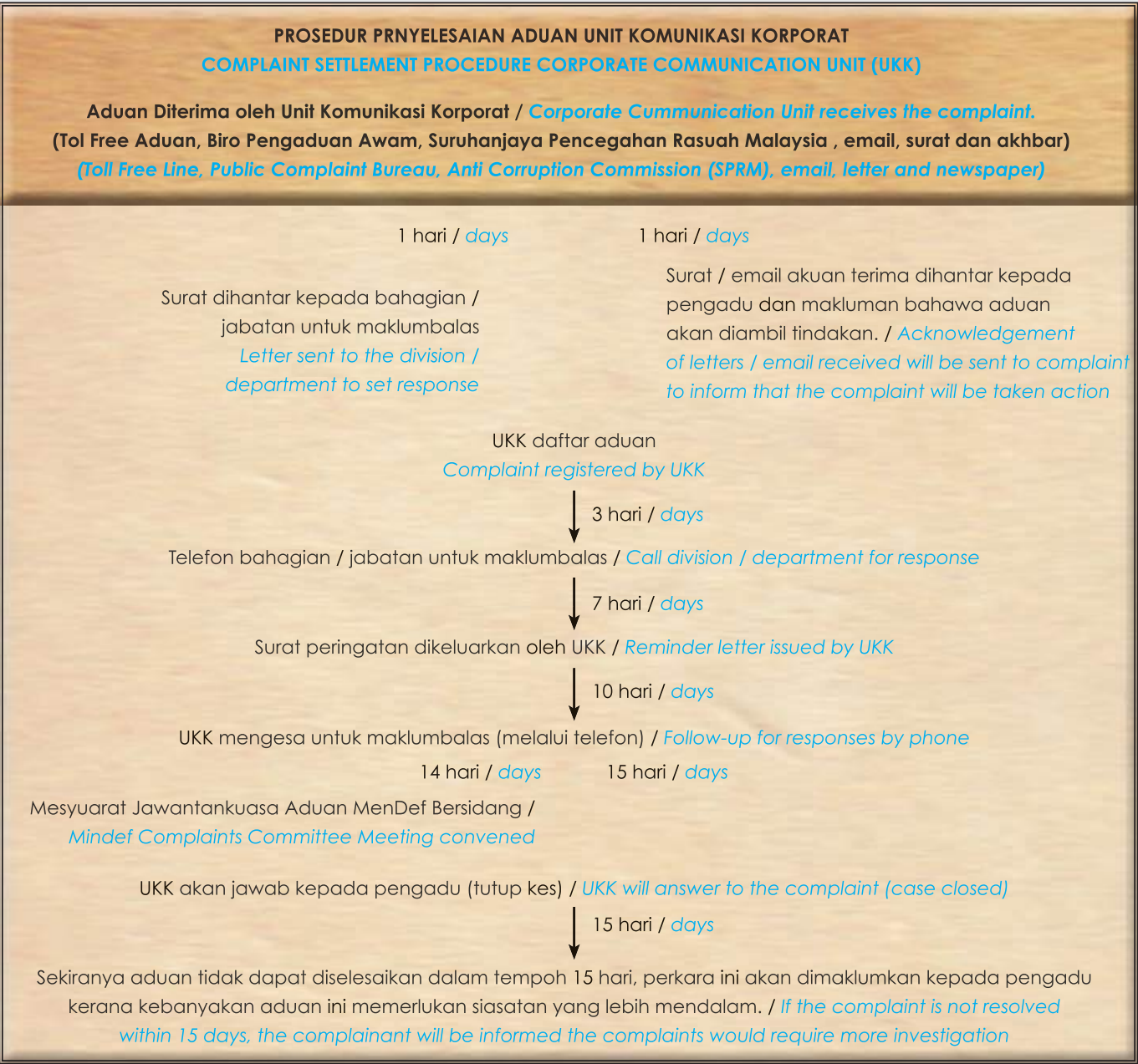
20. MinDef also receives complaints from various channels as follows:

- Complaints through Public Complaint Bureau
- Complaints through Newspaper/e-Akhbar System
- Complaints through Malaysian Anti Corruption Commission (SPRM)

21. Di samping itu, MinDef telah menyediakan beberapa platform penyaluran aduan kepada pelanggan MinDef sekiranya mempunyai sebarang permasalahan berkaitan perkhidmatan di MinDef. Antara saluran tersebut ialah:

- Aduan Surat
- Aduan emel (aduan@mod.gov.my)
- Talian Bebas Tol Aduan MinDef (1-800-222-700)

22. PROSEDUR PENYELESAIAN ADUAN UNIT KOMUNIKASI KORPORAT



21. Apart from that, MinDef has provided various platforms for the customers to channel their complaints if they have any problem related to services at MinDef. Among the channels are:

- Complaint Letter
- Complaint through Email (aduan@mod.gov.my)
- MinDef Complaint Toll Free Line (1-800-222-700)

22. COMPLAINT SETTLEMENT PROCEDURE BY CORPORATE COMMUNICATION UNIT (UKK)

23. Bagi tahun 2010, jumlah aduan yang diterima MinDef berjumlah 205 kes. Keterangan aduan mengikut bulan adalah seperti berikut:

23. For 2010, total complaints received by MinDef was 205 cases. Complaints by month were as follows:

Bulan <i>Month</i>	Jumlah aduan <i>Total complaints</i>	>15 HARI <i>>15 DAYS</i>	< 15 HARI <i>< 15 DAYS</i>	% yang selesai dalam 15 hari <i>Solved between 15 days (%)</i>
Jan	20	19	1	95
Feb	10	10	-	100
Mac	18	13	5	72.22
Apr	17	11	6	64.70
Mei	14	8	6	57.14
Jun	14	13	1	92.85
Jul	20	16	4	80
Ogs	9	9	-	100
Sept	14	13	1	92.85
Okt	12	12	-	100
Nov	33	31	2	93.93
Dis	24	20	4	83.33
Jumlah / <i>Total</i>	205	175	30	86.00

Tempoh Penyelesaian Aduan Kementerian Pertahanan Bagi Tahun 2010
Ministry of Defence Complaint Settlement Period, 2010

Tempoh <i>Duration</i>	Jumlah Selesai <i>Solved Complaints</i>	Jumlah Selesai (%) <i>Solved Complaints</i>
1 hari	55	26.82
2-5 hari	68	33.17
6-10 hari	38	18.53
11-15 hari	24	11.70
16-20 hari	7	3.41
21-30 hari	6	2.92
31-60 hari	4	1.95
>60 hari	3	1.46
Jumlah / <i>Total</i>	205	100

PERBADANAN HAL EHWAL BEKAS ANGKATAN TENTERA (PERHEBAT)

PERHEBAT telah ditubuhkan melalui Perintah Lembaga Tabung Angkatan Tentera 1994 berkuatkuasa mulai 30 Ogos1994. Fungsi PERHEBAT adalah seperti berikut:

- Menjalankan dan menguruskan apa-apa bentuk aktiviti yang berhubungan dengan program latihan bagi Personel Bersara dan Personel Akan Bersara; dan
- Mengadakan kemudahan latihan dan mengawal serta mengawasi pelaksanaan program latihan itu.

Peruntukan Kewangan

Operasi PERHEBAT dibiayai sepenuhnya melalui geran kerajaan. Peruntukan kewangan yang diterima oleh PERHEBAT bagi tahun 2010 adalah seperti berikut:

- Geran Tahunan: RM26 juta
- Projek "One Off" JP&P bagi pembangunan prasarana: RM 0.35 juta

Pencapaian Pelaksanaan Latihan

Pada tahun 2010, PERHEBAT telah mengurus seramai 8,980 orang Personel Akan Bersara dan Personel Bersara yang mengikuti latihan/kursus sama ada di Kompleks PERHEBAT atau di premis latihan luar yang merangkumi tiga (3) peringkat latihan iaitu PraLatihan Peralihan, Latihan Peralihan dan Pasca Latihan Peralihan. PERHEBAT seperti di tahun-tahun terdahulu dan juga pada tahun 2010 komited dan berjaya melaksanakan amanah yang telah dipertanggungjawabkan oleh kerajaan melalui fungsi utamanya iaitu Pengurusan Latihan Peralihan kepada Personel Akan Bersara dan Personel Bersara. Bagi mengukuhkan lagi usaha ini, PERHEBAT sentiasa mengkaji untuk menambahbaik kursus-kursus sedia ada mengikut keperluan pasaran kerja semasa.

Pengurusan Latihan Peralihan ATM

- Program PraLatihan Peralihan
Sepanjang tahun 2010, seramai 4,025 personel akan bersara iaitu 79.7% dari tempat yang ditawarkan telah hadir mengikuti program ini. Pelaksanaan Program PraLatihan Peralihan telah dilaksanakan di Kompleks PERHEBAT, Sabah dan Sarawak serta beberapa lokasi di negeri yang terpilih. Kursus Biro Tata Negara telah juga dilaksanakan di Wilayah Selatan yang telah dihadiri

EX-ARMED FORCES AFFAIRS CORPORATION

PERHEBAT was first established under the Malaysian Armed Forces Board Directive effective from 30th August 1994. Its functions are as follows:

- To carry out and manage all activities related to training programmes for Retired and Retiring Personnel; and*
- To provide training facilities, and to control and monitor the implementation of that training programme.*

Financial Allocation

PERHEBAT operations are fully financed through government grants. The financial allocation granted to PERHEBAT for the year 2010 were as follows:

- Annual Grant: RM26 million*
- One Off JP&P Project for infrastructure development: RM 0.35 million*

Training Implementation Progress

In the year 2010, PERHEBAT organized, managed and supervised a total of 8,980 Retiring Personnel and Retired Personnel who underwent training courses held either at the PERHEBAT Complex or at outside premises, covering three stages of training, being the Pre Transition Training, Transition Training and Post Transition Training. PERHEBAT, just as in the years before and also for the year 2010 remained committed and succeeded in carrying out the tasks entrusted to it by the government under its primary role to manage the Transition training of retired and retiring personnel. To further enhance this effort PERHEBAT is continually studying on how to improve on its existing courses to meet the current needs of the job market.

Managing the MAF Transition Training

- Pre-Transition Training Programme
During 2010, a total of 4,025 Retiring Personnel representing 79.7% of the available places, had attended this programme. The Pre-Transition Training programme was held at the PERHEBAT Complex, Sabah and Sarawak, as well as other selected locations throughout the country. The National Civic Bureau Course was also carried out in the Southern Region,*

oleh seramai 457 orang bakal pesara. Kursus ini dijalankan dengan kerjasama Jabatan Biro Tata Negara Negeri Johor dan Melaka dan dilaksanakan secara percuma. Satu Seminar Peluang Kerjaya telah dilaksanakan di Kuantan, Pahang dengan kehadiran seramai 58 personel akan bersara. Sementara itu, seramai 7 orang personel akan bersara telah menghadiri kursus pendek dalam bidang "installer lightweight block" yang telah dilaksanakan secara percuma dengan kerjasama Penyedia Latihan yang dilantik oleh CIDB.

Jumlah keseluruhan kehadiran bagi Program PraLatihan Peralihan adalah seramai 4,547 personel akan bersara dan personel bersara ATM. Program PraLatihan Peralihan yang dilaksanakan oleh PERHEBAT adalah merangkumi program PraLatihan Peralihan (Motivasi) dan pelbagai kursus PraLatihan Peralihan melalui siri kursus berikut:

- Program Pra LP (Motivasi) telah dihadiri oleh 4,025 personel akan bersara melalui siri kursus seperti berikut:

Bil No.	Tempat Kursus Courses Venue	Siri Series	Jumlah Tempat Total Place	Hadir Attend	Peratus Kehadiran Attendance Percentage
1	Kompleks PERHEBAT / <i>PERHEBAT Complex</i>	19	3,850	3,161	82%
2	Sabah	2	300	225	75%
3	Sarawak	2	300	206	69%
4	Kelantan	2	300	277	92%
5	Kedah	1	150	92	61%
6	Pahang	1	150	64	43%
Jumlah / <i>Total</i>		27	5,050	4,025	79.7%

- Pelbagai Kursus Pra LP telah dihadiri oleh 522 orang:

Bil No.	Kursus Courses	Peserta Participant
1	Kursus Motivasi dan Asas Kenegaraan (BTN) di PD, N. Sembilan <i>Motivational Course and Basic Nationalism (BTN) in PD, N. Sembilan</i>	102
2	Seminar Peluang Kerjaya, Wisma Pahlawan, Kuantan <i>Seminar on Career Opportunities, Wisma Pahlawan, Kuantan</i>	58
3	Kursus Motivasi dan Asas Kenegaraan (Biro Tata Negara) / <i>Motivational Course and Basic Nationalism (Biro Tata Negara)</i>	355
4	Light Weight Block Wall Installer (CIDB) / <i>Light Weight Block Wall Installer (CIDB)</i>	7
Jumlah / <i>Total</i>		522

attended by 457 Retiring Personnel. This course was organized with the cooperation of the Johor and Malacca Departments of the National Civic Bureau and was offered free of charge. A Career Opportunity Seminar was held in Kuantan, Pahang with the attendance of 58 Retiring Personnel while as many as 7 Retiring Personnel attended a short course in the field of "installer light weight block" held free with the cooperation of the CIDB Nominated training provider.

The grand total attendances for the Pre-Transition Training Programme were 4,547 people comprising of MAF Retired and Retiring Personnel. The Pre-Transition Training held by PERHEBAT covered the Pre-Transition Training (Motivational) and other various pre-Transition training courses through the series of courses as follows:

- The Pre-Transitional Training Programme (Motivational) was attended by as many 4,025 Retiring Personnel through the following series of courses:*

- Various Pre LP Courses were attended by 522 people:*

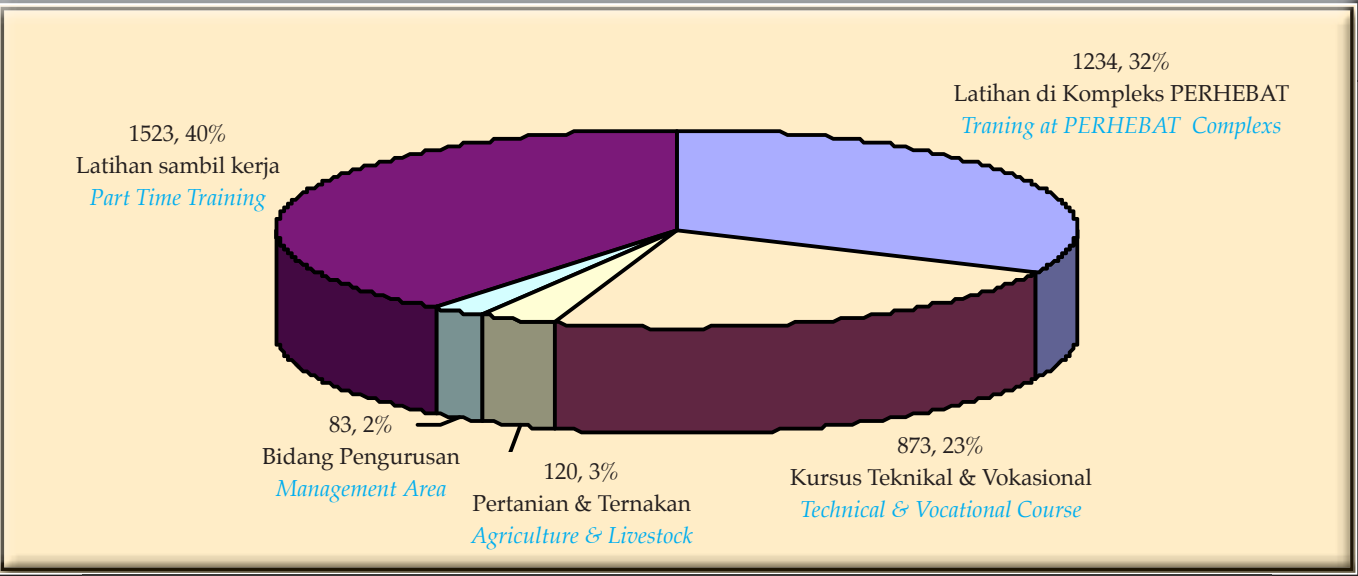
b. Program Latihan Peralihan

Latihan Peralihan adalah wajib bagi semua anggota ATM yang layak mengikut syarat-syarat yang telah ditetapkan. Pelaksanaan dan pengurusan Latihan Peralihan meliputi enam (6) kategori seperti yang termaktub dalam Perintah Majlis Angkatan Tentera Bil 5 Tahun 2005 (PMAT5/2005). PERHEBAT sebagai agensi pengendali latihan bertanggungjawab sepenuhnya untuk merancang, mengurus, melaksana dan mengawal selia Latihan Perihan. Sepanjang Tahun 2010, PERHEBAT telah mengurus seramai 3,833 orang personel akan bersara yang mengikuti Latihan Peralihan yang meliputi enam (6) kategori seperti berikut:

Bil No.	Kategori Category	Jumlah Kehadiran Total Attendance	Peratus % Percentage %
1	Latihan di Kompleks PERHEBAT / <i>Traning at PERHEBAT Complexs</i>	1,234	32.2
2	Latihan/Kursus Teknikal dan Vokasional / <i>Technical and Vocational Course/Traning</i>	873	22.8
3	Latihan/Kursus Pertanian dan Ternakan / <i>Agriculture and Livestock Course/Traning</i>	120	3.1
4	Latihan Bidang Pengurusan / <i>Management Area Training</i>	83	2.2
5	Latihan Sambil Kerja / <i>Part Time Training</i>	1,523	39.7
6	Latihan Secara Persendirian / <i>Private Training</i>	0	0
JUMLAH / <i>Total</i>		3,833	100

KEHADIRAN PROGRAM LATIHAN PERALIHAN

ATTENDANCE OF TRANSITIONAL TRAINING PROGRAM



i. Latihan di Kompleks PERHEBAT

Latihan di Kompleks PERHEBAT adalah menjurus kepada latihan dalam bidang kemahiran asas bagi tempoh 6 hingga 18 bulan dengan penekanan kepada unsur tambah nilai dan penempatan Latihan Industri. Sepanjang tahun 2010, seramai 1,234 orang personel akan bersara telah mengikuti Latihan Peralihan di Kompleks PERHEBAT. Jumlah ini merupakan pengisian 91.2% daripada keseluruhan jumlah tempat yang ditawarkan iaitu 1,353 tempat.

Pada tahun 2010, PERHEBAT telah melaksanakan sebanyak 37 jenis kursus melalui 8 Pusat Latihan iaitu Pusat Kejuruteraan Automotif, Pusat Binaan & Kejuruteraan, Pusat Kejuruteraan Elektrik & Elektronik, Pusat Media & ICT, Pusat Pembangunan Usahawan, Pusat Pelancongan & Perhotelan, Pusat Pengurusan Perkhidmatan Makanan & Sajian dan Pusat Keselamatan dan Kesihatan Pekerjaan. Keberkesanan dari segi produktiviti pelatih keluaran PERHEBAT bagi tahun 2010 adalah seperti berikut:

Bil No.	Bidang dan Kursus Fields and Courses	Peruntukan Tempat Place Allocation	Jumlah Kehadiran Total Attendance	Peratus Penyertaan Participation Percentage
1	BPTV			
	Pusat Automotif / <i>Automotive Center</i>	200	205	102.5%
	Pusat Elektrik dan Elektronik <i>Electrical and Electronics Center</i>	164	174	106.1%
	Pusat Binaan dan Kejuruteraan <i>Construction and Engineering Center</i>	209	203	97.1%
2	BPSP			
	Pelancongan/Perhotelan / <i>Tourism/Hospitality Center</i>	200	175	87.5%
	PPMSajian / <i>PPMDining</i>	216	222	103%
	SHO	50	47	94%
3	BPP			
	Pusat Pembangunan Usahawan / <i>Entrepreneur Development Center</i>	140	84	60%
	Pegawai Latihan Vokasional <i>Vocational Training Officer</i>	20	-	0%
Jumlah / <i>Total</i>		1,353	1,234	91.2%

i. Training at PERHEBAT Complex

The trainings at the PERHEBAT Complex lean more towards training in basic competencies for a period of 6 to 18 months emphasizing on the added value and placement of Industrial training. During the year 2010, as many as 1,234 Retiring Personnel underwent the Transition Training at the PERHEBAT Complex. This amount represents the filling of 91.2% of the total places offered, which were 1,353 places.

In 2010, PERHEBAT held 37 types of courses through 8 Training Centres, the Automotive Engineering Centre, the Construction and Engineering Centre, the Electrical and Electronic Engineering Centre, the Media and ICT Centre, the Entrepreneurial Development Centre, the Tourism and Hotel Centre, the Food Service and Presentation Management Centre, and the Work/Occupational Health and Safety Centre. The effectiveness of PERHEBAT graduate trainees in terms of productivity for the year 2010 are as follows:

Diantara Kursus-Kursus Yang Diadakan di PERHEBAT adalah seperti berikut : *Among the Conducted Courses at PERHEBAT are as follows:*



Kursus Mekanik Motorsikal
Motorcycle Mechanics Course



Kursus Mekanik Kenderaan Motor
Motor Vehicle Mechanics Course



Kursus Jurubina Bangunan
Building Architects Course



Kursus Perapian & Pengalasan Kenderaan
Vehicles Fix up and Covering Course



Kursus Penyedia Roti
Bakery Course



Kursus Jurubina Bangunan Berasaskan Kayu
Wood-based Building Architect Course



Kursus Jahitan Pakaian
Tailoring Course



Kursus Penyembur Cat Automotif
Automotive Paint Sprayer Course

ii. **Latihan Teknikal dan Vokasional di Institut Latihan Luar**

Mulai pengambilan Julai 2010, tajaan untuk permohonan menjalani Latihan Peralihan di luar premis PERHEBAT banyak tertumpu kepada tawaran di Institusi-institusi Latihan Awam seperti Pusat Giat MARA, Institut Latihan Perindustrian, Institut Kemahiran MARA dan Kolej Komuniti. Tindakan ini terpaksa diambil ekoran peruntukan kewangan yang terhad di samping untuk merebut peluang latihan di Institusi-institusi Awam yang disediakan pada kos yang rendah berbanding Penyedia Latihan Swasta. Namun, masih terdapat beberapa permohonan tajaan yang diluluskan secara terpilih di beberapa Penyedia Latihan Swasta khusus untuk bidang tertentu seperti Kursus Sijil Pegawai Keselamatan dan Kesihatan, Keselamatan Gas dan beberapa kursus yang dianjurkan bersama di Kampus Wilayah Sarawak. Bagi tahun 2010, seramai 873 personel bakal pesara telah mengikuti latihan di Institusi Luar dalam bidang Teknikal dan Vokasional.

ii. **Technical and Vocational Training at External Training Institutes**

From the July 2010 Intake, sponsorship for applications to undergo Transition Training externally, were more focused on training which are offered at Public Training Institutes such as MARA Activity Centre (Pusat Giat Mara), Industrial Training Institutes, MARA Skills Training Institutes and Community Colleges. This was because of limited financial allocation and also to grab the training opportunities offered at public institutions at a lower cost compared to that offered by private training centres. However there are still some applications for sponsorship approved on a selected basis at several Private Training Providers especially for certain fields such as the Gas safety Courses, Health and Safety Officer Certification Courses and other courses jointly organized at the Sarawak Regional Campus. For 2010, as many as 873 Retiring Personnel participated in trainings held at external institutes in the technical and vocational fields.

Bil No.	Institut Latihan Awam / Swasta <i>Private/Public Training Institute</i>	Peserta <i>Participant</i>
1	Pusat Giat MARA / <i>Giat MARA Center</i>	472
2	ILP	76
3	IKM	4
4	Kolej Komuniti / <i>Community College</i>	136
5	Jahitan (Bak's Creation, Ins. Kemahiran Koleksi Nikmat, DWI Karisma) <i>Tailoring (Bak's Creation, Ins. Kemahiran Koleksi Nikmat, DWI Karisma)</i>	25
6	Kontraktor Gas – AMOSH / <i>Gas Contractor - AMOSH</i>	10
7	Pegawai Keselamatan dan Kesihatan – CONSIST / <i>Health and Safety Officer - CONSIST</i>	44
8	Pusat Latihan Dandan Rambut & Kecantikan – Aimi Management Trading <i>Hairdressing and Beauty Training Center - Aimi Management Trading</i>	3
9	Pusat Latihan ATPL / <i>ATPL Training Center</i>	3
10	Pusat Pembangunan Industri Kedah / <i>Kedah Industry Development Center</i>	1
11	STCW 1	
12	Juruelektrik - Pusat Latihan Nik Yahya / <i>Electricians - Pusat Latihan Nik Yahya</i>	15
13	Kampus Wilayah Sarawak /Sabah: Seni Kulinari - Kolej SATT / <i>Sarawak/Sabah Regional Campus: Culinary Art - Kolej SATT</i>	1
	Perladangan - Harina / <i>Plantation - Harina</i>	4
	Juruteknik Elektrik , Amalan Perladangan , Pembuat Pakaian Wanita – PPKS <i>Electrical Technician, Farming Practices, Women's Clothing Manufacturer - PPKS</i>	14
	Pegawai Keselamatan dan Kesihatan – NIOSH / <i>Health and Safety Officer - NIOSH</i>	13
14	Kampus Wilayah Selatan: Pegawai Keselamatan dan Kesihatan – MIFFA <i>South Regional Campus: Health and Safety Officer - MIFFA</i>	51
Jumlah / <i>Total</i>		873

iii. **Latihan Pertanian dan Ternakan**

Latihan dalam kategori ini dilaksanakan di luar Kompleks PERHEBAT sama ada di Institusi/Jabatan Awam secara percuma dan Penyedia Latihan Swasta dengan tajaan PERHEBAT. Latihan turut juga dilaksanakan di Kampus Wilayah Sarawak. Seramai 120 orang personel akan bersara elah mengikuti latihan sepanjang tahun 2010.

Bil No.	Latihan di agensi kerajaan /swasta <i>Training at the Private/Government Agencies</i>	Jumlah peserta <i>Total Participants</i>
1	Ternakan – Aza Farm (6 bulan) / <i>Livestock – Aza Farm (6 months)</i>	1
2	Penternakan Ruminan – Sg.Buloh Farm/ JW Livestock Sdn Bhd <i>Ruminant Livestock – Sg.Buloh Farm/ JW Livestock Sdn Bhd</i>	1
3	Pertanian & Penternakan (6 bulan) / <i>Agriculture & Livestock (6 months)</i>	111
4	Jabatan Pertanian & Verterinar (18 bulan) / <i>Department of Agriculture & Veterinary (18 months)</i>	7
Jumlah / <i>Total</i>		120

iv. **Latihan Sambil Kerja (LSK)**

Latihan dalam kategori ini dilaksanakan dengan menempatkan personel akan bersara di agensi Kerajaan dan Swasta yang dipilih sendiri oleh personel akan bersara. Ia dilaksanakan bagi tempoh 3 bulan untuk pegawai berpangkat Mejar ke atas dan 6 bulan untuk Kapten serta Lain-Lain Pangkat. Sepanjang tahun 2010, PERHEBAT telah menguruskan seramai 1,523 orang personel akan bersara mengikuti latihan dalam kategori ini.

v. **Latihan Dalam Bidang Pengurusan**

Tujuan kursus dalam bidang ini adalah untuk memberi pendedahan dan peningkatan kemahiran kepada personel akan bersara yang berhasrat menceburi bidang pengurusan di agensi awam atau swasta selepas menamatkan perkhidmatan.

Sepanjang tahun 2010, seramai 83 orang personel akan bersara telah mengikuti latihan dalam kategori ini di jabatan kerajaan dan swasta.

vi. **Latihan Secara Persendirian**

Latihan dalam kategori ini diberikan kepada mana-mana personel akan bersara yang tidak mahu terikat

iii. **Agricultural and Animal Husbandry Training**

Training in this category were held outside of the PERHEBAT Complex either for free at Public Departments or Institutions or sponsored by PERHEBAT at the private training provider's premises. Training is also given at the Sarawak Regional Campus. As many as 120 Retiring Personnel attended this training programme during the year 2010.

iv. **On the Job Training**

Training in this category was held by placing Retiring personnel at governmental and public agencies which were personally selected by those personnel. It was carried out over a period of three months for officers with the rank of Major and above and six months for Captain and other ranks. During the year 2010, PERHEBAT has managed a total of 1,523 Retiring Personnel to undergo training in this category.

v. **Training in the Field of Management**

The purpose of this course is to provide exposure and skills enhancement to Retiring Personnel who wish to take on management positions in public and private agencies after terminating their service. During the year 2010, a total of 83 Retiring Personnel took part in training under this category at both private and governmental department.

vi. **Personal Training**

Training in this category is given to any Retiring Personnel who do not intend to be an employee

dengan sebarang majikan dan ingin menghadapi masa depan setelah tamat perkhidmatan mengikut minat sendiri. Permohonan untuk kategori ini hanya diluluskan secara terpilih oleh Ketua Perkhidmatan ATM. Sepanjang tahun 2010, tidak ada permohonan yang diterima bagi kategori ini.

c. **Program Pasca Latihan Peralihan**

Program Pasca Latihan Peralihan dikhususkan kepada personel bersara ATM bertujuan untuk peningkatan atau tambah nilai atau kepelbagaian kemahiran/ pengetahuan yang sedia dimiliki oleh mereka. Pelaksanaan program ini dibuat melalui pendekatan seperti berikut:

- Secara modular melalui kursus-kursus yang sedia dijalankan di PERHEBAT.
- Di Institusi-institusi Latihan Awam dan Swasta secara tajaan.
- Program Pembangunan Usahawan Veteran (sebelum ini dikenali sebagai Program Usahawan Gerak Wira).

Kaedah mengurus permohonan untuk Program Pasca Latihan Peralihan dibuat melalui saluran Jabatan Hal Ehwal Veteran ATM, Persatuan Bekas Tentera Malaysia, Pejabat Cawangan serta Kampus Wilayah dan secara individu. Sepanjang tahun 2010, seramai 173 orang personel bersara telah diluluskan tajaan bagi mengikuti kursus-kursus yang dimohon dan seramai 401 orang personel bersara telah mengikuti lima (5) siri Program Pembangunan Usahawan Veteran yang diadakan di beberapa negeri. Di samping itu, bagi tahun 2010, satu siri Kursus Pengarah-pengarah Syarikat telah dilaksanakan dengan kerjasama Suruhanjaya Syarikat Malaysia dan telah dihadiri oleh seramai 26 orang bekas/bakal pesara dari kalangan pegawai kanan ATM. Pengurusan peserta kursus Pasca Latihan Peralihan dalam pelbagai bidang di premis latihan luar sepanjang tahun 2010 adalah seramai 600 orang. Maklumat kehadiran adalah seperti berikut:

but rather to follow their own interest after retiring. Applications for training under this category will only be approved on a selected basis by the MAF Head of Service. During the year 2010, there were no applications received for this category.

c. **Post Transition Training Programme**

The Post Transition Training Programme is aimed to Retired Personnel of MAF who desire to enhance or add value or variety to their existing skills or knowledge. The programmes are carried out through the following approaches:

- By modular through existing courses conducted at PERHEBAT.*
- Sponsored courses at private and public training institutions.*
- The Veteran Entrepreneur Development Programme (formerly known as the Gerak Wira Entrepreneurial Programme)*

Applications for the post transition trainings can be made through the MAF Veteran Affairs Department, Ex-Armed Forces Association, Branch Offices and Regional Campus and also individually. During 2010, a total of 173 retired personnel were approved for sponsorship of their applied courses and a total of 401 retired personnel have attended the series of five (5) Veteran Entrepreneurial Development Programme held in various states. In addition, in 2010 a series of Company Directors Course was carried out in collaboration with the Companies Commission of Malaysia and was attended by 26 former or future retirees amongst senior officials of the Armed Forces. There were 600 people who participated in the Post Transition Training programmes for various courses which were held at external training premises during the year 2010. Attendance data are as follows:

Bil No.	Kursus Courses	Peserta Participants
1	Program Corporate Directors Training Program (CDTP) / <i>Corporate Directors Training Program (CDTP)</i>	26
2	Program Pembangunan Usahawan Veteran (PPUV) di Kelantan dan Sarawak / <i>Veteran Entrepreneur Development Program (PPUV) in Kelantan and Sarawak</i>	401
3	Pegawai Keselamatan & Kesihatan Pekerjaan / <i>Safety & Health Occupation Officer</i>	10
4	Chargeman / <i>Chargeman</i>	1
5	Pemprosesan Hasilan Soya (Susu, Taufufah & Taufu) / <i>Processing of Soy Products (Milk, Taufufah & Beancurd)</i>	1
6	Safe Handling of Forklift Truck Competency Program / <i>Safe Handling of Forklift Truck Competency Program</i>	1
7	Peperiksaan Pegawai Keselamatan & Kesihatan / <i>Safety & Health Officer Examination</i>	1
8	Penjaga Jentera Elektrik (A4) / <i>Chargeman (A4)</i>	1
9	Lesen PSV / <i>PSV Licence</i>	3
10	General Operation Certificate / <i>General Operation Certificate</i>	1
11	Standard Of Training Certificate and Watchkeeping / <i>Standard Of Training Certificate and Watchkeeping</i>	1
12	Membuat kek dan kueh / <i>Cakes & Biscuits Makers</i>	2
13	Teknologi Pembuat Kabinet Dapur / <i>Kitchen Cabinet Manufacturing Technology</i>	1
14	Landskap & Padang Permainan / <i>Landscape & Playground</i>	20
15	Authorised Ent & standby Per for confined Space / <i>Authorised Ent & standby Per for confined Space</i>	1
16	Master Domestik / <i>Master Domestic</i>	1
17	Pendawaian Elektrik / <i>Electrical Wiring</i>	1
18	Pendawaian Elektrik satu fasa (PW2) / <i>Single-phase Electrical Wiring (PW2)</i>	1
19	Chemical Health Risk Assessor (CHRA) / <i>Chemical Health Risk Assessor (CHRA)</i>	1
20	Master Chief Mate On Ship 3000Gt / <i>Master Chief Mate On Ship 3000Gt</i>	1
21	Kursus Perniagaan Anjuran CIDB Negeri Kedah / <i>Business Courses Organized by CIDB Kedah State</i>	27
22	Pembuat sos dan pencecah / <i>Sauce and Dressing Makers</i>	25
23	Pembuatan roti dan pastry / <i>Baking and Pastry</i>	25
24	Kursus pembuatan kek dan biskut / <i>Cake and Biscuits Making Courses</i>	25
25	Master & Chief Mate On Ship of 3000 GT (DMNC) / <i>Master & Chief Mate On Ship of 3000 GT (DMNC)</i>	1
26	Kursus Ternakan Kambing kerjasama Pejabat Verterinar Kedah / <i>Goat Breeding Course in Cooperation with Kedah Veterinar Office</i>	21
Jumlah / Total		600

d. Kawal Selia Latihan Peralihan

Aktiviti Kawal Selia Latihan Peralihan adalah merupakan tugas PERHEBAT seperti yang digariskan di dalam Perintah Majlis Angkatan Tentera Bil 5 Tahun 2005. Ianya bertujuan untuk memastikan pelaksanaan Latihan Peralihan mencapai objektif sebagai persediaan personel akan bersara menceburi kerjaya kedua setelah bersara/

d. Monitoring of Transition Training

PERHEBAT is responsible to monitor the Transition Training Supervisory Activities as outlined in the Armed Forces Council Directive No 5 Year 2005. This is aimed to ensure that the Transition Training activities achieved its objectives such as to prepare the retiring personnel for his second career after retirement or ending his

menamatkan perkhidmatan. Bagi pelaksanaan aktiviti kawal selia, tumpuan adalah kepada personel akan bersara yang menjalani Latihan Peralihan dalam kategori Latihan Sambil Kerja dan bagi pelatih-pelatih yang menjalani Latihan Industri. Pelaksanaan aktiviti kawal selia dilaksanakan oleh semua Pejabat PERHEBAT Cawangan Negeri/Kampus Wilayah serta Bahagian Akademik. Bagi tahun 2010, seramai 2,421 orang personel akan bersara/pelatih telah dikawal selia.

service. For supervisory activities the focus is on retiring personnel who have undergone Transition Training in the on the job training category and for trainees undergoing Industrial Training. The supervisory activities are carried out at the PERHEBAT Office of the State Branch/Regional Campus as well as the Academic Division. In 2010, as many as 2,421 personnel who were retiring were supervised.

PERISTIWA PENTING PERHEBAT SEPANJANG TAHUN 2010 2010 PERHEBAT HIGHLIGHTS EVENT



11 Februari 2010
Majlis Pelancaran Hari Ulang Tahun PERHEBAT Yang Ke-40 dirasmikan oleh Timbalan Menteri Pertahanan di Dewan PERHEBAT /
The launch of 40th PERHEBAT Anniversary officiated by the Minister of Defence at the PERHEBAT Hall



5 Mac 2010
Majlis Menandatangani MoU di antara PERHEBAT dengan City & Guilds dan Training Welding Institute (TWI) disaksikan oleh Timbalan Menteri Pertahanan di London /
MOU signing ceremony between PERHEBAT and the City & Guilds and Training Welding Institute witnessed by the Deputy Minister of Defence in London



11-14 April 2010
Kumpulan Askar Wataniah PERHEBAT semasa Demonstrasi Inokulasi Tembak di Pusat Latihan Tentera Darat /
PERHEBAT Territorial (Reserve) Army during the Shooting Inoculation Demonstration at the Army Training Centre



3 Jun 2010

Ketua Pengarah PERHEBAT menerima Sijil KIK PERHEBAT daripada Menteri Pertahanan semasa Pelancaran Hari Transformasi MinDef di Auditorium MinDef /
The PERHEBAT Director General received PERHEBAT KIK Certification from the Minister of Defence during the launch of Mindef Transformation Day at Mindef Auditorium



21 Jun 2010

Majlis Penyampaian Sijil PERHEBAT Siri 1/2010 telah disempurnakan oleh Menteri Pertahanan di Dewan PERHEBAT /
The PERHEBAT Certificate Conferment ceremony Series 1/2010 was launched by the Minister of Defence at the PERHEBAT Hall



20 Julai 2010

Majlis perjumpaan pelatih PERHEBAT bersama Timbalan Menteri Pertahanan di Dewan PERHEBAT /
Meet the PERHEBAT trainer's session with the Deputy Minister of Defence at the PERHEBAT Hall



23 Ogos 2010

Majlis Menandatangani MoA di antara PERHEBAT dan JPK yang mengiktiraf PERHEBAT sebagai Agensi Berpusat Pentauliahan untuk ATM telah diadakan di Bilik Teratai, Mindef disaksikan oleh Menteri Pertahanan dan Menteri Sumber Manusia /
MOA Signing Ceremony between PERHEBAT and JPK acknowledging PERHEBAT as the Central Agent for Certification for the MAF was carried out at the Teratai Room, Mindef, witnessed by the Minister of Defence and the Minister of Human Resources



23 Sept 2010

Majlis Menandatangani MoA di antara PERHEBAT dan Metro Driving Academy yang dilantik sebagai Penyedia Latihan diadakan di Metro Academy, Puchong /
The MOA signing ceremony between PERHEBAT and Metro Driving Academy which had been appointed as the training provider was held at the Metro Academy, Puchong



5 Oktober 2010

Bengkel Percambahan Minda Bersama Panel Badan Penasihat PERHEBAT diadakan di Hotel Equatorial, Bangi /
Brainstorming Workshop with the PERHEBAT Panel of Advisors was held at the Equatorial Hotel, Bangi



2 November 2010

Majlis Menandatangani MoA di antara PERHEBAT dan Kumpulan Pendidikan Yayasan Pelajaran Johor diadakan /
The MOA signing ceremony was held between PERHEBAT and the Johor Education Foundation Group at the Persada Johor International Convention Centre, Johor Bharu



21-25 Mei 2010

Encik Mohd Norhelmi bin Mohd Nasir, Pengajar Kejuruteraan Automotif PERHEBAT yang telah mewakili Malaysia bagi Pertandingan MySkills-ASEAN 2010 dan telah memenangi Pingat Emas dalam bidang Automobile Technology di CIAST Selangor /
Mr. Mohd Norhelmi bin Mohd Nasir, PERHEBAT's Automotive Engineering Instructor, had represented Malaysia in the MySkills-ASEAN 2010 Competition and won the Gold Medal in the field of Automobile Technology at CIAST Selangor



11-15 Oktober 2010

Pengajar-pengajar PERHEBAT terlibat sebagai Hakim dalam Pertandingan Kemahiran Malaysia ke-19 anjuran bersama Kementerian Kerja Raya Malaysia dan CIDB di Akademi Binaan Malaysia Kuala Lumpur /
PERHEBAT instructors were involved as judges in the 19th Malaysian Skills Competition jointly organized by the Works Ministry Malaysia and CIDB at the Construction Academy Malaysia Kuala Lumpur

PRESTASI ANGKATAN TENTERA MALAYSIA

MAKLUMAT KORPORAT

VISI

Menjadi Angkatan Tentera Yang Kredibel.

MISI

Melindungi Kedaulatan, Integriti dan Kepentingan Negara.

MATLAMAT UMUM ATM

- ☞ Keupayaan Angkatan.
- ☞ Kecemerlangan Operasi.
- ☞ Perhubungan dan Penglibatan Strategik.

PERANAN DAN TANGGUNGJAWAB

- ☞ Peranan utama ATM ialah untuk mempertahankan kedaulatan, keutuhan wilayah dan kepentingan negara daripada ancaman luar. Peranan keduanya pula ialah untuk membantu pihak berkuasa awam di dalam memulih dan memelihara ketenteraman awam, penguatkuasaan undang-undang maritim, menentang ancaman dalaman, operasi bantuan bencana alam, pembangunan negara dan menyokong usaha-usaha ke arah keamanan serta kestabilan sejagat melalui operasi keamanan PBB.
- ☞ Peranan ATM semasa aman, tegang dan perang meliputi pelbagai misi bagi mencapai kesan yang diinginkan seperti berikut:
 - a. **Semasa Aman.** ATM akan terus melaksanakan langkah-langkah *Confidence Building Measures* (CBM) dan MOOTW bersama agensi kerajaan yang lain.
 - b. **Semasa Tegang (Period of Tension).** Dalam keadaan ini, ATM masih berperanan untuk mengelakkan peperangan daripada tercetus dengan melaksanakan langkah-langkah *preventive diplomacy* seperti mengatur gerak angkatannya sebagai show of force.
 - c. **Semasa Perang (Hostility).** Sekiranya peperangan tidak dapat dielakkan, ATM mestilah mampu menangkis serta menghapuskan sebarang ancaman dengan berkesan dan muktamad (*to win war decisively*).

MALAYSIAN ARMED

CORPORATE INFORMATION

VISION

Becoming a credible Armed Forces.

MISSION

To protect the country's Sovereignty, Integrity and Interest.

THE MAF GENERAL AIM

- ☞ *Capable Force.*
- ☞ *Operational Excellence.*
- ☞ *Strategic Communication and Involvement.*

ROLE AND RESPONSIBILITY

- ☞ *The primary role of the MAF is to defend the country's sovereignty, the strength of borders, and the national interests from external threats. Its secondary role is to assist public enforcement agencies to rehabilitate and to preserve general peace, to enforce maritime laws, to overcome internal threats, natural disasters relief operation, national development and to assist towards maintaining peace and regional stability through the UN peace efforts.*
- ☞ *The MAF's role in times of peace, crisis or war uses various missions to achieve the desired effects as follows:*
 - a. *Peace time. MAF will continue its Confidence Building Measures (CBM) and MOOTW efforts with other government agencies.*
 - b. *Period of Tension. In this situation, the MAF's role is still to prevent war by implementing preventive diplomacy measures such as displaying its army in a show of force.*
 - c. *During Hostility. If war cannot be prevented, the MAF must be able to overcome and eliminate all threats effectively and win the war decisively.*

PIAGAM PELANGGAN ATM

- ☞ Angkatan Tentera Malaysia berhasrat menjadi sebuah Angkatan Tentera yang kredibel serta mewujudkan dan merealisasikan Angkatan Tentera yang sentiasa siaga untuk:
 - a. Melindungi kedaulatan dan Integriti negara.
 - b. Bertindak proaktif dalam menjamin keselamatan serta keamanan dan kesejahteraan rakyat jelata.
 - c. Menyokong dan membantu usaha-usaha kerajaan di dalam pentadbiran dan pembangunan negara.
 - d. Mengeratkan hubungan antara tentera dan rakyat jelata serta menyemarakkan kewibawaan dan kemampuan ATM demi kepentingan kesejahteraan negara.
 - e. Melibatkan diri dalam usaha meningkatkan keamanan dan keselamatan di kalangan negara-negara serantau melalui pelaksanaan aktiviti-aktiviti dua hala dan pelbagai hala serta *confidence building measures*.
 - f. Mendukung usaha keamanan dan operasi bantuan kemanusiaan di arena antarabangsa.

NILAI DAN ETIKA KERJA

- ☞ Nilai Teras ATM. ATM telah memperkenalkan 4 nilai teras ATM iaitu:
 - a. Kecemerlangan.
 - b. Integriti.
 - c. Setia Kawan.
 - d. Semangat Kepahlawanan.
- ☞ Kod Etika ATM. ATM juga mempunyai 10 kod Etika ATM iaitu:
 - a. Taat Setia.
 - b. Disiplin.
 - c. Keberanian.
 - d. Amanah.
 - e. Profesionalisme.
 - f. Daya Kepimpinan.
 - g. Esprit de Corps.
 - h. Kekuatan Kerohanian.
 - i. Keprihatinan.
 - j. Menghayati Sistem Pemerintahan Regimental (SPR).

PRESTASI PENCAPAIAN

OPERASI

- ☞ Operasi. Pelaksanaan operasi ATM yang dipantau dan diselaraskan oleh Bahagian BOLP dibahagikan kepada 2 kategori iaitu Operasi Dalam Negara dan Operasi Luar Negara.

MAF CLIENT'S CHARTER

- ☞ *The Malaysia Armed Forces wants to be a credible Armed Forces, establishing an Armed Forces constantly prepared to:*
 - a. *Protect the national sovereignty and integrity.*
 - b. *Act proactively in ensuring the safety and harmony of the people.*
 - c. *Support and assist the government's efforts in the administration and development of the country.*
 - d. *Foster closer relationship between army and people as well as to spread the authority and capability of MAF for the sake of national harmony.*
 - e. *Take part in efforts to enhance peace and harmony amongst nations in the region via implementation of bilateral and multilateral activities as well as confidence building measures.*
 - f. *Support peace and humanitarian aid efforts in the international arena.*

WORK VALUES AND ETHICS

- ☞ **MAF CORE VALUES.** MAF has introduced 4 core values:
 - a. *Excellence.*
 - b. *Integrity.*
 - c. *Loyalty.*
 - d. *Warrior spirit.*
- ☞ **MAF ETHICAL CODE.** MAF has 10 ethical codes being:
 - a. *Obedience*
 - b. *Discipline.*
 - c. *Courage.*
 - d. *Trustworthiness*
 - e. *Professionalism.*
 - f. *Leadership.*
 - g. *Esprit de Corps.*
 - h. *Spiritual Strength.*
 - i. *Conscientious.*
 - j. *Appreciate the Regimental Command System .*

ACHIEVEMENT RECORD

OPERATION

- ☞ *Operations. The implementation of MAF operations monitored and coordinated by the BOLP Division can be divided into two categories, Internal/Domestic Operations and External/Foreign Operations.*

a. **Operasi Dalam Negara.** Bagi tahun 2010, terdapat 37 operasi telah dilaksanakan dengan jayanya. Pecahan pelaksanaan operasi seperti berikut:

Bil / No	Operasi/Misi / Operation/Mission	Jumlah / Total	Catatan / Remarks
(a)	(b)	(c)	(d)
1.	Gabungan / Combined	7	
2.	Bersepadu / Integrated	3	
3.	Bersama / Joint	1	
4.	TDM / Army	19	
5.	TLDM / RMN	5	
6.	TUDM / RMAF	2	
Jumlah / Total		37	

Jadual 1: Pecahan Jumlah Operasi Dalam Negara Bagi Tahun 2010
Table 1: The breakdown of Total Domestic Operations for 2010

b. **Operasi Luar Negara.** Pembabitan ATM di dalam pelaksanaan operasi luar negara tertumpu kepada misi peace support operations Pertubuhan Bangsa-Bangsa Bersatu (PBB), di bawah Chapter VIII of the UN Charter dan UN General Assembly Resolution 46/182 bersama NATO. Pecahan penglibatan ATM di luar negara seperti di jadual berikut:

Bil / No	Operasi/Misi / Operation/Mission	Jumlah / Total	Penglibatan Anggota / Involvement of staff
(a)	(b)	(c)	(d)
1.	UNIFIL, Lubnan (Peacekeeping)	2	MALBATT-440, MALCON-360
2.	TPA, Mindanao, Filipina (UN Chapter VIII, UN Charter)	1	20
3.	MALCON ISAF, Afghanistan (Capacity Building)	1	40
4.	UNMIT, Timur Leste (peace support operations)	1	6
5.	MINURSO, Western Sahara (peace support operations)	1	32
6.	Pemerhati PBB / UN Observers	5	UNMIS-10, UNMID-15, UNMIL-6.
7.	Staf PBB / UN staff	3	MONUSCO - 17, UNMIN - 7 New York - 2, Ethiopia -1, UNIFIL HQ -13
Jumlah / Total		14	969

Jadual 2: Pecahan Jumlah Operasi Dalam Negara Bagi Tahun 2010
Table 2: The break down of the Total Internal/Domestic Operations for 2010

LATIHAN DAN EKSESAIS

☞ **Latihan dan Eksekais.** Bagi tahun 2010, sebanyak 45 eksekais bersama telah dirancang. Walau bagaimanapun, hanya 37 eksekais bersama berjaya dilaksanakan. 3 eksekais telah ditunda dan dirancang

a. **Internal/Domestic Operations.** For 2010, 37 successful operations were carried out. The break down of implementation of the operations are as follows:

b. **External/Foreign Operations.** The involvement of MAF in implementing external/foreign operations is focused on peace support operations missions. The United Nations under the Chapter VIII of the UN Charter and UN General Assembly Resolution 46/182 with NATO. The involvement of MAF overseas is as follows:

TRAINING AND EXERCISE

☞ **Training and Exercise.** For 2010, 45 joint exercises were planned. However only 37 were successfully implemented together. Three (3) were deferred and planned to be carried out for 2011 while 5 were

akan dilaksanakan pada tahun 2011 sementara 5 eksekais telah dibatalkan. Pembatalan dan penundaan tersebut ekoran dari kekangan kewangan yang dihadapi. Pecahan jumlah eksekais bagi tahun 2010 seperti berikut:

Bil / No	Eksekais / Exercise	Jumlah / Total	Catatan / Remarks
(a)	(b)	(c)	(d)
1.	Gabungan dan Bersama Combined and Joint	6 6	1 x Eks ditunda (Eks PAHLAWAN) 1 x Eks deferred (Eks PAHLAWAN)
2.	Dalam Negara Internal/Domestic	23 23	2 x Eks dibatalkan (Eks BELANGKAS, MALINDO JAYA) 2 x Eks cancelled (Eks BELANGKAS, MALINDO JAYA)
3.	Luar Negara External/Foreign	16 16	2 x Eks ditunda (KERIS MERE, SOUTHERN TIGERS) 2 x Eks deferred (KERIS MERE, SOUTHERN TIGERS) 3 x Eks dibatalkan (Eks PITCH BLACK, MASTEX, MALZEA) 3 x Eks cancelled (Eks PITCH BLACK, MASTEX, MALZEA)
Jumlah / Total		45	8

Jadual 3: Pecahan Jumlah Eksekais Bagi Tahun 2010.
Table 3: The break down of Total Exercises for 2010

BANTUAN KEMANUSIAAN DAN BENCANA ALAM

☞ Bantuan Kemanusiaan dan Bencana Alam (HADR). Di samping melaksanakan operasi dan eksekais, ATM juga komited di dalam pelaksanaan HADR. Bagi tahun 2010, ATM telah terlibat dengan beberapa operasi HADR di dalam mahupun di luar negara seperti berikut:

HUMANITARIAN AID AND DISASTER RELIEF

☞ Humanitarian Aid and Disaster Relief (HADR) In addition to carrying out operations and exercises, MAF is also committed in its HADR efforts. For 2010, MAF was involved in several HADR operations in the country and overseas as follows:

Bil	Perkara / Item	Tarikh / Date	Catatan / Remarks
(a)	(b)	(c)	(d)
1.	Dalam Negara / Internal/Domestic		
	a. Bantuan Bencana Banjir di Daerah Tongod, Kinabatangan, Sabah. / Flood relief at Tongod District, Kinabatangan, Sabah	26 Jan 10	MKN dan Menteri Pembangunan Wanita. MKN and Ministry of Women's Development.
	b. OP MURNI / OP MURNI	Jan-Feb 10 Okt 10 hingga Feb 11	Sabah. Kelantan, Perlis, Terengganu, Perak, Pahang, Kedah, Johor, Sarawak, Sabah.
2.	Luar Negara / External/Foreign		
	a. Penerbangan dan Bantuan Bencana Banjir ke Pakistan. / Flight and Flood Relief to Pakistan.	19 hingga 21 Ogos 10	
	b. Penerbangan penuntut dan Warga Malaysia mangsa Gunung Berapi, Merapi dari Indonesia. Malaysian students and citizens who were victims of Gunung Berapi, Merapi's flight from Indonesia.	7 dan 8 Nov 10	378 Penuntut / Students 23 Warga Malaysia / Malaysian citizens

Jadual 4: Pecahan Penglibatan ATM dalam HADR Bagi Tahun 2010.
Table 4: The break down of MAF involvement in HADR for 2010

HUBUNGAN DUA HALA DAN ANTARABANGSA

☞ **Hubungan Dua Hala dan Antarabangsa.** Bahagian BOLP bertanggungjawab dalam memantau, menyelaras dan meneruskan kerjasama ketenteraan di antara ATM dan negara-negara serantau mahupun asing bagi memelihara hubungan baik Malaysia dengan negara-negara tersebut. Kesemua aktiviti yang melibatkan ATM dengan negara luar dapat dilaksanakan mengikut perancangan. Di antara aktiviti-aktiviti melibatkan ATM dengan negara-negara tersebut bagi tahun 2010 seperti berikut:

- a. **Mesyuarat/Seminar/Forum/Wokshop.**
Sepanjang tahun 2010, keseluruhan penglibatan Bahagian ini dengan Mesyuarat/Seminar/ Forum/ Wokshop di dalam dan luar negara seperti jadual di bawah.

Bil	Perkara / Item	Jumlah / Total	Catatan / Remarks
(a)	(b)	(c)	(d)
1.	Dalam Negara / <i>Internal/Domestic</i>		
	a. MDCP, ASIA dan AFRIKA / <i>MDCP, ASIA and AFRICA.</i>	4	Mesyuarat / <i>Meetings</i>
	b. Negara FPDA, Eropah dan Amerika. / <i>FPDA countries, Europe and America.</i>	3	Mesyuarat / <i>Meetings</i>
	c. Lain-lain Agensi / <i>Other agencies</i>	9	Mesyuarat / <i>Meetings</i>
2.	Luar Negara / <i>External/Foreign</i>		
	a. MDCP, ASIA dan AFRIKA / <i>MDCP, ASIA and AFRICA</i>	6	Mesyuarat / <i>Meetings</i>
	b. Negara FPDA. / <i>FPDA countries.</i>	10	Mesyuarat-5, Seminar-3, Forum-1, Wokshop-1 <i>Meetings-5, Seminar-3, Forum-1, Workshop-1</i>
	c. Eropah dan Amerika. / <i>Europe and The United States of America.</i>	5	Mesyuarat-3, Forum-1, Seminar-1 <i>Meetings-3, Forum-1, Seminar-1</i>
	Jumlah / Total	37	

Jadual 5: Pecahan Penglibatan ATM dalam Mesyuarat/seminar/ wokshop Bagi Tahun 2010.
Table 5: The break down of MAF's involvement in Meetings/Seminar/Wokshop for 2010

INTERNATIONAL AND BILATERAL RELATIONS

☞ **International and Bilateral Relations.** BOLP Division is responsible to monitor, coordinate and continue military cooperation between the MAF and other countries both in and outside of the region to preserve the good relationship Malaysia has with these countries. All activities involving the MAF with other countries have been implemented according to schedule. Among the activities that involved the MAF with other countries for 2010 are as follows:

- a. **Meetings/ Seminar/ Forum/ Workshop.**
During the year 2010, the Division was completely involved in the domestic and foreign Meetings/ Seminar/ Forum/Workshop as shown in the Table below:

TENTERA DARAT MALAYSIA

PENGURUSAN KEWANGAN - PROGRAM
PERTAHANAN DARAT TAHUN 2010

PEMBANGUNAN KEUPAYAAN TDM

BELANJA PEMBANGUNAN (DE)

1. Peruntukan Aliran Tunai Belanja Pembangunan (DE) RMK-9 TD bagi Tahun 2010 berjumlah RM 737,220,538.00. Sehingga 31 Dis 2010 prestasi perbelanjaan dan pecahan belanja keseluruhan RMK-9 mengikut pecahan keupayaan adalah seperti di Jadual 1 dan Jadual 2 di bawah.

Bil / No	Projek / Project	Peruntukan / Allocation (RM)
1.	Projek Infrastruktur (PK 1) / <i>Infrastructure Project (PK 1)</i>	232,889,189.00
2.	Projek Kelengkapan (PK 2) / <i>Equipment Project (PK 2)</i>	504,331,349.00

Jadual 1: Prestasi Perbelanjaan Pembangunan TDM Tahun 2010
Table 1: Performance of the Army's Development Expenditure, 2010



Jadual 1: Peratus Perbelanjaan dan Baki Tahun 2010
Table 2: Percentage of Expenditure and Balances, 2010

MALAYSIAN ARMED

FINANCIAL MANAGEMENT - THE ARMY
DEFENCE PROGRAMME FOR 2010

CAPACITY BUILDING OF THE ARMY

DEVELOPMENT EXPENDITURE (DE)

1. The Cashflow Allocation for the Army's Development Expenditure as set out under the 9th MP for 2010 amounted to RM 737,220,538.00. Up to the 31st December 2010, the expenditure record and the break down of overall expenditure made under the 9th MP, in accordance with the category of capacity, are as set out in Table 1 and 2 below.

PEMBANGUNAN INFRASTRUKTUR

2. Sebanyak 19 projek TD dalam RMK-9 dilaksanakan bagi meningkat dan melengkapkan pembangunan infrastruktur TD. Projek-projek ini dibiayai melalui peruntukan Belanja Pembangunan (Infrastruktur TD - PK1) dan Inisiatif Pembiayaan Swasta (Private Finance Initiative - PFI). Selain itu, TD juga melaksanakan projek pembinaan infrastruktur bagi mengatasi masalah kem-kem melalui Projek Army CARE. Pecahan projek adalah seperti berikut:

a. Projek Pembinaan (PK 1)

(1) Projek Siap

- Pembangunan Wksp 12 RAMD, Kuantan.
- Projek PLGPT Fasa 2 Gemas (Kem Gemas dan Sek Ren Kem Gemas).
- Projek Kompleks GGK, Mersing.
- Projek 6 RAD, Kem Lok Kawi, Kota Kinabalu.
- Projek 51 RAD, Gemas.
- Infra TD.
- Projek Sistem Bekalan Air TD, Kem Seberang Takir, Terengganu.
- Projek Sistem Saliran Air Kumbahan dan Rawatan Air Kumbahan, Kem Lok Kawi.
- Projek Sistem Kumbahan Kem TD, Kem Seberang Takir, Terengganu.
- Projek Pagar Keselamatan bagi 10 buah kem TD.
- Projek Pembinaan Kem Bn Infantri Standard (BIS) Tok Jalai, Kedah.
- Projek Pembinaan Kem Bn 4/505 (AW), Pekan.

- (2) Dalam Perlaksanaan - Pembinaan Depot Peluru TD.

b. Projek Private Finance Initiative (PFI)

(1) Dalam Perlaksanaan

- Pembangunan Kolej TD, Port Dickson.
- Pembangunan PLGPT Fasa 4, Gemas.
- Pembangunan Kem Bn Infantri, Kem Kubota, Tawau.
- Projek Wisma Perwira TD, Sungai Besi.
- Pembangunan PULADA, Ulu Tiram, Johor.
- Pembangunan INSPEKA dan PUSASDA, Port Dickson.

INFRASTRUCTURE DEVELOPMENT

2. A total of 19 Army projects under the 9th MP were carried out to increase and complete the Military's Infrastructure development. These projects were financed by the Development Budget (Army Infrastructure - PK1) and the Private Finance Initiative (PFI). In addition, the Army also carried out infrastructure development projects to overcome the camp problems, through the Army Care Project. The breakdowns of the projects are as follows:

a. Development Projects (PK 1)

(1) Completed Project

- Development of Wksp 12 RAMD, Kuantan.
- PLGPT Project Phase 2 Gemas (Gemas Camp and Gemas National Primary School).
- CCK Complex Project GGK, Mersing.
- 6 RAD Project, Lok Kawi Camp, Kota Kinabalu.
- 51 RAD Project Gemas.
- Military Infrastructure.
- Army Water Supply System Project, Seberang Takir, Terengganu.
- The Sewage Drainage and Sewage Treatment System Project Lok Kawi Camp.
- The Army Camp Sewage System Project, Seberang Takir Camp, Terengganu.
- The Security Fence Project for 10 Army camps.
- The Development Project of Bn Infantri Standard Camp (BIS) Tok Jalai, Kedah.
- The Development Project for Bn 4/505 (AW) Camp, Pekan.

- (2) In progress - the construction of the Army Bullet Depot.

b. Private Finance Initiative (PFI) Projects

(1) In progress

- The Army College development Port Dickson.
- The PLGPT Phase 4 Development, Gemas.
- The Bn Infantri Camp Development, Kem Kubota, Tawau.
- The Wisma Perwira TD Project, Sungai Besi.
- Development of PULADA, Ulu Tiram, Johor.
- Development of INSPEKA and PUSASDA, Port Dickson.

- (2) Projek Army CARE. Sebanyak 11 buah kem TD telah, sedang dan akan dibaikpulih melalui Projek Army CARE. Sebanyak dua buah kem telah siap dilaksanakan iaitu 12 RAMD Mek di Kem Daralockwood, Pahang dan 25 RAMD di Kem Bentong, Pahang. Sebanyak enam buah kem akan dibaik pulih dalam tahun 2011 dan 2012 dan tiga buah kem dalam tahun 2013-2015.



Kem Bentong Pahang sebelum Projek Army CARE
Bentong Camp, Pahang before the Army CARE project



Markas Batalion 25 RAMD selepas Projek Army CARE
25 RAMD Battalion Base after the Army CARE project

BANDAR TENTERA DARAT

3. Port Dickson telah diisytiharkan sebagai Bandar TD pada 29 Sep 2009 oleh Y.A.B. Perdana Menteri. Sebelum ini, Port Dickson juga telah mendapat pengiktirafan sebagai Bandar Pantai Peranginan Negara dan juga Wellness Zone. Justeru, pembangunan Port Dickson perlu diselaraskan berdasarkan kepada ketiga-tiga pengiktirafan yang telah diterima dan ianya telah dinamakan Pembangunan PWT (P-Pantai Peranginan Negara, W-Wellness Zone dan T-TD). Pembangunan Bandar Port Dickson ini telah dirancang dalam 3 Fasa:

a. Fasa 1.

- Pembinaan Tugu Gagah Setia dan Arca Kereta Perisai oleh Rejimen Askar Jurutera Diraja di Persimpangan Sua Betong dan ianya telah siap dibina pada 5 Mac 2010.
- Pembinaan Boulevard mulai Persimpangan Bt 4 hingga ke Muzium TD dan ianya dilaksanakan dalam tahun 2011.

ARMY CITY

3. Port Dickson had been declared the Army City on the September 29, 2009 by the Prime Minister. Prior to that Port Dickson was also recognized as the National Beach Resort City as well as the Wellness Zone. Hence, the development of Port Dickson must be coordinated based on these three acknowledgements received. This project has been named the PWT Development (P-Pantai Peranginan Negara (National Beach Resort), W-Wellness Zone and T-TD (Army)). The Port Dickson City Development is planned in three phases:

a. Phase 1.

- The construction of The Gagah Setia Monument and the Armored Car Arch by the Royal Engineers Regiment at Sua Betong Junction, and it was completed on March 5, 2010.
- The development of the Boulevard from the 4th Mile junction to the Army Museum and this is completed in 2011.

- (3) Melaksanakan Program Barrack Stay yang bertujuan memberi peluang kepada pelancong merasai pengalaman kehidupan harian sebagai anggota tentera.
- (4) Pembentukan sebuah Kompeni AW dari Rej 508 AW.
- (5) Rumah Keluarga ATM yang sedia ada akan dipertingkatkan untuk menjadi Rumah Kelab Veteran ATM.

b. Fasa 2.

Pembangunan Jalan Pahlawan dari Muzium TD hingga Persimpangan Sua Betong yang akan dilaksanakan selepas pembinaan Boulevard.

c. Fasa 3.

Pembinaan kiosk maklumat atau jualan serta hentian bas yang beridentitikan TD di sekitar tempat tumpuan ramai di Port Dickson.



Cadangan Pembangunan Boulevard di PUSASDA
Proposed Development of the Boulevard at PUSASDA

- (3) *To carry out the Barrack Stay Programme aimed at giving tourists the opportunity to experience the daily routine of an army soldier.*
- (4) *To set up an AW Company from the 508 AW Regiment.*
- (5) *The MAF Family Homes will be upgrade to be the MAF Veteran Club*

b. Phase 2.

The development of Jalan Pahlawan from the Army Museum to the Sua Betong Junction which will be carried out on the completion of the Boulevard.

c. Phase 3.

The constructions of information or sales kiosk as well as a bus stop bearing an Army identity, around public areas in Port Dickson.



Cadangan Pembangunan Jalan Pahlawan di
Persimpangan Sua Betong
Proposed Development of Jalan Pahlawan at Sua Betong Junction

PROGRAM NATIONAL BLUE OCEAN STRATEGY

4. TD terlibat secara langsung di dalam Program National Blue Ocean Strategy (NBOS) 2 dan 3 Kementerian Pertahanan. Dalam NBOS 2, penglibatan TD adalah di dalam Program Pemulihan Pemasarakatan Banduan dan Program Kerjasama ATM dan PDRM. Manakala di dalam NBOS 3, penglibatan adalah untuk membina dan memperbaiki rumah rakyat termiskin, pembinaan jalan di kawasan pendalaman, pemasangan lampu jalan dan penyambungan paip air serta penggunaan tanah milik tentera yang tidak digunakan bagi penggunaan projek pertanian dan perikanan.

NATIONAL BLUE OCEAN STRATEGY PROGRAMME

4. *The Army is directly involved in the Ministry of Defence's National Blue Ocean Strategy (NBOS) Program 2 and 3. In the NBOS 2, the Army was involved in the Community Convict Rehabilitation Programme and in the Collaboration Programme between the MAF and the RMP. In the NBOS3, its involvement was through building and repairing homes of the hardcore poor, road developments in the rural areas, installations of street lights and water pipes, as well as allowing the use of unutilised Army-owned land for agriculture and fisheries projects.*

National Blue Ocean Strategy (NBOS) 2

5. **Program Pemulihan Pemasarakatan Banduan.** Bagi program ini, TD akan menyediakan seramai 300 anggota tentera sebagai kumpulan sokongan dan ditugaskan untuk mengawas dan memantau banduan-banduan yang membuat kerja-kerja di luar Penempatan Banduan (Confinement Area). Sebanyak lima buah kem TD telah dikenal pasti bagi menjayakan program ini, iaitu:
 - a. Kem Tok Jalai, Alor Setar, Kedah.
 - b. Kem Desa Pahlawan, Bukit China, Kelantan.
 - c. Kem Batu 10, Kuantan, Pahang.
 - d. Kem Mahkota, Kluang, Johor.
 - e. Kem Syed Sirajuddin, Gemas, Negeri Sembilan.
6. **Program Kerjasama Angkatan Tentera Malaysia dan Polis Diraja Malaysia.** TD juga akan terlibat dalam program kerjasama dengan PDRM yang merangkumi:
 - a. **Menyediakan Kem Latihan Rekrut Konstabel.** Bagi TD, PUSASDA telah dipilih sebagai lokasi untuk program ini.
 - b. **Bekas Tentera Memasuki Perkhidmatan Polis Diraja Malaysia.** PDRM telah menawarkan bekas-bekas tentera untuk berkhidmat dengan pasukan polis. Walau bagaimanapun, kelonggaran syarat-syarat serta penambahan tred sedang dikaji dan diperhalusi oleh PDRM dan JPA untuk membolehkan bekas tentera memasuki perkhidmatan PDRM.
 - c. **Rondaan Bersama Tentera dan Polis.** Rondaan ini akan dilaksanakan secara bersama di antara tentera dan polis bagi mencegah jenayah. Antara lokasi-lokasi rondaan adalah seperti berikut:
 - 1) Ipoh, Perak.
 - 2) Taiping, Perak.
 - 3) Seremban, Negeri Sembilan.
 - 4) Port Dickson, Negeri Sembilan.
 - 5) Kota Bharu, Kelantan.
 - d. **OP WAWASAN dan OP NYAH.** TD telah mengambil alih kawasan tanggungjawab operasi OP WAWASAN (Kelantan, Kedah, Perlis) dan OP NYAH (Pulau Pinang, Perak, Selangor, Negeri Sembilan, Melaka dan Johor) pada 15 Nov 10. Tempoh pelaksanaan operasi adalah selama 6 bulan yang melibatkan Batalion-Batalion Infantri yang diselaraskan oleh Mk Medan TD.

National Blue Ocean Strategy (NBOS) 2

5. **Community Convict Rehabilitation Programme.** For this programme the Army will provide 300 army personnel as the support group who will be tasked to monitor and supervise those convicts working outside the Convict Confinement Area. A total of five (5) Army camps have been identified for this programme, being:
 - a. Tok Jalai Camp, Alor Setar, Kedah.
 - b. Desa Pahlawan Camp, Bukit China, Kelantan.
 - c. 10th Mile Camp, Kuantan, Pahang.
 - d. Mahkota Camp, Kluang, Johor.
 - e. Syed Sirajuddin Camp, Gemas, Negeri Sembilan.
6. **The Collaboration Programme between the MAF and the Royal Malaysian Police Force.** The Army will also be involved in a joint programme with the RMP which will cover:
 - a. **Providing Training Camps for Recruit Constables.** For the Army, PUSASDA has been chosen as the location for the programme.
 - b. **Ex-Army Officers joining the Royal Malaysian Police.** The RMP has offered ex-Army officers the opportunity to serve in the police force. The variation of terms and additional trade are now being reviewed and studied by both the RMP and the PSD in order to enable the former soldiers to join the service of RMP.
 - c. **Joint Military and Police Patrols.** These patrols are carried out jointly by the military and the police to prevent crime. Among areas where the patrols are carried out are:
 - 1) Ipoh, Perak.
 - 2) Taiping, Perak.
 - 3) Seremban, Negeri Sembilan.
 - 4) Port Dickson, Negeri Sembilan.
 - 5) Kota Bharu, Kelantan.
 - d. **OP WAWASAN and OP NYAH.** The Army took over the operational responsibility areas for OP WAWASAN (Kelantan, Kedah, Perlis) and OP NYAH (Penang, Perak, Selangor, Negeri Sembilan, Malacca and Johor) on the Nov 15, 2010. The period of implementation for the operation was 6 months, affecting the Infantry Battalions as coordinated by the Medan Army Command.

National Blue Ocean Strategy (NBOS) 3

7. Ia merupakan kerjasama strategik di antara KEMENTAH, Kementerian Kemajuan Luar Bandar dan Wilayah dan Kementerian Dalam Negeri. Program-program yang telah dan bakal dilaksanakan adalah seperti berikut:
- a. Membina dan Memperbaiki Rumah Rakyat Termiskin. Kementerian Kemajuan Luar Bandar dan Wilayah telah mengenal pasti 50,000 buah rumah Rakyat Termiskin yang perlu dibina dan diperbaiki menjelang 2012. Ke arah itu, ia memerlukan pengabungan aset-aset dan keperluan dari Kor Jurutera Diraja TD, PDRM dan Kementerian Kemajuan Luar Bandar dan Wilayah. Pengabungan aset-aset ini kelak mampu untuk membangunkan projek secara impak yang maksima dengan kos yang minima.
 - b. Pembinaan Jalan Di kawasan Pendalaman, Pemasangan Lampu Jalan dan Penyambungan Paip Air. Ia melibatkan gabungan aset dari ketiga-tiga kementerian bagi melaksanakan kerja-kerja pembinaan jalan di kampung-kampung, pembinaan lampu jalan dan pemasangan paip air. Satu tim yang dikenali sebagai Mobile Community Development Squads akan ditubuhkan untuk mengenal pasti lokasi dan tempat-tempat pelaksanaan bagi projek tersebut.
 - c. Penggunaan Tanah Milik Tentera Yang Tidak Digunakan Bagi Tujuan Projek Pertanian dan Perikanan. Tanah-tanah milik ATM yang belum dibangunkan akan diusahakan bagi pelaksanaan projek-projek ekonomi seperti pertanian dan perikanan. Penduduk kampung yang berada di sekitar kawasan berkenaan akan dipelawa untuk menyertai projek ini. Sebanyak 4 lot tanah kosong TD telah dikenal untuk dijadikan tapak projek pertanian dan perikanan.

OPERASI DAN LATIHAN TAHUN 2010

OPERASI

8. Pada tahun 2010, TD telah berjaya melaksanakan tugas operasi di dalam dan luar negara dengan baik dan berkesan mengikut perancangan yang telah digariskan. Pelaksanaan ini adalah selaras dengan Direktif Operasi Panglima Tentera Darat bagi tahun 2010. TD sentiasa dalam kesiagaan yang tinggi untuk

National Blue Ocean Strategy (NBOS) 3

7. *This is a strategic cooperation between KEMENTAH, Ministry of Rural and Regional Development and the Ministry of Home Affairs. The programmes which have been carried out, and will be carried out are as follows:*
- a. *To Build and Repair the Homes of Hardcore Poor. The Ministry of Rural and Regional Developmentt has identified 50,000 houses of the hardcore poor which need repairing or building by 2012. Achieving this requires the consolidation of assets and supplies from the Army Royal Engineers Core, the RMP and the Ministry of Rural and Regional Development. This consolidation of assets will then enable the project to be developed with maximum impact with minimum cost.*
 - b. *Road Construction at Rural Areas, Installation of Street Lights and Water Pipes. This involved the consolidation of assets owned by all three ministries to carry out works of building roads in villages, installing street lights and water pipes. A team known as the Mobile Community Development Squad will be set up to identify the location and places of the Project's implementation.*
 - c. *Use of Unutilised Army Land for Agricultural and Fisheries Project. Land belonging to the MAP which is not used will be developed for economic projects such as fisheries and agricultural projects. Residents of the villages surrounding the area will be invited to participate in these projects. A total of four (4) Army empty lots have been identified as the site for these fisheries and agricultural projects.*

OPERATION AND TRAINING, 2010

OPERATION

8. *In 2010, the Army successfully launched operations outside and inside the country in an effective and efficient manner according to the outlined proposal. The implementation of this is in line with the Chief of Army Operational Directive for 2010. The Army is always in state of high readiness to face any possibility which*

menghadapi sebarang kemungkinan untuk gerakan ke mana sahaja bila diperlukan. Ketika ini, TD sedang melaksanakan 18 operasi di persempadanan negara di samping penglibatan secara terus dalam Operasi Bantuan Kemanusiaan dan Bencana Alam yang dilaksanakan dengan kerjasama Pihak Berkuasa Awam (PBA). TD juga terlibat dengan Projek Jiwa Murni yang dilaksanakan oleh Rejimen Askar Jurutera Diraja (RAJD) seperti pembinaan jambatan dan jalan di kawasan-kawasan pedalaman. Dalam menentukan ketenteraman awam terpelihara, TD juga terlibat dalam mengadakan trup siap sedia sekiranya berlaku sebarang kekacauan yang akan mengakibatkan ketidakstabilan negara.

9. Di bawah program National Blue Ocean Strategy (NBOS), TD telah mengambil alih dan melaksanakan OP WAWASAN Kelantan, OP WAWASAN Kedah/Perlis dan OP NYAH 1 dari PDRM di Semenanjung Malaysia mulai 15 Nov 2010 hingga 15 Mei 2011. Kawasan tanggungjawab (KTJ) operasi adalah seperti berikut:
- (a) OP WAWASAN Kelantan. Sepanjang sempadan Kedah/Perlis dengan Thailand dari Bukit Kayu Hitam hingga ke Wang Kelian sejauh 33 km meliputi sebanyak 18 Pos dan 5 Sekat Pintas.
 - (b) OP WAWASAN Kedah/Perlis. Sepanjang sempadan Kelantan Thailand dari Pengkalan Ibrahim Pencen (Rantau Panjang) hingga ke Pengkalan Kubur sejauh 62.5 km meliputi sebanyak 15 Pos.
 - (c) OP NYAH 1. Sepanjang Pantai Barat Semenanjung Malaysia dari batu Putih (Perlis) hingga ke Pos Sg Rambai (Daerah Pontian) dan dibawa ke Timur hingga ke Pos Sg Tiram (Daerah Johor Bahru) sejauh 701 km meliputi sebanyak 53 Pos pesisiran pantai.
 - (d) Kekuatan penuh anggota TD yang terlibat dalam pengambilalihan Op Wawasan dan Op Nyah 1 adalah seramai 26 Peg dan 668 LLP.

PENGLIBATAN TENTERA DARAT DALAM MISI PBB

10. Pada masa kini, penglibatan TD di dalam misi Pengaman adalah seramai 640 anggota dan bagi penglibatan TD sebagai PPT dan Staf adalah seramai 58 anggota. Jumlah keseluruhan adalah sebanyak 698 anggota seperti berikut:
- a. Kontinjen MALCON EAST - 35 Peg dan 235 LLP.
 - b. Kontinjen MALBAT - 39 Peg dan 331 LLP.
 - c. PPT dan Pegawai Staf - 51 Peg dan 7 LLP.

requires moving the Force whenever needed. At this time the Army is carrying out 18 operations on the country's borders as well as being directly involved in the Humanitarian Aid and Disaster Relief Operation; carried out with the cooperation of the Public Enforcement Authority. The Army is also involved in the Jiwa Murni Projects which are carried out by the Royal Army Engineers Regiment, such as building bridges and roads in remote areas. In its efforts to preserve the peace, the Army also provides a standby troop in the event of any disturbances which will cause instability to the country.

9. *Under the National Blue Ocean Strategy (NBOS) programme, the Army has taken over and carried out the OP WAWASAN Kelantan, OP WAWASAN Kedah/Perlis and OP NYAH 1 from the RMP in Peninsular Malaysia from Nov 15, 2010 to Mei 15, 2011. The operational responsibility area are as follows:*

- (a) *OP WAWASAN Kelantan. Along the borders of Kedah/Perlis with Thailand, from Bukit Kayu Hitam to Wang Kelian, a distance of 33 km covering 18 Posts and 5 Short cut restrictions (Sekat Pintas).*
- (b) *OP WAWASAN Kedah/Perlis. Along the borders of Kelantan Thailand from Pengkalan Ibrahim Pencen (Rantau Panjang) to Pengkalan Kubur, a distance of 62.5 km, covering 15 Posts.*
- (c) *OP NYAH 1. Along the West Coast of Peninsular Malaysia from Batu Putih (Perlis) to Sg Rambai Post (Daerah Pontian) and then to the East, to Sg Tiram Post (Johor Bahru District), a distance of 701 km and over 53 coastal posts.*
- (d) *The full strength of the Army personnel involved in taking over the Op Wawasan and Op Nyah 1 were 26 officers and 668 LLP.*

INVOLVEMENT OF THE ARMY IN UNITED NATIONS (UN) MISSIONS

10. *At present, the Army's involvement in peacekeeping missions utilised 640 personnels, 58 for PPT and Staff. The total involvement involves 698 officers as follows:*
- a. *MALCON EAST Contingent - 35 officers and 235 LLP.*
 - b. *MALBAT Contingent - 39 officers and 331 LLP.*
 - c. *PPT and Staff Officers - 51 Officers and 7 LLP.*

11. Penglibatan anggota wanita di dalam penugasan PBB telah mula dilibatkan di dalam Kontinjen MALCON EAST 2. Penugasan mereka adalah untuk tempoh 4 bulan setengah dan kemudiannya digilirkan dengan anggota wanita yang lain. Kekuatan anggota wanita yang diberikan kepada TD adalah seramai 8 orang dan secara tidak langsung seramai 16 anggota wanita TD pada satu masa akan dapat berkhidmat di bawah penugasan misi PBB.

LATIHAN

12. Sepanjang tahun 2010, TD) telah melaksanakan beberapa siri eksekusi (Eks) yang meliputi Exercise (Ex) Bilateral/Multilateral, Eks Bersama (Joint), Eks Perkhidmatan Tunggal dan Eks Kepakaran.

a. Eks Bersama/Multilateral.

- 1) **Eks MALINDO LATGABMA DARSASA 7AB/2010.** Eks ini telah dilaksanakan pada 28 Mac hingga 9 Apr 2010 di Melaka dan berkonsepkan Anti Keganasan yang disertai oleh Pasukan Khas dari ketiga-tiga perkhidmatan ATM dan Tentera Nasional Indonesia (TNI). Pasukan Khas TD diwakili oleh 21 GGK dan dibantu oleh 2 KAD, 9 RAJD serta PNBK 3 Div.
- 2) **Eks BERSAMA SHIELD 2010 (Ex BS 10).** Ianya adalah eks gabungan yang melibatkan lima negara di bawah Five Power Defence Arrangement (FPDA) iaitu Australia, New Zealand, Singapore, United Kingdom dan Malaysia. Ex BS 10 telah dilaksanakan dalam bentuk Pos Pemerintah (POSTAH) dan latihan medan pada 26 Apr hingga 6 Mei 10 di Butterworth, Changi, Singapura dan Laut China Selatan. TD diwakili oleh unit-unit Pertahanan Udara (PU) di bawah pemerintahan MK GAPU.
- 3) **Ex Cooperation Afloat Readiness and Training 2010 (Ex CARAT 10).** Eks ini merupakan eks tahunan di bawah perjanjian Bilateral Training and Consultative Group (BITACG). Ex CARAT 10 telah dilaksanakan mulai 15 Mei hingga 12 Jun 10 di Pangkalan TLDM, Lumut. TD diwakili oleh 10 Bgd Para dan 91 Rej Bina RAJD.
- 4) **Ex RIMPAC 2010.** Eks ini merupakan eks gabungan pelbagai hala yang melibatkan 17 buah negara Asia Pasifik. Ex RIMPAC 10 dilaksanakan pada 23 Jun hingga 1 Ogos 10 di Hawaii, U.S dalam bentuk

11. *The involvement of female officers in UN peace-keeping missions started in the MALCON EAST 2 Conte. Their posting would be for a period of four and a half months after which they will be replaced with another female officer. The number of female officers available to the Army is eight officers and indirectly there are 16 female officers who will one day be able to serve under the UN banner.*

TRAINING

12. *During 2010, the Army carried out several exercises ranging from Bilateral/Multilateral Exercise, Joint Exercise, Single Service Exercise and Skills Expertise.*

a. Joint/Multilateral Exercises.

- 1) **MALINDO LATGABMA DARSASA 7AB/2010 Exercise.** *This exercise was carried out from March 28 to Apr 9, 2010 in Malacca and was based on the Anti Violence concept, participated by the Special Team from all three branches of the MAF and also the National Indonesian Army (TNI). The Army Special Team was represented by 21 GGK and aided by 2 KAD, 9 RAJD and PNBK 3 Div.*
- 2) **BERSAMA SHIELD 2010 Exercise (Ex BS 10).** *This was a consolidated exercise involving five countries under the Five Power Defence Arrangement (FPDA), which is, Australia, New Zealand, Singapore, United Kingdom and Malaysia. Ex BS 10 was carried out in the form of Command Post (POSTAH) and field training from Apr 26 to May 6, 2010 in Butterworth, Changi, Singapore and in the South China Seas. The Army was represented by units of Air Defence under the command of MK GAPU.*
- 3) **Ex Cooperation Afloat Readiness and Training 2010 (Ex CARAT 10).** *This exercise was an annual exercise under the Bilateral Training and Consultative Group (BITACG) agreement. Ex CARAT 10 was carried out from the May 15 to June 12, 2010 at the RMN Base, Lumut. The Army was represented by 10 Brigade Para and 91 Rej Bina RAJD.*
- 4) **Ex RIMPAC 2010.** *This exercise was a joint consolidated multilateral exercise involving 17 Asia Pacific nations. The Ex RIMPAC 10 was carried out from June 23 to August 1, 2010 in Hawaii, United States of America in the form of POSTAH and field*

POSTAH dan latihan medan yang berkonsepkan Amphibious Operation. Eks ini dianjurkan oleh United States Marine Corps Forces Pacific (US MARFORPAC) dan merupakan penyertaan ulung TD yang diwakili oleh 9 RAMD Para.

- (5) **Eks BERSAMA PADU 2010 (Eks BP 10).** Eks ini merupakan eks gabungan bersama di bawah FPDA yang dihoskan secara giliran. Eks BP 10 telah dilaksanakan dalam bentuk POSTAH dan latihan medan secara serentak mulai 11 hingga 29 Okt 10 di Butterworth (POSTAH) dan Terengganu - Laut China Selatan (Latihan Medan). TD diwakili oleh MK GAPU.
- (6) **Ex SUMAN WARRIOR 2010 (Ex SW 10).** Eks ini merupakan eks gabungan di bawah FPDA. Ex SW 10 anjuran TD Singapura telah dilaksanakan pada 20 Nov hingga 3 Dis 10 di Kem Kranji 3, Singapura. Eks ini berkonsepkan POSTAH - Computer Asisted Exercise (CAX) . TD diwakili oleh Formasi 11 Bgd.

b. Eks Gabungan (Bilateral).

- 1) **Luar Negara.**
 - (a) **Ex LAND THAMAL 16/2010.** Eks ini telah dilaksanakan mulai 16 hingga 26 Jul 10 di Hatyai, Thailand. Eks anjuran Royal Thai Army (RTA) ini adalah berkonsepkan latihan medan bagi Peperangan Konvensional dan TD diwakili oleh 2 RAMD.
- 2) **Dalam Negara.**
 - (a) **Ex BALANCE MINT 1/2010.** Eks ini telah dilaksanakan mulai 22 Feb hingga 19 Mac 10 di Kem Sri Iskandar, Mersing. Eks yang dilaksanakan berkonsepkan Amphibious Operation di antara 22 Kdo dan Pasukan Khas Amerika Syarikat - Marine Special Operation Advisory Group (USMSOAG).
 - (b) **Ex HARINGGARO 61/10.** Eks ini telah dilaksanakan mulai 6 hingga 20 Apr 10 di kawasan Raub hingga Kuala Lipis, Pahang yang melibatkan pasukan 6 RRD dan Rifle Company Butterworth (RCB). Eks dilaksanakan berbentuk latihan medan - Peperangan Konvensional.
 - (c) **Ex BALANCE MINT 2/2010.** Eks ini telah dilaksanakan mulai 19 Mei hingga 21 Jun 10 di Kem Sri Iskandar, Mersing. Eks yang

training, based on the concept of Amphibious Operation. This exercise was organised by the United States Marine Corps Forces Pacific (US MARFORPAC) and is the first participation of the Army, represented by 9 RAMD Para.

- 5) **Eks BERSAMA PADU 2010 (Eks BP 10).** *This exercise was a consolidated joint exercise under the FPDA and is hosted rotationally. The BP 10 Exercise was carried out simultaneously in POSTAH form and field training from October 11-29, 2010 in Butterworth (POSTAH) and Terengganu - South China Seas (Field Training). The Army was represented by MK GAPU.*
- (6) **Ex SUMAN WARRIOR 2010 (Ex SW 10).** *The exercise was a consolidated exercise under the FPDA. The SW10 Exercise organised by the Singapore Army took place from Nov 20 to Dec 3, 2010 in Kranji Camp 3, Singapore. The exercise was based on the POSTAH - Computer Assisted Exercise (CAX) concept. The Army was represented by the 11 Brigade Formation.*

b. Consolidated Exercises (Bilateral).

- 1) **Foreign.**
 - (a) **Ex LAND THAMAL 16/2010.** *This exercise was held from the July 16-26, 2010 in Hatyai, Thailand. This exercise, organised by the Royal Thai Army (RTA), was based on the field training concept for Conventional Wars. The Army was represented by 2 RAMD.*
- 2) **Domestic.**
 - (a) **Ex BALANCE MINT 1/2010.** *The exercise took place from Feb 22 to March 19, 2010 at Sri Iskandar Camp, Mersing. The exercise was carried out based on the concept of Amphibious Operation, and was carried out between 22 Kdo and the United States' special forces - Marine Special Operation Advisory Group (USMSOAG).*
 - (b) **Ex HARINGGARO 61/10.** *This exercise was carried out from April 6-20, 2010 in the area of Raub to Kuala Lipis, Pahang which involved 6RRD and Rifle Company Butterworth (RCB). The exercise was carried out in the field of field training - conventional wars.*
 - (c) **Ex BALANCE MINT 2/2010.** *This exercise took place from May 19 to June 21, 2010 at the*

dilaksanakan berkonsepkan Unit Lawan Keganasan (ULK) - Menyelamat Tebusan di antara 21 Kdo dan Pasukan Khas Amerika Syarikat - United States Special Operation Force (US SOF).

- (d) **Eks SEMANGAT BERSATU 16/10.** Eks ini telah dilaksanakan pada 10 hingga 24 Mei 10 di Johor. Eks berbentuk dwi misi (two mission profile exercise) merangkumi dawn attack ke atas sasaran konvensional serta day attack di kawasan terbina (build up area) bersama TD Singapura. TD diwakili oleh 1 RRD.
- (e) **Ex KERIS STRIKE 14/10.** Eks ini telah dilaksanakan mulai 10 hingga 23 Jul 10 di Kuantan. Eks adalah berkonsepkan POSTAH – Peacekeeping Operation. Formasi TD yang terlibat adalah 4 Bgd (Mek) manakala United States Army Pacific Command (USARPAC) dari Amerika Syarikat.
- (f) **Ex LAND MALPHI 11/10.** Eks ini telah dilaksanakan pada 28 Jul hingga 8 Ogos 10 di Kem Sg Buloh. Ex LAND MALPHI 11/10 dilaksanakan berbentuk POSTAH - Humanitarian Assistance and Disaster Relief (HADR) dengan TD Filipina. Formasi TD yang terlibat adalah 11 Bgd.
- (g) **Joint Adventure Training 5/2010 (JAT).** Latihan ini diadakan secara tahunan yang melibatkan TD dengan Tentera Darat Singapura (TDS). JAT 5/2010 telah dilaksanakan pada 28 Sep hingga 7 Okt 10 di Perak. Latihan gabungan ini dibahagikan kepada 4 disiplin iaitu berkayak, berbasikal, rock climbing dan half marathon, yang mana TD diwakili oleh 2 RRD.

c. Eks Bersama (Antara Perkhidmatan).

- 1) **Eks ANGSA 10.** Eks ini merupakan Eks bersama TD, TLDM dan TUDM. Eks ini berkonsepkan Amphibious dan Air Operation telah dilaksanakan mulai 21 Sep hingga 6 Okt 10 di MAWILLA 3, Langkawi. Walau bagaimanapun, penglibatan TD iaitu 21 GGK dan 10 Bgd Para di dalam Eks ini adalah untuk meningkatkan interoperability ketiga-tiga perkhidmatan.

Sri Iskandar Camp, Mersing. The exercise was based on the Anti Violence Unit (ULK) concept - hostage rescue between the 21 Kdo and United States' special forces - United States Special Operation Force (US SOF).

- (d) **Ex SEMANGAT BERSATU 16/10.** This exercise took place from May 10-24, 2010 in Johor. This exercise was a two mission profile exercise covering dawn attack on conventional targets as well as day attack in built up area, and was held jointly with the Singapore Army. The Malaysian Army was represented by 1 RRD.
- (e) **Ex KERIS STRIKE 14/10.** This exercise took place from July 10-23, 2010 in Kuantan. The exercise was based on the concept of POSTAH – Peacekeeping Operation. The Army formation involved was 4 Brigade (Mek), while the United States' had the United States Army Pacific Command (USARPAC).
- (f) **Ex LAND MALPHI 11/10.** This exercise took place from July 28 to August 8, 2010 at the Sg Buloh Camp. The Ex LAND MALPHI 11/10 was carried out in the form of POSTAH - Humanitarian Assistance and Disaster Relief (HADR) together with the Phillipines Army. The Malaysian Army formation affected was the 11 Brigade.
- (g) **Joint Adventure Training 5/2010 (JAT).** This is an annual training for both the Malaysian and the Singapore Army. JAT 5/2010 was carried out from September 28 to October 7, 2010 in Perak. The consolidated exercise was divided into four (4) disciplines, which is, kayaking, cycling, rock climbing and half marathon, and the Army was represented by 2 RRD.

c. Joint Exercise (Interservices).

- 1) **Ex ANGSA 10.** This exercise was a joint exercise between the Army, the Navy, and the Air Force. The exercise was based on the Amphibious and Air Operation concept and took place from September 21 to October 6, 2010 in MAWILLA 3, Langkawi. Notwithstanding the concept of the exercise, the Army's participation, involving 21 GGK and 10 Para Brigades, aimed at increasing the interoperability of all three services.

d. Eks Kepakaran Trup TD.

- 1) **Eks GERAK PANTAS 19/10.** Eks ini telah dilaksanakan mulai 8 hingga 23 Nov 10 di Simpang Renggam, Johor. Eks ini melibatkan Operasi Lintas Udara (Airborne Op) yang merangkumi Op Paracut, TALO, gerak mara dan serangan ke atas objektif musuh. Trup TD yang terlibat adalah 10 Bgd Para.
- 2) **Eks HELANG GAGAH 10.** Eks ini telah diadakan mulai 29 Nov hingga 3 Dis 10 di kawasan Kluang - Mersing, Johor. Eks ini bertujuan untuk meningkatkan kepakaran juruterbang daripada 881 Rej PUTD dalam aspek Tactical Air Surveillance.
- 3) **Eks BORAQ - THUNDERBOLT 10.** Eks ini adalah bertujuan meningkatkan tahap kesiapsiagaan Pasukan Khas TD. Eks ini telah dilaksanakan telah dilaksanakan mulai 20 hingga 27 Dis 10 di Lapangan Terbang Antarabangsa Bayan Lepas, Pulau Pinang. Eks ini berkonsepkan ULK - Menyelamatkan Tebusan Pesawat Komersial yang melibatkan terup di bawah 21 GGK.

d. Army Troop Skills Exercise.

- 1) **Ex GERAK PANTAS 19/10.** This exercise was carried out from November 8-23, 2010 in Simpang Renggam, Johor. The exercise involved Airborne Operation which covers Parachute Op, TALO, moving forward (gerak mara) and attack on the enemy's objectives. The Army troop involved was the 10th Para Brigade.
- 2) **Ex HELANG GAGAH 10.** This exercise was held from November 29 to December 3, 2010 in the area of Kluang - Mersing, Johor. This exercise was held to improve the skills of pilots from 881 PUTD Regiment in the aspect of Tactical Air Surveillance.
- 3) **Ex BORAQ - THUNDERBOLT 10.** This exercise was aimed at increasing the level of readiness of the Army Special Force. The exercise was held from December 20-27, 2010 at the Bayan Lepas International Airport Penang. The exercise was based on the concept of ULK – Rescuing Hostages of a Commercial Airline, and involved troops under the 21 GGK.



ASEAN Armies Rifle Meet 2010
ASEAN Armies Rifle Meet 2010





Ex KERIS STRIKE
Ex KERIS STRIKE

PASUKAN SIMPANAN TENTERA DAR

13. Kekuatan keseluruhan anggota Askar Wataniah adalah seramai 56,434 anggota (4,514 pegawai dan 51,920 LLP) dan pada tahun 2010, seramai 6,670 orang telah menyertai Askar Wataniah.
14. Pada masa kini, seramai 318 individu sedang memegang Tauliah Kehormat mengikut pecahan berikut:

ARMY RESERVE FORCES

13. Territorial Army Forces are 56,434 members strong (4,514 officers and 51,920 LLP) and in 2010, as many as 6,670 have joined the Askar Wataniah.
14. Currently, a total of 318 individuals are holders of Special Recognition as follows:

Bil / No.	Pasukan / TEAM	Pangkat (Kehormat) / Rank (Hon)				Jumlah / Total
		Brig Jen / Brig Gen	Kol / Col	Lt Kol / Lt Col	Mej / Maj	
1.	JAKPAW Negeri / State JAKPAW	7	18	20	253	298
2.	Rej Pakar / Specialist Regiment	-	4	-	-	4
3.	PALAPES IPTA / PALAPES IPTA	-	9	1	-	10
4.	Lain-Lain / Others	1	3	1	1	6
JUMLAH / TOTAL		8	34	22	254	318

PELANCARAN KOMPENI ASKAR WATANIAH
KAWASAN PARLIMEN TAHUN 2010

15. Program ini dilaksanakan sejajar dengan mandat Y.B. Menteri Pertahanan bagi memperkasakan Askar Wataniah supaya lebih ramai anak watan menyertai Askar Wataniah untuk menjaga kedaulatan negara

LAUNCH OF TERRITORIAL ARMY COMPANIES FOR
PARLIAMENTARY CONSTITUENCIES, 2010

15. This programme was carried out in line with the Minister of Defence's mandate to reinforce the Territorial Army so that more local youths will join the force to protect the country's sovereignty in line with the National

sejajar dengan Konsep Pertahanan Menyeluruh (HANRUH) Negara. Cadangan Penubuhan Kompeni Askar Wataniah di setiap Kawasan Parlimen telah diilhamkan oleh Y.A.B. Dato' Seri Mohd Najib bin Tun Abdul Razak semasa beliau menjadi Menteri Pertahanan pada tahun 2000 dan sejak itu, 172 kawasan parlimen telah dilancarkan dengan kekuatan 100 anggota Sukarela bagi setiap Kawasan Parlimen dan baki 50 Kawasan Parlimen akan dilaksanakan secara berperingkat sehingga penghujung tahun 2011. Bagi tahun 2010, sejumlah 50 Kawasan Parlimen telah melaksanakan pelancaran masing-masing.

SUMBER MANUSIA

16. **Pengambilan Pegawai dan Anggota Baru.** Pada tahun 2010 seramai 299 Peg Kadet dan 824 Perajurit Muda telah berjaya dilatih dan berkhidmat dalam pelbagai Kor/Rejimen. Pengambilan ini adalah bagi mengisi perjawatan dalam pelbagai TD dan ATM.
17. **Peningkatan Akademik.** TD telah menetapkan sasaran untuk kesemua anggota memperoleh kelulusan pengajian tinggi menjelang tahun 2010 dalam pelbagai bidang. Sehingga kini, TD telah mempunyai seramai 10 pegawai berkelulusan Doktor Falsafah (PhD), di samping kelulusan Sarjana, Sarjana Muda dan Diploma yang berjumlah seramai 6,603 orang secara keseluruhan.
18. **Seminar/Bengkel.** Bagi meningkatkan kefahaman kepada polisi-polisi TD dan keberkesanan dalam proses pengurusan sumber manusia TD, sebanyak 969 seminar/bengkel telah dilaksanakan pada tahun 2010 yang merangkumi:
- a. Seminar SMR Peringkat Div.
 - b. Bengkel Tadbir dan Logistik Pegawai Memerintah/ Pemerintah.
 - c. Bengkel HRMIS TD.
 - d. Seminar Pengurusan Kewangan.
 - e. Kursus Psikologi Kejurulatihan TD.
 - f. Seminar Pentadbiran Pengurusan Sumber Manusia.

19. **Kenaikan Pangkat.** Seramai 795 pegawai dan 3,974 anggota LLP telah dinaikkan pangkat di sepanjang tahun 2010.

Comprehensive Defence Concept (HANRUH). The proposal to set up the Territorial Army Company for every Parliamentary constituency was the brainchild of the Honourable Dato' Seri Mohd Najib bin Tun Abdul Razak when he was the Minister of Defence in the year 2000 and since then, 172 parliamentary constituencies officially launched their Territorial Army Company with 100 volunteers for each parliamentary constituency. The remaining 50 will have their Territorial Army launched in stages until the end of 2011. For 2010, a total of 50 Parliamentary constituencies completed their respective launch.

HUMAN RESOURCES

16. **Recruitment of Officers and New Recruits.** In 2010, a total of 299 Cadet Officers and 824 young soldiers were selected to serve in various Core/Regiment. This recruitment drive was to fill in various Army and MAF posts.
17. **Academic Advancement.** The Army has set a target for all members to obtain higher academic qualifications by 2010 in various fields. Up to now the Army has 10 officers with postgraduate degrees (PhD), as well as 6,603 with Masters, Degree and Diploma qualification.
18. **Seminar/Workshop.** To increase the understanding of Army policies and its effectiveness in the processes of Army's human resources management, a total of 969 seminars/workshops were launched in 2010 covering the following topics:
- a. SMR Seminar Divisional Level.
 - b. Commanding Officers Administration and Logistic Workshop.
 - c. The Army HRMIS Workshop.
 - d. Financial Management Seminar
 - e. Course in Psychology of Army Training.
 - f. Seminar in Administration of Human Resources Management.
19. **Promotion.** A total of 795 officers and 3,974 LLP were promoted in 2010.

20. **Pencalonan Bintang, Pingat dan Kebesaran.** Pada tahun 2010, seramai 684 anggota telah dicalonkan bagi Penganugerahan Bintang Kebesaran dan Pingat di peringkat negeri dan persekutuan.

21. **Kebajikan.** Sebanyak 78 permohonan telah diluluskan bagi permohonan-permohonan berikut:

- Derma Tabung Amanah Perwira dan Pertahanan Negara (DTAPPN).
- Tabung Kebajikan ATM.
- Tabung Kebajikan TD.
- Tabung Zakat ATM.

22. **Anjakan Gaji.** Anjakan gaji telah disokong mengikut kelayakan pegawai dan anggota yang terlibat, pada tahun 2010, seramai 1,134 pegawai dan 15,002 anggota LLP telah disokong untuk anjakan gaji masing-masing.

23. **Anugerah Perkhidmatan Cemerlang.** Bagi memberikan pengiktirafan terhadap pelaksanaan tugas yang cemerlang, seramai 541 pegawai dan 7,066 LLP telah disokong dan mendapat Anugerah Khidmat Cemerlang pada tahun 2010.

24. **Pengurusan Psikologi dan Kaunseling.** Selaras dengan hasrat TD yang mengutamakan pembangunan modal insan, penambahbaikan pengurusan sumber manusia telah dilaksanakan melalui pengurusan psikologi dan kaunseling. Pendekatan-pendekatan yang telah diambil adalah perwujudan Sel Psikologi dan Kaunseling dengan aktiviti sesi kaunseling seperti berikut:

- Program Psikologi dan Kaunseling Anggota MALCON.
- Program Psikologi dan Kaunseling Keluarga Anggota MALCON.
- Program Psikologi dan Kaunseling Anggota MALBATT.
- Program Psikologi dan Kaunseling Keluarga Anggota MALBATT.
- Program Psikologi dan Kaunseling Anggota Pasukan.
- Program Psikologi dan Kaunseling Pemasarakatan Banduan (Pembantu Warden).
- Program Khidmat Nasihat Kaunseling Bakal Pesara TD.
- Sesi Kaunseling Anggota Sukan TD.
- Sesi Kaunseling Individu.

20. **Nomination for Awards Medals and Honours.** In the year 2010, a total of 684 members were nominated for the award of Medals and Honours at both state and federal members.

21. **Welfare.** As many as 78 applications were approved for the following:

- Warrior and National Defence Trust Fund Donation Drive (DTAPPN).
- MAF Welfare Fund
- The Army Welfare Fund.
- MAF Tithe Fund.

22. **Salary Increment.** Salary increments have been made according to the qualifications of the officers and staff, and in 2010, a total of 1,134 officers and 15,002 LLP members have been recommended for their salary increments.

23. **Excellence Service Award.** To give recognition to excellent service provided, a total of 541 officers and 7,066 LLP have been recommended and have received the Excellence Service Award in 2010.

24. **Management of Psychology and Counseling.** In line with the Army's intention to prioritise development of human capital, improvements have been made to human resources through the management of psychology and counseling. The approach taken was to set up a Psychology and Counseling Cell having counseling sessions as follows:

- Psychology and Counseling Programme for MALCON staff.
- Psychology and Counseling Programme for families of MALCON staff.
- Psychology and Counseling Programme for MALBATT staff.
- Psychology and Counseling Programme for families of MALBATT staff.
- Psychology and Counseling Programme for Team members.
- Psychology and Counseling Programme for Convict Socialisation (Assistant Warden).
- Counseling and Advisory Service for Army retirees-to-be.
- Army Sport members Counseling Session.
- Individual Counseling Session.

25. **Pengurusan Kewangan.** Sebanyak RM 3.1 bilion telah diperuntukkan dan prestasi perbelanjaan bagi pengurusan adalah di tahap 100% serta dilaksanakan secara berhemah.

26. **BAKAT.** BAKAT juga telah memainkan peranan penting dalam TD bagi menjamin kesejahteraan serta menerapkan kehidupan kekeluargaan dalam TD.

a. **Aktiviti BAKAT 2010.** Di sepanjang tahun 2010, BAKAT Darat telah melaksanakan 39 aktiviti dan BAKAT ATM melaksanakan 32 aktiviti. Pecahan pelaksanaan aktiviti-aktiviti tersebut adalah seperti berikut:

- Kebajikan.
- Agama dan kerohanian.
- Pendidikan.
- Sukan.
- Sosial.
- Lain-lain aktiviti.

b. **Pencapaian BAKAT.** Antara kejayaan dan pencapaian yang diperoleh adalah seperti berikut:

- Naib Johan Pertandingan Badminton Peringkat BAKAT ATM.
- Tempat Kedua Program 3G ke 3G BAKAT ATM.
- Penganjuran Pertandingan Badminton Peringkat BAKAT ATM.
- Penganjuran Seminar Semai Bakti BAKAT ATM Siri 2/2010.

25. **Financial Management.** A total of RM 3.1 billion was allocated with expenditure performance recording at 100% level, and which had been carried out in a prudent manner.

26. **BAKAT.** BAKAT also played a part in preserving harmony and instilling family values in the Army.

a. **BAKAT Activities 2010.** During 2010, Army BAKAT carried out 39 activities and MAF BAKAT carried out 32 activities. The activities comprised:

- Welfare.
- Religious and spiritual.
- Education.
- Sports.
- Social.
- Other activities

b. **Achievement BAKAT.** Among the successes and achievements obtained were:

- Runner Up - Badminton Tournament MAF BAKAT Level.
- 2nd Place - MAF BAKAT 3G to 3G programme.
- Organised the MAF BAKAT level Badminton Tournament.
- Organised MAF BAKAT Service provision Workshop Service 2/2010.



Majlis Pemakaian Pangkat Panglima Tentera Darat
Army Award Conferment Ceremony



Upacara Serah Terima Tugas Panglima Tentera Darat
Army Commander Handing Over Ceremony



Majlis Penyerahan Kerusi Roda.
Wheelchair Presentation ceremony.



Bengkel Pengemaskinian Data HRMIS
HRMIS Data Update Workshop



Majlis Pemakaian Pangkat Pegawai Kanan.
Rank Affixation/Conferment Ceremony for Senior Officers



Forum Pengguna HRMIS Peringkat JPA.
HRMIS Consumer Forum PSA level



Bengkel Pengemaskinian Data HRMIS TD Peringkat 6 Bgd
Army HRMIS Data Updating Workshop - 6th Brigade

Majlis Serah Terima Tugas Pengerusi Jemaah Tertinggi BAKAT Darat Pada 20 Mei 2010 di Bilik Kenanga Tingkat 5 Wisma Pertahanan di antara YBhg Puan Sri Maggie Rosmalisa Bte Abdullah dengan YBhg Datin Sri Umi Kalsom Bte Wan Awang.
The Handover of Duties Ceremony of ARMY BAKAT High Committee on May 20, 2010 at the Kenanga Room Level 5 Wisma Pertahanan, between the Honourable Puan Sri Maggie Rosmalisa Bte Abdullah and the Honourable Datin Sri Umi Kalsom Bte Wan Awang



Pertandingan Nasyid BAKAT Darat Tahun 2010
Nasyid Competition Army BAKAT for 2010



Mesyuarat Jemaah Tertinggi BAKAT Darat di Kota Kinabalu Sabah
ARMY BAKAT High Committee Meeting at Kota Kinabalu, Sabah



Promosi TD / *Promotion of the Army*



Majlis Ramah Mesra Bersama Isteri Menteri Pertahanan di Pusat Latihan Pengaman Malaysia
"Majlis Ramah Mesra" (socializing function) with the wife of the Minister of Defence at the Malaysia Peacekeeping Training Centre



Majlis Meraikan Isteri-Isteri PTD Negara-Negara ASEAN Sempena ACAMM Siri 11/2010
Ceremony to celebrate the Wives of ASEAN Diplomatic Officers in conjunction with the ACAMM Series 11/2010

PENCAPAIAN KUALITI

27. Pertandingan Anugerah Kualiti TD (AKTD) Tahun 2010.
- Sejumlah 188 penyertaan mengikut kategori telah diterima dan keseluruhan penyertaan ini telah dinilai oleh Panel Pemeriksa yang telah dilantik. Penilaian ke atas setiap penyertaan telah dilakukan dalam dua peringkat iaitu Penilaian Laporan Penyertaan dan diikuti dengan Penilaian Fizikal. Senarai pemenang adalah seperti berikut:
 - Anugerah Kualiti Panglima Tentera Darat (AKPTD) - MK Log TD.
 - Anugerah Kualiti Tentera Darat (AKTD).
 - Pengurusan Pemerintahan & Divisyen - 3 Div.
 - Pengurusan Briged - 5 Bgd.
 - Anugerah Khas Tentera Darat (AKHTD).
 - Pengurusan Sumber Manusia - Jab Arah KP.
 - Pengurusan Kewangan - MK Log TD.
 - Pengurusan Logistik - PULPAK.
 - Pengurusan Inovasi - IJED.
 - Anugerah Khas (Pengiktirafan) - MK Arti Div 3 Div.
 - Anugerah Kesiagaan Tempur Briged - 4 Bgd Mek.
28. Anugerah Inovasi Kementerian Pertahanan. Pada tahun 2010, Anugerah Kualiti Kementerian Pertahanan telah diberi penamaan baru kepada Anugerah Inovasi Kementerian Pertahanan dan TD telah menghantar sebanyak lima penyertaan.
29. Pertandingan Menulis Esei Panglima Tentera Darat Tahun 2010.
- Pertandingan Menulis Esei Panglima Tentera Darat merupakan acara tahunan TD yang bertujuan untuk meningkatkan daya intelektual dan mutu profesionalisma yang lebih cemerlang dikalangan Pegawai dan LLP TD. Sebanyak 48 penyertaan dengan pecahan terdiri daripada 24 Pegawai dan 24 LLP telah diterima.
 - Berikut adalah senarai pemenang tempat pertama bagi setiap kumpulan Pertandingan Menulis Esei Panglima Tentera Darat Tahun 2010.
 - Kumpulan 1 – Lt Kol dan Mej.** Mej Inderjit Singh al Tara Singh (3001866) – Military Rule Versus Civilian Rule: An Analytical Study On The People's Choice Of Leadership In Pakistan.

QUALITY ACHIEVEMENT

27. *Army Quality Award Competition, 2010.*
- A total of 188 entries (in accordance with the categories) were received and assessed by the appointed Examining Panel. The assessment of each entry was carried out in two (2) stages, first the Entry Report Assessment followed by the Physical Assessment. The list of winners is as follows:*
 - Army Commander Quality Award – Army MK Log.*
 - Army Quality Award (AKTD).*
 - Management of Command & Division - 3 Div.*
 - Management of Brigade - 5 Brigade.*
 - Army Special Award (AKHTD).*
 - Human Resources Management – MINDEF Directorate*
 - Financial Management - MK Log TD.*
 - Logistic Management - PULPAK.*
 - Innovation Management - IJED.*
 - Special Award (Recognition) - MK Arti Div 3 Div.*
 - Brigade Battle Readiness Award - 4 Brigade Mek.*
28. *Ministry of Defence Innovation Award. In 2010, the Ministry of Defence Award Quality was renamed the Innovation Award. The Ministry and the Army sent five nominations.*
29. *Army Commander Essay Writing Competition 2010.*
- The Army Commander Essay Competition is an annual Army event aimed at improving and elevating the intellect and professionalism of the Army Officers and Other Ranks. As many as 48 participants comprising of 24 officers and 24 Other Ranks were received.*
 - The list of first place winners for each Army Commander Group Essay Competition 2010:*
 - Group 1 – Lt Col and Maj.** Maj Inderjit Singh s/o Tara Singh (3001866) – *Military Rule Versus Civilian Rule: An Analytical Study On The People's Choice Of Leadership In Pakistan.*

- Kumpulan 2 – Kapl dan Sabaltan.** Kapl Nurharyanis bte Abu Bakar (3011178) - Bagaimana Pengurusan Minda Yang Optimum Mampu Untuk Menjana Kecergasan Emosi Bagi Meningkatkan Produktiviti dan Potensi Diri Setiap Anggota Tentera Darat.
- Kumpulan 3 – PTT Kanan.** 534124 PW 1 Azali bin Dahari – Memaksimumkan Wang Daripada Pengeluaran Gratuiti dan LTAT Untuk Dana Persaraan ATM.
- Kumpulan 4 – Kpl Kebawah.** 537906 Kpl Shafiek bin Mohamad – Tekanan di Tempat Kerja: Keperluan Anjakan Paradigma Cara Bekerja Anggota Tentera.

30. Hari Inovasi Tentera Darat Tahun 2010. Acara kemuncak iaitu Hari Kualiti Tentera Darat telah diberikan penamaan baru yang dikenali sebagai Hari Inovasi Tentera Darat. Acara ini telah dilaksanakan pada 21 Okt 2010 di Auditorium Kementerian Pertahanan dan bertujuan untuk memberi pengiktirafan kepada organisasi serta Pegawai dan anggota yang telah berjaya mencapai kecemerlangan dalam membudayakan inovasi dan penulisan esei. Panglima Tentera Darat, Jen Dato' Sri Zulkifeli bin Mohd Zin telah merasmikan majlis dan menyampaikan hadiah-hadiah kepada setiap pemenang.

- Group 2 – Capt and Sabaltan.** Capt Nurharyanis bte Abu Bakar (3011178) – *How an Optimum Management of the Mind can Generate Emotional Energy to Increase Productivity and Self Potential of each Army Staff.*
- Group 3 – Senior PTT.** 534124 PW 1 Azali bin Dahari – *Maximising Cash from Gratuity and LTAT for the MAF Pension Fund.*
- Group 4 – Corporal and under.** 537906 Kpl Shafiek bin Mohamad – *Stress at workplace. The Need for a Paradigm Shift in Working Methods of the Army Member.*

30. *Army Innovation Day 2010. The ultimate event for the year, the Army Quality Day 2010, was renamed the Army Innovation Day 2010. This was held on October 21, 2010 at the Mindef Auditorium, aimed at giving recognition to organisations, officers and members who have performed excellently in the innovation culture and essay writing. The Army Commander Gen Dato' Sri Zulkifeli bin Mohd officiated the function and presented the prizes to the winners.*

TENTERA LAUT DIRAJA MALAYSIA

PENDAHULUAN

1. Tahun 2010 merupakan tahun yang penuh bermakna kepada TLDM dalam menyokong usaha Kementerian Pertahanan dan Kerajaan melayari arus transformasi. Penambahbaikan terhadap visi sedia ada iaitu menjadi Tentera Laut Berkualiti kepada Tentera Laut Bertaraf Dunia membuktikan kesungguhan TLDM untuk mencapai tahap kecemerlangan dalam setiap aspek yang diceburi, seterusnya mengangkat martabat TLDM, Kementerian Pertahanan dan Kerajaan amnya ke tahap yang lebih tinggi.
2. Aktiviti tahunan dimulakan dengan penyampaian Amanat Tahun Baru oleh Panglima Tentera Laut, Laksamana Tan Sri Abdul Aziz bin Hj. Jaafar. Amanat yang bertujuan memberikan arah tuju kepada TLDM dalam melayari perjalanan tahun 2010 merangkumi imbasan kejayaan dan pengajaran sepanjang tahun 2009. Amanat ini menjadi pembuka laluan tahun 2010 dan pembakar semangat the Navy People agar TLDM lebih cemerlang, gemilang dan terbilang pada tahun-tahun akan datang.



Amanat Tahun Baru 2010 oleh Panglima Tentera Laut
Menjadi Sumber Inspirasi the Navy People
*The 2010 New Year Message by the Navy Commander
a source of inspiration to the Navy People*

ROYAL MALAYSIAN NAVY

INTRODUCTION

1. *The year 2010 was a meaningful year for RMN as it supported the government and the Ministry of Defence's efforts to ride the wave of transformation. The enhancement of the present vision, "Becoming Quality Navy" to "A World Class Navy", is proof of RMN's determination to be outstanding in all aspects, and consequently to elevate the status of RMN, the Ministry of Defence and the Government.*
2. *The year's activities began with the delivery of the New Year Message by the Navy Commander Commander Tan Sri Abdul Aziz bin Hj. Jaafar. The message, aimed to provide the direction to RMN in the year 2010, made references to the successes and lessons learnt in the year 2009. This message launched the year 2010 and motivated the "Navy People" to make RMN more Excellent, Glorious and Outstanding.*



Majlis Pelancaran The Navy Plan 2010 sebagai
Pemangkin Transformasi TLDM
*Launch of The Navy Plan 2010 as the
Catalyst of RMN Transformation*

PENGURUSAN STRATEGIK

3. TLDM menggunakan the Navy Plan 2010 sebagai Pelan Strategik sepanjang tahun 2010. Pelan Strategik ini merupakan kesinambungan daripada pelaksanaan Sistem Pengurusan Strategik sebelumnya yang dibangunkan berasaskan metodologi Balanced Scorecard (BSC) yang mula digunakan sejak tahun 2004. The Navy Plan 2010 menggariskan 6 Objektif Strategik seperti berikut:
 - a. Kesiagaan (Preparedness).
 - b. Memperkasakan Kesiediaan Sumber (Enhanced Resource Availability).
 - c. Menambah Baik Pengurusan Sumber Manusia (Improve Human Capital Management).
 - d. Menambah Baik Pengurusan Rangkaian Bekalan (Improve Supply Chain Management).
 - e. Menambah Baik Pengurusan Selenggaraan (Improve Maintenance Management).
 - f. Membangunkan Modal Insan (Develop Human Capital).
4. Pencapaian Objektif Strategik ini diukur melalui pencapaian 7 Petunjuk Prestasi Utama atau Key Performance Indicator (KPI) yang telah ditetapkan. Pencapaian secara keseluruhan adalah baik dimana 3 daripada 7 KPI yang ditetapkan berjaya mencapai sasaran ditetapkan, 4 KPI lagi masih belum mencapai sepenuhnya sasaran yang ditetapkan. Inisiatif dan pelan tindak yang komprehensif telah dilaksanakan bagi memastikan segala kelemahan yang dihadapi ditangani dengan efektif dan efisien. Prestasi Pelan Strategik ini dipantau melalui Lembaga Pengurusan Strategik (LPS) TLDM yang dipengerusikan oleh Panglima Tentera Laut sendiri di samping menilai pencapaian Markas Formasi TLDM dari semasa ke semasa.

TRANSFORMASI TLDM

5. Dalam usaha menyokong Program Transformasi MinDef dan Program Transformasi Kerajaan, TLDM telah memperkenalkan 6 Teras Transformasi seperti berikut:

STRATEGIC MANAGEMENT

3. *RMN used the NAVY PLAN 2010 as its strategic plan during the year 2010. This Strategic Plan is a continuation of the implementation of the Strategic Management System, previously developed based on the Balanced Scorecard method (BSC), which was first used in the year 2004. The Navy Plan 2010 outlined 6 Strategic Objectives as follows:*
 - a. *Readiness*
 - b. *Reinforcement of Resource Availability*
 - c. *Improvement of Human Resource Management*
 - d. *Improvement of Supply Network Management*
 - e. *Improvement of Management of Maintenance*
 - f. *Development of Human Capital*
4. *The success of these Strategic Objectives is measured by the accomplishment of a set of predetermined 7 Key Performance Indicators. Overall, the performance was good, where 3 out of 7 set KPIs were achieved although 4 KPIs have yet to reach their objectives. Initiatives and comprehensive action plans were carried out to ensure that all challenges faced were handled effectively and efficiently. The performance of the Strategic Plan was monitored through RMN's Strategic Management Board, chaired by the Admiral himself, and also by assessing the performance of RMN Formation Base/HQ from time to time.*

RMN TRANSFORMATION

5. *In supporting the MINDEF Transformation programme and the Government Transformation Programme, RMN had introduced 6 Core Principles of Transformation being:*

- a. Sikap.
- b. Penambahbaikan Proses.
- c. Kecekapan dan Profesionalisme.
- d. Kepatuhan kepada Peraturan dan Arahan.
- e. Integriti.
- f. Inisiatif Penjimatan.

6. TLDM sebagai sebuah perkhidmatan yang ingin menggapai status tentera laut bertaraf dunia, telah mengambil langkah proaktif melaksanakan transformasi ke arah memartabatkan TLDM. Transformasi ini perlu bagi memperkukuhkan TLDM seiring dengan kemajuan negara dengan menganjukkan lagi keberkesanan perkhidmatan ke tahap yang lebih tinggi. TLDM telah mula mengorak langkah dalam memacu agenda Transformasi TLDM melalui pengenalan Nilai Teras TLDM yang baru iaitu Kemuliaan (Honour), Kesetiaan (Loyalty), Keberanian (Courage) dan Kebanggaan (Pride). Pengenalan nilai teras yang baru ini diyakini dapat menambah baik sikap, tahap disiplin dan integriti warga TLDM. Inisiatif penjimatan dan perbelanjaan berhemah yang turut dilaksanakan secara menyeluruh dalam TLDM juga turut menampilkan hasilnya. Pelaksanaan program TLDM dapat diteruskan dan tidak tergugat walaupun berbagai langkah penjimatan telah diambil. Usaha yang berterusan dan komitmen tinggi daripada seluruh warga TLDM menjadi faktor kejayaan utama dalam usaha mentransformasikan TLDM.

KECEMERLANGAN OPERASI

7. Kecemerlangan operasi TLDM dapat dilihat daripada aspek kemampuan TLDM melaksanakan misinya iaitu Menjaga Kedaulatan dan Kepentingan Maritim Malaysia. Tahun 2010 telah melakar satu lagi sejarah dengan pengoperasian Skuadron Kapal Selam di dalam TLDM. Ketibaan KAPAL DIRAJA TUN RAZAK pada 2 Julai 2010 di Pangkalan TLDM Lumut setelah melaksanakan pelayaran selama 63 hari dari Toulon, Perancis ke Malaysia, membuktikan TLDM dan warganya berkeupayaan dalam mengoperasi kapal selam yang merupakan aset berteknologi tinggi.

- a. Attitude.
- b. Process Improvement.
- c. Efficiency and Professionalism.
- d. Compliance of Rules and Directions.
- e. Integrity.
- f. Cost Initiatives.

6. *RMN as a service provider determined to reach the status of a world class naval force, had taken proactive steps to carry out the transformation process to enhance its status. This transformation is necessary to strengthen RMN in line with the nation's progress, by increasing its service efficiency to a higher level. RMN had commenced the Transformation Agenda through the introduction of the new RMN Core Values such as Honour, Loyalty, Courage and Pride/Glory. The introduction of these values was believed to be able to improve the attitude, discipline and the integrity of RMN citizens. Cost initiatives and sensible spending which were comprehensively carried out by RMN had also shown results. The programmes carried out by RMN could continue uninterrupted despite the many cost cutting measures taken. Continued efforts and a high level of commitment from all RMN citizens were the main factors behind the successful transformation of RMN.*

OPERATIONAL EXCELLENCE

7. *The excellence of RMN operations may be seen from the capacity of RMN in accomplishing its mission that is, the Preservation of Malaysia's Sovereignty and Maritime Interest. In the year 2010 history was made by the launch of the Submarine Squadron in RMN. The arrival of the KAPAL DIRAJA TUN RAZAK (TUN RAZAK ROYAL VESSEL) on the 2nd of July 2010 at the Lumut RMN Base after completing a 63 day voyage from Toulon, France to Malaysia, had proven that RMN and its people were highly competent and capable in operating the submarine, which was a high technology asset.*



KD TUN RAZAK Selamat Kembali ke Tanah Air
Selepas Pelayaran 63 Hari dari Toulon, Perancis
*The KD TUN RAZAK's safe return to the country
after a 63 day voyage from Toulon, France*

8. Keupayaan kedua-dua buah kapal selam negara ini telah dibuktikan dengan kejayaan misi penembakan misil yang telah dilaksanakan seperti berikut:
- a. Penembakan misil Latihan M1B pada 29 Jun 2010 dan misil Exocet SM pada 26 Julai 2010 oleh KD TUNKU ABDUL RAHMAN semasa EKSESAIS TAMING SARI 15/2010.
 - b. Penembakan torpedo Black Shark (BS) Exercise oleh KD TUN ABDUL RAZAK pada 27 September 2010 semasa OP MARLIN 1/2010.
 - c. Penembakan torpedo BS War oleh KD TUN ABDUL RAZAK pada 15 November 2010 melalui OP BARAC-CUDA 1/2010.

8. *The capacity of both vessels were proven by successful firing missions as follows:*
- a. *The Live Missile Firing M1B Training on the 29th June 2010 and Exocet SM on 26th July 2010 by KD TUNKU ABDUL RAHMAN during the Taming Sari Exercise 15/2010.*
 - b. *The BS (Black Shark) torpedo firing exercise by KD TUN ABDUL RAZAK on 15th November 2010 during the OP MARLIN 1/2010*
 - c. *The BS War Torpedo firing from KD TUN ABDUL RAZAK on 15th November 2010 by OP BARRACUDA 1/2010.*



Kejayaan Penembakan Misil oleh KD TUNKU ABDUL RAHMAN Bukti Kemampuan Aset TLDM
Successful Missile Firing by KD TUNKU ABDUL RAHMAN proof of capacity of RMN's assets

9. Kehadiran dua (2) buah Kapal Ronda Generasi Baru iaitu KD KELANTAN dan KD SELANGOR ke dalam inventori Armada TLDM dapat memperkukuhkan lagi kekuatan armada dalam menentukan kedaulatan perairan negara dan kepentingannya sentiasa terpelihara. Pembinaan kapal yang sepenuhnya oleh anak-anak watan tempatan ini turut memperlihatkan keupayaan kapal yang dibina bercirikan kecanggihan peralatan yang boleh dioperasi dengan jumlah krew yang minimum tetapi berupaya mengekalkan tahap dan tempoh pengoperasian yang tinggi.



Pentauliahian KD SELANGOR Memperkukuhkan Lagi Kekuatan Armada TLDM
The certification of KD SELANGOR solidifies the RMN Armada

10. Kedaulatan dan kepentingan maritim negara menjadi fokus utama TLDM dalam operasi yang dilaksanakan. Sepanjang tahun 2010, TLDM telah terlibat dengan pelbagai operasi 24 jam seperti OP KEKAL WARISAN di Pulau Batu Putih, OP PEJARAK dan OP PATKOR MALINDO di Selat Melaka, OP SINAR SAKTI di Laut China Selatan, OP DAULAT BENUA di Laut Sulawesi serta OP PASIR di Laut Sulu. Penglibatan kapal Auxiliary TLDM iaitu BUNGA MAS 5 di dalam OP FAJAR di Perairan Teluk Aden yang telah berjaya mengiringi sebanyak 202 buah kapal MISC sepanjang tahun 2010 tanpa sebarang serangan lanun membuktikan kejayaan operasi ini. Kos yang dapat diijmatkan melalui pengoperasian kapal Auxiliary TLDM ini ialah sebanyak RM60 Juta setahun. Semua operasi yang dilaksanakan oleh TLDM ini telah berjaya mengekalkan kedaulatan perairan dan juga kepentingan maritim Malaysia di dalam mahupun di luar negara.

9. *The presence of two New Generation Patrol Vessels, the KD KELANTAN and the KD SELANGOR in RMN Armada inventory reinforced the strength of the RMN Armada, in ensuring that the sovereignty of the country's waters and its interests will always be preserved. The vessels, fully constructed by our local sons also demonstrated the competency of a ship that had been built based on high technology sophisticated equipments which can operate on minimum crew member while maintaining a high level and period of operation.*



Lanun Somalia Yang Berjaya Ditawan oleh Tim Pasukan Khas ATM Dari Kapal BUNGA MAS 5
Somalian Pirates successfully captured by Special MAF Team from the BUNGA MAS 5

10. *The maritime sovereignty and interests of the country is the RMN's main focus in all its operations. Throughout the year 2010, RMN was involved in various 24 hour operations such as OP KEKAL WARISAN at the Batu Putih Island, OP PEJARAK and OP PATKOR MALINDO in the Malacca Straits, OP SINAR SAKTI in the South China Seas, the OP DAULAT BENUA in the Sulawesi Sea, and the OP PASIR in Sulu Seas. The involvement of the auxilliary RMN vessel, the BUNGA MAS 5, in the OP FAJAR in Gulf of Aden coastal waters which had successfully accompanied 202 MISC Ships during 2010 without any pirate attacks, made the operation a resounding success. The costs saved through utilising the Auxilliary vessels of RMN is RM60 million per year. All the operations carried out by RMN had successfully protected the coastal sovereignty and maritime interest of Malaysia both domestically and abroad.*

PENGUKUHAN HUBUNGAN DUA HALA

11. Peningkatan perhubungan dua hala dengan negara serantau dan antarabangsa amat penting dalam memastikan hubungan diplomatik antara negara terus kukuh. Pengukuhan hubungan dua hala ini dilaksanakan melalui pelaksanaan latihan dan eksesais, lawatan operasi dan juga lawatan rasmi yang dilaksanakan.
12. Dalam tahun 2010, pelbagai eksesais dalaman, eksesais antara perkhidmatan dan eksesais di peringkat antara-bangsa telah dilaksanakan dengan jayanya, antaranya ialah:
- a. EKS MILAN – Eksesais ini dilaksanakan pada 3 hingga 16 Feb 10 antara TLDM dengan Tentera Laut Singapura, Thailand, Myanmar, Sri Lanka, India, Indonesia, Bangladesh dan Australia. Aset TLDM yang terlibat ialah KD PERAK.
 - b. EKS MALAPURA – Eksesais ini dilaksanakan pada 22 Feb. hingga 5 Mac 10 antara TLDM dengan Tentera Laut Singapura. Aset TLDM yang terlibat ialah KD LEKIU, KD TERENGGANU dan KD LAKSAMANA TUN ABDUL JAMIL.
 - c. MALINDO LATGABMA DARSASA – Eksesais ini dilaksanakan pada 26 Mac hingga 9 Apr. 10 antara TLDM dengan Tentera Nasional Indonesia-Angkatan Laut (TNI-AL). Aset TLDM yang terlibat ialah KD TERENGGANU.
 - d. MALPHI LAUT – Eksesais ini dilaksanakan pada 12 hingga 22 Apr. 10 antara TLDM dengan Tentera Laut Filipina. Aset TLDM yang terlibat ialah KD KEDAH.
 - e. SEA - EX THAMAL – Eksesais ini dilaksanakan pada 17 hingga 22 Mei 10 antara TLDM dengan Tentera Laut Thailand. Aset TLDM yang terlibat ialah KD HANDALAN dan KD PERDANA.
 - f. EX CARAT – Eksesais ini dilaksanakan pada 5 hingga 12 Jun 10 antara TLDM dengan Tentera Laut Amerika Syarikat. Aset TLDM yang terlibat ialah KD LEKIR, KD LAKSAMANA TUN ABDUL JAMIL dan KD LAKSAMANA TAN PUSMAH.
 - g. EX SEACAT – Eksesais ini dilaksanakan pada 17 hingga 25 Jun 10 antara TLDM dengan Tentera Laut Amerika Syarikat. Aset TLDM yang terlibat ialah KD LEKIR dan KD KEDAH.

STRENGTHENING BILATERAL RELATIONS

11. *Enhancing bilateral relationships regionally and internationally is very important in ensuring the continued strength of international diplomatic relations. Such enhancement of these bilateral relationships is done through carrying out of training and exercises, operational visits and official visits.*
12. *In the year 2010, various internal exercises, inter services exercises and international level exercises were carried out, among them:*
- a. *MILAN EX - this exercise was carried out from the 3rd to the 16th February 2010 between RMN and the Naval Forces of Singapore, Thailand, Myanmar, Sri Lanka, India, Indonesia, Bangladesh and Australia. RMN asset that was used was KD PERAK.*
 - b. *MALAPURA Ex – This exercise was carried out from the 22nd February to the 5th March 2010 between RMN with the Singapore Naval Forces. The RMN assets involved were the KD LEKIU, KD TERENGGANU and KD LAKSAMANA TUN ABDUL JAMIL.*
 - c. *MALINDO LATGABMA DARSASA – This exercise was carried out from the 26th March 2010 to 9th April 2010 between RMN and the Indonesian Army and Navy (TNI-AL). RMN Asset used was the KD Terengganu.*
 - d. *MALPHI LAUT – This exercise was carried out from the 12th to the 22nd April 2010 between RMN and the Naval Forces of Philippines. RMN asset that was used was KD KEDAH.*
 - e. *SEA – EX THAMAL – this exercise took place from the 17th to the 22nd May 2010 between RMN and the Thailand Naval Forces. RMN asset involved were KD HANDALAN and KD PERDANA*
 - f. *CARAT EX - This exercise was carried out from the 5th to the 12th of June 2010 between RMN and the US Navy. RMN's asset involved were KD LEKIR, KD LAKSAMANA TUN ABDUL JAMIL and KD LAKSAMANA TAN PUSMAH.*
 - g. *SEACAT EX - the exercise was carried out from the 17th to the 25th June 2010, between RMN and the US Navy, the Asset involved were the KD LEKIR and the KD Kedah.*

- h. OSTEK/SUBFIT – Ekseksais ini dilaksanakan pada 29 Jul. hingga 6 Ogos 10 yang melibatkan aset TLDM sahaja iaitu KD SRI INDERASAKTI, KD LEKIU, KD KEDAH, KD MAHAMIRU, KD LEKIR, KD PAHANG, KD PERAK, KD TERENGGANU dan KD LEDANG.
- i. EKS JERONG EMAS – Ekseksais ini dilaksanakan pada 22 hingga 29 Jun 10 yang melibatkan TLDM dengan TUDM. Aset TLDM yang terlibat ialah KD MAHAWANGSA.
- j. EKS BALANCE MINT – Ekseksais ini dilaksanakan pada 17 hingga 31 Okt. 10 antara Pasukan Khas Laut (PASKAL) TLDM dengan US Navy Seal.
- k. EKS ANGSA – Ekseksais ini dilaksanakan pada 23 Sep. hingga 6 Okt. 10 antara TLDM dengan TUDM. Aset TLDM yang terlibat ialah KD SRI INDERASAKTI, KD LAKSAMANA TAN PUSMAH, KD LAKSAMANA TUN ABDUL JAMIL, KD KELANTAN, KD LEKIR dan KD LAKSAMANA HANG NADIM.
- l. EKS BERSAMA PADU – Ekseksais ini dilaksanakan pada 11 hingga 30 Okt. 10. Ekseksais ini melibatkan TLDM dan negara FPDA iaitu Malaysia, Singapura, United Kingdom, Australia dan New Zealand. Aset TLDM yang terlibat ialah KD LEKIR, KD LEKIU, KD SRI INDERA SAKTI, KD MAHAMIRU, KD LEDANG dan 2 buah bot CB 90.
- m. EKS HORNBILL – Ekseksais ini dilaksanakan pada 22 hingga 29 Nov. 10 antara TLDM dengan Tentera Laut Diraja Brunei (TLDB). Aset TLDM yang terlibat ialah KD KEDAH dan KD JERONG.

- h. OSTEK/SUBFIT – This exercise was carried out the 29th July 2010 to the 6th August 2010 involving only RMN Assets that is, KD SRI INDERASAKTI, KD LEKIU, KD KEDAH, KD MAHAMIRU, KD LEKIR, KD PAHANG, KD PERAK, KD TERENGGANU and KD LEDANG.
- i. JERONG EMAS EX– This exercise was carried out on the 22nd to the 29th of June 2010 involving RMN and the Royal Malaysian Air Force. The asset of RMN involved is KD MAHAWANGSA.
- j. BALANCE MINT EX – This exercise was carried out on the 17th to the 31st of October 2010 between RMN Special Forces with the US Navy Seal .
- k. ANGSA EX – This exercise was carried out from 23rd September 2010 to the 6th of October 2010 between RMN and the RMAF. The assets of RMN involved this time were the KD SRI INDERASAKTI, KD LAKSAMANA TAN PUSMAH, KD LAKSAMANA TUN ABDUL JAMIL, KD KELANTAN, KD LEKIR and KD LAKSAMANA HANG NADIM.
- l. PADU JOINT EXERCISE – This exercise was carried out from the 11th to the 30th of October 2010, involving RMN and FDPA countries, such as Malaysia, Singapore, the United Kingdom, Australia and New Zealand. RMN Assets involved were KD LEKIR, KD LEKIU, KD SRI INDERA SAKTI, KD MAHAMIRU, KD LEDANG and 2 CB 90 boats.
- m. HORNBILL EX – This exercise was carried out from the 22nd to the 29th of November 2010 between RMN and the Royal Navy of Brunei. RMN Assets involved were KD KEDAH and KD JERONG.

- 13. TLDM turut melaksanakan lawatan operasi bagi meningkatkan hubungan dua hala di mana sebanyak 12 lawatan operasi telah dilaksanakan merangkumi negara seperti Yemen, Oman, India, Indonesia, Singapura, Thailand, Maldives dan Brunei.
- 14. Sebanyak 67 buah kapal dan 7 buah bot dari 15 tentera laut negara asing turut mengunjungi Malaysia yang menyaksikan peningkatan berbanding tahun-tahun lepas. Tentera Laut yang telah mengunjungi Malaysia antaranya ialah Amerika Syarikat, Australia, Jepun, Korea Selatan, New Zealand, Oman, Perancis, Portugal, Rusia, India, Singapura, Indonesia, Thailand, Filipina dan Brunei.
- 15. Di samping itu, seramai 6 Panglima Tentera Laut negara sahabat juga turut membuat lawatan rasmi bagi meningkatkan hubungan diplomatik yang sedia terjalin. Lawatan yang diterima antaranya seperti berikut:
 - a. Lawatan oleh PTL Pakistan, Admiral Noman Bashir.
 - b. Lawatan oleh PTL Indonesia, Laksamana TNI Agus Suhartono.
 - c. Lawatan oleh PTL Filipina, Vice Admiral Ferdinand Golez.
 - d. Lawatan oleh PTL Perancis, Admiral Pierre Forissier.
 - e. Lawatan oleh PTL Thailand, Admiral Khamthorn Pumhiran.
 - f. Lawatan oleh PTL Indonesia, Laksamana TNI Soeparno.

- 13. RMN had also carried out operational visits to improve bilateral relation, whereby 12 operational visits were carried out for countries such as Yemen, Oman, India, Indonesia, Singapore, Thailand Maldives and Brunei.
- 14. As many as 67 ships and 7 boats from 15 foreign naval forces visited Malaysia, witnessing an improvement compared to previous years. The Naval forces which visited were from the United States of America, Australia, Japan, South Korea, New Zealand, Oman, France, Portugal, Russia, India, Singapore, Indonesia, Thailand, the Philippines and Brunei.
- 15. Additionally, 6 Naval commanders from friendly countries also visited to reinforce the existing two way diplomatic relationships. Visits were from:
 - a. Visit by the Naval Commander Pakistan, Admiral Norman Bashir.
 - b. Visit by the Naval Commander of Indonesia, Laksamana TNI Agus Suhartono.
 - c. Visit by the Naval Commander of the Philippines, Vice Admiral Ferdinand Golez.
 - d. Visit by the French Naval Commander, Admiral Pierre Forissier.
 - e. Visit by the Thai Naval Commander, Admiral Khamthorn Pumhiran.
 - f. Visit by the Indonesian Naval Commander, Laksamana TNI Soeparno.



Lawatan Operasi Turut Memberi Manfaat dari Segi Perkongsian Maklumat Di samping Mengukuhkan Hubungan Baik Antara Negara.
Operational visits are beneficial from the aspects of information sharing and improved bilateral international relations



Lawatan oleh Kapal Tentera Laut India Mengukuhkan Hubungan Dua Hala Yang Sedia Terjalin
Visit by the Indian Naval Ship to improve Existing Bilateral Relations



Kunjungan Hormat oleh PTL Indonesia Membuktikan Kerjasama Erat Antara Malaysia-Indonesia
Courtesy Visit from the Naval Commanders of Indonesia proves the close co-operation between Indonesia and Malaysia

KECEMERLANGAN MODAL INSAN

16. Kecemerlangan modal insan amat diberi tumpuan bagi melahirkan the Navy People yang berprestasi tinggi. Beberapa inisiatif telah dilaksanakan bagi memastikan pengurusan dan pembangunan modal insan TLDM berada pada tahap yang tinggi. Seramai 30 Pegawai Kadet, 96 pegawai lepasan Universiti Pertahanan Nasional Malaysia (UPNM), 10 Pegawai Graduan dan 12 Pegawai Tugas Khas telah ditauliahkan pada tahun 2010, manakala 199 anggota lain-lain pangkat telah berjaya menamatkan Latihan Asas Perajurit Muda.



Pegawai dan Perajurit Muda Menjadi Aset Berharga TLDM
Officers and Young Soldiers are RMN's Valuable Assets

HUMAN CAPITAL EXCELLENCE

16. Human capital excellence is given top priority in producing a highly performing Navy People. Several initiatives were carried out to ensure that the management and development of RMN human capital is maintained at a high level. As many as 30 Cadet Officers, 96 graduate officers from the Malaysian Defence University, 10 Graduate Officers and 12 Special Officers were accredited in the year 2010 while 199 officers of other ranks successfully completed the Young Soldier Basic Training.



17. Dalam aspek meningkatkan moral serta motivasi, pengiktirafan seperti kenaikan pangkat, Anugerah Perkhidmatan Cemerlang (APC) dan anjakan gaji turut diberikan kepada warga TLDM yang cemerlang. Dalam tahun 2010, seramai 264 pegawai dan 1352 anggota lain-lain pangkat telah dinaikkan pangkat, manakala 151 pegawai dan 1334 anggota LLP diberi APC. Seramai 333 pegawai dan 3345 anggota LLP telah diberikan anjakan gaji.

18. Untuk melahirkan tenaga kerja yang mahir dan profesional, pembangunan modal insan turut diberi perhatian di mana seramai 10,205 anggota TLDM telah diberi peluang untuk menghadiri pelbagai kursus dalam negara dan 99 anggota lagi telah dihantar untuk berkursus di luar negara. Hasilnya dapat dilihat

17. From the aspect of increasing morale and motivation, recognition such as pay increase, the Excellence Service Award (ESA), and increments in salary were also given to those in RMN who excel. In the year 2010, as many as 264 officers and 1352 other ranking officers were promoted and 151 officers and 1334 members of LLP were given the ESA. A total of 333 officers and 3345 LLP members were given salary increments.

18. To produce a more skilled and professional workforce, the development of human capital was also given due attention, where 10,205 members of the RMN were given the opportunity to attend various courses within the country and 99 other members were sent for courses overseas. The results can be seen through the

melalui pengoperasian aset secara optimum sejajar dengan keperluan perkhidmatan. Di samping itu juga, TLDM bukan sahaja mahu melahirkan modal insan yang kompeten dalam kerjaya mereka, malah juga mempunyai sahsiah dan sifat kepimpinan yang tinggi dan berkesan. Ini dipupuk melalui latihan kepimpinan dan pengurusan berterusan yang dilaksanakan secara berperingkat di Pusat Kepimpinan TLDM. Warga TLDM yang mempunyai sifat kepimpinan dan integriti yang tinggi akan memacu organisasi TLDM keseluruhannya ke arah menjadi Tentera Laut Bertaraf Dunia.

optimised operations of assets in line with the requirement of service. In addition, the RMN not only wanted to produce human capital that is highly competent in their career, but also have a high sense of esteem and effective leadership qualities. This would be nurtured through continuous leadership and management training done in stages at the RMN Leadership Centre. The RMN member who has a high level of integrity and leadership qualities will be able to drive this organisation towards becoming A World Class Naval Force.



Pusat Kepimpinan TLDM Mampu Melahirkan Waga TLDM Yang Berwibawa
The RMN Leadership Centre is able to produce Able RMN Members

19. Terdapat banyak lagi inisiatif yang telah dilaksanakan pada tahun 2010 sebagai pemangkin bagi melahirkan warga TLDM yang cemerlang, antara lain:

- Perolehan Waran Perjawatan Utama TLDM yang baru 2010. Waran perjawatan baru bagi perjawatan utama TLDM telah berjaya diperoleh pada 16 Disember 2010. Waran perjawatan tersebut menyaksikan TLDM memperoleh 5 perjawatan yang dinaiktaraf dan 1 perjawatan baru diwujudkan. Perjawatan utama tersebut melibatkan peningkatan pangkat 4 perjawatan ke taraf Laksamana Muda dan 2 perjawatan ke taraf Laksamana Pertama.
- Mengemas kini Manual Kursus dan Kerjaya Pegawai dan Askar Laskar (MBR 1066) yang kini dikenali sebagai Buku Rujukan Laut atau BRL 1066 Edisi ke-2 Tahun 2010.

19. There were many more initiatives carried out in the year 2010 towards producing excellent RMN members, among them being:

- Obtaining the new Major posts Recruitment Warrant 2010. The new Recruitment Warrant for main posts of RMN was obtained on 16th December 2010. The warrant showed 5 postings that have been upgraded and 1 new post that was created. The main posts involved the rank upgrade of 4 posts to Rear Admiral status and 2 to the status of First Admiral.
- Updating the Course and Career Manual for Officers and non commissioned officers MBR 1066, now known as the Naval Reference Book (BRL 1066 2nd Edition Year 2010).



- c. Menubuhkan pasukan PALAPES di Akademi Laut Malaysia (ALAM) dan di Universiti Malaysia Pahang (UNIMAP). ALAM merupakan Institusi Latihan Maritim Swasta yang pertama di Malaysia yang melaksanakan program Pasukan Simpanan TLDM sebagai pemangkin kepada rancangan Pertahanan Menyeluruh Negara (HANRUH).
- d. Menguatkuasakan konsep modular training dan multi-skilling di dalam Pasukan Simpanan Sukarela (PSS) TLDM.
- e. Pengambilan pegawai baru yang berkelulusan Ijazah Sarjana Muda dengan keputusan CGPA 2.7 dan ke atas sahaja. Latihan Pegawai Kadet di KDSI 1 telah ditamatkan sejak tahun 2009.
- f. Pengambilan Perajurit Muda baru yang mempunyai kelayakan SPM dan ke atas sahaja.
- g. Pembayaran elaun-elaun untuk kemahiran pelbagai juga dicadangkan untuk meningkatkan tahap profesionalisme setiap anggota TLDM.

PENGURUSAN LOGISTIK

20. Pengurusan logistik yang efektif dan efisien merupakan aspek yang amat diberi perhatian oleh TLDM bagi menyokong tahap kesiagaan aset yang tinggi. Perhatian telah ditumpukan kepada peningkatan pengurusan rangkaian bekalan (supply chain management), pengurusan selenggaraan dan kewangan. Pelaksanaan pengurusan depot-depot TLDM yang berteknologi tinggi melalui Automated Storage and Retrieval System (ASRS), Sistem Pengurusan Inventori Armada (SPIA) versi kedua dan juga e-Perolehan telah meningkatkan sistem pengurusan logistik yang lebih efektif dan efisien. Penambahbaikan proses kerja dan inovasi dalam spesifikasi pembekalan pakaian dan aksesori turut dilaksanakan merangkumi penukaran tudung jenis sarung bagi menggantikan tudung jenis bawal bagi pegawai dan anggota wanita, Kasut But Kulit Berzip untuk wanita, kasut sukan TLDM berciri Cross Training, badge beret, rangsum kapal selam dan pelaksanaan Sistem Pakaian Seragam TLDM.
21. Pelaksanaan Mesyuarat Peringkat Tertinggi TLDM bersama Boustead Naval Shipyard (BNS) turut dilaksanakan bagi meningkatkan kerjasama dan

- c. *Setting up the PALAPES team at the Malaysian Naval Academy (ALAM) and at the Pahang Malaysia University (UNIMAP). ALAM is the first private maritime training institute in Malaysia which carries out the RMN Reserves Team programme as a catalyst to the National Comprehensive Defence programme.*
- d. *Enforcing the modular training and multi skilling concepts in the Voluntary Reserves Team of RMN.*
- e. *Recruiting new officers with a degree qualification, with CGPA rating of 2.7 and above only. The training of cadet officers at KDSI 1 was terminated since the year 2009.*
- f. *Recruiting new young soldiers with SPM qualifications and above only.*
- g. *Payment of allowances for various skills was also proposed to increase the level of professionalism of each RMN officer.*

LOGISTIC MANAGEMENT

20. *An effective and efficient logistic management is highly important to the RMN to support the highest level of asset readiness. Focus was given to the enhancement of the supply chain management, and maintenance management and finance. The implementation of depot management for the high technology RMN depots through the Automated Storage and Retrieval System, the Armada Inventory Management 2nd version and the e-Procurement have made logistic management more efficient and effective. The enhancement of work process and innovation in the apparel and accessories supply specifications was also done including the change of headscarf from "bawal" type to the slip-on type for lady officers and members, the zipped boots for ladies, the Cross Training sports shoes for RMN, the beret badge, the submarine rations and the RMN's system of uniformed apparel.*
21. *The holding of the Meeting of RMN's supreme council together with Boustead Naval Shipyard was also held to increase cooperation and effectiveness in carrying*

keberkesanan dalam melaksanakan pembaikan kapal-kapal TLDM. Mesyuarat yang dilaksanakan secara berkala ini dapat memastikan segala permasalahan dan isu yang dihadapi diselesaikan secara efektif. Usaha yang berterusan dan inisiatif baru turut dilaksanakan bagi memastikan aspek pengurusan logistik TLDM terus dipertingkatkan.

22. Lanjutan daripada penguncupan ekonomi yang berlaku pada tahun 2009, TLDM telah melaksanakan perbelanjaan berhemah dan terkawal pada tahun 2010. TLDM telah menggariskan sebanyak 15 langkah penjimatan yang perlu diambil oleh markas dan unit TLDM. Hasil daripada inisiatif penjimatan yang diperkenalkan, penurunan perbelanjaan dapat diperolehi dalam aspek seperti berikut:
- a. Penurunan kos tuntutan tugas.
 - b. Penurunan kos penggunaan diesel, petrol dan pelincir.
 - c. Penurunan kos penggunaan telefon bimbit pakej Celcom.
 - d. Penurunan kos catuan dan sajian.
 - e. Penurunan kos penggunaan alat tulis dan percetakan.
23. Hasil keseluruhan daripada langkah penjimatan yang diamalkan, TLDM telah berjaya menjimatkan sebanyak RM35 juta sepanjang tahun 2010.
24. TLDM telah memperoleh Sijil Penghargaan Pencapaian Pembayaran Bil 100% dalam Tempoh 7 Hari untuk setengah tahun pertama 2010 bagi 2 buah Pusat Tanggungjawab (PTJ) iaitu PTJ Cawangan Material, Markas Tentera Laut dan PTJ Depot Bekalan Armada, Pangkalan TLDM Lumut. Pengiktirafan ini membuktikan bahawa TLDM sentiasa melaksanakan pengurusan kewangan secara efektif dan efisien.

PENGURUSAN KEUTUHAN TADBIR URUS

25. Pengenalan dan penerapan 4 Nilai Teras TLDM yang baru iaitu Kemuliaan, Kesetiaan, Keberanian dan Kebanggaan dilihat sebagai pembuka tirai bagi tahun 2010 apabila diamanatkan oleh Panglima Tentera Laut di dalam perutusan tahun baru kepada seluruh

out repair works of RMN ships. The meetings, held periodically, will ensure that any problems and issues faced can be resolved effectively. Continuous efforts and new initiatives were also taken to ensure the enhancement of RMN's logistics management.

22. *Following the economic downturn in the year 2009, the RMN carried out structured and controlled spending in the year 2010. The RMN had outlined 15 cost saving measures to be taken by RMN quarters and units. As a result of the said measures, a reduction in spending was achieved in the following areas:*

- a. *Reduced work related claims.*
- b. *Reduced cost of diesel, petrol and lubricants.*
- c. *Reduced cost of mobile phones on Celcom packages.*
- d. *Reduced costs in ration and catering.*
- e. *Reduced costs of stationery and printing.*

23. *As a result of these cost saving measures, the RMN successfully saved RM35 million in the year 2010*

24. *RMN had obtained the Certificate of Appreciation for Achievement of 100% bill settlement. The 7 days for the first half of 2010 for two Responsibility Centres (PTJ) that is, the Material PTJ, the Naval Base, and the Armada Supply Depot at the RMN Naval Base, Lumut. This recognition proved that the the RMN is always managing its finance in an efficient and effective manner.*

MANAGEMENT OF ADMINISTRATION INTEGRITY

25. *The introduction and integration of the 4 new Core Values of RMN; Honour, Loyalty, Courage and Pride is seen as the opener of the year 2010 as entrusted by the Naval Commander in his new year message to the whole Navy People. These core values are outlined to ensure*

anggota Navy. Nilai teras ini digariskan bertujuan untuk memastikan setiap warga TLDM mempunyai dan mengamalkan nilai-nilai murni serta pendorong ke arah tahap integriti yang tinggi.

26. TLDM telah mengguna pakai 7 terma rujukan keutuhan tadbir urus bagi memantapkan aspek keutuhan dan tadbir urus dalam TLDM. Terma rujukan keutuhan tadbir urus tersebut ialah Dasar dan Perundangan, Sistem dan Prosedur Kerja, Nilai Murni & Kod Etika, Pengurusan Pelanggan, Kawalan Dalaman, Tindakan Pengesanan, Punitif & Pemulihan serta Pengiktirafan & Penghargaan.
27. Berdasarkan 7 terma rujukan ini, TLDM telah menggiatkan inisiatif, usaha dan tindakan bagi memastikan gejala penyelewengan, rasuah, penyalahgunaan kuasa dan ketidakcekapan pentadbiran tidak berlaku. TLDM turut melaksanakan beberapa program pengukuhan keutuhan bagi memastikan setiap the Navy People mempunyai sikap dan nilai keperibadian yang tinggi dan terpuji. Program-program yang dilaksanakan adalah seperti berikut:
 - a. Program Whistle Blower. Program ini diperkenal dan dilaksanakan bagi memastikan segala perilaku rasuah, penyelewengan dan salah guna kuasa yang berlaku di markas/unit TLDM dilaporkan kepada pihak atasan TLDM.
 - b. Pemantapan Sistem Bahagian. Pelaksanaan Sistem Bahagian yang berkesan turut memainkan peranan dalam meningkatkan motivasi, moral, produktiviti dan kualiti warga TLDM. Sistem ini memerlukan seorang pegawai mengurus dan menyelia semua anggota bawahannya dalam aspek pelaksanaan tugas, pembangunan kerjaya, kebajikan dan lain-lain.
 - c. Konsep Pengurusan Melalui Campur Tangan (Management by Intervention). Konsep ini diamalkan di semua markas dan unit bagi mengekang perkara-perkara yang melanggar peraturan dan prosedur ditetapkan.
 - d. Program Audit dan Pemeriksaan. Pelaksanaan program ini dilaksanakan secara berkala bagi menentukan segala proses kerja dilaksanakan dengan sempurna bagi mencegah sebarang ketidakakuran kepada prosedur, arahan dan peraturan semasa. Pendekatan yang diambil ialah melalui pelaksanaan Audit Pengurusan, Audit Verifikasi dan Audit Tidak Terjangka.

that every citizen of RMN has and practises the moral values as well as to act to drive a higher level of integrity.

26. *The RMN has applied 7 themes of reference to the administration integrity to strengthen the aspects of integrity and administration. These reference themes are Policies and Regulations, Work Systems and Procedures, Moral Values and Ethical Codes, Customer Management, Internal Control, Verification Measures, Punitive and Recovery and Acknowledgement and Appreciation.*
27. *Based on these 7 themes of reference, RMN had increased its initiatives, efforts and activities to ensure that embezzlement, corruption, abuse of power and inefficient administration do not occur in the RMN. RMN also carried out several integrity reinforcement programmes to ensure that each Navy People possesses a high level of integrity. The programmes carried out were as follows:*
 - a. *The Whistle Blower programme. This programme was introduced and implemented to ensure that any occurrence of bribery, embezzlement and abuse of power are reported to RMN's top management.*
 - b. *Reinforcement of System Division. The implementation of an effective system division plays an important part in increasing the motivation, moral, productivity and quality of RMN citizens. This system requires an officer to manage and supervise his subordinates in respect of job execution, career development, welfare works and others.*
 - c. *The concept of Management by Intervention. This concept was practised at all bases and units to prevent the breach of rules and regulations that have been set.*
 - d. *Audit and Inspection Programme. The implementation of the programme was periodically carried out to ensure that work processes move smoothly in order to prevent any breach or noncompliance with current procedures, directives or rules. The approach taken was through the Management Audit, Verification Audit and Spot Audits.*



Kemuliaan, Kesetiaan, Keberanian dan Kebanggaan
Menjadi Nilai Teras TLDM
Honour, Loyalty, Courage and Pride The Core Values of RMN



Lawatan ke Rumah Keluarga TLDM Bukti Keprihatinan PTL
Visits to the RMN Family Quarters is proof the PTL cares

KEBAJIKAN DAN KESEJAHTERAAN WARGA

28. TLDM sentiasa mengambil berat terhadap aspek kebajikan bagi meningkatkan kesejahteraan warga. Peningkatan kualiti hidup dan kualiti tempat kerja diutamakan sesuai dengan tema Hari Ulang Tahun TLDM ke-76 iaitu 'Warga Didahulukan, Kesiagaan Diutamakan'. Projek-projek peningkatan kesejahteraan yang dilaksanakan pada tahun 2010 antaranya seperti berikut:
 - a. Pembaikan menyeluruh Rumah Keluarga Blok A2 dan A6 serta Blok Bujang D9 di Pangkalan TLDM Lumut.
 - b. Pelaksanaan sewaan rumah keluarga di Taman Sri Melalin, Tuaran, Sabah sebanyak 230 unit untuk menyelesaikan masalah perumahan anggota TLDM di Pangkalan TLDM Kota Kinabalu.
 - c. Pembaikan ke atas cerun untuk mengelak hakisan berhampiran rumah pegawai di Markas Wilayah Laut 3, Langkawi.
 - d. Pelaksanaan projek baik pulih dan naik taraf wisma-wisma di Unit Pengawasan Selenggaraan TLDM Sungai Nyior, Pulau Pinang.
 - e. Pembaikan jeti di Pusat Hidrografi Nasional, Klang.
 - f. Pelaksanaan projek naik taraf termasuk pengisian perabot di Rumah Keluarga Tanjung, Pulau dan Cempaka untuk keselesaan dan kesejahteraan warga TLDM di Lembah Kelang.

WELFARE AND WELLBEING OF CITIZENS

28. *The RMN is always attentive about the aspects of welfare to enhance the wellbeing of its people. Improvement in the quality of life and workplace was prioritised in line with the theme of the 76th Anniversary of RMN, "Citizens First, Readiness Prioritised".*
 - a. *The overall improvements of the Family Quarters Block A2 and A6, and Bachelor Quarters Block D9 at the Lumut Naval Base.*
 - b. *The launch of 230 units of family homes for rent at Taman Sri Melalin Tuaran Sabah to solve the housing issues of RMN staffs.*
 - c. *The improvement made on the slopes to prevent land erosion near to Officers quarters at Wilayah Laut 3 Base Langkawi.*
 - d. *The implementation of rehabilitation and upgrade projects of the buildings at Maintenance Supervision Units RMN Sungai Nyior, Penang.*
 - e. *Repair of Jetty at the National Hydrography Centre, Klang.*
 - f. *Implementation of Upgrading project including to furnish the Tanjung, Pulau and Cempaka Family Quarters for the comfort and wellbeing of RMN citizens of Klang Valley.*

- g. Pewujudan Sukatan Rangsum Kapal Selam dengan kualiti dan standard pemprosesan teknologi makanan terkini yang ada di pasaran tempatan.
- h. Pelaksanaan Sistem Pengurusan Keselamatan Makanan ISO 22000 di 2 buah Rumah Masak Pangkalan TLDM Lumut untuk memastikan warga TLDM mendapat perkhidmatan hospitaliti yang berkualiti berdasarkan piawaian antarabangsa.
- i. Pelaksanaan Sistem Keselamatan dan Kesihatan Pekerja ISO 18001 di kapal TLDM supaya kesihatan dan keselamatan warga kapal sentiasa terjamin berdasarkan piawaian antarabangsa.

- g. *Setting up Submarines ration measurements with the quality and the standards of the latest food technology available in the local market.*
- h. *The implementation of a Food Safety Management System ISO 22000 in two Base Cook houses at RMN Lumut to ensure that the citizens of RMN obtains service in hospitality that is of high quality based on international standards.*
- i. *The implementation of the Workers Safety and Health System ISO 18001 at RMN Ships was carried out to ensure that the safety and health of the crew will continue to be preserved based on international standards.*

29. BAKAT Laut merupakan sebuah badan yang memainkan peranan penting dalam menjaga kepentingan dan kebajikan warga TLDM. BAKAT Laut yang diterajui oleh Puan Sri Sarah binti Tun Ab Ghafar, Isteri Panglima Tentera Laut berjaya memainkan peranan dalam menjaga kebajikan dan kesejahteraan ahli keluarga dan warga TLDM melalui aktiviti/program yang dilaksanakan. Kerjasama yang jitu daripada semua Jemaah Tertinggi, Ahli-ahli Jawatankuasa Peringkat Formasi dan ahli-ahli BAKAT Laut serta sokongan daripada Perkhidmatan telah membantu semua aktiviti sepanjang tahun 2010 dilaksanakan dengan lancar dan sempurna. Aktiviti yang dilaksanakan sepanjang tahun 2010 antaranya ialah Lawatan Sosial ke Korea pada 7 hingga 12 Apr. 10, Pertandingan Kraf Tangan Antara Formasi BAKAT Laut pada 12 hingga 13 Nov. 10, Seminar Ilmiah, lawatan kebajikan ke atas warga TLDM dan keluarga yang mengalami sakit kronik dan juga menziarahi jenazah.

29. *The navy BAKAT is a body that plays an important role in preserving the interests and welfare of RMN citizens. The Navy BAKAT headed by Puan Sri Sarah Binti Tun Ab Ghaffar the wife of the Navy Commander, had succeeded in taking care of the welfare and wellbeing of RMN citizens and their families through the activities and programmes organised. The solid co-operation received from the Formation Level Committee and other Navy BAKAT members as well as the support from Services have helped to ensure that the activities launched were carried out smoothly. The activities carried out in the year 2010 included the Social Visit to Korea from the 7th to 12th April 2010, RMN BAKAT Interformation Handicraft Competition from the 12th to 13th November 2010, Education Seminars, welfare visits to the RMN citizens and family members with chronic illnesses, and attending funerals.*



Aktiviti BAKAT (TLDM) Berjaya Mewujudkan Hubungan Harmoni Antara Ahli BAKAT *activities successfully created a harmonious relationship between members*

TANGGUNGJAWAB KORPORAT

30. TLDM sebagai sebuah organisasi yang prihatin, turut melaksanakan tanggungjawab korporat dalam memastikan kebajikan dan hubungan baik dengan masyarakat terus dikekalkan. Sepanjang tahun 2010, TLDM telah melaksanakan sebanyak 10 Projek Jiwa Murni berikut:
- a. Pertubuhan Kebajikan Anak-Anak Yatim dan Miskin Jalan Kapar, Klang, Selangor.
 - b. Rumah Penyayang Raudah Batu 11, Gombak, Selangor.
 - c. Kompleks Kebajikan Ruqaiyah, Kajang, Selangor.
 - d. Pusat Pemulihan Dalam Komuniti Sri Cahaya Balok, Kuantan, Pahang.
 - e. Rumah Kanak-Kanak Kota Kinabalu Papar, Sabah.
 - f. Pembersihan Pantai Chenang, Langkawi, Kedah.
 - g. Sekolah Agama Pengerang, Kota Tinggi, Johor.
 - h. Rumah Cahaya Orang-Orang Buta Cawangan Sandakan, Sabah.
 - i. Rumah Anak Yatim Kampung Tengah, Parit, Perak.
 - j. Kubur dan Masjid Kampung Acheh, Kota Kuala Muda, Kedah.

CORPORATE RESPONSIBILITY

30. *The RMN as a caring organisation, discharged its corporate responsibility in ensuring that the good relations with the community and its welfare, was maintained. Throughout the year 2010, RMN had carried out 10 "Pure Soul" Projects such as:*

- a. *The Charitable Organisation for Orphaned and Underprivileged Children Jalan Kapar, Klang, Selangor.*
- b. *Rumah Penyayang Raudah (Raudah Caring Home), 11th Mile, Gombak, Selangor.*
- c. *Ruqaiyah Welfare Complex, Kajang, Selangor.*
- d. *Community Rehabilitation Centre Sri Cahaya Balok, Kuantan, Pahang.*
- e. *Children's House Kota Kinabalu, Papar, Sabah.*
- f. *Clean up of Pantai Chenang, Langkawi, Kedah.*
- g. *Pengerang Religious School, Kota Tinggi, Johor.*
- h. *Rumah Cahaya for the Blind, Sandakan Branch, Sabah.*
- i. *Kampung Tengah Orphanage, Parit, Perak.*
- j. *Kampung Acheh Cemetery and Mosque, Kota Kuala Muda, Kedah.*



Salah Satu Tugas Medical Evacuation Yang Dilaksanakan TLDM
One of the Medical Evacuation duties carried out by the RMN

31. TLDM juga sentiasa memberi bantuan berterusan kepada agensi-agensi yang memerlukan. Pada tahun 2010 sebanyak 2 bantuan medical evacuation, 1 bantuan pemindahan organ dan 29 bantuan kepada pesakit awam menggunakan hyperbaric chamber telah diberikan.

31. *The RMN is also providing continuous assistance to needy agencies. In the year 2010 as many as 2 medical evacuation aids, 1 organ transplant assistance were given as well as assisting 29 public patients needing to use hyperbaric chamber.*

32. TLDM juga turut prihatin dalam penjagaan alam sekitar melalui pelaksanaan Earthcheck di kapal TLDM. Pelaksanaan persijilan ini merupakan salah satu inisiatif bagi membolehkan TLDM menyumbang kepada penjagaan alam sekitar melalui pengawalan sisa buangan daripada kapal. Pelaksanaan Earthcheck ini membantu dalam penjimatan tenaga, air dan sisa buangan seperti minyak, gas dan lain-lain.

PENCAPAIAN DAN PENGIKTIRAFAN

33. TLDM amat menitikberatkan pencapaian yang cemerlang dalam setiap bidang yang diceburi. Dalam tahun 2010, TLDM sekali lagi telah membuktikan keunggulan dan kecemerlangan dalam bidang sukan dengan muncul Johan Pertandingan Sukan Antara Perkhidmatan Tahun 2010. TLDM telah menjadi Johan bagi 18 acara sukan, Naib Johan bagi 6 acara dan hanya 3 acara di tempat ke-3. Kemenangan ini merupakan yang ketiga berturut-turut bermula 2008 dan 2009 serta kali ke-4 dalam tempoh 5 tahun kebelakangan.

32. *The RMN is also concerned with environmental preservation as evidenced by the implementation of Earthcheck in the ships of RMN. The certification programme was one of the initiatives where RMN can contribute towards preserving the environment through the control of toxic waste from ships. The implementation of Earthcheck helped in saving costs, water, and waste materials such as oil, gas and others.*

ACHIEVEMENT AND RECOGNITION

33. *The RMN places great emphasis on excellence in every field ventured. In the year 2010, the RMN had again proven to be outstanding and excellent in the field of sports by becoming champions in the InterServices Sports Tournament 2010. The RMN came out champion for 18 events, 2nd in 6 events and 3rd for only 3 events. This win was the 3rd consecutive wins starting from the year 2008 and 2009 and was the 4th in the past 5 year period.*

34. Atlet TLDM juga turut cemerlang dalam menyumbang pingat dalam sukan di peringkat kebangsaan dan juga antarabangsa. Sepanjang tahun 2010 banyak kejayaan telah berjaya dicapai oleh atlet-atlet TLDM seperti di Sukan Sea di Laos, Sukan Komanwel di New Delhi dan Sukan Asia di Guangzhou. Atlet-atlet TLDM yang menyerlah antaranya adalah seperti Lt Nur Suryani Bte Mohamed Taibi TLDM (menembak), Lt Norashiela bte Khalid PSSTLDM (olahraga), LK 1 JJM Cheng Chu Siang (memanah) dan ramai lagi. Kejayaan atlet yang berjaya mengharumkan nama TLDM khasnya dan negara amnya telah membuktikan kecemerlangan warga TLDM dalam bidang sukan.

34. *RMN Athletes also excelled in achieving medals in national and international sports. During the year 2010, many successes were enjoyed by the RMN athletes such as the success at the SEA Games in Laos, the Commonwealth Games in New Delhi, and Asian Games in Guangzhou. Among the RMN athletes who excelled were Nur Suryani Bte Mohamed Taibi TLDM (shooting), Lt Norashiela bte Khalid PSSTLDM (athletics), LK 1 JJM Cheng Chu Siang (archery) and many others. The success of these athletes made RMN and the country in particular proud and was proof of RMN's capacity in sports.*



Leftenan Nur Suryani Berjaya Menyumbang Pingat Emas Kepada Negara Dalam Acara Menembak 10 Meter Air Rifle Berpasangan Sukan Komanwel 2010
Lieutenant Nur Suryani bte Mohamed Taibi achieving gold for the country in the 10 metres air rifle shooting pair event at the Commonwealth Games 2010



Panglima Tentera Laut Sewaktu Menerima Piala Pusingan Setelah TLDM Berjaya Merangkul Juara Kejohanan Sukan Antara Perkhidmatan 2010

The Navy Commander accepting the Trophy for RMN's position as champion of the InterServices Sport Tournament 2010

35. Dalam aspek inovasi dan kualiti, TLDM turut berjaya mengekalkan kecemerlangan dalam pertandingan Anugerah Inovasi Kementerian Pertahanan (AIKP) 2010. TLDM berjaya menjadi Johan dalam 2 kategori utama AIKP 2010 seperti berikut:

- Kategori Inovasi Pengurusan Projek – Projek BUNGA MAS (BM) 5. TLDM telah menggunakan kapal MISC sebagai kapal auxiliary TLDM dalam OP FAJAR di Teluk Aden. Pengoperasian BM 5 telah memberi penjimatan besar dalam perbelanjaan TLDM dari aspek kos operasi serta pengurusan sumber manusia.

35. *From the aspects of innovation and quality, the RMN continued to excel in the Ministry of Defence Innovation Award Competition. It won in the 2 major categories of AIKP 2010, as follows:*

- The Category of Project Management Innovation – the BUNGA MAS (BM) Project 5. RMN has used MISC ships as its auxiliary ships in the OP FAJAR at the Gulf of Aden. The utilisation of BM5 had led to a substantial saving in the expenditure of RMN, in respect of operational costs and management of human resources.*

- b. Kategori Inovasi Pengurusan Pelanggan – Projek Emergency Water Supply Point. Alat ini merupakan satu inovasi yang direka cipta bagi menyelesaikan masalah bekalan air di Rumah Keluarga TLDM. Alat yang berfungsi sebagai injap kecemasan yang digunakan semasa bekalan air terputus telah memberi kepuasan kepada penghuni Rumah Keluarga TLDM.



Budaya inovasi dan kualiti teras kejayaan TLDM. Pemenang AIKP 2010 bergambar kenangan bersama PTL.
The Culture of Quality and Innovation as the core of RMN's success. The winner of AIKP 2010 in a commemorative picture with the Commander

- b. *The Category of Customer Management Innovation – the Emergency Water Supply Point Project. This invention was created to resolve the water supply issue to RMN quarters. Functioning as an emergency valve used during any cut in water supply has given satisfactory service to the occupants of RMN family quarters.*

- a. Bintang Jalasena Utama daripada Kerajaan Republik Indonesia.
b. Pingat Knight Grand Cross of the Most Noble Order of the Crown of Thailand oleh Kerajaan Thailand.
c. Pingat Order of Legion d'Honneur oleh Kerajaan Perancis.
d. The Legion of Merit (Degree of Commander) dari Kerajaan Amerika Syarikat.
e. Anugerah Fellow daripada Institut Kejuruteraan Marin, Sains dan Teknologi (IMAREST) yang beribu pejabat di London.

- a. *The Jalasena Utama Star from the Government of Republic of Indonesia.*
b. *The Medal of Knight Grand Cross of the Most Noble Order of the Crown of Thailand, from the Thai Government.*
c. *The Order of Legion d'Honneur medal from the French Government.*
d. *The Legion of Merit (Degree of Commander) from the American government.*
e. *The "Fellow" from the Marine, Science and Technology Engineering Institute, based in London.*



Kecemerlangan TLDM Juga Turut Terserlah Apabila Lt Dya Mohd Shamram bin Ramli Buat Julung Kalinya Berjaya Menjadi Johan Dalam Pertandingan Tilawah Al-Quran di Peringkat ATM Bagi Kategori Pegawai dan Qari
RMNs' excellent performance is seen when Lt Dya Mohd Shamram bin Ramli achieving First Place in the Tilawah Al-Quran Competition at MAF level in the category of Officers and Qari



Pengiktirafan yang Diterima PTL daripada Kerajaan Amerika Syarikat Membanggakan the Navy People
The recognition received by the PTL (Naval Commander) from the United States of America makes the Navy People proud

36. Kejayaan ini membuktikan bahawa TLDM sentiasa memberi penekanan terhadap kreativiti dan budaya inovatif melalui pemikiran Think Big. Idea-idea kreatif yang dihasilkan melalui kaedah Think Big dan berimpak besar kepada perkhidmatan akan dianalisis untuk dikaji potensi dan kesesuaiannya sebelum dilaksanakan. TLDM juga giat melaksanakan program Kumpulan Kreatif dan Inovatif di seluruh markas dan unit TLDM. Pelaksanaan program ini secara menyeluruh dan sistematik merupakan salah satu faktor yang membantu dalam membudayakan inovasi dan kualiti dalam TLDM.

36. *These successes proved that RMN had always placed great importance on creativity and the culture of innovacy through the "Think Big" approach. Creative ideas produced through this method with substantial impact on services will be analysed for its potential and suitability before commencement. RMN has also been actively carrying out the Creative and Innovative Group Programme for the entire bases and units of RMN. The implementation of this programme in a comprehensive and systematic is one of the factors that contributes towards development of an innovation and quality culture in the RMN.*

37. Panglima Tentera Laut juga turut menerima pengiktirafan daripada dalam dan luar negara atas usaha gigih beliau dalam mengeratkan perhubungan antara Angkatan Tentera Negara Asing. Pengiktirafan yang diterima juga merupakan satu penghormatan kepada TLDM atas kecemerlangan yang telah dilaksanakan. Pengiktirafan utama yang diterima oleh Panglima Tentera Laut antaranya adalah seperti berikut:

37. *The Naval Commander has also received recognitions from both within Malaysia and abroad, on his sterling efforts. The major recognitions were:*



Ketokohan TPPL Dikagumi Membolehkan Beliau Dianugerahkan Tokoh Maal Hijrah ATM 2010
The impressive leadership of the Deputy Naval Commander led to his being named the MAF 2010 Maal Hijrah Icon 2010



Penganugerahan Beret Kehormat Pasukan Khas Laut (PASKAL) dan Sayap Penerbangan
Kehormat Kepada Menteri Pertahanan Malaysia
*The award of green beret Honorary Special Motion Group (GGK) and Honorary Air Wings to
the Malaysia Minister of Defence*

38. Laksamana Madya Datuk Mohammed Noordin bin Ali, Timbalan Panglima Tentera Laut turut menerima pengiktirafan apabila telah dipilih menerima Anugerah Tokoh Maal Hijrah Peringkat Angkatan Tentera Malaysia bagi tahun 1431H/2010M.
39. Penganugerahan pelbagai Pingat Persekutuan, Negeri dan Darjah Kebesaran Angkatan Tentera bagi menghargai jasa dan pengorbanan warga TLDM terhadap negara turut diberikan. Seramai 95 pegawai dan 58 LLP telah menerima pingat dan darjah kebesaran pada tahun 2010.
40. TLDM turut berasa bangga di atas penganugerahan Beret Kehormat Pasukan Khas Laut (PASKAL) dan Sayap Penerbangan Kehormat kepada Yang Berhormat Dato' Seri Ahmad Zahid bin Hamidi, Menteri Pertahanan Malaysia yang merupakan pendorong utama dalam kejayaan yang dikecapi oleh the Navy People.

38. *Laksamana Madya Datuk Mohammed Noordin bin Ali, the Deputy Navy Chief was also recognised by being given the Maal Hijrah Icon Award, for the Malaysian Armed Forces for the year 1431H/2010 M.*
39. *The award of various State and Federal Awards and the Armed Forces Medals of Honour to recognise the contribution and sacrifice of the RMN citizens to the country. As many 95 officers and 58 LLP received medals and honours in the year 2010.*
40. *The RMN was also honoured to award the green beret Honorary Special Motion Group (GGK) and Honorary Air Wings to the Minister of Defence of Malaysia, The Honourable Dato' Seri Ahmad Zahid bin Hamidi, the backbone of the Navy People's success.*

PENUTUP

41. Antara faktor utama yang menyumbang kepada kecemerlangan TLDM sepanjang tahun 2010 ialah komitmen pucuk pimpinan yang juga amat fokus. Komitmen dan sokongan padu yang berterusan daripada semua pihak merupakan faktor penting dalam memacu TLDM melaksanakan misi untuk menjaga kedaulatan dan kepentingan maritim Malaysia. TLDM akan terus memastikan segala perancangan dan strategi yang ditetapkan dapat dilaksanakan dengan sempurna seiring dengan program transformasi yang digariskan. Usaha dan inisiatif yang berterusan ini akan melonjakkan TLDM ke tahap yang lebih tinggi seterusnya memartabatkan TLDM sebagai sebuah Tentera Laut Bertaraf Dunia.

CONCLUSION

41. *Among the major contributory factors to the excellence of RMN throughout the year 2010 was the focused commitment from the leadership. This continued commitment and undivided support from all parties is a critical factor in driving the vision of RMN to preserve the maritime sovereignty and interest of Malaysia. RMN shall continue to ensure that all the planning and strategy made must be in line with the transformation programme that has been outlined. The continued efforts and initiatives will elevate the RMN to a higher status and be called the World Class Navy.*

TENTERA UDARA DIRAJA MALAYSIA

PENDAHULUAN

1. Tentera Udara DiRaja Malaysia (TUDM) telah melepasi tahun 2010 dengan selamat dan penuh redha mengharungi pelbagai cabaran yang diterima. Dalam usia 52 tahun, TUDM telah melaksanakan Misi dengan jaya iaitu "Untuk Mempertahankan Kedaulatan dan Keutuhan Negara serta Kepentingannya Melalui Penggunaan Kuasa Udara Yang Berkesan". Kemajuan teknologi dan pemodenan infra yang dimiliki telah memudahkan operasi TUDM. Ini menunjukkan seluruh warga TUDM semakin matang dan sentiasa bersedia menempoh apa jua cabaran mendatang di masa hadapan.

AKTIVITI TAHUN 2010

Transformasi Air Force Next Generation (AFNG)

2. Tahun 2010 telah menyaksikan satu inisiatif ke arah Transformasi AFNG telah diketengahkan oleh Panglima Tentera Udara bagi melonjak TUDM ke satu tahap tinggi sebagai tentera udara bertaraf dunia. TUDM perlu berubah menjadi ketumbukan menyeluruh yang lebih berwibawa dan berkaliber dari sekarang.



1 Jun 2010 – Pelancaran Logo AFNG oleh KDYMM Sultan Pahang

1 Jun 2010 – Pelancaran Logo AFNG
oleh KDYMM Sultan Pahang

3. Majlis pelancaran logo strategik AFNG telah disempurnakan oleh KDYMM Sultan Pahang selaku Kolonel YDP TUDM sempena sambutan Hari Ulang Tahun TUDM yang ke-52. Matlamat AFNG adalah

ROYAL MALAYSIAN AIR-FORCE

INTRODUCTION

1. *The Royal Malaysian Air Force (RMAF) completed the year 2010 safely and stoically in the face of various challenges. In its 52 years, RMAF had fulfilled their mission successfully, that is to "Protect the Sovereignty and National Integrity and its interests by an Effective Air Force". The technological advance and modernisation of existing infra has made RMAF's operation easier and is proof that the RMAF members are becoming more mature and ready to face whatever challenges that may come in the future.*

ACTIVITIES FOR THE YEAR 2010

Air Force Next Generation Transformation

2. *The year 2010 witnessed an initiative by the Chief of Air Force to push the AFNG Transformation to centre stage in order to take the RMAF to the next level as a world class air force. The RMAF must now begin the change to become a comprehensive command force with more authority and calibre.*

untuk membentuk TUDM sebagai satu tentera udara yang berkeupayaan full spectrum melaksanakan tugas dan misi di dalam apa jua keadaan sama ada semasa aman mahupun semasa perang dengan tepat dan berkesan. TUDM akan terus melaksanakan misi-misi bantuan kemanusiaan di peringkat domestik dan global. Di samping itu masa depan TUDM bakal diterajui oleh pegawai dan ahli udara yang berketrampilan yang berteraskan kepada teknologi dan pengetahuan.

which has the full spectrum capabilities in carrying out its duties and mission in any situation, in peace or war, accurately and effectively. The RMAF will continue to carry out its humanitarian aid missions at both domestic and global levels. Its future will be placed in the hands of charismatic officers and airmen who are grounded in knowledge and technology.



Su-30MKM



A-400M



PASKAU



EC-725

4. Pelaksanaan pelan transformasi AFNG tertumpu kepada empat teras utama iaitu; Warga Pasukan (The People), Ketumbukan Pasukan (Our Force), Doktrin (The Doctrine) dan Kapasiti Organisasi (Organisation Capacity). Pelan ini akan dilaksanakan secara berperingkat di dalam 3 Fasa mulai tahun 2010 hingga tahun 2020.

4. *The implementation of the AFNG transformation plan focused on four main core areas; The People, Our Force, The Doctrine and the Organisation Capacity. This plan will be implemented in stages in 3 phases from 2010 to 2020.*



Barisan Baru Pemimpin TUDM / The New Leaders of RMAF

5. Pada 19 Ogos 2010 dengan rasminya Lt Jen Dato' Roslan bin Saad TUDM telah mengambilalih tugas Panglima Operasi Udara daripada Lt Jen Datuk Seri Bashir bin Hj Abu Bakar TUDM yang mengambilalih tugas sebagai Timbalan Panglima Tentera Udara.
5. *On 19th August 2010, Lt Gen Dato Roslan bin Saad RMAF officially took over the post of Air Division Commander from Lt Gen Datuk Seri Bashir bin Hj Abu Bakar RMAF, who went on to assume the position of Deputy Chief of Air Force.*
6. Pada 8 Nov 2010 dengan rasminya Lt Jen Dato' Ackbal bin Hj Abdul Samad TUDM mengambilalih tugas sebagai Panglima Operasi Udara daripada Lt Jen Dato' Roslan bin Saad TUDM yang menjawat tugas baru sebagai Timbalan Panglima Tentera Udara daripada Lt Jen Datuk Seri Bashir bin Hj Abu Bakar TUDM yang bersara.
6. *On the 8th November 2010 Lt Jen Dato' Ackbal bin Hj Abdul Samad RMAF took over the post of Air Division Commander from Lt Gen Datuk Roslan bin Saad RMAF who had occupying new duties as Deputy Chief of Air Force from Lt Jen Datuk Seri Bashir bin Hj Abu Bakar TUDM who had retired.*



Operasi dan Eksesais

7. **Operasi.** Secara keseluruhannya sebanyak 489 operasi penerbangan telah berjaya dilaksanakan melibatkan pesawat pejuang, angkut/maritim dan helikopter. Tugas-tugas yang dijalankan adalah seperti penugasan VVIP, VIP, Air patrolling/surveillance, Penerbangan logistik, Show of presence, Bantuan kemanusiaan (HADR), MEDEVAC, Latihan operasi dan lain-lain bantuan yang melibatkan tentera dan agensi awam.

Operation and Exercise

7. **Operation.** On the whole, 489 flight operations were carried out involving fighter planes, logistic/maritime aircraft and helicopters. Work undertaken were VVIP duties, VIP, Air patrolling/surveillance, logistic flights, Show of presence, humanitarian aid (HADR), MEDEVAC, operational training and other assistance involving the military and public agencies.



Medical Evacuation (MEDEVAC)
Medical Evacuation (MEDEVAC)



Bantuan Kemanusiaan di Solo
Humanitarian Relief at Solo



Penghantaran Bantuan Logistik
Delivery of Logistic Assistance

8. **Eksesais.** Sebanyak 9 eksesais merangkumi Eksesais Satu Perkhidmatan (Single Service), Bersama (Joint) dan Gabungan (Combined) telah dilaksanakan. Selain dari meningkatkan keupayaan dan kemahiran, eksesais tersebut telah mendasarkan jalinan kerjasama pertahanan dengan negara luar di samping mengeratkan persefahaman dan ketelusan. Diantaranya adalah:

- a. Eksesais ANGSA 5/2010. Eksesais bersama di antara TUDM dan TLDM termasuk elemen TDM ini telah dilaksanakan dengan jayanya mulai 23 Sep hingga 6 Okt 10. Eksesais ini telah dilaksanakan

8. **Exercises.** A total of 9 exercises ranging from Single Service Exercise, Joint Service and Combined Service Exercises were carried out. In addition to increasing competency and skills, the exercises aimed to set up a working relationship with foreign countries as well as to foster understanding and better transparency. The exercises were:

- a. *ANGSA 5/2010 Exercise.* This joint exercise between the RMAF and RMN with an element of the Army was successfully carried out from the 23rd to 6th October 2010. The exercise was carried out as a Field Training

secara Field Training Exercise (FTX) di Markas Wilayah Laut 3 (MAWILLA 3, Langkawi) dan PU Butterworth. Kawasan eksesais adalah di utara Selat Melaka, dari Permatang Sedepa hingga ke Pulau Langkawi.

- b. **Eksesais AIR THAMAL 20/2010.** Eksesais bersama tahunan antara TUDM dan RTAF telah dilaksanakan pada 21 Jun hingga 1 Jul 10 di PU Butterworth. Ia menggunakan Local Area Network dan Command and Control Tools yang berkonsepkan kepada Command Post Exercise (CPX).

Exercise at the Command Naval Region 3 (MAWILLA 3), Langkawi and PU Butterworth. Exercises area was carried out north of the Straits of Malacca from Permatang Sedepa to Langkawi Island.

- b. *AIR THAMAL 20/2010 Exercise.* The joint exercise carried out annually between the RMAF and the RTAF was held from the 21st June to the 1st of July 2010 at the PU Butterworth. This utilised the Local Area Network and Command and Control Tools based on the concept of Command Post Exercise (CPX).



EKS ANGSA 05/2010 / *ANGSA 05/2010 Exercise*



- c. **Eksesais TEAK MINT 10-01.** Eksesais bersama di antara TUDM dengan No 353 Special Operation Group (SOG) USAF telah dilaksanakan di PU Kuantan, sekitar Sg Lembing dan Penor, mulai 26 Mei hingga 22 Jun 10. Eksesais yang berkonsepkan operasi khas ini melibatkan Para Tactical Insertion, Joint Tactical Air Control (JTAC), Special Recon dan Combat Search and Rescue (CSAR). Eksesais telah dijalankan dalam 2 Fasa iaitu Joint Tactical Mission Planning (JTMP) dan Force Integration Training (FIT). Penglibatan aset dan anggota TUDM merangkumi Rejimen TUDM, No 6 Skn, No 10 Skn, No 20 Skn dan STTT.

- c. *TEAK MINT 10-01.* The joint exercise between TUDM with the No 353 Special Operation Group (SOG) USAF was carried out at Kuantan Air Force, around Sg. Lembing and Penor, from 26 May to 22nd June 2010. The exercise, using the concept of special operations, involved the Tactical Insertion, Joint Tactical Air Control (JTAC), Special Recon and Combat Search and Rescue (CSAR). This exercise was carried out in 2 phases, the Joint Tactical Mission Planning (JTMP) and Force Integration Training (FIT). The RMAF asset and men utilised were from the RMAF Regiment, Squadron No 6, Squadron No 10, Squadron No 20 and STTT.



EKS AIR THAMAL 20/2010 / *AIR THAMAL 20/2010 Exercise*



d. **SAREX MALINDO – JPAM 2010.** Eksesais ini telah dijalankan mulai 5 hingga 10 Jul 10 secara CPX di antara ARCC Kota Kinabalu dan Kantor SAR BASARNAS di Balik Papan, Indonesia. Eksesais telah dianjurkan oleh pihak Jabatan Penerbangan Awam Malaysia (JPAM) bersama-sama dengan TUDM dan lain-lain agensi carilamat kebangsaan.

d. **SAREX MALINDO – JPAM 2010.** *This exercise was held from the 5th to the 10th July as CPX between the ARCC Kota Kinabalu and Kantor SAR BASARNAS at Balik Papan, Indonesia. This exercise was organised by the Malaysia Public Aviation Department (JPAM) together with the RMAF and other national Search and Rescue agencies.*



EKS TEAK MINT 10-01



e. **SAREX MALPHI 2010.** Eksesais telah dijalankan pada 12 hingga 16 Apr 10 di antara ARCC Labuan dan DRCC Zamboanga, Filipina. Eksesais dianjurkan oleh TUDM dan dilaksanakan di persempadanan Flight Information Region (FIR) Kota Kinabalu dan FIR Manila.

f. **Eksesais BERSAMA PADU 10 (BP 10).** Eksesais gabungan bersama anjuran Mk AB dan negara-negara FPDA ini berkonsepkan latihan CPX dan FTX. Eksesais telah dijalankan serentak di PU Butterworth dan PU Kuantan mulai 11 hingga 29 Okt 10. Aset TUDM yang terlibat adalah pesawat MiG-29N, F/A-18D, Hawk, B200T, KC-130, C-130H dan S-61A4.

g. **Eksesais BERSAMA SHIELD 10 (BS 10).** Eksesais gabungan bersama anjuran HQIADS yang melibatkan negara-negara FPDA telah berjalan mulai 26 Apr hingga 7 Mei 10 di kawasan ruang udara serta perairan Malaysia dan Singapura. Aset-aset TUDM yang terlibat adalah pesawat MiG-29N, F/A-18D, Hawk, B200T, KC-130, S-61A4, Skn 310, Skn 320 dan GBAD.

e. **SAREX MALPHI 2010.** *This exercise was held from the 12th to the 16th of April 2010 between the ARCC Labuan and DRCC Zamboanga of the Phillipines. It was organised by the RMAF and held at the border of the Flight Information Region (FIR) Kota Kinabalu and FIR Manila.*

f. **BERSAMA PADU 10 (Solid Unity) (BP 10) EXERCISE.** *The joint exercise organised by the Mk AB and FPDA countries is based on CPX and FTX training. The exercise was held simultaneously at Butterworth and Kuantan Air Base from the 11th to the 29th October 2010. The RMAF Assets involved were MiG-29N, F/A-18D, Hawk, B200T, KC-130, C-130H and S-61A4.*

g. **BERSAMA SHIELD 10 (BS 10) EXERCISE.** *This joint exercise organised by HQIADS with FPDA countries took place from the 26 Apr to the 7th May 10 in the joint air space and waters of Malaysia and Singapura. The RMAF assets affected were MiG-29N aircraft, F/A-18D, Hawk, B200T, KC-130, S-61A4, Squadron 310, Squadron 320 and GBAD.*



EKS BP 10



EKS BS 10

h. **Eksesais LATGABMA MALINDO DARSASA 7AB/2010.** Eksesais gabungan bersama ini melibatkan komponen Darat/Laut/Udara dari Pasukan Khas ATM dan TNI. Ia telah dijalankan mulai 25 Mac hingga 10 April 10 di Mersing. Eksesais yang dijalankan melibatkan FIT, CPX dan FTX dan telah dikoordinasikan oleh Markas No 1 Div Udara dan MK AB.

h. **LATGABMA MALINDO DARSASA Exercise 7AB/2010.** *This joint exercise included the Land/Naval/Air components of MAF and TNI Special Teams, and was carried out from 25 March to the 10 April 10 at Mersing. The exercise involved FIT, CPX and FTX and was coordinated by the Air Division Command No 1 and MK AB.*



EKS LATGABMA MALINDO DARSASA 7AB/2010

Alumni Juruterbang Pesawat MiG-29N Fulcrum / *Fulcrum Aircraft Pilot alumni*



Alumni Juruterbang Pesawat MiG-29N
Alumni of Pilots of Aircraft MiG-29N

9. Majlis Meraikan Skn MiG-29N telah diadakan di PU Kuantan pada 16 Dis 10. Ia sebagai mengenang sumbangan semua pegawai yang telah menabur bakti kepada No 17 Skn di samping dapat menemukan kembali semua lapisan pegawai dan anggota yang pernah berkhidmat di skuadron ini. Hadirin turut berkesempatan berkongsi pengalaman sepanjang tempoh berkhidmat di No 17 Skn. Turut hadir ialah Jen Tan Sri Dato' Sri Rodzali bin Daud TUDM selaku salah seorang juruterbang pertama MiG-29.
9. *The MiG-29N Squadron Celebration was held at the Kuantan Air Base on 16 December 2010. It is to commemorate all officers who have contributed to the No 17 Squadron as well as to reunite members of the squadron from all levels. Those present were able to share their experiences gained in their 17 years of service. Also present was Gen Tan Sri Dato' Sri Rodzali bin Daud RMAF as one of the first pilot of MiG-29.*

Penamatan Tauliah Pesawat Cessna 402B / *Cessna 402B Decommissioned*



Acara Simbolik Penyerahan Kembali Buku Log oleh
PM No 20 Skn kepada PTU

10. Setelah 35 tahun menabur jasa, akhirnya perkhidmatan pesawat Cessna 402B tiba di penghujung pada 3 Dis 10. Pesawat ini telah banyak meninggalkan sejarah dan kenangan yang menjadi kebanggaan warga TUDM sejak tahun 1975. Pesawat ini juga adalah satu-satunya pesawat yang pernah diterbangkan oleh mantan Perdana Menteri, Tun Dr Mahathir Mohamad.
10. *The Symbolic Ceremony of Returning Log Book by the PM No 20 Squadron to PTU 10. After faithfully serving the Royal Malaysian Air Force (RMAF) for 35 years the twin engine, propeller driven Cessna 402B Air Craft completed its service on 3 December 2010. This aircraft has many memories and history and made the RMAF proud since the year 1975. This plane is also the only one that has ever been flown by the former Prime Minister, Tun Dr Mahathir Mohamad.*

Penubuhan Penguasa Tunggal State Airworthiness

11. Usul perjawatan Direktorat Teknikal Airworthiness (DTA) telah diluluskan oleh Kerajaan Malaysia pada 28 Jun 10. Dengan kelulusan tersebut secara rasminya DTA telah dikenali sebagai *Directorate General Technical Airworthiness (DGTA)* dan diketuai oleh Direktor General berpangkat Brig Jen TUDM.
12. Struktur organisasi baru ini mempunyai keanggotaan seramai 40 pegawai dan 24 LLP dengan fungsi dan tanggungjawab yang khusus di dalam pengurusan teknikal airworthiness pesawat negara. Perjawatan baru ini menyaksikan struktur organisasi DGTA disusun kepada 3 Bahagian, iaitu Aircraft and Aeronautical Engineering Regulation, Aircraft and Aeronautical Maintenance Regulation dan Training and Aviation Quality Regulation.
13. Aktiviti-aktiviti utama DGTA yang telah dilaksanakan sepanjang 2010 adalah seperti berikut:
 - a. **Audit Luaran.** Audit telah dilakukan terhadap organisasi-organisasi komersil yang melaksanakan aktiviti senggaraan dan rekabentuk melibatkan pesawat Negara dan peralatan teknikal yang berkaitan dengannya. Ia bertujuan bagi memastikan pematuhan terhadap peraturan airworthiness. Audit tersebut terdiri dari Audit Pematuhan, Audit Pemantauan dan Audit Interim. Audit Pematuhan telah dilaksanakan terhadap 7 buah organisasi senggaraan yang tamat tempoh sijil Approved Maintenance Organisation (AMO), bagi tujuan pensijilan semula. Semua 7 organisasi senggaraan yang terlibat telah diperbaharui pensijilan AMO masing-masing untuk tempoh 3 tahun lagi. Bagi Audit Pemantauan pula, sebanyak 10 audit telah dilaksanakan. Sepanjang tahun 2010, sebanyak 13 organisasi baru telah memohon mendapatkan pensijilan dari DGTA dan telah diaudit bagi kelulusan Interim. Kesemua 13 organisasi terlibat telah dianugerahkan sijil Interim masing-masing.
 - b. **Audit Kualiti Dalam.** Audit terhadap organisasi Kejuruteraan TUDM yang melaksanakan senggaraan pesawat bagi tahun 2010 adalah berasaskan kepada piawaian ISO 9001:2008, dan telah dilaksanakan terhadap Cawang Kejuruteraan

State Airworthiness Sole Authority Establishment

11. *The proposal for the post of Directorate of Technical Airworthiness (DTA) was approved by the Government of Malaysia on 28th June 2010. With the approval the DTA was officially known as the Directorate General Technical Airworthiness (DGTA) and is headed by a Directorate General with the rank of the RMAF Brigadier General.*
12. *The new organisational structure is manned by 40 officers and 24 LLP with specific functions and duties in managing the technical airworthiness of the national airplanes. The organisation structure is divided into three Division, namely Aircraft and Aeronautical Engineering Regulation, Aircraft and Aeronautical Maintenance Regulation, and Training and Aviation Quality Regulation.*
13. *The major activities carried out by DGTA in 2010 were as follows:*
 - a. **External Audit.** *An audit was carried out on commercial organisations performing maintenance and design activities which affect national aircrafts and also its related technical equipment. This had the aim of ensuring compliance of airworthiness regulations. The audits carried out were Compliance Audit, Surveillance Audit and Interim Audit. Compliance Audit was carried out on seven (7) maintenance organisations with expired or expiring Certificates for Approved Maintenance Organisation (AMO), for the purpose of renewal of certification. All seven (7) organisations involved had their certificates renewed for a further period of three (3) years. For Surveillance Audit, 10 Audits were carried out. During the year 2010, a total of 3 new organizations have applied for certification from DGTA and were audited for interim approval. All the 13 organisations received their respective certifications.*
 - b. **Internal Quality Audit.** *The audit on RMAF Engineering organizations carrying out maintenance work for aircrafts 2010 was based on the ISO 9001:2008 standard and was implemented on Engineering Branches and Engineering Divisions for*

dan Bahagian Kejuruteraan skuadron-skuadron penerbangan di PU Butterworth, Kuantan, Labuan, Kuching, Kuala Lumpur dan Subang.

- c. Pensijilan Pesawat Negara. DGTA telah menguruskan pensijilan pesawat-pesawat Negara, di mana sebanyak 7 jenis pesawat telah dianugerahkan Type Certificate oleh Lembaga Airworthiness. Jenis pesawat terlibat adalah MB339CM, S-61A4, Beechcraft B200T, PC7, Alouette III, RF/F-5E/F dan MD3. Lembaga Airworthiness juga telah meng anugerahkan Certificate of Airworthiness kepada pesawat Bombardier ke-2 yang diterima oleh APMM (M71-02).

14. Tugasan yang diamanahkan kepada DGTA ini jelas mencerminkan penerimaan dan pengiktirafan terhadap keupayaan dan profesionalisme TUDM.

Penggunaan Laman Sesawang QMS
(www.mlutudm.gov.my)

15. Pada 16 Dis 10, TUDM telah melancarkan Laman Sesawang Quotation Management System (QMS) bagi mengurus perolehan alatganti di Markas Logistik Udara. QMS berupaya memproses dan mengurus perolehan alat ganti dengan lebih berkesan dan telus di samping dapat meningkatkan hubungan dengan pelanggan. QMS dibangunkan dengan menggunakan teknologi web terkini bagi membolehkannya diakses di mana jua tempat yang mempunyai kemudahan internet. QMS menjimatkan masa dan kos.

the flight squadrons at the Butterworth, Kuantan, Labuan, Kuching, Kuala Lumpur and Subang air bases.

- c. The Certification of National Aircrafts. The DGTA had organised certifications for national aircrafts, where seven (7) types of aircrafts were awarded the Type Certificate by the Airworthiness Board. The respective aircrafts were MB339CM, S-61A4, Beechcraft B200T, PC7, Alouette III, RF/F-5E/F and MD3. The Airworthiness Board had also awarded Certificates of Airworthiness to the 2nd Bombardier accepted by APMM (M71-02).

14. The duties entrusted to DGTA clearly signal the acceptance and recognition on the capabilities and professionalism of RMAF.

Application of QMS Website (www.mlutudm.gov.my)

15. On the 16th Dec 2010, the RMAF launched the website of Quotation Management System (QMS) to manage spare parts procurement at the Logistic Air Command. QMS is able to process and manage the spare parts procurement in a more efficient and transparent manner as well as improve relationships with customers. QMS was developed using the latest web technology to enable its access anywhere with internet connectivity. QMS saves costs and time.

QMS menitikberatkan keselamatan dan penggunaan kata kunci serta tahap pengoperasian yang berbeza di setiap peringkat. Setiap transaksi akan direkodkan untuk tujuan audit. Konsep modular QMS membolehkan penambahbaikan dijalankan dengan mudah dan cepat. TUDM akan sentiasa meningkatkan sistem QMS ini dan menambah nilai dari masa ke semasa supaya dapat memenuhi keperluan MLU dan syarikat-syarikat.

Diplomasi Ketenteraan

16. Menyedari akan manfaat yang dapat diperolehi melalui keeratan hubungan kerjasama pertahanan, sama ada dua hala mahupun berbilang hala, TUDM sentiasa memberikan perhatian yang serius dalam menentukan hubungan diplomasi terus terjalin dan kekal pada tahap yang tinggi. Aktiviti-aktiviti yang dirancang sentiasa dipastikan terdapat penglibatan di setiap peringkat pegawai dan anggota bagi menyediakan platform pertukaran fikiran ataupun pengalaman di samping keakraban hubungan kerjasama dan persahabatan. Aktiviti tahun 2010 termasuk kunjungan hormat Panglima Tentera Udara ke luar negara, lawatan rasmi, kunjungan hormat pegawai luar negara ke atas Panglima Tentera Udara, program pertukaran dua hala pegawai dan mesyuarat di peringkat tertinggi dan setaf.

17. Penganugerahan Lencana Juruterbang Kehormat TUDB. Pada 14 Mei 10, Sultan Negara Brunei telah berkenan untuk menganugerahkan Sayap Penerbangan Kehormat TUDB kepada Panglima Tentera Udara. Upacara telah dilaksanakan oleh Pemerintah ABDB.

18. Lawatan Panglima Tentera Udara ke Singapura. Panglima Tentera Udara dan rombongan telah melakukan lawatan rasmi ke Singapura dari 4 hingga 6 Mac 10. Lawatan ini untuk mengeratkan lagi hubungan antara kedua-dua negara jiran disamping berkongsi kepentingan dari segi ketenteraan dan keselamatan negara serantau.

19. Kunjungan Hormat dari Commanding General of the Philippines of Air Force (PAF). Lawatan rasmi tersebut telah berlangsung pada 6 Mac 10. Beliau turut diiringi oleh beberapa orang pegawai kanan dari PAF serta isteri. Program lawatan termasuk lawatan ke Menara Berkembar Petronas, Menara KL dan PU Subang. Lawatan pada kali ini telah mengeratkan hubungan dua hala antara TUDM dan PAF.

QMS emphasises safety and uses passwords and a different operational level at each level. Each transaction is recorded for audit purposes. The QMS modular concept allows easier and faster improvements to be made. The RMAF will always seek to upgrade the QMS systems and add value from time to time to fulfil the needs of MLU and companies.

Military Diplomacy

16. Realising the benefits of a strong bond of military cooperation whether bilateral or multilateral, the RMAF is always giving top priority to ensuring that diplomatic relations are preserved and is maintained at the same level. Full participation from every level of officer and members are ensured for the activities planned to provide a platform where ideas or experience can be exchanged and shared, and friendship formed and strengthened. The 2010 activities included the courtesy visit to foreign countries by the Chief of Air Force, official visits by foreign officers to the Chief of Air Force, bilateral officer exchange programmes and high level and staff meetings.

17. Award of the Royal Brunei Air Force Honorary Pilot Wing. On 14th May 2010, the Sultan of Brunei awarded the RBAF Honorary Pilot Wing to the Chief of Air Force. This was conducted by the ABDB Commander.

18. Visit by the Chief of Air Force to Singapore. The Chief of Air Force conducted an official visit to Singapore on the 4th to 6th of March 2010. The visit was aimed at strengthening bilateral relations between the two neighbours as well as to share common interests in areas of military and the security of the region.

19. Courtesy Visit from the Commanding General of the Philippines of Air Force (PAF). This official visit took place on the 6th March 2010, accompanied by several senior officers from PAF and their spouses. The programme included visiting the Petronas Twin Towers, the KL Towers and the Subang Air Base. The visit strengthened the bilateral relationship between the RMAF and PAF closer.



20. **Lawatan Delegasi People's Liberation Army – Air Force.** Delegasi dari Aviation Training Inspection PLA – AF telah diketuai oleh Deputy Chief of Staff, Beijing Regional Air Force Command. Lawatan bermula pada 3 Feb hingga 8 Feb 10. Antara program yang telah diatur termasuklah lawatan ke Kolej Tentera Udara dan PU Butterworth. Lawatan ini adalah bertujuan untuk mengeratkan hubungan dua hala selain berkongsi kemajuan teknologi kesiagaan kedua-dua buah negara.
21. **Lawatan Chief Master Sergeant of USAF (CMSAF).** Rombongan CMSAF telah mengadakan lawatan ke Markas Tentera Udara. Dalam kesempatan itu juga beliau telah membuat kunjungan ke Pejabat AKS Sumber Manusia. Lawatan bertujuan mengeratkan hubungan dua hala, selain pendedahan berguna bagi anggota-anggota TUDM menimba pengetahuan, pengalaman dan berinteraksi bersama rakan-rakan setaraf dari negara asing dan antara-bangsa.
22. **RMAF – RAAF Air Staff Talks.** Program dua hala dikenali sebagai Air Staff Talks (AST) telah dianjurkan pada 22 - 25 Nov 10 di Kuala Lumpur. Lt Jen Dato' Ackbal Hj Abdul Samad TUDM telah mengetuai Delegasi TUDM bagi mengadakan perbincangan dengan Delegasi RAAF yang diketuai AVM Mark Skidmore.
23. **IAF – RMAF Air Staff Talks.** TUDM juga turut menghantar delegasi menghadiri AST ke-3 dengan Indian Air Force (IAF) yang berlangsung di New Delhi pada 3 hingga 5 Ogos 10. Delegasi TUDM diketua oleh Lt Jen Dato' Roslan bin Saad TUDM sewaktu menjawat jawatan Panglima No 1 Div Udara.

Anugerah Airman of the Year 2010

24. Buat julung kalinya mulai tahun 2010 TUDM telah mewujudkan anugerah Airman of the year. Ia bertujuan untuk menjadikan seorang ahliudara contoh atau ikon kepada lain-lain anggota. Anugerah ini diberikan kepada ahliudara TUDM yang cemerlang dalam perkhidmatan. PW U I Hardy bin Mohamad Haron dan Sjn U Shahrizal bin Abu Bakar telah dinobatkan sebagai 'Airman of the Year, 2010'. Pemilihan mereka adalah berdasarkan rekod cemerlang dalam aspek tugas, tatatertib dan juga pencapaian akademik sepanjang tempoh berkhidmat dengan TUDM.

20. **Visit from the Delegation of People's Liberation Army – Air Force.** The Delegation from the Aviation Training Inspection PLA – AF was led by the Deputy Chief of Staff, Beijing Regional Air Force Command. The visit commenced on 3rd February to 8th February 2010. The programme included visits to the Air Force College Academy and the Butterworth Air Base. The visit was aimed at creating closer relationship between the two countries as well as share the technological advance and readiness of both countries.

21. **The visit of Chief Master Sergeant of USAF (CMSAF).** The CMSAF and his delegation came to visit the Air Force Command, and took the opportunity to visit the Human Resource AKS Office. The visit intended to strengthen bilateral relations and was a valuable opportunity for RMAF officers to share their respective knowledge and experience and also interact directly with their peers from foreign and international countries.

22. **RMAF – RAAF Air Staff Talks.** This two way programme known as the Air Staff Talks (AST) was held from 22nd to 25th November 2010 in Kuala Lumpur. Lt Jen Dato' Ackbal Hj Abdul Samad RMAF led the RMAF delegation in the discussion with the RAAF Delegation, led by AVM Mark Skidmore.

23. **IAF – RMAF Air Staff Talks.** The RMAF also sent its delegation to attend the 3rd AST with the Indian Air Force (IAF), held at New Delhi from the 3rd to the 5th August 2010. The RMAF delegation was led by Lt Gen Dato' Roslan bin Saad RMAF in his position as the No 1 Chief of Air Division.

Airman of the Year 2010 Award

24. For the first time ever from the year 2010, the RMAF created the award of Airman of the Year, aimed at making an airman an icon or example to other officers. This award is given to officers who excel and is outstanding in their service. PW U I Hardy bin Mohamad Haron and Sjn U Shahrizal bin Abu Bakar have been given the title 'Airman of the Year, 2010'. They were chosen based on their excellent record in carrying out the duties, discipline, and academic achievements during their service period.



Diplomasi Ketenteraan



Penganugerahan Lencana Juruterbang
Kehormat TUDB



Lawatan Panglima Tentera Udara ke Singapura

Kunjungan Hormat dari Commanding General of the
Philippines of Air Force (PAF)





Lawatan Delegasi People's Liberation
Army – Air Force



Lawatan Chief Master Sargeant of USAF
(CMSAF)



RMAF – RAAF Air Staff Talks



IAF – RMAF Air Staff Talks

Anugerah Airman of the Year 2010



Sjn U Shahrizal Abu Bakar



PW U I Hardy Mohd Haron



Perbarisan Tamat Latihan Kursus Asas Pegawai Siri 22



Perbarisan Pentauliahhan Pegawai Kadet (PK) Diploma 2010

Kerjaya di dalam TUDM

25. Pengambilan Pegawai TUDM. Seramai 91 calon telah terpilih di dalam temuduga pengambilan Pegawai Kadet UPNM. Pada tahun 2010 tiada pengambilan pelatih untuk siswa KTU dan skim Pegawai Graduan.
26. **Perbarisan Tamat Latihan Kursus Asas Pegawai Siri 22.** Perbarisan Tamat Latihan Kursus Asas Pegawai (KAP) Siri 22 telah diadakan di PU Subang pada 3 Dis 10. KAP terdiri daripada 28 orang Pegawai Graduan yang telah menjalani latihan selama 9 bulan di KTU. Panglima Tentera Udara telah mengambil tabik hormat dan menyampaikan hadiah pada majlis tersebut.
27. **Perbarisan Pentauliahkan Pegawai Kadet (PK) Diploma 2010.** Perbarisan Pentauliahkan PK Diploma 2010 telah diadakan pada 6 Jul 10 di KTU, Alor Setar. KDYMM Sultan Kedah telah mencemar Duli menerima tabik hormat dan bertitah di perbarisan tersebut. Seramai 32 orang PK telah berjaya menamatkan pengajian dan latihan PK Diploma 2010 yang telah dijalankan selama tempoh 3 tahun dengan jayanya.
28. Pengambilan Perajurit Muda TUDM. Dua Siri Pengambilan Perajurit Muda TUDM telah dijalankan di seluruh Malaysia bagi tahun 2010.

Career in the RMAF

25. *The recruitment of RMAF Officers. A total of 91 candidates were chosen in the interview for Cadet Officers UPNM. In the year 2010, there were no trainee recruitment for KTU trainees and Graduate Officer scheme.*
26. **Officer Basic Training Course Series 22 Graduation Parade.** *The Officers' Basic Training Course Series 22 Graduation Parade was held at the Subang Air Base on 3rd December 2010. The KAF consists of 28 Graduate Officers, who have attended training for 9 months at the Air Force College Academy. The Chief of Air Force received the honorary salute and handed prizes during the ceremony.*
27. **Officer Cadets (PK) Diploma 2010 Commissioning Parade.** *The Commissioning Parade of Officer Cadets was held on the 6th July 2010 at the Air Force Academy Alor Setar, with the KYDMM Sultan of Kedah gracing the event to receive the honorary salute and deliver a speech at the parade. A total of 32 Officer Cadets successfully completed their training and studies for the Officer Cadets Diploma 2010 which was held for 3 years.*
28. *The recruitment of Young RMAF cadets. Two series of recruitments of Young RMAF cadets were carried out throughout Malaysia for the year 2010.*

Sukan

29. **TUDM Ungguli Golf ATM ke-77.** TUDM dengan terus membuktikan keunggulannya dalam sukan golf apabila menjuarai acara berpasukan Kejohanan Golf Tahunan ATM sempena Hari Angkatan Tentera Malaysia yang melibatkan 3 Perkhidmatan. Kejohanan ini telah berlangsung di Nilai Spring Golf and Country Club pada 21 hingga 23 Okt. Hadiah telah disampaikan oleh Panglima ATM, YBhg Jen Tan Sri Dato' Sri Azizan bin Ariffin.
30. **Pelibas TUDM Harumkan Nama Negara Di Sukan Asia.** 725458 LUK Mohd Hemi bin Ismail adalah satu-satunya Apit Kanan (Pelibas) sepak takraw TUDM yang terpilih mewakili negara dalam acara sepak takraw di Temasya Sukan Asia 2010 di Guangzhou, China. Beliau bertugas di PLPL, Kinrara sebagai Pembantu Tadbir dan telah berkhidmat di dalam TUDM semenjak tahun 2005. Beliau bersama pasukan negara telah berjaya menyumbang sebutir pingat Perak. Tahniah diucapkan.
31. **Kriket TUDM Terus Unggul.** TUDM sekali lagi berjaya menjadi Johan Pertandingan Kriket Antara Perkhidmatan 2010 yang telah diadakan pada 17 Dis 10 di Kinrara Cricket Oval. Timbalan Panglima Tentera Udara telah menyaksikan perlawanan akhir tersebut dan menyempurnakan acara penutup pertandingan. Syabas dan tahniah diucapkan kepada Pasukan Kriket.

Sports

29. *RMAF Champions of 77th MAF Golf – the RMAF continues to prove its supremacy in golf when it became the champion of team golf event at the Annual MAF Golf Tournament held in conjunction with the Malaysian Armed Forces Day, involving the three services. The tournament took place at the Nilai Spring Golf and Country Club from 21st to the 23rd October, and prizes were presented by the Chief of Army, the Honourable General Tan Sri Dato' Sri Azizan bin Ariffin RMAF.*
30. **RMAF “Right Inside” (Pelibas) brought glory to the country.** *725458 LUK Mohd Hemi bin Ismail was RMAF Sepak Takraw's only Right Inside (Apit Kanan/Pelibas) selected to represent the country in the Sepak Takraw Tournament held at Asian Sports Tournament 2010 at Guangzhou, China. He served in PLPL Kinrara as an assistant administrator and has served in the RMAF since 2005. He and the national team have successfully contributed a silver medal to the country. Congratulations.*
31. *RMAF continues to excel in Cricket. The RMAF was again the champion of the Inter Services Cricket Tournament 2010 held on 17th December 2010 at the Kinrara Cricket Oval. The Deputy Chief of Air Force watched the final and officiated at the closing ceremony. Congratulations are in order for the Cricket Team.*



Perbarisan Tamat Latihan Pramuda Siri 43/10 seramai 390 orang termasuk 62 Wanita
The Cadet Training Parade Series 43/10 for 390 people including 62 women.



Majlis Angkat Sumpah Pramuda Siri 44/11 seramai 391 orang (lelaki sahaja)
The Cadet Swearing-in Ceremony Series 44/11 for 391 cadets (men only)



TUDM Ungguli Golf ATM ke-77
RMAF Champions of 77th MAF Golf



Pelibas TUDM Harumkan Nama Negara Di Sukan Asia
RMAF “Right Inside” (Pelibas) brought glory to the country



Kriket TUDM Terus Unggul
RMAF continues to excel in Cricket

Sosial, Kerohanian dan Kebajikan

32. Badan Kesenian Tentera Udara (BKTU). BKTU telah ditubuhkan pada tahun 2007. Ia dianggotai seramai 20 artis budaya dan berpusat di PU Kuala Lumpur. Sepanjang tahun 2010 sebanyak 21 acara persembahan tarian pada majlis rasmi, majlis makan malam dan acara padang telah dijayakan oleh BKTU. Antara majlis kenamaan tersebut adalah Majlis Makan Beradat HUT TUDM ke-52 yang dihadiri oleh KDYMM Sultan Pahang dan Majlis Makan Beradat HUT ATM ke-77 dihadiri oleh DYMM SPB YDP Agong.



Majlis Makan Beradat HUT TUDM pada 5 Jun 10 di Hotel Mandarin Oriental, KL

The RMAF HUT Customary Dinner (Makan Beradat) on the 5th June 2010 at the Hotel Mandarin Oriental, Kuala Lumpur

33. **Balu Diraikan Sempena Majlis Meraikan Anggota Cedera dan Ramah Mesra Bersama Warga MinDef.** Majlis Ramah Mesra Bersama Panglima Angkatan Tentera telah diadakan pada 27 Sep 10 di Dewan Seroja, MinDef bagi meraikan anggota tentera yang kurang upaya, anak-anak tentera istimewa dan balu-balu. Panglima Tentera Udara turut meraikan majlis berkenaan bersama warga MinDef yang lain.



Balu Diraikan Sempena Majlis Meraikan Anggota Cedera dan Ramah Mesra Bersama Warga MinDef

The Social, Spiritual and Welfare

32. *The Air Force Body of Arts (BKTU). The BKTU was formed in the year 2007. It has 20 cultural artists as members and is based in Kuala Lumpur Air Base. During the year 2010, a total of 21 shows for official functions, dinner functions and field events were carried out by the BKTU. Some of the functions were the 52nd RMAF Customary Dinner (Makan Beradat) HUT Dinner which was graced by the presence of the KDYMM Sultan of Pahang, and the 77th MAF Official Custom Dinner (Makan Beradat) HUT attended by the DYMM SPB YDP Agong.*



Majlis Makan Beradat HUT ATM ke-77 pada 6 Okt 10 di Hotel Sunway, Selangor

The 77th MAF Customary Dinner (Makan Beradat) on 6th October 2010 at the Hotel Sunway, Selangor.

33. *Widows celebrated in conjunction with the Reception for wounded soldiers and get together with the people of MinDef. The Get Together Reception with the Chief of Defence was held on the 27th September 2010 at the Seroja Hall, MinDef, in honour of the disabled soldiers, special children of the soldiers and their widows. The Chief of Air Force was also there at the function with the other MinDef people.*

34. **Aktiviti BAKAT.** Sebagai sebuah organisasi khusus yang menyelia segala kebajikan keluarga Angkatan Tentera, BAKAT Udara telah memainkan peranannya dengan aktif sepanjang tahun 2010. Aktiviti-aktiviti tersebut turut merangkumi program kerohanian dan keagamaan, program bimbingan untuk remaja, bantuan kebajikan serta program etika sosial dan sahsiah diri.



35. **Majlis Tilawah Al-Quran Peringkat TUDM dan Program Semarak Rohani.** Majlis Tilawah Al-Quran Peringkat TUDM telah diadakan pada 2 Ogos 10 di PU Labuan. Majlis telah dirasmikan oleh Panglima Tentera Udara dan turut dihadiri Ketua-Ketua Jabatan Kerajaan di WP Labuan. Tema majlis kali ini adalah "Memantap Ukhwwah, Memperkasa Ummah", bertujuan untuk membentuk generasi akan datang agar cintakan Al-Quran dan menjadikannya sebagai pedoman kehidupan. Sempena Majlis Tilawah tersebut juga satu Program Semarak Rohani yang disertai oleh keluarga anggota telah diadakan bagi meningkatkan lagi pemahaman serta penghayatan ajaran Islam.



Majlis Tilawah Al-Quran Peringkat TUDM dan Program Semarak Rohani

34. **BAKAT Activities.** As a special organisation to supervise the welfare of the Armed Forces, Air Force BAKAT plays an active role during the year 2010. The activities included spiritual and religious activities, youth guidance programmes, welfare assistance, social etiquette and self improvement programmes.

35. **The RMAF Al-Quran Recitation and Spiritual Enhancement Programme.** The RMAF Al-Quran Recitation was held on 2nd August 2010 at the Labuan Air Base. The event was officiated by the Chief of Air Force and was also attended by the Heads of Governmental Departments in Labuan Federal Territory. The theme of the Event was "Solidifying Unity, Strengthening the Ummah" ("Memantap Ukhwwah, Memperkasa Ummah"), aimed to teach future generation to love the Al-Quran and to use it as a guide for life. In conjunction with the event, another programme, the Spiritual Enhancement Programme (Program Semarak Rohani), participated by the members' families, was also held to increase understanding and appreciation of Islam.



36. **Program Jiwa Murni Di SMK Labuan.** Markas No 2 Divisyen Udara, WP Labuan telah menyiapkan satu "Galeri" bagi kegunaan SMK Labuan. Galeri tersebut digunakan untuk menyimpan koleksi piala/cenderahati yang diterima oleh pihak sekolah. Galeri yang berukuran 16' x 20' dengan kos sebanyak RM5,000 tersebut telah dibina oleh seramai 16 orang anggota pelbagai pangkat dan turut direstui sama oleh Panglima No 2 Divisyen Udara, YBhg Mej Jen Dato' Pahlawan Khairul Bakri bin Mustaffa TUDM.

Anugerah Inovasi Kementerian Pertahanan

37. Kategori Inovasi Pengurusan Teknologi Maklumat dan Komunikasi.
- a. ITAS KTU Alor Setar - Johan
 - b. MTU-JTMK - Naib Johan.
38. Kategori Inovasi Pengurusan Kewangan.
- a. PU Gong Kedak - Naib Johan.
39. Kategori Inovasi Pengurusan Pelanggan.
- a. PU Labuan - Naib Johan.
40. Kategori Inovasi Pengurusan Sumber Manusia.
- a. PU Kuantan - Ketiga.

PENUTUP

41. Secara keseluruhannya aktiviti yang dirancang untuk tahun 2010 telah berjalan seperti yang direncanakan dan terdapat juga aktiviti yang dibuat semakan semula disebabkan peruntukan kewangan yang terhad.

36. *The Purity of Soul (Jiwa Murni) Programme at the SMK Labuan. The 2nd Command Air Division Labuan Federal Territory had prepared a Gallery for the use of SMK Labuan, to keep their collection of medals/souvenirs received by the school. The 16' x 20' gallery costing RM5,000 was build by 16 members of various ranks and received the blessing of the 2nd Division Air Force, the Honourable Mej Gen Dato' Pahlawan Khairul Bakri bin Mustaffa RMAF.*

Innovation Award Ministry of Defence

37. *Category of Management Innovation for Information Technology and Communication*
- a. *ITAS KTU Alor Setar - Champion*
 - b. *MTU-JTMK - Runner-up*
38. *Category of Financial Management Innovation*
- a. *Gong Kedak Air Base - Runner-up*
39. *Category of Customer Service Management Innovation*
- a. *Labuan Air Base - Runner-up*
40. *Category of Human Resource Management Innovation*
- a. *Kuantan Air Base - Third Place*

CONCLUSION

41. *On the whole, the activities planned for 2010 were successfully carried out as proposed although there were some activities that were revised due to limited financial resources.*



MARKAS ANGKATAN BERSAMA

PENDAHULUAN

1. Markas Angkatan Bersama (MK AB) telah ditubuhkan dengan secara rasminya pada 16 Julai 2007 untuk mengendalikan semua operasi yang berbentuk bersama iaitu yang melibatkan dua Perkhidmatan atau lebih dalam ATM. Konsep Assigned Forces memberi penekanan kepada sokongan oleh setiap Perkhidmatan terhadap semua operasi dan latihan Angkatan Bersama dengan meletakkan komponen-komponen tempur dan bantuan Perkhidmatan di bawah pemerintahan serta kawalan operasi Panglima Angkatan Bersama.
2. Bagi operasi dalam negara, setakat ini, MK AB hanya bertanggungjawab terhadap pelaksanaan OP PASIR sahaja. Operasi ini melibatkan gabungan trup dan aset dari ketiga-tiga Perkhidmatan. Selain itu MK AB juga bertanggungjawab untuk merancang, mengkoordinasi dan mengendalikan semua operasi dan eksekusi bersama, bersepadu dan gabungan yang melibatkan dua atau lebih dalam Perkhidmatan. Ia juga berperanan untuk menyelaraskan keperluan penglibatan ATM dalam operasi dan misi PBB.

PELAKSANAAN AKTIVITI TAHUN 2010

3. Secara keseluruhannya, keselamatan negara berada dalam tahap yang baik dan terkawal. Walau bagaimanapun, Angkatan Tentera Malaysia (ATM) masih menjalankan operasi di perbatasan negara maupun luar negara yang melibatkan aset dari ketiga-tiga perkhidmatan ATM. Operasi dan aktiviti dalam dan luar negara yang dilaksanakan bersama sepanjang tahun 2010 seperti berikut:
 - a. **Operasi Dalam Negara**
 - (1) OP PASIR. Ekoran 2 kes penculikan yang berlaku di perairan Timur Sabah, kabinet telah mengarahkan pasukan Tentera Darat untuk diaturgerakkan ke semua pulau dan resort di Timur Sabah dan OP PASIR telah dikuatkuasakan pada 18 Sep. 2000. Kod PASIR yang digunakan bagi operasi ini diambil sempena lokasi kejadian iaitu Pandanan and Sipadan Island Resort. Pada masa ini, MK ATB 2 telah mengatur

JOINT TASK FORCE

INTRODUCTION

1. *The Joint Forces Command (MK AB) was set up officially on the 16th July 2007 to handle all joint operations involving two or more services in the Malaysian Armed Forces. The concept of Assigned Forces emphasises the support by each service for all joint operations and trainings conducted by the Joint Forces by placing the battle components and service aids under the rule and operational control of the Commander in Chief of Joint Forces Command.*
2. *In respect of domestic operations, to date the MK AB has only been responsible for OPS PASIR. This operation involved a combination of troops and assets from all three Services. In addition, the MK AB is also responsible for planning, coordinating and handling all joint, integrated, and combined operations and exercises which involved two or more branches of Services. It is also responsible for standardising the requirement of MAF Involvement in UN operations and missions.*

IMPLEMENTATION OF ACTIVITIES 2010

3. *As a whole, the level of security of the country is good and under control. However the MAF continue to under take operations on the nation's borders and overseas, involving the assets of all three branches of services of MAF. The operations and activities conducted in the year 2010 were as follows:*
 - a. **Domestic Operations**
 - (1) *OPS PASIR. Following the two kidnap cases which occurred off the Sabah coastal waters, the Cabinet had directed the Military to be dispatched to all islands and resorts of East Sabah, and OPS PASIR was enforced on the 18th September 2000. The code "PASIR" which was used for the operation was derived from the location of the kidnapping which was at the Pandanan and*



gerak trup TD menduduki dan menguasai 31 penempatan strategik iaitu 22 penempatan di 20 buah pulau dan 9 penempatan di pesisiran pantai. OP PASIR mempunyai 2 sektor iaitu Sektor Utara dan Sektor Selatan merangkumi kawasan persisiran pantai dan perairan Timur Sabah.

- (2) Op SETIA BERSEPADU. Op SETIA BERSEPADU yang dilancarkan pada 12 Okt. 09 adalah bertujuan untuk melaksanakan operasi bersepadu antara semua Agensi Penguatkuasaan Keselamatan khususnya di kawasan perairan Pantai Timur Sabah dan Laut Sulawesi. Agensi Penguatkuasaan Keselamatan yang terlibat adalah Unit Udara dan Marin Polis Diraja Malaysia (PDRM), Agensi Penguatkuasaan Maritim Malaysia (APMM) dan ATM. Walau bagaimanapun, Operasi yang telah dirancang untuk tahun 2010 tidak dapat dilaksanakan disebabkan isu perundangan yang melibatkan ATM. Satu Mesyuarat yang dianjurkan oleh MKN pada 13 Dis. 10 telah memutuskan bahawa ATM mempunyai kuasa di bawah Akta Keselamatan Dalam Negeri bagi melaksanakan tugas OP PASIR dan OP SETIA BERSEPADU.

Selanjutnya, Mesyuarat Penyelarasan dan Penyediaan Prosedur Tetap (PROTAP) OP SETIA BERSEPADU telah diadakan di MKN, Putrajaya dan

Sipadan Island Resort. At present, the MK ATB 2 had deployed the Army Troops to occupy and control 31 strategic settlements being 22 settlements on 20 islands and 9 along the coast. The OPS PASIR had two sectors, the Northern Sector and the Southern Sector, ranging over the beach and waters of East Sabah.

- (2) *OPS SETIA BERSEPADU. OP SETIA BERSEPADU was launched on the 12th October 2009 and had the aim of initiating an integrated operation between all Security Enforcement Agencies especially in the coastal waters of East Sabah and the Sulawesi Sea. The agencies involved were the Air Unit and Royal Malaysian Marine Police (PDRM), The Malaysian Maritime Enforcement Agency (APMM) and the MAF. However, the operation planned for the year 2010 could not proceed due to legal issues involving the MAF. At a meeting organised by the MKN on the 13th December 2010 it was decided that the MAF was empowered under the Internal Security Act to conduct the OPS PASIR and OPS SETIA BERSEPADU.*

Subsequently, the Meeting for the Coordination and Preparation of Set Procedures (PROTAP) for OPS SETIA BERSEPADU was held at the MKN, Putrajaya,

telah disiapkan serta sedang dalam semakan Bahagian Undang-Undang MKN untuk kelulusan. Ianya akan dicetak dan diedarkan oleh MKN sebagai Provisional kepada yang berkenaan serta akan diuji pada operasi akan datang.

- b. Operasi Luar Negara (Misi PBB). Kehadiran ATM dalam penugasan di bawah panji-panji PBB semakin dirasai dunia dan penglibatan anggota ATM telah menaikkan imej ATM khususnya dan negara amnya.
- (1) Penugasan yang telah diaturgerakkan dalam misi di luar negara dan penglibatan keanggotaan adalah seperti berikut:
- (2) Malaysian Medical Unit (MMU). Sejarah penglibatan Malaysian Medical Unit (MMU) di Sahara Barat bermula pada tahun 2006 apabila Malaysia telah dipilih untuk menggantikan Pasukan Perubatan Korea Selatan (KMU) yang menamatkan misi setelah berkhidmat selama 12 tahun mulai 1994 sehingga 2006. PBB telah memilih Malaysia disebabkan faktor profesionalisme pasukan perubatan Angkatan Tentera Malaysia yang pernah berkhidmat dengan cemerlang dalam misi-misi kemanusiaan di luar negara seperti Pakistan dan Aceh.

MMU 1 yang diketuai oleh Lt Kol (Dr) Adnan bin Abdullah bersama 7 orang Pegawai Perubatan, seorang Pegawai Pergigian, Seorang Pegawai Tadbir dan 11 anggota lain-lain pangkat telah ditugaskan untuk jangka masa 6 bulan bermula 8 Mei 2006 hingga 8 November 2006. Tumpuan MMU 1 adalah untuk memberikan perkhidmatan kesihatan Advanced Level 1 kepada staf MINURSO dan juga masyarakat setempat iaitu penduduk di Sahara Barat yang menjadi pelarian ekoran perang saudara disebabkan pertikaian wilayah Sahara Barat antara kerajaan Morocco dan Polisario (kerajaan di bawah pentadbiran Sahrawi). MMU telah melaksanakan 9 misi di Sahara Barat bermula Mei 06 sehingga Disember 2010 yang terakhir diketuai oleh Lt Kol (Dr) Rosli bin Kolob.

Setelah hampir 5 tahun, MMU menaburkan bakti, mencurahkan jasa di Sahara Barat, tugas MMU

(and the minutes) have been finalised and now being reviewed by the Legal Department of MKN for approval. It will be printed and distributed by the MKN as provisional to those concerned and will be tested in future operations.

- b. *Overseas Operation (UN Mission). The presence of the MAF assigned under the UN banner is increasingly felt internationally. The involvement of the MAF officers have elevated its image particularly and the image of the country generally.*
- (1) *The task force deployed in the overseas mission and the officers involvement were as follows:*
- (2) *The Malaysian Medical Unit (MMU). The history of the involvement of the Malaysian Medical Unit in Western Sahara started in the year 2006 when Malaysia was selected to replace the Korean Medical Unit (KMU) which ended its mission after 12 years from the year 1994 to 2006. The UN had chosen Malaysia due to the professionalism of the Malaysian Military Medical team, which had served so sterlingly in international humanitarian missions such as in Pakistan and Aceh.*

MMU 1, led by Lt Col (Dr) Adnan bin Abdullah, along with 7 medical officers, a dental officer, an administration officer and 11 other ranking officers were deployed on a 6 month mission from the 8th May 2006 to 8th November 2006. The focus of MMU1 was to provide Advance Level 1 medical services to the MINURSO staff and also to the local community, i.e. the Western Sahara population who were refugees following the civil war caused over the tussle over Western Sahara between Morocco and Polisario (governed under the Sahrawi administration). The MMU launched 9 operations in the West Coast from May 2006 to December 2010, the last of which was led by Lt Col (Dr) Rosli bin Kolob.

After almost 5 years of unmeasurable contribution in the Western Sahara, the MMU handed over its



Anggota ATM dari Malaysian Medical Unit di Sahara Barat sedang menjalankan tugas bersama anggota tentera Negara asing
The members of MAF from Malaysian Medical Units in the Western Sahara are carrying out joint task with foreign military personnel

diserahkan kepada pasukan Bangladesh Medical Unit (BMU) pada 22 Nov. 10. Dengan penyerahan tersebut, ini bermakna tamat misi yang selama ini dipikul oleh MMU yang mewakili ATM khususnya dan Malaysia amnya.

Majlis Sambutan kepulangan Pasukan Perubatan Malaysia 9 dan Pembubaran Malaysian Medical Unit

Majlis Sambutan kepulangan Pasukan Perubatan Malaysia (MMU 9) dan Pembubaran Malaysian Medical Unit – United Nations Mission For The Referendum in Western Sahara (MINURSO) telah sempurnakan oleh YBhg. Lt Jen Datuk Raja Mohamed Affandi bin Raja Mohamed Noor mewakili Panglima Angkatan Tentera di Auditorium Tuanku Mizan, Hospital Angkatan Tentera Tuanku Mizan pada 3 Dis. 10. Pada majlis tersebut juga diadakan Upacara Pemakaian Pingat Perkhidmatan Negara Bangsa-bangsa Bersatu (PNBB) kepada Pasukan MMU 9. Pasukan Perubatan Malaysia di Sahara Barat telah melakar sejarah tersendiri yang akan menjadi kebanggaan seluruh warga Angkatan Tentera Malaysia. Kesungguhan serta kecekalan 178 pegawai dan anggota perubatan dari Kor Kesihatan Diraja (KKD) dalam mengharungi cabaran bertugas di negara asing telah membawa

duties to the Bangladesh Medical Unit on the 22nd November 2010. The handing over signified the end of the mission headed by the Malaysian Medical Unit, as a representative of the MAF in particular and Malaysia in general.

The Welcoming Ceremony to welcome the return of the Malaysia Medical Team 9 and the dissolution of the Malaysian Medical Unit

The Welcoming Ceremony to welcome the return of the Malaysia Medical Unit 9 Team and the dissolution of the Malaysian Medical Unit – United Nations Mission for The Referendum in Western Sahara (MINURSO), was officiated by the Honourable Lt Gen Datuk Raja Mohamed Affandi bin Raja Mohamed Noor on behalf the Chief of Army, at the Tuanku Mizan Auditorium, the Tuanku Mizan Military Hospital on 3rd December 2010. At the event, a Ceremony of Application of United Nations Service Medals was held for the MMU 9 Team. The Malaysian Medical Team in Western Sahara had made history which will be the pride of the entire Malaysian Armed Forces. The determination and spirit of the 178 officers and medical members from the Royal Medical Corps in facing the challenges of working in a foreign country had provided the experience and exposure which can be used as guidance in the

banyak pengalaman dan pendedahan yang boleh dijadikan panduan di masa hadapan. Penglibatan Pasukan Perubatan Malaysia (MMU) dalam siri misi PBB ATM adalah merupakan suatu platform ke arah memperkasa keupayaan Angkatan Tentera Malaysia bagi melaksanakan pelbagai bentuk operasi di luar Negara dengan lebih berwibawa.

c. Latihan dan Eksesais. Latihan dan Eksesais Bersama/ Gabungan yang telah dilaksanakan padan tahun 2010 adalah seperti berikut:

(1) Eksesais MALINDO LATGABMA DARSASA 7AB/ 2010. Eksesais telah dilaksanakan dengan jayanya mulai 25 Mac hingga 10 Apr. 10 bertempat di Tanjung Kling, Melaka. Kawasan Eksesais melibatkan Semenanjung Malaysia dan Perairan Selat Melaka. Pada tahun 2010 ini, ATM adalah tuan rumah untuk pelaksanaan Eksesais ini. Eksesais ini melibatkan Pasukan Komando Tugas Gabungan menangani keganasan melibatkan seramai 1,243 anggota ATM dan 452 anggota TNI. Selain itu, pembaharuan dan penambahan elemen baru telah dibuat yang melibatkan penggunaan alat-alat biologiikal dan nuklear dalam eksesais. Eksesais jugadiadakan bagi menguji kemampuan ATM dan TNI dalam melakukan tindakan bersama menangani keganasan di wilayah Malaysia dan Indonesia.

(2) Eksesais Bersama Sheild 10 (EKS BS 10). Eksesais BERSAMA SHIELD 10 yang melibatkan negara-negara anggota Five Power Defence Arrangements (FPDA) telah dilaksanakan pada 26 Apr. sehingga 7 Mei 10 meliputi ruang angkasa, daratan Malaysia, Singapura dan kawasan laut Laut China Selatan. Eksesais yang dilaksanakan setiap tahun ini adalah bertujuan untuk melatih Negara-negara anggota FPDA di dalam melaksanakan operasi-operasibersamadangabungan. Pada tahun ini, sebanyak 10 buah kapal laut, 57 buah kapal terbang tempur pelbagai jenis dan pelbagai elemen pertahanan udara serta penglibatan Pasukan Khas Laut (PASKAL) dari kesemua negara anggota telah mengambil bahagian di dalam eksesais ini.

future. The involvement of the MMU in the UN MAF Mission is a platform towards strengthening the capacity of the MAF to carry out various operations abroad with more authority.

c. Training and Exercises. The Joint/Combined Exercises and Training conducted in the year 2010 were as follows:

(1) The MALINDO LATGABMA DARSASA 7AB/ 2010 Exercise.

The exercise was conducted successfully from the 25th March 2010 to 10th April 2010 located at Tanjung Kling, Malacca. The exercises involved the Peninsular Malaysia and the Malacca Straits Waters. In the year 2010, the MAF played host of the exercise. This exercise involved the Joint Task Commando Team and tackled violence involving as many as 1,243 members of MAF and 452 members of TNI. In addition, the upgrading and addition of new element were also carried out involving biological and nuclear equipment in the exercise. Exercises were also held to test the capacity of both MAF and TNI in jointly overcoming violence in the Malaysia and Indonesia region.

(2) The Joint Exercise Shield 10 (EKS BS 10).

The Joint Exercise SHIELD 10 involving the member countries of the Five Power Defence Arrangements (FPDA) was conducted from the 26th April 2010 to the 7th May 2010 covering the Malaysia and Singapore land and airspace as well as over the South China Seas. The exercise which is carried out every year is aimed to train the FPDA countries in conducting joint and combined operations. This year as many as 10 ships, 57 battle aircrafts of different types and various elements of arial defence, together with the Special Marine Team (PASKAL) from all the member countries, were involved in this exercise.



Eksesais BERSAMA SHIELD 10
The Joint Exercise SHIELD 10



Panglima Angkatan Tentera Malaysia dan Singapura di Bilik
Operasi Eksesais FPDA Bersama Padu
*The Chiefs of Army of Malaysia and Singapore in the FPDA
Bersama PADU Exercise Operation Room*

(3) COMBINED AFLOAT READINESS AND TRAINING (CARAT) 2010. Eksesais telah dilaksanakan mulai 7 hingga 16 Jun 10 bertempat di Pangkalan Udara Kuantan, Pahang yang melibatkan 2 buah negara Malaysia dan Amerika Syarikat. Eksesais pada tahun ini dilaksanakan pada skala kecil dengan memberi penumpuan atas penglibatan Navy to Navy sahaja.

(4) Eksesais FPDA BERSAMA PADU 2010. Eksesais tersebut telah dilaksanakan pada 11 Okt. hingga 29 Okt. 10 di Pangkalan Udara Butterworth. Matlamat utama eksesais ini adalah untuk menguji kemampuan dan kejituan elemen Maritim, Darat dan Udara kelima-lima negara ahli untuk beroperasi secara bersama dalam mempertahankan Semenanjung Malaysia dan Singapura. Eksesais yang dilaksanakan 3 tahun sekali melibatkan Malaysia dan Singapura sebagai negara tuan rumah megikut giliran. Pada tahun 2010, Malaysia merupakan tuan rumah bagi eksesais ini. Fasa latihan dalam eksesais ini merangkumi Latihan Integrasi Pasukan (FIT), fasa Pos Pemerintah (CPX), fasa Latihan Medan (FTX) dan Post Exercise Debrief (PXD).

(5) Logistic Exercise (LOGEX/10). Eksesais yang pertama kali diadakan ini telah dilaksanakan pada 8 hingga 12 Nov. 10 di Pusat Simulasi Olah Perang ATM (PSOP). Eksesais dalaman MK AB bertujuan melatih pegawai dan staf logistik dari MK AB, MK ATM dan 3 perkhidmatan dalam perancangan logistik menggunakan JMAP (Joint Military Appreciation Process).

(3) COMBINED AFLOAT READINESS AND TRAINING (CARAT) 2010. This was conducted between the 7th to the 16th of June 2010 at the Kuantan Airforce Base Pahang, involving 2 countries, Malaysia and the United States of America. The exercise this year was conducted on a small scale with the focus on a Navy to Navy involvement only.

(4) Exercise FPDA BERSAMA PADU 2010. This exercise was conducted from the 11th to the 29th of October 2010 at the Airforce Base Butterworth. The main aim was to test the capacity and accuracy of the Maritime, Land and Air Forces elements of the five member countries to operate together to protect Peninsular Malaysia and Singapore. This exercise, conducted once every three years, will be hosted by Malaysia and Singapore in turn. In the year 2010, Malaysia was the host of the exercise. The training covers the Force Integration Training (FIT), the Command Post Exercises (CPX), Field Training Exercises (FTX) and Post Exercise Debrief (PXD).

(5) Logistic Exercise (LOGEX/10). This exercise was held for the first time from the 8th to the 12th of November 2010 at the MAF Battle Simulation Centre (PSOP). This internal exercise of MK AB was for the purpose of training logistic officers and members of staff from MK AB, MK MAF and the 3 services in the logistic planning using the Joint Military Appreciation Process.

(6) Field Troop Exercise (FTX) 1206/2010. Eksesais FTX 1206/2010 bertujuan menguji kemampuan Sistem Radar 1206 telah dilaksanakan pada 22 hingga 30 Nov. 10 di MK ATB 2, Tawau, Sabah. Eksesais ini adalah yang kedua kali diadakan yang dilaksanakan secara Latihan Medan (FTX) selain fasa Pos Pemerintah (CPX) yang pernah dilaksanakan pada eksesais yang lepas. Eksesais ini hanya melibatkan staf MK AB dan MK ATB 2 dalam meningkatkan lagi keselamatan dan keupayaan maritim terutama di perairan Sabah.

(7) Latihan Bot 1206. Latihan ini telah diadakan bersama Special Warfare Combatant-Craft Crewman (SWCC - Unit SBT 20) dari Tentera Laut Amerika Syarikat dan telah dilaksanakan pada 8 hingga 18 Nov. 10 di KD SRISEMPORNA.

(8) Latihan Menyelam Joint Scuba Diving Club (JSDC). Latihan menyelam Kelab JSDC MK AB melibatkan semua pegawai dan Staf Sel Operasi Pasukan Khas (SOPASAS) dilaksanakan 2 kali sebulan iaitu setiap hari Jumaat minggu ke-2 dan ke-4 setiap bulan. Pada tahun ini, Kelab JSDC MKAB telah menganjurkan ujian Open Water Diving di Pulau Perhentian, Terengganu pada 12 hingga 15 Mac 10. Seramai 11 peserta dari kelab ini telah lulus di dalam ujian penyelaman tersebut pada kedalaman 18 meter dan diiktirafkan oleh Profesional Associated of Diving Instructor (PADI). Majlis Penyampaian Sijil dan Lesen Profesional Association of Diving Instructor (Padi) telah disempurnakan oleh Panglima Angkatan Bersama (PAB).

(6) Field Troop Exercise (FTX) 1206/2010. The FTX 1206/2010 exercise, aimed to test the capabilities of the Radar System 1206, was conducted from the 22nd to the 30 Nov 10 at MK ATB 2, Tawau, Sabah. This exercise was the second conducted as a Field Training Exercise (FTX) in addition to the Command Post Exercise (CPX) which had been implemented in the previous exercise. This exercise only involved the members of MK AB and MK ATB 2 staff to enhance security and capacity of Sabah waters.

(7) The Boat 1206 Training. This training was conducted together with the Special Warfare Combatant-Craft Crewman (SWCC - Unit SBT 20) from the United States Navy, and was held from the 8th to 18th November 2010 at the KD SRI SEMPORNA.

(8) Joint Scuba Diving Club (JSDC) Diving Training. The MK AB JSDC Dive Training which involves all the officers and staff of the Special Task Force Operational Cell (SOPASAS), was carried out twice each month on the 2nd and 4th Friday of each month. This year, the MK AB JSDC organised the Open Water Diving test at the Perhentian Island, Terengganu between the 12th to the 15th March 2010. A total of 11 participants from the club had passed the diving test at the depth of 18 metres and was certified by the Profesional Association of Diving Instructors (PADI). The PADI Certificate and Licenses Presentation Ceremony was officiated by the Commander in Chief of Joint Forces Command.



Peserta Eksesais Field Troop 12006
Participant of the Field Troop 12006 exercise



Ahli Joint Scuba Diving Club (JSDC) bergambar bersama PAB
Members of the Joint Scuba Diving Club posing with the Commander in Chief of Joint Forces Command

PEMBANGUNAN INFRASTRUKTUR

4. MK ATB 2 sebagai Forward Operational Base (FOB). Upacara Perasmian Bangunan Baru Markas Angkatan Tugas Bersama 2 (MK ATB 2) telah disempurnakan oleh Panglima Angkatan Tentera (PAT), Jeneral Tan Sri Dato' Sri Azizan Ariffin TUDM pada 25 Jan. 10 di Tawau, Sabah. Dengan perasmian bangunan baru ini, status MK ATB 2 juga telah dipertingkatkan kepada status Pangkalan Operasi Hadapan (POH) atau Forward Operational Base (FOB). Markas ini turut dilengkapi dengan Joint Regional Command Centre (JRCC) yang mempunyai sistem integrasi yang dikenali sebagai 'MASURI' dan sistem radar inisiatif 1206 yang merangkumi sistem pengawasan maritim berintegrasi dan sistem kawalan berpusat bagi mengawal OP PASIR.

PAT telah mengadakan lawatan selama 3 hari ke Sabah untuk melihat sendiri tahap kesiapsiagaan trup-trup yang beroperasi di OP PASIR. MK ATB 2 yang ditubuhkan di bawah pemerintahan MK AB pada 7 Apr. 2007 adalah untuk menyelaras semua penugasan pasukan assigned forces dari segi atur gerak, perintah dan kawalan aset-aset yang dipertanggungjawabkan melaksanakan OP PASIR. OP PASIR mempunyai 2 sektor iaitu sektor utara dan sektor selatan yang merangkumi penempatan strategik di pulau-pulau dan pesisiran pantai dari Kudat hingga ke Tawau.

INFRASTRUCTURE DEVELOPMENT

4. *The official opening ceremony of the New Headquarters of the Joint Task Force 2 (MK ATB 2) was officiated by the Chief of Defence Force (PAT), General Tan Sri Dato' Sri Azizan Ariffin TUDM on the 25th Jan. 2010 in Tawau Sabah. With the official opening, the status of MK ATB 2 was also upgraded to the status of Forward Operational Base (FOB). The base is also equipped with the Joint Regional Command Centre (JRCC) which has an integrated system known as 'MASURI' and a radar initiative 1206 system covering an integrated maritime monitoring system and a central control system for the purpose of monitoring the OPS PASIR.*

PAT held a 3 day visit to Sabah to observe the degree of troop readiness for troops operating in OPS PASIR. The MK ATB 2, which was established under the MK AB governance on the 7th April 2007 was set up to coordinate all the assignment of duties in terms of deployment, commands and asset controls which have been given the task of carrying out the OPS PASIR. OPS PASIR has 2 sectors, the northern sectors and the southern sectors which cover strategic settlements on the islands and along the coasts from Kudat to Tawau.



PAT menandatangani Plak Perasmian Bangunan Baru Markas Angkatan Tugas Bersama 2
The Chief of Defence Force signing the Official Opening Plaque for the Joint Task Force 2 Headquarters

5. Projek Pangkalan Operasi Hadapan (POH) di Kem Kukusan, Tawau, Sabah. Projek adalah bagi menaik taraf status pemerintahan MK ATB 2 (POH) bagi mengawal Operasi Bersama dan akan dilaksanakan setelah 7 RAMD berpindah ke Kem Kubota. Pelan pembangunan keseluruhan sedang disemak semula bagi rancangan keperluan rumah bot dan bot pemintas. Konsep pembangunan sedang dirancang dan bakal didaftarkan semula ke dalam RMKe-10 bagi penggal kedua.

Pembinaan Kem Kubota bakal bermula pada Feb. 11 dan dijangka siap dalam tempoh 2 tahun. Perancangan POH akan bermula pada 13 Feb. dan pelaksanaan pada tempoh penggal kedua RMKe-10.

6. Seminar Future Operations. MK AB Bahagian J5 telah menganjurkan Seminar Future Operations di Hotel Awana Genting Highland, Pahang pada 24 hingga 27 Okt. 10. Seminar ini telah membincangkan tajuk 'Peranan MK AB di dalam Network Centric Operation (NCO) ATM dan dihadiri oleh semua Pegawai Kanan MK AB dan wakil dari Markas-markas Perkhidmatan. Objektif seminar adalah para peserta Seminar Future Operation MK AB:
 - a. Mendapatkan pemahaman yang sama berkenaan Pelan Pembangunan Network Centric Operation (NCO) ATM.
 - b. Mengenal pasti peranan MK AB di dalam NCOATM.
 - c. Merangka Pelan Tindak dan Road Map bagi pembangunan keupayaan NCO untuk MK AB.
 - d. Mencadangkan struktur jaringan/network yang komprehensif bagi memenuhi keperluan di peringkat operasional, strategik dan taktikal

5. *The Forward Operational Base at Kukusan Camp, Tawau, Sabah. The project is aimed to upgrade the governing status of Joint Task Force 2 (Forward Operational Base) in order to monitor the Joint Operation. It will be launched after 7 RAMD relocates to Kubota Camp. The overall development plan is being revised to accommodate the boat house and interceptor boat needs. The development concept is being formulated and will be re-registered in the second quarter of the 10th MP.*

The construction of Kubota Camp will start on February 2011 and is expected to be completed in 2 years. The POH planning will begin on 13th February and be completed in the 2nd half of 10th MP.

6. *Future Operations Seminar. MK AB J5 Division had organised a Future Operations Seminar at the Awana Hotel Genting Highland, Pahang from the 24th to the 27th October 2010. The seminar discussed the topic "Role of MK AB in a Network Centric Operation (NCO) ATM" and was attended by all senior officers of MK AB and representatives from the Service Bases. The objectives of the seminar were for the participant to:*
 - a. *Obtain the same understanding of the Network Centric Operation (NCO) ATM Development Plan.*
 - b. *Identify the role of MK AB in an NCO MAF.*
 - c. *Formulate the Action Plan and Road Map for the NCO capacity development for the MAF.*
 - d. *Propose a comprehensive network structure to fulfil requirements, operationally, strategically and tactically.*

- e. Pembangunan keupayaan NCOM MK AB dilaksanakan secara incremental dengan mengoptimalkan sistem serta keupayaan sedia ada.

PENTADBIRAN/SUMBER MANUSIA

7. **Majlis Serah Terima Tugas Panglima Angkatan Bersama.** Majlis Upacara Serah Terima Tugas di antara Panglima Angkatan Bersama, YBhg. Leftenan Jeneral Dato' Wira Allatif bin Mohd Noor kepada pengganti beliau iaitu YBhg. Laksamana Madya Dato' Jamil bin Haji Osman telah disempurnakan oleh Panglima Angkatan Tentera, YBhg. Jeneral Tan Sri Dato' Sri Azizan Ariffin TUDM pada 21 Mei 10 bertempat di Dewan Seroja, Kementerian Pertahanan.
- Leftenan Jeneral Dato' Wira Allatif bin Mohd Noor telah dilantik sebagai Naib Canselor Universiti Pertahanan Nasional Malaysia (UPNM) menggantikan Leftenan Jeneral Dato' Pahlawan Haji Zulkifli bin Haji Zainal Abidin yang dilantik sebagai Timbalan Panglima Tentera Darat mulai 20 Mei 10. Leftenan Jeneral Dato' Wira Allatif bin Mohd Noor merupakan Panglima Pertama mengisi perjawatan tetap Markas Angkatan Bersama yang telah diluluskan pada 16 Jul. 07 dan mula bertugases sebagai Panglima Angkatan Bersama pada 1 Okt. 07 sehingga 21 Mei 10. Panglima Angkatan Bersama yang baru dilantik iaitu Laksamana Madya Dato' Jamil bin Haji Osman sebelum ini menjawat jawatan Ketua Staf Markas Angkatan Bersama mulai 10 Jan. 08.

Majlis tersebut turut menyaksikan Upacara Serah Terima Tugas Ketua Staf iaitu di antara Laksamana Madya Dato' Jamil Bin Haji Osman kepada Asisten Ketua Staf J3, Mejar Jeneral Dato' Haji Jusof bin Embong TUDM yang dilantik sebagai Ketua Staf Markas Angkatan Bersama.

8. **Majlis Serah Terima Tugas Panglima Angkatan Bersama.** Majlis Serah Terima Tugas Komander MK 2 iaitu Brig Jen Dato' Sheikh Mokhsin bin Sheikh Hassan dengan Komander MK ATB 2 yang baru iaitu Brig Jen Hasny bin Md Salleh telah diadakan pada 7 Jun 10 di MK ATB 2 telah disaksikan oleh Ketua Staf MK AB, Mej Jen Dato' Jusof bin Embong TUDM. Brig Jen Dato' Sheikh Mokhsin bin Sheikh Hassan merupakan Komander ATB 2 yang pertama dan telah berkhidmat di MK ATB 2 mulai 2 Okt. 07.

- e. *Develop the capacity of NCOM MK AB incrementally to optimise the existing system and capacity.*

HUMAN RESOURCES /ADMINISTRATION

7. **The Handing Over Ceremony of Commander in Chief Joint Forces Command.** *The Handing Over Ceremony between the Commander in Chief of Joint Forces Command, The Honourable Lieutenant General Wira Allatif bin Mohd Noor, and his successor The Honourable Rear Admiral Laksamana Madya Dato' Jamil bin Haji Osman was officiated by the Chief of Defence Force, The Honourable General Tan Sri Dato' Sri Azizan Ariffin of RMAF, on the 21st May 2010 at the Dewan Seroja, Ministry of Defence.*
- Lieutenant General Wira Allatif bin Mohd Noor was appointed as the Vice Chancellor of the National Defence University Malaysia (UPNM) to replace the Lieutenant General Dato' Pahlawan Haji Zulkifli bin Haji Zainal Abidin, who went on to be appointed as the Deputy Chief of Army commencing on the 20th May 2010. Lieutenant General Wira Allatif bin Mohd Noor was the First Commander in Chief to be appointed to the permanent post of the Joint Forces Command, as approved on 16th July 2007, and commenced his appointment as a Commander in Chief for Joint Forces Command from 1st October 2007 to 21st May 2010. The newly appointed Joint Forces Commander, Rear Admiral Laksamana Madya Dato' Jamil bin Haji Osman was prior to his appointment the Chief of Staff Joint Forces Command from 10th January 2008.*

The Chief of Staff Handing Over Ceremony was also held between the Rear Admiral Dato' Jamil Bin Haji Osman, and the Assistant Chief of Staff J3, Major General Dato' Haji Jusoh bin Embong RMAF, who was appointed as the Chief of Staff Joint Forces Command.

8. **The Handing Over Ceremony of the Commander in Chief Joint Forces Command.** *The Handing Over Ceremony from the Joint Task Force 2 Camp Commander (MK ATB 2), the Brigadier General Dato' Sheikh Mokhsin bin Sheikh Hassan to the new Joint Task Force 2 Camp Commander (MK ATB 2) Brigadier General Hasny bin Md Salleh, was held on the 7th June 2010 at the Joint Task Force 2 was witnessed by the Chief of Staff Major*

Sepanjang hampir 3 tahun menerajui ATB 2, berkat hasil usaha gigih beliau, komitmen kerja yang cemerlang dan kerjasama yang baik dengan semua pihak, MK ATB 2 telah diluluskan perjawatan tetap oleh pihak Jabatan Perkhidmatan Awam (JPA) di samping status MK ATB 2 yang telah dinaiktaraf sebagai sebuah Pangkalan Operasi Hadapan atau Forward Operational Base. Brig Jen Dato' Sheikh Mokhsin bin Sheikh Hassan telah ditukarkan ke MK AB menjawat jawatan sebagai AKS Bahagian J7. Manakala Brig Jen Hasny bin Md Salleh sebelum ini merupakan Pengarah Bahagian Operasi dan Latihan Pertahanan (BOLP) di MK ATM.

9. **Majlis Serah Terima Tugas Ketua Staf MK AB.** Upacara Serah Terima Tugas Ketua Staf MK AB iaitu di antara Mej Jen Dato' Haji Jusof bin Embong TUDM kepada Asisten Ketua Staf J4, Mej Jen Dato' Abu Bakar bin Md Said TUDM telah berlangsung di dalam Bilik Mesyuarat Kem MK AB pada 30 Jul. 10. Upacara bersejarah ini telah disaksikan oleh Panglima Angkatan Bersama, YBhg. Laksdya Dato' Jamil bin Hj Osman, pegawai-pegawai serta staf MK AB.
10. **Majlis Serah Terima Tugas AKS J3.** Majlis Serah Terima Tugas Asisten Ketua Staf J3 di antara Laksda Dato' Gunaselan Salamuthu kepada pengganti beliau iaitu Laksda Dato' Nasaruddin bin Othman telah berlangsung di dalam Bilik Mesyuarat Kem MK AB pada 6 Sep. 10. Upacara bersejarah ini telah disaksikan oleh Panglima Angkatan Bersama, YBhg. Laksdya Dato' Jamil bin Hj Osman.

AKTIVITI BAKAT

11. **Lawatan Kebajikan.** BAKAT MK AB yang diketuai oleh Pengerusi BAKAT MK AB, YBhg. Datin Rodzi bte Abdullah telah mengadakan lawatan ke rumah Pn. Shamsiah bte Hassan isteri kepada 1103808 Kpl Nik Mohammad Zainia bin Zakaria di DTHO pada 16 Apr. Isteri anggota menghadapi penyakit kanser payu dara dan sedang menjalani rawatan kemoterapi di Hospital

General Dato' Jusoh bin Embong RMAF. The Brigadier General Dato' Sheikh Mokhsin bin Sheikh Hassan was the first Joint Task Force 2 Camp Commander and commenced his service on 2nd October 2007.

In nearly three years of heading the Joint Task Force 2, as a result of his hard work and commitment as well as the excellent cooperation extended by all, the Joint Task Force 2 Base (MK ATB2) received approval from the Public Service Department as a permanent post. In addition, the status of MK ATB 2 was upgraded to Forward Operational Base. The Brig General Dato' Sheikh Mokhsin bin Sheikh Hassan was transferred to the MK AB before taking on the post of AKS Division J7, while Brig General Hasny bin Md Salleh had been the Director of the Operations and Defence Training Division at the MK ATM (MAF Base).

9. **Handing Over Ceremony Chief of Staff MK AB.** *The handing over ceremony of the Chief of Staff of MK AB between the incumbent Major General Dato' Haji Jusoh bin Embong RMAF to the Assistant Chief of Staff J4, Major General Dato' Abu Bakar bin Md Said RMAF took place in the Meeting Room MK AB Camp on the 30th July 2010. This historical ceremony was witnessed by the Commander in Chief Joint Forces Command, The Honourable Rear Admiral Dato' Jamil bin Hj Osman, and MK AB (Joint Forces Command) Staff and Officers.*
10. **Handing Over Ceremony of AKS J3** *(Assistant Chief of staff J3). The handing over ceremony of the AKS J3 between Vice Admiral Dato' Gunaselan Salamuthu to his replacement Vice Admiral Dato' Nasaruddin bin Othman was conducted in the Meeting Room of Joint Forces Command Camp (MK AB) on the 6th September 2010. This historical event was witnessed by the Commander in Chief Joint Forces Command, the Honourable Rear Admiral Dato' Jamil bin Hj Osman.*

BAKAT ACTIVITIES

11. **Charitable Visits.** *The Joint Forces BAKAT, led by the MK AB BAKAT Chairperson The Honourable Datin Rodzi bte Abdullah visited the home of Puan Shamsiah bte Hassan, wife to 1103808 Corporal Nik Mohammad Zainia bin Zakaria at the DTHO on 16th April 2010, a member's spouse who was suffering from breast cancer undergo-*

KL. Lanjutan daripada itu, Pengerusi Jemaah Tertinggi BAKAT ATM, YBhg. Puan Sri Datin Sri Noorainee bte Abd Rahimpulatelahmelakukanlawatanpada22Apr.10.Turut mengiringi lawatan tersebut adalah Pengerusi Bakat Gabungan YBhg. Datin Norlida bte Hj. Mubin, Datin Narimah bte Mat dan Pn. Siti Khalijah bte Abd Azizi serta PS 1 Wanita ATM, Lt Kol Esah bte Sulaiman.

12. Majlis Penyampaian Sumbangan Bungkus Hari Raya Kepada Isteri-isteri Yang Mana Suami Terlibat Misi PBB. Majlis telah dilaksanakan dalam 3 sesi dan disampaikan oleh Datin Rodzi bte Abdullah, Pengerusi BAKAT MK AB di kediaman pegawai dan anggota terlibat melibatkan aktiviti suai kenal dan pertanyaan permasalahan yang dihadapi oleh ahli BAKAT terlibat. Pecahan sesi seperti berikut:

- a. Sesi 1 (1 Sep 10) – MALCON ISAF.
- (1) Pn Zaliha bte Khalid
– Isteri kepada Lt Kol Norazan bin Omar.
- (2) Pn Che Piah bte Abdullah
– Isteri kepada Mej Azizan bin Ismail.
- b. Sesi 2 (3 Sep 10) – MALCON EAST 5.
- (1) Pn Hafitoh bte Samsudin
– Isteri kepada PW II Abdul Naser bin Yaacob.
- (2) Pn Sihah bte Mat Daud
– Isteri kepada LK PWP Mansor bin Mohd Nor.
- (3) Pn Sawibah bte Mat Said
– Isteri kepada Kpl SaadinMasjuni.
- c. Sesi 3 (6 Sep 10) – MALBATT 2.
- Pn Risia bte SheikhAli
– Isteri kepada Kol Mohd Nizam bin Jaffar.

ing chemotherapy at the Kuala Lumpur Hospital. This was followed by a visit by Puan Sri Datin Sri Nooraiinee bte Abd Rahim on 22nd April 2010, accompanied by the Joint Forces BAKAT Chairperson, The Honourable Datin Norlida bte Hj Mubin, Datin Narimah bte Mat and Puan Siti Khalijah bte Abd Azizi , and PS 1 Wanita ATM Lt Col Esah Bte Sulaiman.

12. *The Hari Raya Parcels Donation Ceremony to the Wives of Officers involved in UN Missions. This ceremony was carried out over 3 sessions. Parcels were given out by Datin Rodzi bte Abdullah, Joint Forces BAKAT Chairperson, at the quarters of the officers and wives, which were also used as a warming session and gave the opportunity for the BAKAT members to ask about any problems they may have. The sessions were divided as follows:*

- a. *Session 1(1st September 2010)- MALCON ISAF*
- (1) *Puan Zaleha bte Khalid*
– *Wife of Lt Col Norazam bin Omar*
- (2) *Puan Che Piah bte Abdullah*
– *Wife of Major Azizan bin Ismail*
- b. *Session 2 (3rd September 2010)- MALCON EAST*
- (1) *Pn Hafitoh bte Samsudin*
– *Wife of PW II Abdul Naser bin Yaacob.*
- (2) *Pn Sihah bte Mat Daud*
– *Wife of LK PWP Mansor bin Mohd Nor.*
- (3) *Pn Sawibah bte Mat Said*
– *Wife of Kpl Saadin Masjuni.*
- c. *Session 3 (6th September 2010) – MALBATT 2*
- Puan Risia bte Sheikh Ali*
– *Wife of Col Mohd Nizam bin Jaffar*



Penyampaian Sumbangan oleh Pengerusi BAKAT MK AB
The handing over of donations by the Joint Forces BAKAT Chairperson

SUKAN

13. Karnival Sukan MK AB 2010 PIALA DATO' ALLATIF merupakan aktiviti tahunan yang dilaksanakan mulai 24 September 2010. Sebanyak 7 jenis sukan yang telah dipertandingkan iaitu Bola Sepak, Bola Tampar, Boling, Sepak Takraw, Badminton, Futsal dan Merentas Desa. Konsep karnival adalah pengisian aktiviti sukan pada setiap petang Jumaat melalui pertandingan di antara 4 kumpulan iaitu Tuah, Jebat, Kasturi dan Lekir yang bermula pada 24 Sep. 10 dan telah berakhir dengan Merentas Desa pada 7 Jan. 11.

Merentas Desa
Bola Sepak
Bola Tampar

14. Johan keseluruhan Karnival Sukan MK AB 2010 Piala Dato' Allatif adalah Pasukan Jebat dengan keputusan keseluruhan setiap sukan yang dipertandingkan bagi tahun2010 seperti berikut:

Siri	Jenis Sukan	Keputusan
1.	Bola Sepak	Jebat
2.	Bola Tampar	Tuah
3.	Bowling	Lekir
4.	Sepak Takraw	Jebat
5.	Badminton	Jebat
6.	Futsal	Kasturi
7.	Merentas Desa	Jebat

PENUTUP

15. Sejak penubuhannya, Markas Angkatan Bersama telah berjaya mengharungi cabaran dan melaksanakan tugas bersama untuk ketiga-tiga Perkhidmatan di tahap yang membanggakan. Usaha yang berterusan akan dilakukan demi mencapai misi MK AB yang digariskan iaitu melaksanakan operasi bersama dengan jayanya.

SPORTS

13. *The Joint Forces Sports Carnival 2010 PIALA DATO' ALLATIF/ DATO' ALLATIF CUP is an annual activity held from 24th September 2010 involving seven different types of sports, football, volleyball, bowling, sepak takraw (net soccer), badminton, futsal and cross-country events. The concept of the carnival is that sports activities were held every Friday evening through competitions between 4 groups, Tuah, Jebat, Kasturi and Lekir, starting from 24th September 2010 and ending with a cross country event on 7th January 2011.*

Cross-country
Soccer
Volleyball

14. *The overall champion of the Dato' Allatif Cup 2010 Sports Carnival of Joint Forces Command was the Jebat Team with the overall results of each contested event as follows:*

Series	Sports Event	Score/Results
1.	Soccer	Jebat
2.	Volley Ball	Tuah
3.	Bowling	Lekir
4.	Sepak Takraw (Net Soccer)	Jebat
5.	Badminton	Jebat
6.	Futsal	Kasturi
7.	Cross-country	Jebat

CONCLUSION

15. *Since its establishment, the Joint Forces Command (MAB) had successfully overcome challenges and obstacles to carry out its joint fuctions for all three services competently. Continued efforts will be made to achieve the MK AB mission as outlined, which is to handle joint missions successfully.*

PUSPANITA, BAKAT & KAKEP

Pada tahun 2010, secara keseluruhannya, hampir kesemua perancangan aktiviti tahun 2010 dapat dijalankan dan beberapa aktiviti utama diadakan dengan gabungan bersama KAKEP, PAKPAI dan Kementerian Pertahanan atas arahan penjimatan oleh Y.Bhg KSU. Hanya sebilangan kecil aktiviti yang tidak dapat dilaksanakan disebabkan oleh masalah yang tidak dapat dielakkan.

Dari perancangan yang dilakukan, kesemua Jawatan Kuasa telah dapat memastikan aktiviti yang dijalankan dilaksanakan dengan jayanya.

AKTIVITI PUSPANITA

Kedai PUSPANITA berjalan setiap hari bagi membantu ahli-ahli mendapatkan barangan keperluan harian dengan mudah. Ianya juga menyumbang kepada pendapatan PUSPANITA Cawangan Kementerian Pertahanan.

Pada tahun ini, PUSPANITA menganjurkan pertandingan Bowling antara JKK PUSPANITA pada 3 April 2010 bertempat di Wangsa Bowl, Wangsa Walk. Pertandingan kali ini memberi peluang kepada JKK PUSPANITA menyertai aktiviti sambil beramah mesra antara satu sama lain.

Lawatan ke Karangkrak

Lawatan ke Karangkrak telah diadakan pada 22 April 2010. Lawatan ini dapat mendedahkan JKK dengan tugas-tugas wartawan dan memberi pelbagai idea dan maklumat bagi memantapkan aktiviti PUSPANITA pada masa akan datang.



Sebelum pertandingan bowling bermula
Before the Bowling Tournament started

PUSPANITA, BAKAT & KAKEP

In 2010, on the whole, almost all activities planned for the year 2010 were successfully carried out, with several main activities being held jointly with KAKEP, PAKPAI and Ministry of Defence in accordance with the cost cutting directives of The Honourable Secretary General. Only a few activities were not carried out due to unforeseen events.

Through all the planning made all the Committees ensured that all activities were carried out successfully.

PUSPANITA ACTIVITIES

The PUSPANITA shop opens daily for the ease of members to shop for their daily necessities. It also contributes to the revenue of Puspanita, Ministry of Defence branch.

This year, PUSPANITA organised a bowling tournament between the PUSPANITA Working Committees on 3rd April 2010 at Wangsa Bowl, Wangsa Walk. The competition allowed Working Committees of PUSPANITA to participate in activities while socialising with each other.

Visit to Karangkrak

A visit to Karangkrak was made on the 22nd April 2010. This visit exposed the Working Committee to the duties of a journalist and gave many ideas and information to strengthen PUSPANITA's activities in the future.

Mesyuarat Agung PUSPANITA KALI ke-27

Mesyuarat Agung Tahunan Kali Ke-27 telah diadakan pada 27 April 2010 bertempat di Auditorium Wisma Pertahanan. Sambutan daripada ahli-ahli PUSPANITA amat menggalakkan dengan kehadiran ahli-ahli dari sekitar Lembah Klang. Hampir 800 ahli telah hadir memeriahkan mesyuarat pada kali ini. Disamping mesyuarat yang berlangsung pada hari tersebut, acara lain yang dijalankan adalah gerai jualan yang adakan selama 2 hari. Pelbagai jenis jualan dapat dilihat antaranya pakaian dan makanan. Gerai ini dibuka istimewa untuk semua ahli PUSPANITA dan warga KEMANTAH.



Mendengar Taklimat Semasa Lawatan
Listening to the briefing during visit



Lawatan ke Karangkrak
Visit to Karangkrak



Mesyuarat Agung PUSPANITA KALI ke-27
27th Annual General Meeting of PUSPANITA

Kelas Cup Cake & Design dan Butter Soft Cake dan Pelajari Membuat Butter Cream

Pada 25 Jun 2010, JKK Pembangunan Diri dan Keluarga telah mengadakan Kelas Cup Cake & Design dan Butter Soft Cake dan Pelajari Membuat Butter Cream. Penyertaan daripada ahli amat menggalakkan dengan penglibatan seramai 39 orang ahli bertempat di Kantin, Wisma Pertahanan.

Pada bulan Ramadhan yang lalu, PUSPANITA telah menyertai Majlis Khatam Al-Quran di Peringkat PUSPANITA Kebangsaan (mewakili Kemenerian Pertahanan) dan Peringkat Kementerian Pertahanan.

Bazaar Ramadhan diadakan setiap hari pada bulan Ramadhan di Kafeteria Wisma, Pertahanan. Bazaar yang dibuka adalah anjuran PUSPANITA dengan kerjasama KAKEP. Sebanyak 30 buah gerai jualan telah dibuka dengan pelbagai jenis barangan yang dijual untuk persediaan berbuka puasa dan untuk ahli membeli belah bagi persiapan hari raya.

27th Annual General Meeting of PUSPANITA

The 27th AGM was held on the 27th April 2010 at the Ministry of Defence Auditorium. The response from PUSPANITA members was most encouraging with the presence of the Klang Valley members. Almost 800 members were present to liven up the meeting. Aside from the AGM convened, another activity that occurred was the 2 days sales booths. A variety of goods could be found including clothing and food. These stalls were specially opened for all members of PUSPANITA and Mindef population.

Cup Cake & Design and Butter Soft Cake Class and Butter Cream Lessons

On the 25th June 2010, the Family and Self Development Working Committee/JKK held a Cup Cake and Design, Butter Soft Cake Class and Butter Cream Lessons. Members' response was most encouraging with 39 members taking part at the Canteen of Ministry of Defence.

During the last Ramadhan month, PUSPANITA participated in the Khatam Al Quran event at the National PUSPANITA level (representing the Ministry of Defence) and at the Ministry of Defence's level. Further, a Ramadhan Bazaar is held every fasting month at the Cafeteria, Defence Building.

The Bazaar is organised by PUSPANITA with the co-operation of KAKEP. A total of 30 stalls were opened selling various items both for breaking of fast and for members to buy in preparation of Eid.

PUSPANITA telah mengadakan Majlis 'Ladies Nite' buat kali kedua pada tahun ini di Kelab Darul Ehsan, Jalan Ampang dengan tema 'Malam Bollywood'. Pelbagai acara diadakan antaranya cabutan bertuah dan pakaian tercantik. Sambutan yang diterima amat menggalakan dengan kehadiran ahli-ahli berpakaian memenuhi tema dan berwarna-warni.



Kelas Cup Cake & Design dan Butter Soft Cake dan Pelajari Membuat Butter Cream
Cup Cake & Design and Butter Soft Cake Class and Butter Cream Lessons

AKTIVITI TASKA PERMATA MinDef

- Bengkel Pergigian diadakan oleh Pusat Pergigian Angkatan Tentera di Taska Permata MinDef pada 31 Mac 2010
- Lawatan kanak-kanak ke Zoo Negara telah diadakan pada pada 27 Mei 2010.
- Majlis Bacaan Yaasin bersama AJK Taska Permata MinDef dan Ibu-ibusempen menyambut bulan Ramadhan pada 6 Ogos 2010
- Program Seminggu Bersama Ibu Bapa diadakan pada 9 hingga 11 Nov 2010. Objektif untuk menilai tahap pencapaian kanak-kanak

AKTIVITI BERTERUSAN

Program Senaman dan Tarian Poco-poco pada hari Selasa setiap minggu bertempat di Bilik PUSPANITA diadakan. Ahli-ahli dapat mengeratkan silaturrahim antara satu sama lain selain salah satu cara yang dapat meningkatkan kesihatan badan.

JKK Agama juga menjalankan aktiviti berterusan bercorak keagamaan samada di Surau Al-Hidayah Wisma Pertahanan atau Bilik PUSPANITA. Aktiviti tersebut ialah

PUSPANITA had also organised a 'Ladies Nite' for the second time this year, held at Kelab Darul Ehsan, Jalan Ampang, with a 'Bollywood Night' theme. On the agenda were various events, such as lucky draw and best costume. The response was most encouraging with members dressing in multi coloured costumes according to the theme.

ACTIVITIES OF TASKA PERMATA, MINDEF

- *A dental workshop was organised by the Armed Forces Dental Centre at Taska Permata MinDef on 31st Mac 2010.*
- *Children's Visit to the Zoo held on 27th May 2010.*
- *Yaasin recitation event with the Permata Nursery Committee, MinDef and Mothers in conjunction with the month of Ramadan, on 6th August 2010.*
- *"The Week with Parents Programme" was held from 9th to 11th November 2010 with the objective of assessing the children's achievement.*

CONTINUOUS ACTIVITIES

The Exercise and Poco-poco dance programme was held every week on Tuesday at the PUSPANITA Room for the purpose of fostering better relationship as well as to bring benefits to health.

The Religion Working Committee also carried out continuous religious activities in either the Surau Al-Hidayah Defence Building or the Pusanita Room. These activities included Taj-

wid classes and Haj Classes every Monday, and Fiqh Classes every Tuesday of the week, Tauhid classes every Thursday and Harfiah classes every last Wednesday of the month. Tazkirah, Yaasin recitation, Jemaah/congregational hajat prayers and zohor prayers were also carried out every Friday. A special Yaasin Recitation, Tahlil and Special Hajat Prayers were also held for the students who were sitting for their UPSR, PMR, SPM and STPM.

Majlis Pembungkusan Barangan Hari Raya Aidilfitri

Setiap kali tibanya musim Raya, BAKAT ATM tidak lupa mengadakan majlis gotong royong pembungkusan barangan hari raya untuk diagihkan kepada anggota tentera yang bertugas semasa hari raya. Seramai 80 Ahli -Ahli BAKAT yang diketuai oleh YBhg Puan Sri Datin Sri Noorainee bte Abd Rahim Pengerusi Jemaah Tertinggi BAKAT ATM serta semua Pengerusi Jemaah Tertinggi BAKAT-BAKAT Perkhidmatan telah bersama-sama menyiapkan bungkusan-bungkusan tersebut. Gotong Royong tersebut telah dilaksanakan pada 6 Ogos 2010 bertempat di Dewan Seroja KEMENTAH.



Pengerusi Jemaah Tertinggi BAKAT ATM Bersama-sama Pengerusi Jemaah Tertinggi BAKAT-BAKAT Perkhidmatan Tekun membungkus barangan Hari Raya Aidilfitri
The Chairperson of the Highest Committee of MAF BAKAT, and the Chairpersons of Services BAKAT doing their deeds at the ceremony

Forum Perdana BAKAT ATM

Satu Program Forum Perdana BAKAT bertajuk "Dunia Dititi, Akhirat Dinikmati" telah diadakan pada 20 Okt 2010 di Wisma Transit Kuala Lumpur. Program yang telah dipengerusikan oleh Mej (Ustaz) Jihadi bin Ahmad dari Kem KEMENTAH sementara penceramah terdiri dari Ustaz Moghni bin Israri Imam Masjid Wilayah Persekutuan dan Mej (Ustaz) Nadzri bin Munsman PS 2 Undang-Undang dari Jabatan Arah KAGAT. Seramai 120 Ahli-Ahli BAKAT ATM telah menghadiri forum tersebut. Program ini adalah sebagai salah satu aktiviti keagamaan dan telah dianjurkan oleh BAKAT Gabungan dengan kerjasama Jabatan Arah KAGAT.

wid classes and Haj Classes every Monday, and Fiqh Classes every Tuesday of the week, Tauhid classes every Thursday and Harfiah classes every last Wednesday of the month. Tazkirah, Yaasin recitation, Jemaah/congregational hajat prayers and zohor prayers were also carried out every Friday. A special Yaasin Recitation, Tahlil and Special Hajat Prayers were also held for the students who were sitting for their UPSR, PMR, SPM and STPM.

AIDILFITRI GOODIES PACKING CEREMONY

In the event of every Aidilfitri festival, members of MAF BAKAT share their commitment of packing raya goodies to be distributed among MAF personnel who will be on duty during the festive season. YBhg Puan Sri Noorainee bte Abd Rahim, the Chairperson of the Highest Committee of MAF BAKAT, and the Chairpersons of Services BAKAT were joined by 80 BAKAT members at the ceremony, held at the Seroja Hall, MINDEF on 6 August 2010.

The MAF BAKAT Perdana Forum

The MAF BAKAT Perdana Forum, entitled, "Dunia Dititi, Akhirat Dinikmati" was held at the Wisma Transit Kuala Lumpur on 20 October 2010. The programme was chaired by Maj (Ustaz) Jihadi bin Ahmad, while the guest speakers were Ustaz Moghni bin Israri, the Imam of Federal Territory Mosque, and Maj (Ustaz) Nadzri bin Munsman, SO 2 Legal from the Religious Corps Directorate. A total of 120 members of MAF BAKAT attended the forum. This programme was one of the religious activities organised by the BAKAT Gabungan and in collaboration with the Religious Corps Directorate.



Mej (Ustaz) Jihadi bin Ahmad Memberi kata aluan beliau sebagai pengerusi Forum Perdana.
Maj (Ustaz) Jihadi bin Ahmad, Chairman of the Perdana Forum saying a few words



Ustaz Moghni bin Israri Ustaz Jemputan Memberi Nasihat dan Ilmu Agama Kepada Ahli-Ahli BAKAT Yang Hadir
Ustaz Moghni bin Israri offering some wise advice to those present



YBhg Puan Sri Datin Sri Noorainee bte Abd Rahim Pengerusi Jemaah Tertinggi BAKAT ATM bersama Ahli-Ahli BAKAT ATM menghayati kata-kata yang disampaikan oleh Ustaz Jemputan.
YBhg Puan Sri Noorainee bte Abd Rahim, the Chairperson of the Highest Committee of MAF BAKAT and the participants listening attentively to the guest speaker

Majlis Khatam Al-Quran

Sepanjang bulan Ramadhan BAKAT Gabungan dengan kerjasama Jabatan Arah KAGAT telah berjaya menganjurkan Tadarus Al-Quran bertempat di Surau Al-Lukman, Kem KEMANTAH. Program telah mendapat sambutan yang menggalakan dari Ahli-Ahli BAKAT kawasan KEMANTAH. Sebagai acara kemuncak program Majlis Khatam Al-Quran telah diadakan dan dihadiri oleh YBhg Puan Sri Datin Sri Noorainee bte Abd Rahim Pengerusi Jemaah Tertinggi BAKAT ATM, YBhg Datin Norlida bte Hj Abdul Mubin Pengerusi Jemaah Tertinggi BAKAT Gabungan, Peserta program dan para jemputan.

Quran Completion Ceremony

Throughout the holy month of Ramadhan, the BAKAT Gabungan in collaboration with the Religious Corps Directorate held the Quran Recital programme at the Surau Al-Lukman, MINDEF Camp. It gained encouraging response from members of BAKAT in the area. The programme culminated with the Quran Completion Ceremony, graced by the presence of YBhg Puan Sri Noorainee bte Abd Rahim, the Chairperson of the Highest Committee of MAF BAKAT, and YBhg Datin Norlida bte Hj Abdul Mubin, the Chairperson of Highest Committee of BAKAT Gabungan.

KELAB KAKITANGAN AWAM KEMENTERIAN PERTAHANAN (KAKEP) 2010

MESYUARAT AGUNG KAKEP KALI KE-30

Mesyuarat Agung KAKEP telah diadakan pada 30 Jun 2010 bertempat di Auditorium, Wisma Pertahanan. Selain dari mengesahkan Minit Mesyuarat yang lalu dan juga pembentangan Laporan Tahunan Jawatankuasa Kerja KAKEP, Mesyuarat juga mpembentangkan dan meluluskan penyata Kira-kira Kelab, membincangkan usul-usul dan seterusnya melantik ahli-ahli Jawatankuasa Kerja KAKEP sesi 2010 - 2012.

Ahli-Ahli Jawatankuasa Kerja Kakep Tahun 2010-2012 yang dipilih adalah berikut:

- Timbalan Presiden: Y.Bhg Dato' Haji Ismail bin Haji Ibrahim, Timbalan Ketua Setiausaha (Pengurusan)
- Naib -Naib Presiden:
 - Naib Presiden 1: Y.Bhg. Dato` Abdullah bin Kassim
 - Naib Presiden 2. Encik Mohd Noor bin Mamat
- Setiausaha Agung: Encik Tajul Ariff bin Hood
- Bendahari Kehormat: Encik Encik Mohd Nazi bin Mat Yusoff
- Ahli Jawatankuasa:
 - Y. Bhg Dato` Nadzri bin Siron.
Pengerusi Jawatankuasa Kecil Tugas-Tugas Khas
 - Tuan Haji Zafry bin Abd Manaf.
Pengerusi Jawatankuasa Kecil Agama
 - Encik Mohd Faizaruddin bin Jamaludin.
Pengerusi Jawatankuasa Kecil Ekonomi
 - Puan Azizah bt Aziz Pengerusi Jawatankuasa Kecil Kebudayaan dan Sosial
 - Encik Jono bin Ros.
Pengerusi Jawatankuasa Kecil Sukan
- Juruaudit
 - Puan Jamilia bt Md Jelas.
 - Puan Nur Wahidah Hanum bt Abd Rahim.

Bagi melancarkan hebahan dan penglibatan maksimum ahli dalam semua aktiviti yang dirancang, Pengerusi Rumah-Rumah dan Pegawai Kanan MinDef juga turut dilantik sebagai Ahli JK Kerja KAKEP.

CIVIL SERVANT CLUB WORKING COMMITTEE OF MINISTRY OF DEFENCE (KAKEP) 2010

THE 30TH GENERAL MEETING OF KAKEP

General Meeting of KAKEP was held on 30th June 2010 at Wisma Pertahanan Auditorium. Other than to confirm minutes of the previous meeting and to present KAKEP Committee Annual Report, this meeting also presented and approved the Financial Report of the club, discussing on proposals and finally, appointed the new KAKEP committee members for 2010-2012 session.

The KAKEP Committee Members for 2010-2012 terms are as follows:

- Vice President: The Honourable Dato' Haji Ismail bin Haji Ibrahim,
Deputy Secretary General (Management)
- Vice Presidents:
 - Vice President 1: The Honourable Dato` Abdullah bin Kassim
 - Vice President 2: Mr. Mohd Noor bin Mamat
- Secretary General: Mr. Tajul Ariff bin Hood
- Honorary Treasurer: Mr. Mohd Nazi bin Mat Yusoff
- Committee:
 - The Honourable Dato` Nadzri bin Siron
Chairman of Special Task Sub-Committee
 - Tuan Haji Zafry bin Abd Manaf
Chairman of Religious Sub-Committee
 - Mr. Mohd Faizaruddin bin Jamaludin
Chairman of Economic Sub-Committee
 - Mdm. Azizah bt Aziz
Chairman of Cultural & Social Sub-Committee
 - Mr. Jono bin Ros
Chairman of Sports Sub-Committee
- Auditor
 - Mdm. Jamilia bt Md Jelas
 - Mdm. Nur Wahidah Hanum bt Abd Rahim

To promote the announcements and to maximize member involvement in all activities that has been planned, Chairman of Houses and MinDef Senior Officer also were appointed as KAKEP Committee

- a) Y. Bhg. Datuk Dr Ghaffar bin Ramli
Pengerusi Jawatankuasa Kecil Media & Publisiti
- b) Y. Bhg Dato' Hadi bin Awang Kechil
Pengerusi Jawatankuasa Kecil Rekreasi & Ekspedisi
- c) Puan Liza Bakar
Pengerusi Jawatankuasa Kecil Pembangunan Diri & Kebajikan

**MAJLIS PERPISAHAN KETUA SETIAUSAHA
KEMENTERIAN PERTAHANAN**

KAKEP telah menganjurkan Majlis Perpisahan Y.Bhg. Dato' Sri Abu Bakar bin Abdullah, bersempena kenaikan pangkat beliau sebagai Ketua Pengarah Perkhidmatan Awam (KPPA) bermula 1 Julai 2010. Majlis Perpisahan telah diadakan pada 28 Jun 2010 bertempat di Padang Kawad, Wisma Pertahanan. Kementerian khususnya KAKEP begitu terasa kehilangan beliau yang selama ini begitu komited dalam memastikan kebajikan kakitangan tidak terabai dan kepimpinan beliau dalam membawa KAKEP ke tahap yang lebih tinggi.

KURSUS PEMANTAPAN SOLAT

Jawatankuasa Kecil Agama KAKEP telah menganjurkan Kursus Pemantapan Solat pada 23 Julai 2010, bertempat di Dewan Seroja, Wisma Pertahanan. Kursus telah mendapat sambutan yang amat mengalakkan dan telah dihadiri oleh lebih dari 100 ahli.

BENGKEL PASTRI DAN KEK

Jawatankuasa Kecil Pembangunan dan Kebajikan telah menganjurkan Bengkel Pastri dan Kek pada 31 Julai 2010 bertempat di Akademi Masakan Kedai 2020, Taman Puchong. Bengkel ini telah disertai oleh seramai 8 orang peserta.

TILAWAH AL-QURAN ANTARA RUMAH

Bersempena bulan Ramadhan al-Mubarak, Jawatankuasa Kecil Agama KAKEP telah menganjurkan Pertandingan Tilawah Al-Quran antara Rumah. Pertandingan diadakan dari 11 Ogos sehingga 11 September 2010, Para peserta memperdengarkan bacaan Al-Quran di Radio MinDef. Majlis Penyampian Hadiah dan Penutup Tilawah Al-Quran telah diadakan pada 3 September 2010 di Auditorium, Wisma Pertahanan. Wakil dari rumah Oren, Encik Muhammad Firdaus bin Shafie telah mendapat johan bagi Kategori Lelaki manakala Puan Arbaa' yah bt Mustaffa dari Rumah Merah telah memenangi Kategori Wanita.

- a) *The Honourable Datuk Dr Ghaffar bin Ramli
Chairman of Media & Publicity Sub-Committee*
- b) *The Honourable Dato' Hadi bin Awang Kechil
Chairman of Recreation & Expedition Sub-Committee*
- c) *Mdm. Liza Bakar
Chairman of Personal Development & Welfare
Sub-Committee*

**FAREWELL CEREMONY FOR SECRETARY
GENERAL OF MINISTRY OF DEFENCE**

KAKEP organized a farewell ceremony for The Honourable Dato' Sri Abu Bakar bin Abdullah for his promotion as a Director General of Civil Servant (KPPA) from 1st July 2010. The ceremony was held on 27 June 2010 at Parade Square, Wisma Pertahanan. Ministry especially KAKEP felt his loss because all this while he was very committed to ensure staffs welfare were not ignored as well as his leadership in bringing KAKEP to a higher level.

PRAYER STRENGTHENING COURSE

KAKEP Religious Sub-Committee organized a Prayer Strengthening Course on 23 July 2010 at Seroja Hall, Wisma Pertahanan. Response to this course was very encouraging and attended by more than 100 members.

PASTRY AND CAKE WORKSHOP

Development and Welfare Sub-Committee organized a Pastry and Cake Workshop on 31st July 2010 located at Akademi Masakan Kedai 2020, Taman Puchong. This workshop was participated by 8 members.

AL-QURAN RECITATION COMPETITION (BY HOUSE)

In conjunction with Ramadan al-Mubarak, KAKEP Religious Sub-Committee organized Al-Quran Recitation Competition (By House). This competition held from 11 August until 11 September 2010. Participants recited Al-Quran in MinDef Radio. Prize Giving Ceremony and Closing Ceremony were held on 3 September at Wisma Pertahanan Auditorium. Representative from Orange House, Mr. Muhammad Firdaus bin Shafie won for Male Category while Ms. Arbaa'yah binti Mustafa from Red House won for Female Category.

PENGAGIHAN BUBUR LAMBUK

Di sepanjang bulan Ramadhan, Jawatankuasa Kecil Agama KAKEP juga telah pengagihan bubur lambuk. Majlis ini telah disempurnakan oleh Y.Bhg. Dato' Dr. Hj. Ismail Bin Hj. Ahmad, Ketua Setiausaha Kementerian Pertahanan merangkap Presiden KAKEP pada 17 Ogos 2010 bertempat di Foyer Wisma Pertahanan.

BENGKEL RAPI DIRI

Jawatankuasa Kecil Pembangunan dan Kebajikan telah menganjurkan Bengkel Rapi Diri pada 5 Ogos 2010 bertempat di Auditorium, Wisma Pertahanan. Bengkel diadakan dengan kerjasama Majalah Rapi dan telah disertai seramai 150 orang. Di samping pelbagai aktiviti yang dirancang, peserta juga telah didedahkan berkaitan tips penjagaan diri dan solekan.



Persembahan Nasyid Dari Kagat Sebelum Acara
Khatam Quran Dimulakan
*Nasyid Performance by the Religious Corps Directorate
prior to the Quran Completion Occasion*

KEJOHANAN BOLING ANTARA RUMAH PERINGKAT AKHIR

Jawatankuasa Kecil Sukan telah menganjurkan Kejohanan Boling Antara Rumah Peringkat Akhir pada 8 Ogos 2010 bertempat di Ampang Superbowl. Pertandingan telah disertai lebih dari 80 orang pemain. Pemenang lelaki dan wanita telah dipilih untuk mewakili KAKEP MinDef di Kejohanan MAKSWIP. Encik Zaiham bin Hussin dari Rumah Merah telah mendapat johan bagi Kategori Lelaki dan Puan Hasmah bt Abu Bakar wakil dari Rumah Oren telah mendapat johan Kategori Wanita.

DISTRIBUTION OF BUBUR LAMBUK

During Ramadan, KAKEP Religious Sub-Committee distributed 'bubur lambuk'. The launching ceremony of Distribution of Bubur Lambuk program was done by The Honourable Dato' Dr. Hj. Ismail Bin Hj. Ahmad, the Secretary General of Ministry of Defence, also as the President of KAKEP on 17 August 2010 at Wisma Pertahanan Foyer.

PERSONALITY WORKSHOP

Development and Welfare Sub-Committee organized a Personality Workshop on 5 August at Wisma Pertahanan Auditorium. Workshop held with the cooperation of Rapi Magazines and was participate by 150 people. Beside the various activities planned, participants were also introduced to the related tips on self-care and make-up.



Di antara Peserta dan Para Jemputan Yang Hadir Dalam
Majlis Khatam Al-Quran
Among the participants and guests present

FINAL STAGE BOWLING CHAMPIONSHIP (BY HOUSE)

Sports Sub-Committee organized the Final Stage Bowling Championship (By House) on 8 August 2010 located in Ampang Superbowl. The tournament was participated by more than 80 players. Male winner and female winner have been selected to represent KAKEP MinDef in MAKSWIP Tournament. Mr. Zaiham bin Hussin from Red House has won for Male Category while Mdm. Hasmah bt Abu Bakar from Orange House has won for Female Category.

FESTIVAL NASYID PERINGKAT KEBANGSAAN (AKHIR)

Kumpulan Voice of MinDef telah memenangi tempat ketiga dalam Festival Nasyyid Peringkat Kebangsaan yang telah diadakan di Auditorium Jabatan Perdana Menteri pada 13 sehingga 14 Oktober 2010.

MAJLIS KORBAN/AQIQAH 1431H/2010

Pada 18 November 2010, KAKEP sekali lagi menganjurkan Majlis Korban/Aqiqah 1431H/2010 di Institut Penyelidikan Sains dan Teknologi Pertahanan (STRIDE). Empat (4) ekor lembu telah dikorbankan iaitu daripada Y.B Menteri Pertahanan, Y.Bhg. Dato' Ketua Setiausaha Kementerian Pertahanan dan warga STRIDE. Majlis turut dijayakan dengan kehadiran Y.Bhg. Dato' Ketua Setiausaha dan Pegawai Pengurusan Tinggi MinDef.

MAJLIS PERTANDINGAN AKHIR SEMBUTAN BULAN BAHASA KEBANGSAAN PERINGKAT KEMENTERIAN PERTAHANAN

Satu pertandingan Pidato Terbuka, Deklamasi Sajak dan Melagukan Syair Peringkat Akhir telah diadakan bersempena Bulan Bahasa bertempat di Auditorium, Wisma Pertahanan pada 29 November 2010. Johan bagi Pidato telah dirangkul oleh Encik Syed Khairul Hakim bin Sye Hasan. Johan Sajak pula telah dimenangi oleh Puan Raja Saadiah binti Alwee manakala Encik Aswandi bin Omar telah merangkul hadiah bagi Kategori Ciptaan Sajak Terbaik. Encik Ahmad Fahmy bin Yahya telah mendapat Johan bagi Kategori Syair dan Kategori Ciptaan Syair Terbaik dipegang oleh Hajjah Rahmah binti Mohamad.

TREASURE HUNT 2010

Jawatankuasa Kecil Rekreasi dan Ekspedisi KAKEP telah mengadakan 'Treasure Hunt' pada 18 Disember 2010. Aktiviti bermula dari Bangunan MinDef 2, Wangsa Maju dan berakhir di Kem Permata Resort Alor Gajah, Melaka. Seramai 96 orang peserta telah menyertai aktiviti ini. Y.Bhg Dato' Haji Ismail bin Ibrahim, Timbalan Ketua Setiausaha (Pengurusan) telah sudi untuk menyampaikan hadiah kepada para pemenang pada sebelah malamnya. Juara telah dirangkul oleh kumpulan yang dianggotai oleh Encik Chan Ah Lou, Cik Noor Azalinda Ahmad, Encik Azizul Mohamed Sabri dan Ainul Ashraf Othman. Naib johan dimenangi oelh kumpulan yang terdiri daripada Mohd Aswad bin Abd Razak, Mohd Akmal bin Naslan, Nor Azila bt Abu Bakar dan Rohaidah bt Mat Sarip dan akhir sekali di tempat ketiga dipegang oleh kumpulan yang terdiri daripada Nurisma bt Alias, Suhazliza Mohamed Samsudin, Sh. Norafazliyana bt Sy. Ab Rahman dan Juhaira bt Jusoh.

NATIONAL LEVEL OF ISLAMIC SONG FESTIVAL (FINAL)

Voice of MinDef Band has won the third place in National Level of Islamic Song Festival which was held in Auditorium of Prime Minister Department on October 13-14, 2010.

KORBAN/AQIQAH CEREMONY FOR 1431H/2010

On November 18, 2010, KAKEP again organized the Korban/Aqiqah Ceremony for the year of 1431H/2010 at Science and Technology Research Institute of Defence (STRIDE). Four cattles were slaughtered from contribution of Minister of Ministry of Defence, The Honourable Secretary General of Ministry of Defence as well as STRIDE members. Ceremony also succeeded with the presence of the Minister, the Secretary General and also MinDef senior management officers.

NATIONAL LANGUAGE MONTH CELEBRATION OF MINISTRY OF DEFENCE LEVEL (FINAL)

In conjunction of Language Month, a final stage of Open Elocution, Poetry Recital and 'Syair' Recital was held at Wisma Pertahanan Auditorium on November 29, 2010. Champion for elocution was embraced by Mr. Syed Khairul Hakim bin Syed Hasan. Champion for Poetry was embraced by Mdm. Raja Saadiah bt Alwee while Mr. Aswandi bin Omar gained prize for The Best Poem Creation Category. Mr. Ahmad Fahmy bin Yahya has won for 'Syair' while for The Best 'Syair' Creation Category was embraced by Hajjah Rahmah bt Mohamad.

TREASURE HUNT 2010

Recreation & Expedition Sub-Committee organized Treasure Hunt on December 18, 2010. The activity started from MinDef Building 2, Wangsa Maju and ended at Kem Permata Resort, Alor Gajah, Malacca. A total of 96 participants have participated in this activity. The Deputy Secretary General (Management), The Honourable Dato' Haji Ismail bin Ibrahim presented the prizes to the winner at night. Champion has been embraced by the group which consisted of Encik Chan Ah Lou, Cik Noor Azalinda Ahmad, Encik Azizul Mohamed Sabri and Ainul Ashraf Othman while runner-up went to the group of Mohd Aswad bin Abd Razak, Mohd Akmal bin Naslan, Nor Azila bt Abu Bakar and Rohaidah bt Mat Sarip. Finally, the third place went to the group consisted of Nurisma bt Alias, Suhazliza Mohamed Samsudin, Sh. Norafazliyana bt Sy. Ab Rahman and Juhaira bt Jusoh.

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