

INTEGRITI

INSTITUT INTEGRITI MALAYSIA
The Malaysian Institute of Integrity

LAPORAN TAHUNAN / ANNUAL REPORT

2016

KANDUNGAN

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PERUTUSAN Pengerusi CHAIRMAN'S MESSAGE

Dengan nama Allah yang Maha Pemurah lagi Maha Mengasihani.

Alhamdulillah, saya memanjatkan kesyukuran ke hadrat Allah SWT kerana dengan izin-Nya jua Institut Integriti Malaysia (INTEGRITI) telah berjaya melaksanakan pelbagai inisiatif dalam usaha untuk membantu Malaysia ke arah mencapai negara berintegriti tinggi, berdaya tahan dan mengamalkan nilai-nilai murni sejagat.

Walaupun INTEGRITI berhadapan dengan kekangan peruntukan bajet pada tahun 2016, INTEGRITI telah memperlihatkan kesungguhan dalam menjayakan pelbagai program serta aktiviti berimpak tinggi di peringkat nasional dan antarabangsa. Ini dapat dilihat dengan terhasilnya *Dashboard* Integriti yang dibangunkan untuk mengkoordinasi dan memantau Pelan Integriti Nasional (PIN), pembangunan modul-modul latihan untuk agensi penguat kuasa dan pelajar prasekolah, pembangunan instrumen *Integrity Assessment Tool* (IAT), *Malaysian Integrity Profile* (MIP) dan Pelan Integriti Organisasi (PIO) bagi tujuan pemantapan integriti warga kerja di sektor awam dan swasta.

Pencapaian prestasi INTEGRITI yang boleh dibanggakan ini adalah merupakan kesinambungan perancangan kerja lima tahun institut sejak dari tahun 2015 lagi. Ini dibuktikan dengan keupayaan INTEGRITI melaksanakan tugasnya secara berkesan dan konsisten sebagai pusat rujukan dan sekretariat untuk Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP) sejak dilantik oleh YAB Perdana Menteri pada tahun 2015 sehingga kepada pembentangan laporan berkaitan pada September 2016.

Saya mengharapkan usaha-usaha yang dipamerkan ini akan berterusan selaras dengan hasrat kerajaan untuk merealisasikan Pelan Transformasi 2050 (TN50) ke arah kesejahteraan rakyat negara ini. Untuk menjadikan aspirasi ini sebagai satu kenyataan, sudah tentu nilai teras yang baik perlu menjadi tunjang utama dalam setiap sektor masyarakat. Saya menaruh keyakinan terhadap pengurusan

INTEGRITI untuk menggerakkan institut ini ke arah pelaksanaan perancangan yang lebih mantap pada masa hadapan bagi mencapai visi dan misi yang telah ditetapkan.

Di kesempatan ini saya ingin merakamkan setinggi-tinggi penghargaan dan ucapan terima kasih kepada Ahli-ahli Lembaga Pengarah, ahli-ahli INTEGRITI, rakan-rakan strategik dan semua warga INTEGRITI atas kepercayaan, sokongan serta kerjasama yang telah diberikan selama ini dalam menjayakan agenda integriti negara. Semoga usaha-usaha murni yang dilaksanakan ini dapat memberi manfaat kepada seluruh rakyat Malaysia dan dirahmati Allah SWT.

Sekian.



TAN SRI DR. ALI HAMSA

In the name of Allah, the Most Beneficent, the Most Merciful.

Alhamdulillah, all praise is to Allah SWT, for with His blessings, I am grateful that the Malaysian Institute of Integrity (INTEGRITI) has successfully implemented various initiatives. These initiatives are in the effort to facilitate Malaysia's development to be a nation of high integrity, which is resilient and embraces universal good values.

Although INTEGRITI faced budget allocation constraints in 2016, INTEGRITI managed to demonstrate its level of commitment in organising a variety of high-impact programmes and activities at national and international levels.

This is evident through the creation of the Integrity Dashboard and other instruments. The dashboard is developed for the purpose to coordinate and monitor the National Integrity Plan (NIP). The development of training modules for enforcement agencies and preschools, Integrity Assessment Tool (IAT), Malaysian Integrity Profile (MIP) and Organisational Integrity Plan (PIO) instruments. The objective of all of these is to strengthen the integrity of employees in the public and private sectors.

The continuation of the five-year work plan of the institute since 2015 has resulted in various achievements accomplished by INTEGRITI. This is proven through INTEGRITI's ability to perform effectively and consistently as the centre for reference and secretariat for the National Consultative Committee on Political Financing (JKNMPP) appointed by the Prime Minister in 2015 until the time the report was presented in September 2016.

I hope the efforts displayed will be continued in line with the government's aspiration in realising the '*Transformasi Nasional 2050*' (TN50) plan towards the well-being of the *rakyat*. It is obvious that in order to make the aspiration a reality, good core values ought to be the pillar of every sector in the society. I place high confidence in INTEGRITI's management in ensuring the implementation of its well-thought plans in future in order to achieve its intended

vision and mission.

I would like to take this opportunity to record my sincerest appreciation and gratitude to the Board of Directors, INTEGRITI members, strategic partners and its staff for their endless belief, unconditional support and cooperation in making the nation's integrity agenda a success. May these noble deeds be beneficial to all Malaysians and blessed by Allah SWT.



TAN SRI DR. ALI HAMSA



LAPORAN PRESIDEN DAN KETUA PEGAWAI EKSEKUTIF PRESIDENT AND CHIEF EXECUTIVE OFFICER'S REPORT



Dengan nama Allah yang Maha Pemurah lagi Maha Mengasihani.

Alhamdulillah, syukur ke hadrat Allah SWT kerana dengan izin-Nya, Institut Integriti Malaysia (INTEGRITI) mampu melaksanakan agenda 2016 yang telah dirancang, sebagaimana dimanifestasikan dalam laporan tahunan ke-12 bagi INTEGRITI ini. Paling penting laporan ini turut melaporkan impak yang berjaya dihasilkan daripada aktiviti dan program yang telah diadakan.

Sesungguhnya 2016 merupakan tahun yang amat mencabar tetapi penuh bermakna bagi INTEGRITI. Pelbagai perkembangan dan pencapaian besar di peringkat domestik mahupun antarabangsa berjaya dikecapi hasil usaha gigih dan sokongan semua pihak. Paling penting, 2016 turut menyaksikan INTEGRITI telah diberikan kepercayaan sebagai sebuah institusi rujukan dan pemikir perdana menerusi pelbagai pelantikan dan keanggotaan dalam beberapa jawatankuasa penting di peringkat negara dan negeri. INTEGRITI juga terus meningkatkan prestasi melalui pelaksanaan program-program berkala walaupun dengan bajet yang terhad daripada kerajaan.

Meletakkan status negara berintegriti tinggi, berdaya tahan serta rakyatnya memiliki nilai-nilai

murni secepat sebagai visi, Rancangan Kerja INTEGRITI 2016 dan seterusnya akan terus memberi fokus yang lebih jitu dan padu terhadap empat output utama. Pelbagai usaha baharu telah diperkenalkan pada tahun 2016 dan kemudiannya diperluaskan bagi meraih komitmen daripada pelbagai sektor. Tindakan sebegini amat penting bagi memastikan kelestarian segala usaha dan tindakan yang diperkenalkan ini dapat diteruskan agar transformasi yang dirancang tidak terhenti begitu sahaja.

Misi INTEGRITI sebagai penyelaras, pemantau dan penilai Pelan Integriti Nasional (PIN) telah diterjemah melalui pembinaan *Dashboard* Integriti. *Dashboard* ini akan memaparkan data dan maklumat berkaitan program integriti yang telah dilaksanakan oleh semua agensi di seluruh Malaysia secara terperinci termasuk data Kajian Persepsi Integriti Nasional (KPIN), statistik isu-isu integriti seperti rasuah, pengaduan terhadap perkhidmatan kerajaan dan agensi penguatkuasaan dan beberapa isu yang berkaitan kualiti hidup bagi setiap negeri. Melalui mekanisme ini INTEGRITI dapat mengetahui permasalahan yang berlaku di peringkat negeri dan daerah sebelum menawarkan pelbagai bantuan sama ada dari segi khidmat nasihat, latihan termasuk penggunaan metodologi yang telah dibina. Kerjasama dengan semua Unit Integriti serta pelantikan Pegawai Profil Negeri memudahkan lagi pengumpulan data dan maklumat.

Pelantikan INTEGRITI sebagai pusat rujukan dan perunding cara kepada Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP) telah disempurnakan dengan baik apabila JKNMPP telah mengesyorkan 32 cadangan kepada kerajaan yang merangkumi proses pelaksanaan, keperluan undang-undang baharu serta isu-isu yang lebih luas dan bersifat jangka panjang pada September lalu. Satu persidangan antarabangsa bertajuk '*Reinforcing Transparency in Political Financing in Malaysia*' turut diadakan bagi mendapatkan perbandingan amalan terbaik pembiayaan politik yang boleh diguna pakai dalam sistem politik Malaysia dari negara-negara seperti Kanada, Mexico, Korea Selatan, Taiwan dan Indonesia. Satu lawatan kerja juga diadakan ke beberapa pertubuhan berkaitan seperti *The Electoral Reform Society* dan *The Electoral Commission* di London sebagai sebahagian kajian mengenai perbandingan negara dalam penyediaan peraturan-peraturan mengenai pembiayaan politik.

INTEGRITI juga turut diberi kepercayaan menjadi sekretariat kepada Sistem Pengurusan Audit Nilai (SPAN) yang bertujuan mengukur dan menilai tahap amalan nilai teras dalam perkhidmatan awam di Malaysia.

Di peringkat global, kerjasama baik dengan *Integrity Action* (sebuah NGO antarabangsa yang aktif dan komited dalam mengenal pasti pendekatan berkesan untuk melaksanakan integriti)

diteruskan dan berjaya membuahkan hasil dan impak yang sangat signifikan. Modul latihan yang dibina telah digunakan dalam penganjuran pertama *Global Integrity Leadership Course* (GILC). Julung kali diadakan di rantau ASEAN, GILC memberi tumpuan khusus serta fokus kepada kepimpinan dan pengurusan integriti. Hasil perbincangan lanjut dengan *Integrity Action*, persetujuan telah dicapai untuk membantu INTEGRITI dalam penambahbaikan Modul GILC dan mencadangkan pelaksanaan *Fix-Rate* yang digunakan dalam Projek rintis *Community Integrity Building* (CIB) diperluas kepada agensi yang memberi perkhidmatan kepada rakyat. Kaedah ini dilihat sebagai dimensi baharu ke arah usaha pemantauan berterusan dan penyelesaian masalah yang lebih praktikal melibatkan rungutan dan aduan masyarakat.

Susulan penganjuran *ASEAN Integrity Dialogue* yang berfokuskan penerapan integriti dalam pendidikan tinggi tahun lalu, INTEGRITI dengan kerjasama Kementerian Pengajian Tinggi Malaysia (KPTM) dan Universiti Teknologi MARA (UiTM) pada 2016 telah mengadakan Persidangan Integriti Pendidikan Tinggi. Persidangan ini dilihat mampu menerajui usaha untuk memantapkan lagi ciri-ciri profesionalisme dalam kalangan pendidik dan pegawai institut pengajian tinggi bagi menghasilkan lebih ramai graduan yang berintegriti tinggi.

Malaysian Integrity Profile (MIP) dan

Integrity Assessment Tool (IAT) yang diperkenalkan pula telah mendapat perhatian dan mula digunakan oleh agensi kerajaan dan swasta dalam usaha mempertingkatkan amalan dan pembudayaan integriti dalam organisasi. INTEGRITI juga turut diberi kepercayaan untuk membantu membangunkan Pelan Integriti Organisasi (PIO) bagi beberapa agensi kerajaan seperti Jabatan Kerja Raya (JKR), Jabatan Imigresen Malaysia (JIM) dan Polis Diraja Malaysia (PDRM). Semua Pelan Integriti ini telah pun siap dan dilancarkan pada tahun 2016.

Pelaksanaan program bulanan berasaskan perkongsian dan perbincangan terus dilaksanakan setiap bulan bagi mengupas pelbagai isu integriti dalam negara. Impak daripada pelaksanaan *Breakfast Talk* INTEGRITI misalnya telah menjadi pemangkin kepada cadangan pembentukan dasar keselamatan dan kebajikan pegawai penguat kuasa dan juga semakan semula terhadap Akta Perlindungan *Whistleblower* oleh kerajaan. Beberapa hasil perbincangan lain pula telah diangkat sebagai kertas dasar ke pejabat Menteri yang bertanggungjawab mengenai integriti dan tadbir urus. Lebih membanggakan, cetusan idea ini telah mula diterima oleh beberapa agensi lain melalui penganjuran *Breakfast Talk* Integriti di agensi masing-masing dengan format yang sama. Sesi *High-tea with Foreign Embassies* di Kuala Lumpur juga telah diadakan sebagai inisiatif baharu untuk

memberi maklumat dan gambaran sebenar tentang usaha pemantapan integriti yang dilaksanakan di Malaysia kepada masyarakat antarabangsa.

Kepentingan menerapkan nilai integriti dalam kalangan kanak-kanak menjadi fokus utama INTEGRITI. Ia diaplikasikan melalui pembinaan Modul Integriti Prasekolah (MIPS) yang berkonsepkan pembelajaran *fun learning* dan interaktif dengan kaedah penceritaan dan penggunaan boneka dan maskot. Hasil pelaksanaan kajian rintis yang dilaksanakan menunjukkan peningkatan signifikan terhadap kanak-kanak yang mengikuti modul ini iaitu dari segi perlakuan dan juga pertuturan yang lebih berintegriti. Penganjuran program-program untuk belia seperti program Rakan Integriti Mahasiswa, program TAZA-ILC, serta penganjuran Pertandingan Penyediaan dan Pembentangan Kertas Dasar Antara Pemimpin Mahasiswa IPT dengan kerjasama Persatuan Siswazah Wanita Malaysia (PSWM) turut diadakan. *Family Integrity Walk* turut diadakan dengan kerjasama Majlis Perbandaran Ampang Jaya (MPAJ) bagi melestari usaha mendorong dan menggalakkan ahli keluarga memanfaatkan masa berkualiti bersama-sama keluarga terutamanya anak-anak, kerana keluarga adalah unit yang paling penting dalam pembentukan integriti dan sahsiah anak-anak.

Penekanan setara terhadap institusi keagamaan di Malaysia juga dilaksanakan melalui pelbagai

projek dan program kerjasama yang dianjurkan dengan fokus memberikan penekanan terhadap kesefahaman di antara pelbagai penganut agama dan budaya di Malaysia serta menjadikan Rukun Negara sebagai alat bagi memupuk perpaduan dalam kalangan pelbagai kaum di Malaysia. Usaha pemantapan sektor ekonomi tidak ketinggalan, jalinan kerjasama dengan agensi-agensi seperti UEM Group Berhad, MBPJ, MICG, CIDB, Johor Port dan Suruhanjaya Koperasi membawa kepada pelaksanaan pelbagai program pemantapan integriti serta pembinaan modul latihan.

Pengenalan kepada program *Integrity Art Night* merupakan lembaran baharu dalam usaha penyemaian integriti melalui seni dan hiburan yang disampaikan secara lebih santai dan bersahaja, tetapi mempunyai mesej integriti. Sepanjang tahun lalu pelbagai usaha telah dilaksanakan. Antaranya ialah tayangan video pendek berkaitan integriti, nyanyian dan persembahan teater. Kerjasama dengan pelbagai kumpulan muzik, persatuan seni, persatuan nasyid dan para pengkarya seni tanah air diadakan agar mereka juga turut memainkan peranan dalam mendidik masyarakat melalui karya-karya seni mereka. Malah INTEGRITI diberi penghormatan oleh Institut Terjemahan Buku Malaysia (ITBM) sebagai rakan dkerjasama dan tempat pelancaran dalam projek penterjemahan karya sufi Jalaluddin Rumi (seorang ahli sufi) kepada album *Mathnawi* yang dinyanyikan oleh

kumpulan Koprata.

Usaha ini terus diperluaskan dengan penganjuran Pertandingan Fotografi *Integrity in Action* dan juga *The Art of PaINTEGRITY* bagi membuka ruang yang lebih luas kepada para pengkarya terutamanya generasi muda dalam memanifestasikan integriti melalui gambar dan seni lukisan. Selain daripada kesenian, penerapan integriti melalui sukan dan rekreasi turut diberikan perhatian melalui pelbagai aktiviti di bawah tema Legasi Integriti Khazanah Alam (LeIKA). Antaranya ialah kerjasama dengan Jabatan Hutan Negeri bagi peletakan *signage* dengan mesej 'Nasib alam bergantung kepada perlakuan kita; amalkan integriti' di beberapa kawasan rekreasi terpilih di Selangor, Negeri Sembilan dan Terengganu.

Setiap tahun INTEGRITI juga menyambut dua tarikh penting iaitu sambutan ulang tahun penubuhan INTEGRITI pada bulan April serta sambutan Hari Integriti Nasional pada setiap November. Sempena sambutan ulang tahun INTEGRITI yang ke-12 April pada tahun lalu, INTEGRITI dengan kerjasama Kementerian Sumber Manusia (KSM) dan RTM telah menganjurkan Forum Perdana Ehwat Islam yang mengetengahkan topik 'Rahsia Tarik Rezeki' yang telah ditayangkan secara langsung. Satu program khas Bual Bicara Integriti bertajuk 'Menelusuri Sejarah Permulaan Penubuhan INTEGRITI' telah diadakan pada

bulan Julai. Selain berkongsi sejarah penubuhan INTEGRITI, ahli panel turut mencadangkan agar semakan semula PIN dilaksanakan. Buku '*A National Integrity System*' yang berkisar tentang Sistem Integriti Nasional yang diperlukan untuk menyediakan rangka kerja yang bersifat menyeluruh telah turut dilancarkan oleh YABhg. Tun Abdullah Ahmad Badawi dalam majlis tersebut.

Sebagai acara kemuncak sambutan Hari Integriti Nasional pula, INTEGRITI dengan kerjasama *Razak School of Government* (RSOG) telah mengadakan Konvensyen Integriti Nasional (KIN) 2016 di INTEGRITI dengan tajuk 'Integriti dan Tadbir Urus: Memperkasa Imej Perkhidmatan Awam'. Program yang dihadiri oleh lebih 500 peserta ini telah dirasmikan oleh Tan Sri Dr. Ali Hamsa, Ketua Setiausaha Negara dan Pengerusi INTEGRITI. KIN turut berpeluang mendengar pandangan Dr. Paul Collins, Editor di *Public Administration and Development Journal* dalam forum khas yang diadakan pada hari kedua. Hasil daripada konvensyen ini tujuh resolusi telah diangkat untuk perhatian dan tindakan kerajaan. Bagi melihat keberkesanan Dasar Awam pula, Kajian Penilaian Keberkesanan Dasar Awam dan Undang-undang turut dilaksanakan oleh INTEGRITI dengan bantuan daripada penyelidik Institut Transformasi Sosial dan Pembangunan Wilayah (TRANSFORM) UTHM. Pelaksanaan kajian dibuat di seluruh Malaysia dan hasil perbincangan rata-

rata berpandangan bahawa Dasar Awam sedia ada kini sudah bagus, namun kekangan daripada aspek pelaksanaan dasar dan undang-undang masih berlaku. Kajian juga menunjukkan kurang kefahaman dan pengetahuan dalam kalangan penjawat awam khususnya terhadap dasar baharu yang dilaksanakan turut menjejaskan pelaksanaan sesuatu dasar itu.

Usaha memperkasa agensi penguat kuasa di negara ini turut menjadi fokus dalam usaha meningkatkan imej integriti dalam perkhidmatan awam. INTEGRITI dengan kerjasama tenaga pakar dari agensi kerajaan lain telah melaksanakan Pembinaan Modul Integriti Agensi Penguatkuasaan dan modul ini telah pun diserahkan kepada Suruhanjaya Integriti Agensi Penguatkuasaan (EAIC) bagi pelaksanaan yang menyeluruh dan lebih berkesan pada majlis tersebut. Ia bertujuan sebagai usaha meningkatkan lagi kefahaman dan penghayatan integriti agensi penguatkuasaan di Malaysia. Seiring dengan pelancaran Modul Penguatkuasaan ini, satu dialog khas mengupas cabaran pelaksanaan penguatkuasaan berintegriti telah diadakan oleh INTEGRITI. Di sepanjang bulan November yang juga bulan integriti ini, pelbagai agensi di seluruh Malaysia turut mengambil peluang mengadakan program-program integriti di agensi masing-masing.

Pada tahun 2016 juga, INTEGRITI mengambil inisiatif untuk

mengumpul semua maklumat dan mendokumentasikan semua sejarah sejak awal pelancaran PIN dan penubuhan INTEGRITI. Ini bagi memastikan detik penting dan bersejarah perjuangan memartabatkan integriti ini dapat dikongsi dan dikenang oleh generasi akan datang. Siri temu bual dengan semua tokoh yang terlibat ini telah diadakan dengan kerjasama Arkib Negara Malaysia. Antara tokoh yang terlibat secara langsung ialah YABhg. Tun Abdullah Ahmad Badawi, Prof. Emeritus Dato' Dr. Abdul Rahman Embong, Tan Sri Dr. Sulaiman Mahbob, Tan Sri (Dr.) Samsudin Osman dan Prof. Dr. Rahimah Abdul Aziz.

Usaha-usaha berbentuk mikro ini dilaksanakan oleh INTEGRITI sebagai pemangkin untuk diikuti dan diteladani oleh agensi pelaksana PIN yang lain. Ia bertujuan untuk mempelbagaikan kaedah dan cara pendekatan dalam usaha untuk membudayakan integriti dalam semua lapisan masyarakat yang mempunyai pelbagai kecenderungan serta minat yang berbeza, agar tiada mana-mana bahagian masyarakat yang tertinggal untuk didekati dan disentuh dalam memahami dan mengamalkan integriti. Ini kerana integriti adalah teras dalam kelangsungan hidup setiap manusia ketika berkomunikasi dan melaksanakan apa jua tanggungjawab.

Sepanjang tahun 2016 juga INTEGRITI terus mendapat perhatian dan liputan yang meluas daripada pelbagai media massa sama ada dalam pelbagai program dan aktiviti yang dilakukan

tetapi juga idea dan pandangan yang diberikan oleh INTEGRITI dalam pelbagai aspek. Sambutan baik ini membawa kepada pelancaran studio INTEGRITI.TV di INTEGRITI. Melalui mekanisme ini INTEGRITI akan bertindak sebagai pembekal kandungan (*content provider*) kepada mana-mana pihak yang berminat sama ada agensi berita, agensi kerajaan, swasta, pertubuhan bukan kerajaan malahan masyarakat awam dalam usaha menyebarkan mesej integriti.

Harapan yang besar oleh kerajaan dan rakyat untuk melihat INTEGRITI berjaya melaksanakan tanggungjawabnya merupakan motivasi yang kuat kepada semua warga kerja INTEGRITI untuk terus berusaha gigih dalam meningkatkan prestasi dan hasil kerja bagi tahun-tahun mendatang. Di kesempatan ini saya mengucapkan terima kasih kepada semua khasnya kepada YB Senator Datuk Paul Low, Menteri di Jabatan Perdana Menteri yang bertanggungjawab dalam hal ehwal integriti dan governans serta seluruh Lembaga Pengarah INTEGRITI terutamanya Tan Sri Dr. Ali Hamsa selaku Pengerusi INTEGRITI dan Ketua Setiausaha Negara di atas kepercayaan, sokongan, bantuan serta nasihat yang diberikan kepada pihak INTEGRITI. Tidak lupa juga kepada semua ahli dan warga INTEGRITI serta sokongan padu daripada semua sektor masyarakat yang berusaha gigih untuk

merealisasikan hasrat pembudayaan integriti di negara Malaysia yang tercinta ini.

‘INTEGRITI di Hati’

Sekian, terima kasih.



DR. ANIS YUSAL YUSOFF

In the name of Allah the Most Beneficent and Most Merciful.

Alhamdulillah, all praise be upon Allah SWT for with His blessing the Malaysian Institute of Integrity (INTEGRITI) was able to implement the 2016 work plan as manifested in INTEGRITI's twelfth annual report. Most importantly, this report highlights the impacts and outcomes of the activities and programmes.

The year 2016 was the most challenging yet meaningful period for INTEGRITI. There were various developments and achievements at both local and international levels resulting from determined efforts and support from all quarters. Most significantly, year 2016 witnessed INTEGRITI been given the trust as an institution that is the focal point of references on integrity and premier think-tank through various appointments and memberships in key committees at national and state levels. INTEGRITI also continued to enhance its performance through the implementation of periodic programmes despite limited budget.

With the vision to be a nation of high integrity which is resilient and embraces universal good values, the 2016 INTEGRITI Work Plan and subsequent activities set precise and coherent focus on four main outputs. A variety of new endeavours was introduced in 2016 and later, widened to gain commitment from various

sectors. Such a step is most vital to ensure the sustainability of all efforts and actions introduced that bring forth transformation would not come to a halt.

INTEGRITI's mission which is to coordinate, monitor and evaluate the implementation of the National Integrity Plan (NIP) has been materialised through the development of Integrity Dashboard. This Dashboard will display detailed data and information regarding integrity programmes that were carried out by all agencies in Malaysia, including data from the National Research on Integrity Perception (KPIN), statistics pertaining to integrity issues such as corruption, complaints on public services and enforcement agencies, and issues related to quality of life in every state nationwide. Through this mechanism, INTEGRITI is able to identify problems that emerge at state and district levels before offering assistance, be it in the form of advice and training with the use of suitable methodologies. Cooperation from all Integrity Units and the appointed State Profile Officers help to facilitate data and information collection.

The appointment of INTEGRITI as the centre of reference and consultancy for the National Consultative Committee for Political Financing (JKNMPP) was completed last September, when JKNMPP made 32 recommendations to the government that encompass

the implementation process, the need for new laws and broader issues which are long-term in nature.

An international conference entitled 'Reinforcing Transparency in Political Financing in Malaysia' was organised to seek the best comparative practice in political financing from countries such as Canada, Mexico, South Korea, Taiwan and Indonesia, which can be adopted into the Malaysian political system. As part of a comparative study among nations in preparation for Malaysia's law and regulations on political financing, a work visit was held to various relevant organisations such as the Electoral Reform Society and the Electoral Commission in London.

INTEGRITI is also entrusted to act as the secretariat for the Value Audit Management System (SPAN) which was set up for the purpose of measuring and assessing the level of core values practised in public services in Malaysia.

At global level, INTEGRITI's continued good relation with Integrity Action (an international NGO that is active and committed to identifying an effective approach to achieve integrity) has produced several significant impacts. One of it is that the training module created by Integrity Action was adapted into the inaugural Global Integrity Leadership Course (GILC). Organised for the first time in the ASEAN region, the GILC focused on

integrity leadership and management. As a result of further discussions with Integrity Action, an agreement was attained to enhance the GILC Module and recommend the Fix-Rate method, which was used in the Community Integrity Building (CIB) pilot project and thereon to be widely used by other agencies. This methodology is perceived as a new dimension towards continuous monitoring and practical problem solving of public grievances and complaints.

As a follow-up to the 2015 ASEAN Integrity Dialogue, which focused on enhancing integrity in higher education, INTEGRITI collaborated with the Malaysian Ministry of Higher Education (KPTM) and MARA University of Technology (UiTM) to hold a conference in 2016 on Integrity in Higher Education. This conference was anticipated to spearhead the efforts of strengthening professional characteristics among educators and officials at institutes of higher learning which in turn produces graduates with integrity.

The Malaysian Integrity Profile (MIP) and Integrity Assessment Tool (IAT) which were introduced in 2015 and early 2016 began to gain attention and subscribed by the government and private agencies in an effort to improve the culture and practice of integrity in organisations. INTEGRITI is also entrusted to help in drafting the Organisational Integrity Plan (PIO) for several government agencies such

as the Public Works Department, Malaysian Immigration Department and Royal Malaysia Police (PDRM). These integrity plans were completed and launched in 2016.

The monthly programmes which are based on direct partnerships and discussions continued to be organised to address issues of integrity in the country. The impact of such programmes, INTEGRITI's Breakfast Talk for instance, has become the catalyst to the proposal in establishing the policy for the security and welfare of enforcement officers, and also in the review of the Whistleblower Protection Act by the government. The outcome of the discussions has been forwarded as proposed policy papers to the Minister's Office in charge of governance and integrity. INTEGRITI is honoured that its Breakfast Talk began to be emulated by other agencies following similar format organised at the agencies. In addition, INTEGRITI organised an afternoon high-tea with foreign embassies in Kuala Lumpur as a new initiative to provide information and share the efforts undertaken to enhance integrity in Malaysia to the international community.

The importance of nurturing integrity values among children becomes the main focus of INTEGRITI. It is applied through the development of the Pre-school Integrity Module (MIPS), a concept of which is based on fun and interactive learning, using the mode of story-telling, hand puppets

and mascot. Result from the pilot study shows significant increase in behaviour and communication among children who had undergone the module. INTEGRITI also held programmes for youth such as the *Rakan Integriti Mahasiswa*, TAZA-ILC programme as well as the Preparation and Presentation of Policy Paper Competition among Higher Education Student Leaders with the cooperation from the Malaysian Women Graduates' Association (PSWM). The Family Integrity Walk was also organised with the cooperation from the Ampang Jaya Municipal Council (MPAJ) to enhance efforts in promoting and encouraging family members to spend quality time with each other, especially spending time with children. This is because family is the most important unit in moulding children's integrity and personality.

An equal emphasis is given to religious institutions in Malaysia by holding various projects and integrated programmes that emphasize on mutual understanding among various religion and cultures in Malaysia. This also involves making the *Rukun Negara* as an instrument to strengthen unity among various ethnic groups in Malaysia. There were also efforts to consolidate the economic sector, network and cooperation with agencies such as the UEM Group Berhad, MBPJ, MICG, CIDB, Johor Port and the Cooperatives Commission of Malaysia that led to the implementation of various integrity consolidated programmes as well as

the development of a training module.

The Integrity Art Night programme was introduced as a new feature in an effort to inculcate integrity through arts and entertainment that was performed in a relaxed and informal manner while relaying integrity messages. Throughout last year various efforts were made, among others were the short videos on integrity screening, singing and theatre performances. Collaboration was made with various musical groups, arts societies, *nasyid* groups and local artists so that they could play a role in educating the society through their artistic contributions. In fact, INTEGRITI was given the honour by the Malaysian Institute of Translation and Books (ITBM) to be a partner and host for the launch of the project to translate the masterpiece of Jalaluddin Rumi (a Sufi proponent) into a *Mathnawi* album performed by Koprata.

This effort was further extended by organising Integrity in Action Photography Competition and also the Art of PaINTEGRITY to provide space for artists especially the younger generation to express integrity through photo and art work. Other than arts, the inculcation of integrity through sports and recreation was also given attention through various activities under the theme of the Legacy of Environmental Heritage Integrity (LeIKA) with the cooperation of the State Forest Department by placing signage with the message 'The fate

of the environment depends on our behaviour; practise integrity' in selected recreational areas in Selangor, Negeri Sembilan and Terengganu.

Every year INTEGRITI celebrates two important dates, namely the celebration of its anniversary in April as well as the celebration of the National Integrity Day every November. In conjunction with INTEGRITI's 12th anniversary in April, INTEGRITI with the cooperation from the Ministry of Human Resources (KSM) and Radio Television Malaysia (RTM) organised a live broadcast '*Forum Perdana Ehwal Islam* (Islamic Affairs Forum)' on the topic, '*Rahsia Tarik Rezeki*'. In July, a special programme, *Bual Bicara* INTEGRITI was held focusing on 'Tracing the Historical Beginnings of the Establishment of INTEGRITI and NIP'. In the programme, apart from sharing the history of the establishment of INTEGRITI, the panellists suggested for the NIP to be reviewed. In the same programme too, the book, 'A National Integrity System', which stipulates the need to have a National Integrity System that provides holistic working framework was launched by YABhg. Tun Abdullah Ahmad Badawi.

As the culmination of the National Integrity Day celebration, INTEGRITI organised the 2016 National Integrity Convention (KIN) with the cooperation from the Razak School of Government (RSOG) on the topic, 'Integrity and Governance: Enhancing the Image of Public Services'. More than 500

participants attended the convention and it was officiated by Tan Sri Dr. Ali Hamsa, Chief Secretary to the Government of Malaysia and Chairman of INTEGRITI. KIN 2016 had the opportunity of listening to the views of Dr. Paul Collins, Editor of Public Administration and Development Journal in a special forum held on the second day. As a result of this convention, seven resolutions were made for the attention and action of the government. Besides that, in order to assess the effectiveness of Public Policies, a study on the Evaluation of the Effectiveness of Public Policies and Laws was conducted by INTEGRITI assisted by researchers from the Institute of Social Transformation and Regional Development (TRANSFORM), UTHM. The study was conducted throughout Malaysia and the outcome of the discussions was of the opinion that the existing public policies are good; however, the implementation of policy and enforcement of law needs improvements. The study also shows a lack of understanding and knowledge among civil servants particularly regarding new policies, which adversely affects the implementation of the said policies.

In the continuous effort to improve the image of public services relating to integrity, empowering enforcement agencies in this country has become the focus. INTEGRITI cooperated with experts from other government agencies and developed the Enforcement Agencies' Integrity

Training Module; after which, the module was presented to the Enforcement Agency Integrity Commission (EAIC) for comprehensive and effective implementation. This is meant to be an effort to enhance the understanding and appreciation of integrity by enforcement agencies in Malaysia. Concurrently with the launch of the module, a special dialogue was held at INTEGRITI to analyse the challenges of implementing integrity among enforcement agencies. Throughout the month of November, which is also known as the month for integrity, various agencies in Malaysia took the opportunity to organise integrity programmes in the respective agencies.

In 2016, INTEGRITI took the initiative to gather all information and document the early history of the formation of the NIP as well as the establishment of INTEGRITI. This is to ensure that the important and historical moments in upholding integrity can be shared and remembered by future generations. Series of interview with prominent and relevant personalities were held with the cooperation of the National Archives of Malaysia. Among those who were directly involved were YABhg. Tun Abdullah Ahmad Badawi, Prof. Emeritus Dato' Dr. Abdul Rahman Embong, Tan Sri Dr. Sulaiman Mahbob, Tan Sri (Dr.) Samsudin Osman and Prof. Dr. Rahimah Abdul Aziz.

These multiple efforts at micro level

carried out by INTEGRITI are seen as catalysts to be emulated by other implementing agencies of the NIP. They are meant to be diverse methods and approaches in the effort to inculcate integrity at all levels of society that has different inclination and interests, so that any sector in the society will not be left untouched. This is because integrity ought to be the core value in every person's life, especially in communication and carrying out one's responsibilities.

Throughout 2016 too INTEGRITI continued to gain attention and wide coverage from various media, not only for numerous programmes and activities held, but also the ideas and views provided by INTEGRITI in various aspects. Such a good response has led to the launching of INTEGRITI.TV studio. Through this mechanism, INTEGRITI acted as the content provider for any interested news agencies, government agencies, private sector, non-governmental organisations and even the general public in the effort to spread the message of integrity.

The great expectation placed by both the government and rakyat to see that INTEGRITI succeeds in carrying out its responsibilities has become a strong motivation for all the staff at INTEGRITI to continue with their unwavering effort to improve the performance and deliverables for the coming years. Therefore, I would like to take this

opportunity to record my deepest gratitude to all parties and individuals, especially YB Senator Datuk Paul Low, Minister in the Prime Minister's Department, who is responsible for governance and integrity, and also to the INTEGRITI Board of Directors, particularly Tan Sri Dr. Ali Hamsa, INTEGRITI's Chairman and Chief Secretary to the Government for the trust, support, assistance and advice given to INTEGRITI. My gratitude also extends to all members and staff of INTEGRITI as well as all sectors of society for their solid support, striving strongly to realise the intention to inculcate integrity in our beloved Malaysia.

'INTEGRITI di Hati'

Thank you.

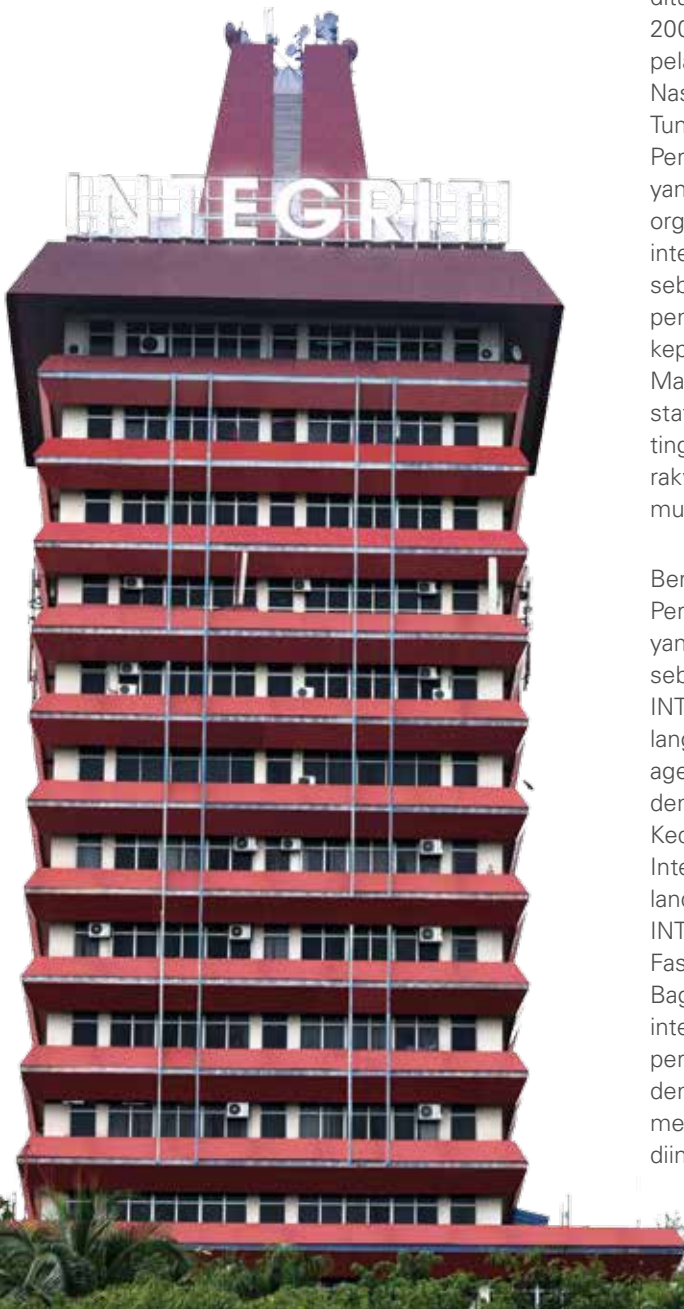


DR. ANIS YUSAL YUSOFF

PROFIL KORPORAT

CORPORATE PROFILE

PROFIL KORPORAT CORPORATE PROFILE



TENTANG INTEGRITI

Institut Integriti Malaysia (INTEGRITI) telah ditubuhkan pada 23 April 2004 bersempena dengan pelancaran Pelan Integriti Nasional (PIN) oleh YABhg. Tun Abdullah Ahmad Badawi, Perdana Menteri Malaysia yang kelima. Sebagai sebuah organisasi yang mendukung integriti, INTEGRITI bertindak sebagai penggerak, penyelaras dan pemantau kepada pelaksanaan PIN agar Malaysia dapat mencapai status negara berintegriti tinggi, berdaya tahan serta rakyat memiliki nilai-nilai murni sejagat.

Bermula dengan Fasa Pertama PIN (2004 – 2008) yang juga lebih dikenali sebagai Tekad 2008, INTEGRITI meneruskan langkah melaksanakan agenda integriti negara dengan menjadikan Fasa Kedua PIN ataupun Tekad Integriti sebagai asas landasan dan panduan. Kini INTEGRITI berada pada Fasa Ketiga PIN (2014-2018). Bagi merealisasikan agenda integriti nasional, INTEGRITI perlu berganding bahu dengan pelbagai pihak untuk mencapai matlamat yang diinginkan.

ABOUT INTEGRITI

The Malaysian Institute of Integrity (INTEGRITI) was established on 23 April 2004 in conjunction with the launching of the National Integrity Plan (NIP) by the YABhg. Tun Abdullah Ahmad Badawi, the fifth Prime Minister of Malaysia. As an organisation that upholds integrity, INTEGRITI acts as the prime mover, coordinator and the monitoring body to the implementation of NIP to enable Malaysia to achieve the status of a country with high integrity, which is resilient and embraces universal good values.

With the First Phase of NIP (2004 – 2008), which is better known as *Tekad 2008*, INTEGRITI continued to implement the national integrity agenda by making the Second Phase of NIP or *Tekad Integriti* as the basic platform and guidelines. Currently, INTEGRITI is in the Third Phase of NIP (2014-2018). To realise the national integrity agenda, INTEGRITI needs to work side by side with various sectors to achieve the intended objectives.

STRUKTUR ORGANISASI

INTEGRITI dibahagikan kepada empat pusat utama yang menjadi penggerak kepada setiap operasi dan aktiviti organisasi bagi mencapai empat output utama dalam rancangan kerja lima tahun INTEGRITI. Pusat-pusat tersebut adalah seperti berikut:

- Pusat Komunikasi, Program Antarabangsa dan Program Khas
- Pusat Koordinasi & Pemantauan dan Khidmat Pengurusan
- Pusat Pembangunan dan Pelaksanaan Program
- Pusat Ilmu dan Rundingcara

OUTPUT INTEGRITI

Bagi membantu Malaysia mencapai status negara berintegriti tinggi, berdaya tahan dan memiliki nilai-nilai murni sejagat, INTEGRITI memfokuskan kepada empat *output* utama:

1. Institut yang mengkoordinasi, memantau dan menilai pelaksanaan PIN;
2. Institut yang menggerakkan semua lapisan dan sektor masyarakat secara fokus ke arah mencapai lima Sasaran Tekad Integriti;
3. Institut pemikir perdana berkaitan hal ehwal pengukuhan integriti negara; dan
4. Institut rujukan integriti dalam negara dan serantau yang mempunyai rangkaian strategik dan mendapat pengiktirafan global.

ORGANISATIONAL STRUCTURE

INTEGRITI is divided into four main centres that act as the mover of the institute's operation and activity in order to achieve its four key outputs within the five-year INTEGRITI work plan. These centres are as follows:

- Centre for Communication, International and Special Programmes
- Centre for Coordination & Monitoring and Management Services
- Centre for Programme Development and Implementation
- Centre for Knowledge and Consultancy on Integrity

INTEGRITI OUTPUT

In order to facilitate Malaysia to achieve the status of a nation of high integrity that resilient and embraces universal good values, INTEGRITI focuses on four main outputs:

1. An institution that coordinates, monitors and evaluates the implementation of the NIP;
2. An institution that mobilises all levels and sectors of society in a focused manner towards achieving the five Integrity Targets;
3. An institution that is the premier think-tank on matters pertaining to the enhancement of the nation's integrity; and
4. An institution that is the focal point of references on integrity that is also strategically networked and internationally recognised.

VISI DAN MISI VISION AND MISSION

VISI

Membantu Malaysia ke arah mencapai negara berintegriti tinggi, yang berdaya tahan dan mengamalkan nilai-nilai murni sejagat.

MISI

Menyelaras, memantau dan menilai pelaksanaan Pelan Integriti Nasional.

VISION

To facilitate Malaysia to become a nation of high integrity, that is resilient and embraces universal good values.

MISSION

To coordinate, monitor and evaluate the implementation of the National Integrity Plan

LOGO INTEGRITI

Warna putih yang mendasari tulisan menggambarkan integriti yang suci, bersih dan tidak dicemari.

Warna hitam menggambarkan permasalahan integriti yang berlaku dalam diri mahupun negara.

Garisan putih lurus menggambarkan bahawa agenda integriti perlu diteruskan walau apa jua halangan. Ia juga membawa maksud tiada bengkok-bengkok dalam mengamalkan integriti.

Perkataan **INTEGRITI** menggunakan huruf besar iaitu mesej utama yang ingin disampaikan.

Di bawah perkataan **INTEGRITI** diletakkan nama Institut Integriti Malaysia iaitu agensi yang diamanahkan untuk mengkoordinasi, menyelaras dan memantau agenda integriti negara.

Terjemahan Institut Integriti Malaysia dalam Bahasa Inggeris diletakkan dalam usaha menyebarkan agenda INTEGRITI ke arena antarabangsa.

THE INTEGRITI LOGO

The white fonts symbolise integrity that is pure, clean and untainted.

The colour black represents challenges of integrity that occur within individuals as well as the nation.

The straight white line symbolises an integrity agenda that needs to be continued despite challenges that come. It also means that there is no compromise in practising integrity.

The word **INTEGRITI** is in a bold large font, which is representative of the main message to be conveyed.

Underneath the word **INTEGRITI**, is the name of the Malaysian Institute of Integrity that is the agency entrusted to coordinate, monitor and evaluate the nation's integrity agenda.

The English translation of the name Institut Integriti Malaysia is displayed to position INTEGRITI in the international arena.



PENYATAAN MENGENAI TADBIR URUS KORPORAT

A STATEMENT OF CORPORATE GOVERNANCE

Lembaga Pengarah INTEGRITI memberi perhatian dan komitmen yang tinggi dalam memastikan tadbir urus korporat adalah berdasarkan piawaian tertinggi dalam tadbir urus korporat INTEGRITI. Justeru, Lembaga Pengarah dengan sukacitanya membentangkan penyata mengenai tadbir urus korporat bagi tahun berakhir 31 Disember 2016.

The Board of Directors of INTEGRITI focuses its attention and commitment in ensuring that the corporate governance for INTEGRITI is based on the highest standards of corporate governance. The Board of Directors is pleased to present the statement on corporate governance for the year ending 31 December 2016.

LEMBAGA PENGARAH INTEGRITI

INTEGRITI diketuai oleh Lembaga Pengarah yang memimpin dan mengawal perjalanan organisasi. Selain itu, Lembaga Pengarah turut bertanggungjawab terhadap keseluruhan tadbir urus INTEGRITI dan merupakan badan utama yang merangka, seterusnya menentukan dasar dan hala tuju INTEGRITI untuk mencapai kejayaan dalam matlamat strategiknya.

BOARD OF DIRECTORS OF INTEGRITI

INTEGRITI is spearheaded by the Board of Directors that leads and steers the progress of the organisation. In addition, the Board of Directors is also responsible for the overall governance of INTEGRITI and is the main body that provides a blueprint, and thus subsequently determines the policy and direction of INTEGRITI in order to achieve success in its strategic goals.

KOMPOSISI LEMBAGA PENGARAH INTEGRITI

Lembaga Pengarah INTEGRITI yang dilantik oleh YAB Perdana Menteri terdiri daripada 10 orang ahli. Mereka merupakan golongan profesional yang berpengalaman luas, berpengetahuan dan mempunyai kepakaran dalam pelbagai bidang sama ada dalam perkhidmatan awam, perniagaan, kewangan mahupun perundangan. Enam daripada mereka merupakan ahli *ex-officio* yang dilantik berdasarkan jawatan dalam perkhidmatan awam, sementara individu lain yang dilantik adalah dalam kalangan wakil korporat, ahli akademik, badan bukan kerajaan dan *regulator*.

COMPOSITION OF BOARD OF DIRECTORS

The Board of Directors appointed by the Prime Minister comprises 10 members. They are professionals with vast experience, knowledge and expertise in various fields including public service, commerce, finance and law. Six of them are *ex-officio* members appointed based on their position in public service, while other appointees are representatives from the corporate sector, academics, non-government organisations and regulators.

TANGGUNGJAWAB DAN TUGAS LEMBAGA PENGARAH INTEGRITI

Lembaga Pengarah bertanggungjawab sepenuhnya dalam meluluskan polisi-polisi utama dan perolehan institut serta memastikan urusan atau aktiviti institut adalah selaras dengan matlamat penubuhan institut. Lembaga Pengarah juga bertanggungjawab menilai dan memantau pencapaian hala tuju strategik institut.

RESPONSIBILITIES AND DUTIES OF BOARD OF DIRECTORS

The Board of Directors is fully responsible for the approval of the main policies, acquisition and ensuring that the affairs and activities of the institute are in accordance with the objectives of its establishment. The Board of Directors is also responsible for the evaluation and monitoring of the achievement of the strategic direction of the institute.

MESYUARAT LEMBAGA PENGARAH INTEGRITI

Lembaga Pengarah INTEGRITI telah mengadakan empat mesyuarat sepanjang tahun 2016 bagi membincangkan pelbagai isu berkaitan integriti termasuk perancangan program dan aktiviti INTEGRITI. Di samping itu, perbincangan turut menyentuh hal ehwal operasi dan pentadbiran organisasi. Semua input perbincangan dan keputusan mesyuarat telah dicatat dan diminitkan.

JUMLAH MESYUARAT LEMBAGA PENGARAH INTEGRITI DAN KEHADIRAN

Berikut merupakan tarikh dan bilangan mesyuarat yang diadakan sepanjang tahun 2016:

- Mesyuarat Lembaga Pengarah Bil. 1/2016 (16 Mac 2016)
- Mesyuarat Lembaga Pengarah Bil. 2/2016 (14 Jun 2016)
- Mesyuarat Lembaga Pengarah Bil. 3/2016 (5 September 2016)
- Mesyuarat Lembaga Pengarah Bil. 4/2016 (20 Disember 2016)

Berikut merupakan kehadiran Ahli Lembaga Pengarah:

Lembaga Pengarah	Jumlah kehadiran	Peratusan kehadiran
Tan Sri Dr. Ali Hamsa	4/4	100%
Tan Sri Haji Ambrin Buang	4/4	100%
Tan Sri Mohamad Zabidi Zainal	4/4	100%
Tan Sri Haji Abu Kassim Mohamed (sehingga 27 Julai 2016)	2/2	100%
Datuk Dzulkifli Ahmad (mulai 1 Ogos 2016)	2/2	100%

MEETINGS OF THE BOARD OF DIRECTORS

The Board of Directors convened four meetings in 2016 to discuss various issues related to integrity including programme planning and activities of INTEGRITI. Additionally, the discussions included operational and administrative aspects of the organisation. All inputs during the discussions and meeting decisions were duly recorded.

NUMBER OF BOARD OF DIRECTORS' MEETINGS AND ATTENDANCE

The following are the dates and numbers of meetings held throughout 2016:

- Board of Directors Meeting No. 1/2016 (16 March 2016)
- Board of Directors Meeting No. 2/2016 (14 June 2016)
- Board of Directors Meeting No. 3/2016 (5 September 2016)
- Board of Directors Meeting No. 4/2016 (20 December 2016)

The following are the attendance of the Members of the Board of Directors:

Board of Directors	Total Attendance	Percentage Attendance
Tan Sri Dr. Ali Hamsa	4/4	100%
Tan Sri Haji Ambrin Buang	4/4	100%
Tan Sri Mohamad Zabidi Zainal	4/4	100%
Tan Sri Haji Abu Kassim Mohamed (until 27 July 2016)	2/2	100%
Datuk Dzulkifli Ahmad (effective 1 August 2016)	2/2	100%

Dato' Sri Dr. Sharifah Zarah Syed Ahmad	2/4	50%
Tan Sri Datuk Amar (Dr.) Hamid bin Bugo	3/4	75%
Tan Sri Dato' Seri Ranjit Ajit Singh	4/4	100%
Prof. Emeritus Dato' Dr. Ibrahim Ahmad Bajunid	4/4	100%
Dr. Chandra Muzaffar	4/4	100%
Dr. Anis Yusal Yusoff	4/4	100%

JAWATANKUASA DI BAWAH LEMBAGA PENGARAH

Lembaga Pengarah INTEGRITI telah menubuhkan dua jawatankuasa berikut:

- Jawatankuasa Pencalonan dan Ganjaran; dan
- Jawatankuasa Pelaburan dan Kewangan

i. Jawatankuasa Pencalonan dan Ganjaran

Jawatankuasa Pencalonan dan Ganjaran bertanggungjawab untuk memastikan cadangan calon-calon baru ahli lembaga pengarah dan juga ahli INTEGRITI akan melalui satu proses tapisan dan pemilihan yang benar-benar komprehensif bagi menentukan hanya calon yang benar-benar layak dan sesuai akan dipilih menjadi Ahli Lembaga Pengarah INTEGRITI atau Ahli INTEGRITI.

Keahlian:

Tan Sri Datuk Amar (Dr.) Hamid Bugo (Pengerusi)

Tan Sri Hj. Ambrin Buang

Prof. Emeritus Dato' Dr. Ibrahim Ahmad

Dato' Sri Dr. Sharifah Zarah Syed Ahmad	2/4	50%
Tan Sri Datuk Amar (Dr.) Hamid bin Bugo	3/4	75%
Tan Sri Dato' Seri Ranjit Ajit Singh	4/4	100%
Prof. Emeritus Dato' Dr. Ibrahim Ahmad Bajunid	4/4	100%
Dr. Chandra Muzaffar	4/4	100%
Dr. Anis Yusal Yusoff	4/4	100%

COMMITTEES UNDER PURVIEW OF THE BOARD OF DIRECTORS

The Board of Directors of INTEGRITI set up the two following committees:

- Nomination and Remuneration Committee, and
- Investment and Finance Committee

i. Nomination and Remuneration Committee

The Nomination and Remuneration Committee is responsible for ensuring that the nomination of new candidates for the board of directors and members of INTEGRITI will undergo a comprehensive screening and selection process, so that only qualified candidates are chosen to become a Member of the Board of Directors or Members of INTEGRITI.

Members:

Tan Sri Datuk Amar (Dr.) Hamid Bugo (Chairman)

Tan Sri Hj. Ambrin Buang

Prof. Emeritus Dato' Dr. Ibrahim Ahmad

Dr. Chandra Muzaffar

Presiden dan Ketua Pegawai Eksekutif

ii. Jawatankuasa Pelaburan dan Kewangan

Jawatankuasa Pelaburan dan Kewangan bertanggungjawab menilai dan menasihati Lembaga Pengarah mengenai dasar-dasar pelaburan, keberkesanan polisi alokasi aset pelaburan, menimbang dan memperakukan cadangan pembelian dan penjualan pelaburan serta menimbang, memperakukan pelantikan dan penamatan perkhidmatan sesebuah institusi kewangan sebagai Pengurus Dana.

Keahlian:

Tan Sri Datuk Amar (Dr.) Hamid Bugo (Pengerusi)

Tan Sri Mohamad Zabidi Zainal (sehingga 31 Disember 2016)

Presiden dan Ketua Pegawai Eksekutif

Dr. Chandra Muzaffar

President and Chief Executive Officer

ii. Investment and Finance Committee

The Investment and Finance Committee is responsible to evaluate and advise the Board of Directors on any investment policies and the effectiveness of the allocation investment asset policies, to consider and acknowledge on the acquisition of investment and divestment as well as to evaluate and endorse the appointment or termination of services of any financial institution acting as Fund Manager.

Members:

Tan Sri Datuk Amar (Dr.) Hamid Bugo (Chairman)

Tan Sri Mohamad Zabidi Zainal (until 31 December 2016)

President and Chief Executive Officer

AHLI LEMBAGA PENGARAH BOARD OF DIRECTORS



1.



2.



3.



4.



5.

1. Tan Sri Dr. Ali Hamsa

Pengerusi INTEGRITI dan Ketua Setiausaha Negara
Chairman of INTEGRITI and Chief Secretary to the Government of Malaysia

2. Dr. Anis Yusaf Yusoff

Presiden dan Ketua Pegawai Eksekutif INTEGRITI
President and Chief Executive Officer of INTEGRITI

3. Tan Sri Hj. Ambrin Buang

Ketua Audit Negara, Jabatan Audit Negara
Auditor General of Malaysia, National Audit Department

4. Tan Sri Mohamad Zabidi Zainal

(Sehingga 31 Disember 2016)
Ketua Pengarah Jabatan Perkhidmatan Awam Malaysia
*(Until 31 December 2016)
Director-General, Public Service Department of Malaysia*

5. Datuk Dzulkifli Ahmad

Ketua Pesuruhjaya, Suruhanjaya Pencegahan Rasuah Malaysia
Chief Commissioner of Malaysian Anti-Corruption Commission



6.



7.



8.



9.



10.

6. Dato' Sri Dr. Sharifah Zarah Syed Ahmad
Ketua Setiausaha, Kementerian Komunikasi dan Multimedia Malaysia
Secretary General, Ministry of Communications and Multimedia

7. Tan Sri Datuk Amar (Dr.) Hamid Bugo
Pengarah SapuraKencana Petroleum Berhad
Director, SapuraKencana Petroleum Berhad

9. Prof. Emeritus Dato' Dr. Ibrahim Ahmad
INTI-Laureate International
INTI-Laureate International

8. Tan Sri Ranjit Ajit Singh
Pengerusi Eksekutif, Suruhanjaya Sekuriti Malaysia
Executive Chairman, Security Commission Malaysia

10. Dr. Chandra Muzaffar
Presiden Pergerakan Keadilan Sedunia (JUST)
President of the International Movement for a Just World (JUST)

PENGURUSAN TERTINGGI TOP MANAGEMENT



1.



2.



3



4.

1. Dr. Anis Yusal Yusoff

Presiden dan Ketua Pegawai Eksekutif
President and Chief Executive Officer

2. Dr. Ahmad Fadzli Ahmad Tajuddin

Timbalan Ketua Pegawai Eksekutif
Deputy Chief Executive Officer

3. En. Mohd Nizam Mohd Ali

Pengarah Kanan dan Ketua Penyelaras
Senior Director and Chief Coordinator

4. Hj. Mohammad Diah Hj. Wahari

Pengarah Kanan dan Ketua Penyelaras
Senior Director and Chief Coordinator

CARTA ORGANISASI

ORGANISATIONAL STRUCTURE

LEMBAGA PENGARAH BOARD OF DIRECTORS

PRESIDEN DAN KETUA PEGAWAI EKSEKUTIF
PRESIDENT AND CHIEF EXECUTIVE OFFICER

TIMBALAN KETUA PEGAWAI EKSEKUTIF
DEPUTY CHIEF EXECUTIVE OFFICER

PUSAT KOMUNIKASI,
PROGRAM
ANTARABANGSA &
PROGRAM KHAS

1. Program Komunikasi
2. *Members Liaison*
3. Konvensyen Integriti Nasional
4. ASEAN *Integrity Dialogue*
5. *Breakfast Talk*
6. Diskusi Meja Bulat
7. Diskusi Penyelidikan
8. *Integrity Art Night*

CENTRE FOR
COMMUNICATION,
INTERNATIONAL &
SPECIAL PROGRAMMES

1. Communications Programme
2. Members Liaison
3. National Integrity Convention
4. ASEAN Integrity Dialogue
5. Breakfast Talk
6. Roundtable Discussion
7. Research Discussion
8. Integrity Art Night

PUSAT KOORDINASI &
PEMANTAUAN DAN KHIDMAT
PENGURUSAN

1. Program Perancangan Korporat
2. Program Pemantauan & Penilaian

CENTRE FOR COORDINATION
& MONITORING AND
MANAGEMENT SERVICES

1. Corporate Planning Programme
2. Monitoring and Evaluation Programme

KHIDMAT PENGURUSAN

1. Unit Pentadbiran
2. Unit Sumber Manusia
3. Unit Kewangan
4. Unit ICT

MANAGEMENT SERVICES

1. Administration Unit
2. Human Resources Unit
3. Finance Unit
4. ICT Unit

JAWATANKUASA KHAS

1. Penerbitan
2. Penyelidikan
3. Komunikasi
4. Pelaburan dan kewangan

SPECIAL COMMITTEES

1. Publication
2. Research
3. Communication
4. Investment and Finance

PUSAT PEMBANGUNAN
DAN PELAKSANAAN
PROGRAM

1. Agensi Penguatkuasaan
2. Institusi Ekonomi
3. Institusi Pentadbiran
4. Masyarakat Sivil & Komuniti
5. Institusi Agama
6. Institusi Politik
7. Sukan & Rekreasi
8. Warisan & Budaya
9. Institusi Keluarga
10. Kanak-Kanak, Pelajar & Belia

CENTRE FOR
PROGRAMME
DEVELOPMENT AND
IMPLEMENTATION

1. Enforcement Agencies
2. Economic Institutions
3. Administrative Institutions
4. Civil Society & Community
5. Religious Institutions
6. Political Institutions
7. Sports & Recreation
8. Heritage & Culture
9. Family Institutions
10. Children, Students & Youth

PUSAT ILMU DAN
RUNDINGCARA

1. Perundingan
2. *Fellowship/Makmal*
3. Penyelidikan
4. Arkib dan Dokumentasi
5. Pusat Ilmu

CENTRE FOR
KNOWLEDGE AND
CONSULTANCY ON
INTEGRITY

1. Consultancy
2. Fellowship/Lab
3. Research
4. Archive and Documentation
5. Knowledge Centre

WARGA KERJA INTEGRITI INTEGRITI STAFF



AHLI-AHLI INTEGRITI

INTEGRITY MEMBERS

A

Dato' Hj. A. Aziz Deraman
 Dato' Abd Rasid Samsudin
 Datuk Hj. Abdul Ghani Salleh
 Datuk Dr. Hj. Abdul Rahman Hasan
 Dato' Abu Bakar Othman
 En. Abu Hurairah Ahmad
 Dato' Adilah Shek Omar
 Dato' Seri Adnan Hj Md Ikshan
 Datuk Sr. Ahmad Fauzi Nordin
 Dato' Ahmad Shapawi Ismail
 En. Ahmad Zakir Abdul Rahman
 Dr. Al Azmi Bakar
 Dato' Sri Alias Hj. Ahmad
 Datin Aminah Pit Abd Rahman
 Dato' Amir Md Noor
 Dato' Anthony Reynolds Peter
 Pn. Asrina Mahadi
 Dato' Azharuddin Abdul Rahman
 Datuk Sri Ir. Azman Mohd

C

Cik Catherine Ridu

D

En. David Sim Huay Chuang
 Pn. Dina Zaman

F

Datuk Hj. Faizoull Ahmad
 Datuk Faridah Khalid
 Datuk Farida Mohd Ali

H

Dato' Halimah Hassan
 Pn. Haslina Mansor
 Dato' Hassan Hj. Mohd Amin
 Datuk Himmat Singh Ralla Singh
 En. Huan Cheng Kee
 Prof. Dato' Dr Hussein Hj. Ahmad

I

Datuk Ibrahim Ahmad
 Datuk Seri Ibrahim Muhamad
 Datuk Hj. Ismail Abu Hassan
 En. Ismail Zakaria

J

Prof. Madya Dr. Jalaluddin Harun
 Pn. Jamilah Hanim Othman
 Dato' Sri Jamil Hj. Salleh
 Pn. Josie Fernandez

K

En. Kamal Baharin Omar
 Tan Sri Dato' Sri Khalid Abu Bakar
 Dato' Sri Khazali Hj. Ahmad

L

Datuk Lamien Sawiyo
 Puan Lim Yin Yee
 Datuk Loo Took Gee
 Dato' Dr. Low Bin Tick
 En. Low Eng Tack

M

Tan Sri Dr. Madinah Mohamad
 Datuk Mohammad Ibrahim
 Prof. Dato' Dr. Mahmood Nazar Mohamed
 Prof Emeritus Dato' Dr. Mahmood Zuhdi Hj. Abdul Majid
 Datuk Dr. Marimuthu Nadason
 Dato' Dr. Mazlan Yusoff
 Sr Hj. Md Badrul Hisham Awang
 Dr. Michael Chiam Tow Hui
 Dato' Hj. Mohamad Khairudin Hj. Mohamad
 Dato' Hj. Mohamad Salleh Rafie
 Dr. Mohammad Nidzam Abdul Kadir
 Laksamana Maritim Datuk Mohd Amdan Kurish
 Dato' Seri Panglima Mohd Annuar Zaini
 Dato' Mohd Arpan Shari
 Hj. Mohd Arshad Ismail
 Dato' Ir. Hj. Mohd Azman Hj. Shahidin
 Tan Sri Dr. Mohd Irwan Serigar Abdullah
 Dato' Mohd Kamil Mohd Ali
 Dato' Mohd Najib Hj. Abdullah
 En. Mohd Nasir Ab Hadi
 En. Mohd Rosli Hj. Abdullah
 En. Mohd Salihin Othman
 En. Mohd Satar Ramli
 Prof. Tan Sri Dato' Dr. Mohd Shukri Ab Yajid
 Tan Sri Dato' Mohd Yusof Hitam
 Prof. Dato' Dr. Mohd Yusof Hj. Othman
 Datuk Moh Samsudin Yusof
 En. Mohsin Mohd Ghazali
 Dato' Munirah Abdullah Bajanuddin
 Dato' Hj. Mustafa Ali
 Hj. Mustafa Sidi
 En. Mustaffa Kamil Ayub
 Datuk Mustafha Abd. Razak
 Dato' Muthanna Abdullah

N

Pn. Nik Amlizan Mohamed
 En. Nik Md Riffin
 En. Nik Mohamed Yusoff Afendi Jaafar
 Dato' Ir Noor Azahari Zainal Abidin
 En. Noorazmi Sahar
 Pn. Noorjan Mohd Mustapha
 Tan Sri Dr. Noorul Ainur Mohd Nur
 Dato' Norani Hj. Mohd Hashim
 En. Norazman Othman
 Hj. Norihan Ali
 En. Nurulhudda Nazlin Hussin

O

Datuk Othman Hashim
 Tan Sri Hj. Othman Mustapha

P

Hj. Paimuzi Yahya
 En. P. Kanason a/l Pothinker
 Datuk P. Venugopal a/l V.K. Menon

R

Prof. Dr. Rahimah Abd. Aziz
 Dato Dr. Ramlan Hj. Abd Aziz
 Dato' Hj. Ramlee Abu Bakar
 Tan Sri Dr. Rebecca Fatima Sta Maria
 Pn. Rodziah Abdul
 En. Roslan Pilus
 Datuk Dr. Rosti Saruwono
 En. Rozaidi Abdul Rahim Razali

S

Dato' Sabariah Hassan
Hj. Sabtu Md Ali
Datuk Dr. Salmiah Ahmad
Dato' Seri Saripuddin Hj. Kasim
Prof. Madya Dr. Sarjit Singh Darshan Singh
Dato' Siva Subramaniam
Dato' Sulaiman Hj. Keling
Dato' Syed Amin Aljeffri
Dato' Syed Kamarulzaman Dato' Syed Zainol Khodki Shahabudin

Z

Dr. Zainal Abidin Abdul Majeed
En. Zainal Abidin Pit
Tan Sri Datin Paduka Seri Hajah Zaleha Ismail
Dato' Sri Zoal Azha Yusof
Dato' Sri Zohari Hj. Akob
Datuk Zulkefli Salleh

T

Dato' Tajuddin Atan
Dr. Tan Seng Giaw
Datuk Tengku Farok Hussin Tengku Abdul Jalil

W

En. Wan Jalani Wan Ismail
En. Wan Kamaruzaman Wan Ahmad
Dato' Hj. Wan Mat Amin Wan Daud
Dato' Sri Hj. Wan Mohamad Zuki Mohamad
Dato' Wan Mohd Nor Hj. Ibrahim
En. Wan Saiful Wan Jan

Y

Tan Sri Yong Poh Kon

LAPORAN

REPORT

PUSAT KOMUNIKASI, PROGRAM ANTARABANGSA DAN PROGRAM KHAS

CENTRE FOR COMMUNICATION, INTERNATIONAL AND SPECIAL PROGRAMMES

Pusat Komunikasi, Program Antarabangsa dan Program Khas bertanggungjawab terhadap hal ehwal perhubungan awam dan komunikasi dalaman dan luaran INTEGRITI. Ini termasuk pelaksanaan program-program khas bagi mewujudkan rangkaian yang strategik di dalam negara, serantau dan antarabangsa serta pengiktirafan di peringkat global.

The Centre for Communication, International and Special Programmes is responsible for public relations, as well as internal and external communications for INTEGRITI. These include the implementation of special programmes to establish strategic networking locally, regionally and internationally, including obtaining global recognition.

PROGRAM KOMUNIKASI

1. Lawatan dan Kunjungan Hormat

Sepanjang tahun 2016, INTEGRITI telah menerima banyak lawatan dan kunjungan hormat daripada pelbagai pihak sama ada dari dalam mahupun luar negara. Berikut siri lawatan dan kunjungan yang diterima:

- En. Ivanpal S. Grewal, Setiausaha Politik kepada YB Dato' Mah Siew Keong, Menteri di Jabatan Perdana Menteri – 6 Januari 2016
- Dato' Anthony Cooper, Pengerusi *The Malaysian British Society* (MBS) – 23 Februari 2016
- Hj. Mua'mar Ghadafi Jamal Datuk Wira Jamaluddin, Presiden Majlis Belia Malaysia (MBM) – 24 Februari 2016
- Mr. Nasser Hamood Al Rawahy, Timbalan Pengerusi *State Audit Institution* (SAI) Oman – 29 Februari 2016
- Prof. Madya Dr. Sarjit Singh Darshan Singh, Ahli INTEGRITI dan Pensyarah Kanan Universiti Putra Malaysia (UPM) – 2 Mac 2016

COMMUNICATION PROGRAMME

1. Courtesy Visits

Throughout 2016, INTEGRITI received many courtesy visits from various sectors from within the country and abroad. The following are the series of visits:

- En. Ivanpal S. Grewal, Political Secretary to the YB Dato' Mah Siew Keong, Minister in the Prime Minister's Department – 6 January 2016
- Dato' Anthony Cooper, Chairman of *The Malaysian British Society* (MBS) – 23 February 2016
- Hj. Mua'mar Ghadafi Jamal Datuk Wira Jamaluddin, President of the *Malaysian Youth Council* (MBM) – 24 February 2016
- Mr. Nasser Hamood Al Rawahy, Deputy Chairman *State Audit Institution* (SAI) Oman – 29 February 2016
- Assoc. Prof. Dr. Sarjit Singh Darshan Singh, Member of INTEGRITI and Senior Lecturer of *Universiti Putra Malaysia* (UPM) – 2 March 2016



Dato' Anthony Cooper, Pengerusi *The Malaysian British Society* (MBS)
Dato' Anthony Cooper, Chairman of *The Malaysian British Society* (MBS)



Mr. Nasser Hamood Al Rawahy, Timbalan Pengerusi *State Audit Institution* (SAI) Oman
Mr. Nasser Hamood Al Rawahy, Deputy Chairman of *State Audit Institution* (SAI) Oman

- Pn. Rasidah Abdul Karim dan En. K. S. Radha Krishnan, Akademi Pencegahan Rasuah Malaysia (MACA) – 2 Mac 2016
- En. Izhar Hifnie Ismail, Pegawai Khas kepada Menteri di Jabatan Perdana Menteri, YB Senator Dato' Sri Abdul Wahid Omar – 7 Mac 2016
- 127 orang pelajar tingkatan 6, Sekolah Menengah Dato' Penggawa Timur, Masai, Johor – 11 Mac 2016
- Assoc. Prof. Dr. Mohamed Azam Mohamed Adil, Timbalan Ketua Pegawai Eksekutif Institut Antarabangsa Pengajian Islam Lanjutan (IAIS) – 16 Mei 2016
- Jawatankuasa Kemajuan dan Keselamatan Kampung (JKKK) Mukim Setiawan, Perak – 30 Mac 2016
- Delegasi daripada Jabatan Perpaduan Negara dan Integrasi Nasional (JPNIN), diketuai En. Gandesan Letchumanan, Ketua Pengarah JPNIN – 30 Mac 2016
- Delegasi daripada Suruhanjaya Pencegahan Rasuah Malaysia (SPRM), diketuai Dato' Sri Hj. Mustafar Hj. Ali, Timbalan Ketua Pesuruhjaya (Pencegahan) – 6 April 2016
- Pegawai-pegawai Integriti Bertauliah (CeIO) – 8 April 2016
- Delegasi daripada Perusahaan Automobil Kedua Sdn Bhd (Perodua) diketuai Datuk (Dr.) Aminar Rashid Salleh, Presiden dan Ketua Pegawai Eksekutif Perodua – 28 April 2016
- Tun Mohammed Hanif Omar, mantan Ketua Polis Negara; Tan Sri Dato' (Dr.) Abdul Aziz Abdul Rahman, Presiden *American Universities Alumni*; Tan Sri Abu Zahar Ujang, bekas Yang Dipertua Dewan Negara; Tan Sri Zaman Khan Rahim Khan, Timbalan Pengerusi Yayasan Ihtimam Malaysia; En. Zainoor Sulaiman, Pengerusi Biro Media Majlis Perundangan Melayu (MPM); Datuk Sirajuddin Salleh, Ketua Biro Pendidikan Perkasa; Dato' Seri Dr. Isahak Yeop
- Pn. Rasidah Abdul Karim and En. K. S. Radha Krishnan, Malaysian Anti-Corruption Academy (MACA) – 2 March 2016
- En. Izhar Hifnie Ismail, Special Officer to the Minister at the Prime Minister's Department, the YB Senator Dato' Sri Abdul Wahid Omar – 7 March 2016
- 127 Sixth form students from Dato' Penggawa Timur Secondary School, Masai, Johor – 11 March 2016
- Assoc. Prof. Dr. Mohamed Azam Mohamed Adil, Deputy Chief Executive Officer from the International Institute of Advance of Islamic Studies (IAIS) – 16 May 2016
- The Village Development and Safety Committee (JKKK) Mukim Setiawan, Perak – 30 March 2016
- A delegation from the Department of National Unity and Integration (JPNIN), headed by En. Gandesan Letchumanan, the Director General – 30 March 2016
- A delegation from the Malaysian Anti-Corruption Commission (MACC), headed by Dato' Sri Hj. Mustafar Hj. Ali, Deputy Chief Commissioner (Prevention) – 6 April 2016
- Certified Integrity Officers (CeIO) – 8 April 2016
- A delegation from Perusahaan Automobil Kedua Sdn Bhd (Perodua) headed by Datuk (Dr.) Aminar Rashid Salleh, President and Chief Executive Officer of Perodua – 28 April 2016
- Tun Mohammed Hanif Omar, former Inspector General of Police; Tan Sri Dato' (Dr.) Abdul Aziz Abdul Rahman, President of American Universities Alumni Malaysia; Tan Sri Abu Zahar Ujang, the former President of the Senate; Tan Sri Zaman Khan Rahim Khan, Deputy Chairman of Ihtimam Foundation Malaysia; En. Zainoor Sulaiman, Chairman of the Media Bureau of Malay Consultative Council (MPM); Datuk Sirajuddin Salleh, Chief of the Perkasa Education Bureau; Dato' Seri Dr. Isahak

Mohamad Shar, mantan Presiden INTEGRITI; dan Datuk Seri Panglima Mohd Annuar Zaini, Ahli INTEGRITI dan Ahli Lembaga Pengarah Universiti Malaya (UM) – 17 Mei 2016

- Mr. Reid Cooper, Penasihat *Livelihoods*, Pertubuhan Bangsa-Bangsa Bersatu Bagi Orang Pelarian (UNHCR) – 19 Mei 2016
- Delegasi daripada Suruhanjaya Integriti Agensi Penguatkuasaan (EAIC), diketuai YA Datuk Yaacob Md Sam, Pengerusi EAIC – 19 Mei 2016
- Delegasi daripada Polis Diraja Malaysia (PDRM), diketuai SAC Mun Kock Keong, Dasar Strategik PDRM, Urus Setia Ketua Polis Negara, (Penyelidikan dan Pembangunan) – 1 June 2016
- 21 orang pelajar Sarjana Pentadbiran

Yeop Mohamad Shar, former President of INTEGRITI; and Datuk Seri Panglima Mohd. Annuar Zaini, Member of the Board of Directors, University of Malaya (UM) – 17 May 2016

- Mr. Reid Cooper, Livelihoods Advisor, United Nations High Commissioner for Refugees (UNHCR) – 19 May 2016
- A delegation from the Enforcement Agency Integrity Commission (EAIC), headed by Datuk Yaacob Md Sam, Chairman of EAIC – 19 May 2016
- A delegation from the Royal Malaysia Police (PDRM), headed by SAC Mun Kock Keong, PDRM Strategic Policy, KPN Secretariat (Research and Development) – 1 June 2016
- 21 Masters' students of Business Administration accompanied with two faculty



(Dari kiri) Tun Mohammed Hanif Omar, Tan Sri Dato' (Dr.) Abdul Aziz Abdul Rahman, Tan Sri Abu Zahar Ujang dan Tan Sri Zaman Khan Rahim Khan (From left) Tun Mohammed Hanif Omar, Tan Sri Dato' (Dr.) Abdul Aziz Abdul Rahman, Tan Sri Abu Zahar Ujang and Tan Sri Zaman Khan Rahim Khan



(Dari kiri) En. Zainoor Sulaiman, Datuk Sirajuddin Salleh, Dato' Seri Dr. Isahak Yeop Mohamad Shar dan Datuk Seri Panglima Mohd Annuar Zaini (From left) En. Zainoor Sulaiman, Datuk Sirajuddin Salleh, Dato' Seri Dr. Isahak Yeop Mohamad Shar and Datuk Seri Panglima Mohd Annuar Zaini

Perniagaan bersama dua orang wakil daripada *Montclair State University*, New Jersey – 3 Jun 2016

- Pegawai-pegawai Kadet Graduan yang sedang mengikuti Kursus Kelayakan Pegawai Graduan (KKPG) cawangan Kejuruteraan dan Bekalan, Tentera Laut Diraja Malaysia (TLDM) – 8 Ogos 2016
- 25 orang wakil Institut Pendidikan Guru (IPG) Kampus Kota Bharu – 21 September 2016
- Delegasi daripada Pejabat Daerah Kuala Langat – 4 Oktober 2016
- 26 orang penyelidik mewakili 18 buah organisasi di Indonesia dan seorang wakil daripada Kementerian Keuangan Indonesia – 12 Oktober 2016

members, Montclair State University, New Jersey – 3 June 2016

- Graduate Cadet Officers undergoing Graduate Officer Qualification Course (GOQC) from the Engineering and Supply Branch, the Royal Malaysian Navy (TLDM) – 8 August 2016
- 25 representatives from the Teachers Education Institute (IPG) Kota Bharu Campus – 21 September 2016
- A delegation from the Kuala Langat District Office – 4 October 2016
- 26 researchers representing 18 organisations in Indonesia and a representative from the Indonesian Finance Ministry – 12 October 2016



Pelajar-pelajar Sarjana Pentadbiran Perniagaan, Montclair State University, New Jersey
Masters' students of Business Management students from Montclair State University, New Jersey



Pasukan penyelidik Indonesia dan wakil Kementerian Keuangan Indonesia
Indonesian research team and a representative from the Indonesian Finance Ministry

2. Slot Promosi Media

Sepanjang tahun 2016, INTEGRITI telah menerima jemputan temu bual dan juga *call out promo* daripada beberapa media tempatan bagi mempromosikan program dan aktiviti. Senarai jemputan adalah seperti berikut:

Program	Topik	Jenis	Tarikh
Selamat Pagi Malaysia (TV1)	Dasar Keselamatan dan Kebajikan Pegawai Penguat Kuasa Semasa Menjalankan Tugas	<i>Call out promo</i>	21 Januari
Selamat Pagi Malaysia (TV1)	<i>Integrity Art Night - 'Gobok Wayang: Mayhem'</i>	<i>Call out promo</i>	28 Januari
Selamat Pagi Malaysia (TV1)	Ke Arah Merealisasikan TPPA: Perspektif Integriti	Temu bual	4 Februari
Selamat Pagi Malaysia (TV1)	Integriti di Hati	Temu bual	21 April
Selamat Pagi Malaysia (TV1)	Pemberi Maklumat Wajib Dilindungi	<i>Call out promo</i>	14 April
Nasional FM (Slot Nadi Pagi)	<i>Integrity Art Night</i>	Temu bual	8 Mei
Agenda AWANI (Astro Awani)	Memperkasa Ketelusan Pembiayaan Politik	Bual bicara	25 Mei
Agenda AWANI (Astro Awani)	Pelaksanaan Pembiayaan Politik	Bual bicara	27 Mei
Agenda AWANI (Astro Awani)	Pengurusan Pembiayaan Politik di Mexico	Bual bicara	13 Jun
Selamat Pagi Malaysia (TV1)	<i>Family Integrity Walk</i>	<i>Call out promo</i>	14 Ogos
Selamat Pagi Malaysia (TV1)	Integriti Inspirasi Malaysia	Temu bual	8 September
Selamat Pagi Malaysia (TV1)	Meniti Semangat Perjuangan Patriotik: Perspektif Integriti	<i>Call out promo</i>	27 September
Agenda AWANI (Astro Awani)	Pembiayaan Politik dan Berintegriti	Bual bicara	4 Oktober
Landskap (TV1)	Integriti Pembiayaan Politik	Bual bicara	14 Oktober
Agenda AWANI (Astro Awani)	Pengurusan Pembiayaan Politik di Malaysia: Memperkukuhkan Integriti	Temu bual	21 Oktober
Selamat Pagi Malaysia (TV1)	Teater Plastik Hitam	Temu bual	2 November
Nasional FM (RTM)	Konvensyen Integriti Nasional	<i>Call out promo</i>	18 November
Bernamea Radio	Konvensyen Integriti Nasional	Bual bicara	21 November
Selamat Pagi Malaysia (TV1)	Integriti Membentuk Sahsiyah	Temu bual	22 Disember

2. Media Promotion Slots

Throughout 2016, INTEGRITI received invitations to talk shows and also call out promo from several local media to promote programmes and activities. The list of invitations is as follows:

Programme	Topic	Type	Date
<i>Selamat Pagi Malaysia</i> (TV1)	Safety and Welfare Policy of the Enforcement Officers on Duty	Call out promo	21 January
<i>Selamat Pagi Malaysia</i> (TV1)	Integrity Art Night: 'Mayhem' <i>Gobok wayang</i>	Call out promo	28 January
<i>Selamat Pagi Malaysia</i> (TV1)	Towards Realising TPPA: Perspective of Integrity	Interview	4 February
<i>Selamat Pagi Malaysia</i> (TV1)	<i>Integriti di Hati</i>	Interview	21 April
<i>Selamat Pagi Malaysia</i> (TV1)	Whistleblowers Should be Protected	Call out promo	14 April
Nasional FM (<i>Slot Nadi Pagi</i>)	Integrity Art Night	Interview	8 May
Agenda AWANI (Astro Awani)	Strengthening the Transparency of Political Financing	Talk show	25 May
Agenda AWANI (Astro Awani)	Implementation of Political Financing	Talk show	27 May
Agenda AWANI (Astro Awani)	Management of Political Financing in Mexico	Talk show	13 June
<i>Selamat Pagi Malaysia</i> (TV1)	Family Integrity Walk	Call out promo	14 August
<i>Selamat Pagi Malaysia</i> (TV1)	Integrity, the Inspiration of Malaysia	Interview	8 September
<i>Selamat Pagi Malaysia</i> (TV1)	Trailing the Spirit of Patriotism: The Integrity Perspective	Call out promo	27 September
Agenda AWANI (Astro Awani)	Political Financing With Integrity	Talk show	4 October
<i>Landskap</i> (TV1)	Integrity of Political Financing	Talk show	14 October
Agenda AWANI (Astro Awani)	Management of Political Financing in Malaysia: Strengthening Integrity	Talk show	21 October
<i>Selamat Pagi Malaysia</i> (TV1)	' <i>Plastik Hitam</i> ' Theater	Interview	2 November
Nasional FM (RTM)	National Integrity Convention	Call out promo	18 November
Bernamea Radio	National Integrity Convention	Interview	21 November
<i>Selamat Pagi Malaysia</i> (TV1)	Integrity Moulds Personality	Interview	22 December

3. Pelancaran Studio INTEGRITI.TV

INTEGRITI.TV merupakan inisiatif terkini dalam usaha untuk menyebarkan mesej integriti. Ia bertindak sebagai pembekal kandungan kepada pihak-pihak yang berminat sama ada agensi berita, agensi kerajaan, swasta dan pertubuhan masyarakat sivil termasuk masyarakat awam. Antara yang dihasilkan ialah rancangan bicarawara, pesanan khidmat masyarakat (PSA) dan rakaman program integriti. Ia akan disiarkan di laman web dan media sosial rasmi INTEGRITI. Studio ini telah dirasmikan oleh Tan Sri (Dr.) Samsudin Osman, Pengerusi Pengasas INTEGRITI yang juga merupakan Pengerusi Kumpulan Wang Simpanan Pekerja (KWSP) pada 9 September 2016.

4. INTEGRITI: *Current Awareness Service*

INTEGRITI: *Current Awareness Service* adalah buletin yang diterbitkan secara bulanan sebagai wadah penyampaian informasi dwibahasa yang terkini berkaitan organisasi dan program serta aktiviti yang telah dilaksanakan untuk makluman semua ahli lembaga pengarah, ahli-ahli INTEGRITI, pihak-pihak berkepentingan dan orang awam.

3. The Launching of INTEGRITI.TV Studio

INTEGRITI.TV is a recent initiative to spread the message of integrity. It acts as a content provider to interested parties including news agencies, government agencies, private sectors or civil society organisations and the general public. Some of the programmes produced are talk shows, public service announcements (PSAs) and integrity programme recordings. It will be broadcast on INTEGRITI's webpage and official social media. The studio was officially launched on 9 September 2016 by Tan Sri (Dr.) Samsudin Osman, the Founding Chairman of INTEGRITI who is currently the Chairman of the Employees Provident Fund (EPF).



4. INTEGRITI: *Current Awareness Service*

INTEGRITI: *Current Awareness Service*, a bilingual monthly bulletin published to inform the board of directors, members of INTEGRITI, stakeholders and the public of the institute's current news, activities and programmes.



5. *Members Liaison* Melalui Media Sosial dan E-mel

INTEGRITI menggunakan media sosial seperti *Facebook*, *Twitter* dan *Instagram* sebagai medium perkongsian dan penyebaran maklumat tentang program dan aktiviti yang dijalankan. Malah, INTEGRITI turut mengambil inisiatif dengan mewujudkan satu kumpulan *WhatsApp* khas buat ahli INTEGRITI bagi membolehkan komunikasi dan interaksi serta mengeratkan hubungan antara kedua-dua pihak.

6. Liputan Media

Liputan media pada tahun 2016 semakin meningkat merangkumi pelbagai program dan aktiviti INTEGRITI serta rencana-rencana yang ditulis sama ada oleh warga kerja INTEGRITI mahupun penulis-penulis luar. Media-media yang membuat liputan berkaitan INTEGRITI ialah *New Straits Times*, *The Star*, *The Sun*, *Utusan Malaysia*, *Berita Harian*, *Sinar Harian*, *Harian Metro*, *Bernama*, *Astro Awani*, *TV RTM*, *TV3*, *TV8*, *Radio RTM (Nasional FM)* dan *radio SPRM (macc.fm)*. Hasil daripada kerjasama yang baik dengan rakan-rakan media, INTEGRITI telah mendapat liputan yang meluas dalam media massa.



5. *Members Liaison* through Social Media and E-mail

INTEGRITI utilises social media which includes Facebook, Twitter and Instagram to share and distribute information relating to its programmes and activities. In addition, INTEGRITI has also taken the initiative to establish a special WhatsApp group for INTEGRITI members to interact and strengthen their relationship with the institute.

6. Media Coverage

Media coverage in 2016 encompassing a variety of INTEGRITI programmes and activities continued to increase included written articles by INTEGRITI's officers and other writers. The media that provided coverage related to INTEGRITI includes *New Straits Times*, *The Star*, *The Sun*, *Utusan Malaysia*, *Berita Harian*, *Sinar Harian*, *Harian Metro*, *Bernama*, *Astro Awani*, *TV RTM*, *TV3*, *TV8*, *Radio RTM (Nasional FM)* and *SPRM radio (macc.fm)*. INTEGRITI received wide coverage in the mass media as a result of good rapport with the media partners.





PROGRAM SEMPENA SAMBUTAN ULANG TAHUN INTEGRITI YANG KE-12

Sempena sambutan ulang tahun ke-12, INTEGRITI telah mengadakan beberapa program dan majlis perasmiannya telah disempurnakan oleh Dato' Sri Dr. Sharifah Zarah Syed Ahmad, Ketua Setiausaha Kementerian Komunikasi dan Multimedia (KKMM) merangkap Ahli Lembaga Pengarah INTEGRITI. Program-program yang diadakan sempena sambutan adalah seperti berikut:

- Perasmian Pusat Ilmu INTEGRITI
- Pelancaran pertandingan Mencipta Video Pendek Integrity
- Pelancaran pertandingan *The Art of PaINTEGRITY*
- Penyampaian hadiah pertandingan Fotografi *Integrity In Action*

Kemuncak sambutan adalah acara memotong pulut kuning pada 29 April 2016 yang disempurnakan oleh Dr. Anis Yusal Yusoff, Presiden dan Ketua Pegawai Eksekutif INTEGRITI bersama ahli-ahli Lembaga Pengarah INTEGRITI iaitu Prof. Emeritus Dato' Dr. Ibrahim Ahmad dan Dr. Chandra Muzaffar, Datuk Dr. Mohd Tap Salleh, mantan Presiden INTEGRITI dan ahli-ahli INTEGRITI.

PROGRAMMES IN CONJUNCTION WITH INTEGRITI'S 12TH ANNIVERSARY

In conjunction with its 12th anniversary, INTEGRITI organised several programmes and the anniversary opening ceremony was officiated by Dato' Sri Dr. Sharifah Zarah Syed Ahmad, Secretary General of the Ministry of Communication and Multimedia (KKMM), and a member of the Board of Directors of INTEGRITI. The programmes held in conjunction with the celebration were as follows:

- The opening of INTEGRITI Knowledge Centre
- The launching of Integrity Short Video competition
- The launching of The Art of PaINTEGRITY competition
- Prize giving ceremony for the Integrity In Action Photography competition

The celebration came to a finale on 29 April 2016 with the cutting of the *pulut kuning* (yellow glutinous rice) by Dr. Anis Yusal Yusoff, President and Chief Executive Officer of INTEGRITI together with members of the Board of Directors, namely Prof. Emeritus Dato' Dr. Ibrahim Ahmad and Dr. Chandra Muzaffar, Datuk Dr. Mohd Tap Salleh, former President of INTEGRITI and other members of INTEGRITI.

Program kerjasama INTEGRITI dan Kementerian Sumber Manusia (KSM) dalam penganjuran Forum Perdana Hal Ehwal Islam pada 28 April 2016 di Maran, Pahang bertajuk 'Rahsia Tarik Rezeki' menjadi sebahagian acara sambutan ulang tahun INTEGRITI.

KONVENSYEN INTEGRITI NASIONAL 2016

INTEGRITI dengan kerjasama *Razak School of Government* (RSOG) telah menganjurkan Konvensyen Integriti Nasional (KIN) 2016 bertemakan 'Integriti dan Tadbir Urus: Memperkasakan Imej Perkhidmatan Awam' pada 17 dan 18 November 2016. Penganjuran KIN kali ini bertujuan untuk memberi

kedaran kepada penjawat awam, individu-individu yang berkhidmat di syarikat berkaitan kerajaan (GLC) dan swasta, serta masyarakat sivil tentang kepentingan integriti dan tadbir urus dalam memantapkan imej perkhidmatan awam dari kaca mata masyarakat umum. Ucaptama khas bertajuk 'Ke Arah Perkhidmatan Awam

yang Berprestasi dan Berintegriti Tinggi' telah disampaikan oleh Tan Sri Dr. Ali Hamsa, Ketua Setiausaha Negara merangkap Pengerusi Lembaga Pengarah INTEGRITI. Sementara perasmian majlis penutup disempurnakan oleh Tan Sri Ambrin Buang, Ketua Audit Negara.



KIN 2016 merangkumi tujuh bengkel selari yang membincangkan pelbagai isu berkaitan imej dan kualiti perkhidmatan awam. Hasil daripada perbincangan tersebut, tujuh resolusi telah diketengahkan untuk dipertimbangkan oleh kerajaan. Selain itu, turut diadakan ialah forum khas bertajuk '*Learn Through Others: Transparency, Integrity and Accountability*'.



INTEGRITI and the Ministry of Human Resource (MOHR) jointly organised Forum Perdana Hal Ehwal Islam on 28 April 2016 in Maran, Pahang entitled '*Rahsia Tarik Rezeki*'. The event was a part of the anniversary celebration.

NATIONAL INTEGRITI CONVENTION 2016

INTEGRITI in collaboration with Razak School of Government (RSOG) organised the National Integrity Convention (KIN) 2016 with the theme 'Integrity and Governance: Strengthening Public Service Image' on 17 and 18 November 2016. This year's convention was organised to raise awareness among public servants, employees of Government Linked Companies (GLC) and private sectors, and the civil society on the importance of integrity and governance in enhancing the image of the public services. The keynote address entitled 'Towards a High Performance and Integrity in Public Service' was delivered by Tan Sri Dr. Ali Hamsa, Chief Secretary to the Government and Chairman of the Board of Directors of INTEGRITI. Tan Sri Ambrin Buang, the Auditor General officiated the closing ceremony.

Seven parallel workshops were held to discuss various issues related to the image and quality of public services. As the outcome of the discussions, seven resolutions were drawn for the government to consider. In addition, a special forum entitled 'Learn Through Others: Transparency, Integrity and Accountability' was also held in conjunction with KIN 2016.



GLOBAL INTEGRITY LEADERSHIP COURSE 2016

INTEGRITI, in collaboration with the Institute of Malaysian and International Studies (IKMAS), National University of Malaysia (UKM) and Integrity Action organised the inaugural Global Integrity Leadership Course (GILC) 2016 from 23 July to 6 August. GILC focused specifically on enhancing integrity in leadership and management. In order to achieve that objective, senior officers in the government and private sectors, academicians, members of parliament, professional groups, media practitioners and leaders from various agencies in Malaysia as well as from the ASEAN member countries were invited to participate in this programme.

The course also provided an interactive platform that enabled the participants to share and review ethical and integrity practices within their organisations, comparing them with those of other ASEAN countries. Participants were taken for a visit to Petroliaam Nasional Berhad (PETRONAS), the Central Bank of Malaysia (BNM), the Malaysian Anti-Corruption Commission (MACC) and the Royal Malaysia Police (PDRM) to listen first hand to the experiences and strategies taken by these agencies in implementing integrity.

GILC module covered the basic concepts of ethics and integrity by using various methods such as the use of case studies in global and local contexts.



GLOBAL INTEGRITY LEADERSHIP COURSE 2016

INTEGRITI dengan kerjasama Institut Kajian Malaysia dan Antarabangsa (IKMAS), Universiti Kebangsaan Malaysia (UKM) dan *Integrity Action* telah menganjurkan siri pertama *Global Integrity Leadership Course* (GILC) 2016 pada 23 Julai hingga 6 Ogos. GILC memberi tumpuan khusus untuk meningkatkan kepimpinan dan pengurusan yang berintegriti. Bagi tujuan itu, pegawai-pegawai kanan di sektor kerajaan dan swasta, ahli akademik, ahli parlimen, kumpulan profesional, pengamal media dan pemimpin daripada pelbagai agensi di Malaysia serta dari negara-negara anggota ASEAN dijemput menyertai program ini.

Kursus ini juga menyediakan platform interaktif yang membolehkan para peserta berkongsi dan mengkaji semula amalan etika dan integriti dalam organisasi dengan negara-negara lain di ASEAN. Para peserta turut dibawa melawat ke Petroliaam Nasional Berhad (PETRONAS), Bank Negara Malaysia (BNM), Suruhanjaya Pencegahan Rasuah (SPRM) dan Polis Diraja Malaysia (PDRM) untuk mendengar sendiri pengalaman serta strategi agensi tersebut dalam pelaksanaan integriti.

Modul GILC meliputi konsep asas etika dan integriti dengan menggunakan pelbagai kaedah seperti penggunaan kajian kes dalam konteks global serta tempatan.



PERSIDANGAN INTEGRITI PENDIDIKAN TINGGI

INTEGRITI dengan kerjasama Kementerian Pendidikan Tinggi Malaysia (KPTM) dan Universiti Teknologi MARA (UiTM) telah menganjurkan Persidangan Integriti Pendidikan Tinggi pada 24 November 2016 di Institut Kepimpinan dan Pembangunan UiTM Nilai, Negeri Sembilan. Persidangan bertemakan 'Memperkasa Pendidikan Tinggi Negara' ini diadakan untuk berkongsi pengalaman berkaitan usaha penerapan nilai integriti melalui institut pengajian tinggi (IPT) dan mendokumentasikan amalan baik pengurusan berasaskan integriti di IPT sebagai bahan rujukan. Program ini juga dapat memperkukuhkan kerjasama dan membina jaringan untuk memartabatkan integriti antara IPT dengan INTEGRITI. Turut diadakan ialah forum bertajuk 'Integriti Dalam Pendidikan Tinggi Malaysia' dan lima bengkel selari yang diadakan untuk memperhalus isu-isu berkaitan tadbir urus dan pengurusan sumber manusia; pengurusan kewangan dan penjaan kekayaan; pengurusan akademik (kurikulum) dari perspektif integriti; dan pembangunan komuniti dan kesukarelawan. Hadir ke persidangan ini ialah 150 orang peserta dari kalangan pensyarah dan pegawai kanan IPT awam dan swasta.

HIGHER EDUCATION INTEGRITY CONFERENCE

INTEGRITI organised the Higher Education Integrity Conference in cooperation with the Malaysian Ministry of Higher Education (MOHE) and MARA University of Technology (UiTM) on 24 November 2016 at the Institute of Leadership and Development, UiTM Nilai, Negeri Sembilan. This conference, themed 'Empowering National Higher Education', was organised to share experiences of the institutes of higher learning in inculcating integrity and to document good integrity-related administrative practices as reference material. Such a programme is able to strengthen cooperation and build network in order to uphold integrity between institutes of higher learning and INTEGRITI. On the other hand, a forum entitled 'Integrity in Malaysian Higher Education' was also organised with five parallel workshops to refine issues related to the governance and administration of human resource; financial management and wealth creation; academic management (curriculum) from the integrity perspective as well as volunteerism and community development. 150 participants among which were lecturers and senior officers of public and private institutes of higher learning attended the conference.

INTEGRITI *HIGH-TEA* BERSAMA KEDUTAAN LUAR NEGARA DI KUALA LUMPUR

Bagi merealisasikan output keempat sebagai pusat rujukan integriti dalam negara dan serantau yang mempunyai rangkaian strategik dan mendapat pengiktirafan global, INTEGRITI telah menganjurkan *high-tea* bersama kedutaan luar negara di Kuala Lumpur pada 8 September 2016. Sesi ini diadakan dalam usaha untuk berkongsi maklumat tentang usaha pemantapan integriti di Malaysia dan negara-negara Eropah serta Amerika Syarikat. Hadir dalam program tersebut ialah pegawai kedutaan dari negara-negara terbabit. *High-tea* bersama kedutaan luar negara melibatkan negara-negara lain akan diadakan dalam sesi berikutnya pada tahun 2017.

INTEGRITI *HIGH-TEA* WITH FOREIGN EMBASSIES IN KUALA LUMPUR

INTEGRITI organised a high-tea with foreign embassies in Kuala Lumpur on 8 September 2016 in order to realise its fourth output, which is to be an institution that is the focal point of reference on integrity that is also strategically networked and internationally linked. The high-tea was held with the objective to share information on the efforts of strengthening integrity in Malaysia, Europe and the United States of America. Those present at the programme were embassy officials from the said countries. High-tea with foreign embassies involving other countries will be held in the subsequent session in 2017.



BREAKFAST TALK *

Breakfast Talk telah dianjurkan sepanjang tahun memfokuskan kepada pelbagai isu integriti dalam negara. Program ini menampilkan panel-panel daripada pelbagai bidang dan kepakaran untuk berkongsi pandangan dan membincangkan isu-isu tersebut. Sejak diadakan, *Breakfast Talk* telah mendapat sambutan dan perhatian banyak pihak dan ini terbukti apabila INTEGRITI menerima jemputan daripada Agensi Kelayakan Malaysia (MQA) untuk menganjurkan program tersebut pada November 2016.



Tajuk	Pembicara utama	Tarikh
Dasar Keselamatan dan Kebajikan Pegawai Penguat Kuasa Semasa Menjalankan Tugas	Dato' Suriani Dato' Ahmad , Timbalan Ketua Setiausaha (Kawalan dan Penguatkuasaan) Kementerian Dalam Negeri	21 Januari 2016
Penjagaan Kesihatan Kanser, Tanggungjawab Kita: Perspektif Integriti	Datuk Dr. Jeyaindran Tan Sri Sinnadurai, Timbalan Ketua Pengarah Kesihatan (Perubatan) Kementerian Kesihatan Malaysia	17 Februari 2016
Peranan Wanita Dalam Pembudayaan Integriti	Prof. Emerita Tan Sri Dato' Seri Dr. Sharifah Hapsah Syed Hasan Shahabudin, Presiden Majlis Kebangsaan Pertubuhan Wanita Malaysia (NCWO)	9 Mac 2016
Pemberi Maklumat Wajar Dilindungi	Pn. Akhzailina Md. Akhir, Ketua Penolong Pengarah Bahagian Hal Ehwal Undang-Undang (BHEUU), Jabatan Perdana Menteri (JPM)	14 April 2016
Media Sosial dan Media Cetak: Kebertanggungjawaban Pelaporan Berita Perspektif Integriti	Tan Sri Johan Jaafar, mantan Pengerusi Media Prima Sdn Bhd	20 Mei 2016
Integriti Belia: Peranan dan Cabaran Dalam Merealisasikan Hala Tuju Agenda Pelan Integriti Nasional (PIN)	Hj. Mua'amar Ghadafi Jamal Datuk Wira Jamaluddin, Presiden Majlis Belia Malaysia (MBM)	22 Ogos 2016
Meniti Semangat Perjuangan Patriotik: Perspektif Integriti	YB Senator Laksamana (B) Tan Sri Dato Setia Mohd Anwar H. Mohd Nor	28 September 2016
Jaminan Kualiti dan Program Pendidikan di IPT: Isu dan Cabaran Perspektif Integriti	En. Muhammad Muammar Gadaffi Omar, Pengarah Bahagian Dasar dan Perancangan Strategik MQA	29 November 2016

BREAKFAST TALK *

Breakfast Talk organised throughout the year focused on various issues of integrity within the country. This programme gathered panel of speakers and experts from various fields to share views and discuss on the programme's topic. Since its inception, Breakfast Talk was well received by various parties and this was proven when INTEGRITI was invited by the Malaysian Qualifying Agency (MQA) to jointly organise a programme with the same format in November 2016.



Topic	Main speakers	Date
Safety and Welfare Policies of Enforcement Officers on Duty	Dato' Suriani Dato' Ahmad, Deputy Secretary-General (Policy and Enforcement) Ministry of Home Affairs	21 January 2016
Our Responsibility on the Healthcare of Cancer: An Integrity Perspective	Datuk Dr. Jeyaindran Tan Sri Sinnadurai, Deputy Director General of Health (Medical) Ministry of Health Malaysia	17 February 2016
The Role of Women in Enculturation of Integrity	Prof. Emerita Tan Sri Dato' Seri Dr. Sharifah Hapsah Syed Hasan Shahabudin, President of the National Council of Women's Organisation (NCWO) Malaysia	9 March 2016
Whistleblowers Should be Protected	Pn. Akhzailina Md. Akhir, Principal Assistant Director, Legal Affairs Division (LAD), Prime Minister's Department (PMD)	14 April 2016
Social and Print Media: Accountability in News Reporting from an Integrity Perspective	Tan Sri Johan Jaaffar, former Chairman of Media Prima Sdn Bhd	20 May 2016
Youth and Integrity: The role and Challenges in Realising the Direction of the Agenda of the National Integrity Plan (NIP)	Hj. Mua'amar Ghadafi Jamal Datuk Wira Jamaluddin, President of the Malaysian Youth Council (MBM)	22 August 2016
Trailing the Spirit of Patriotism: The Integrity Perspective	YB Senator Laksamana (R) Tan Sri Dato Setia Mohd Anwar H. Mohd Nor	28 September 2016
Quality Assurance and Education Programmes in Institutes of Higher Learning: Issues and Challenges from the Integrity Perspective	En. Muhammad Muammar Gadaffi Omar, Director of the Policy and Strategic Planning Division of MQA	29 November 2016



PERBINCANGAN MEJA BULAT *

Perbincangan meja bulat mengupas pelbagai isu semasa berkaitan integriti. Program ini menentangahkan ramai ahli panel daripada pelbagai kementerian serta agensi kerajaan dan masyarakat sivil. Antaranya ialah Jabatan Audit Negara (JAN), Jabatan Kastam Diraja Malaysia (JKDM), Suruhanjaya Pencegahan Rasuah Malaysia (SPRM), Institut Tadbir Urus Korporat Malaysia (MICG), Unit Perancang Ekonomi (EPU), Gabungan Persatuan-Persatuan Pengguna Malaysia (FOMCA) dan Dewan Perdagangan Islam Malaysia (DPIM). Berikut merupakan tajuk-tajuk yang dibincangkan dalam program berkenaan:

- Isu-isu Integriti Utama Dalam Dapatan Laporan Ketua Audit Negara 2015 – 29 Mac 2016
- Integriti Para Peniaga Selepas Setahun Pelaksanaan GST – 28 April 2016
- Strategi Bagi Mengekang Kegiatan *Underground Economy* – 9 Jun 2016
- Strategi Bagi Mempertingkatkan Imej Perkhidmatan Awam di Malaysia Dalam Konteks Integriti – 29 Julai 2016
- Strategi Bagi Menerapkan Nilai Integriti Dalam Kalangan Kanak-kanak di Peringkat Prasekolah – 17 Ogos 2016
- Strategi Bagi Mengekang Keterlibatan Masyarakat Dalam Kegiatan Militan dan Terrorisme – 22 September 2016

* Nota: Hasil perbincangan daripada *Breakfast Talk* dan Perbincangan Meja Bulat ini kemudiannya diberi penelitian mendalam dan kertas nasihat dasar disediakan sebagai input kepada kerajaan.

ROUNDTABLE DISCUSSION *

The roundtable discussion analysed a variety of current issues related to integrity. This programme brought forward many panel speakers from various ministries, government agencies and the civil society. Among the agencies were the National Audit Department (JAN), the Royal Malaysian Customs Department (JKDM), the Malaysian Anti-Corruption Commission (MACC), the Malaysian Institute of Corporate Governance (MICG), the Economic Planning Unit (EPU), the Federation of Malaysian Consumers Associations (FOMCA) and Malaysian Islamic Chamber of Commerce (DPIM). The following topics were discussed in the programme:

- Key Integrity Issues in the Findings of the Auditor General's Report 2015 – 29 March 2016
- The Integrity of Business Operators and Traders, a Year After the Implementation of GST – 28 April 2016
- Strategies to Curb the Underground Economy – 9 June 2016
- Strategies to Elevate the Image of Public Services in Malaysia in the Context of Integrity – 29 July 2016
- Strategies to Inculcate the Integrity Values Among Children at the Preschool Level – 17 August 2016
- Strategies to Curb Community Involvement in Militant Activities and Terrorism – 22 September 2016

* Note: The outcome of the discussions during these Breakfast Talks and Roundtable Discussions were then analysed in detail and became the basis for policy advisory papers to the government.

DISKUSI PENYELIDIKAN

Diskusi penyelidikan membincangkan isu semasa yang sesuai untuk dijadikan sebagai kajian agar dapat dimanfaatkan bagi tujuan pembangunan negara. Pada tahun 2016, INTEGRITI telah mengadakan diskusi penyelidikan bertajuk 'Integriti: *Underground Economy*'. Sesi ini disertai wakil-wakil daripada Universiti Teknologi MARA (UiTM), Universiti Putra Malaysia (UPM), Pusat Pengajian Antarabangsa Kewangan Islam (INCEIF), Universiti Kuala Lumpur (UniKL) dan Universiti Utara Malaysia (UUM).

INTEGRITY ART NIGHT

Integrity Art Night dianjurkan dengan berlatarkan konsep yang santai, menarik dan menghiburkan. Program ini diadakan adalah untuk mendapatkan penglibatan penggiat seni agar elemen integriti diterapkan dalam karya-karya mereka. Ini sekali gus menggalakkan masyarakat khususnya generasi muda masa kini menghayati dan membudayakan nilai-nilai integriti sambil menikmati alunan muzik, lagu,

RESEARCH DISCUSSIONS

Research discussions focusing on relevant current issues that will be carried out as a study will benefit the nation's development in the future. INTEGRITI organised a research discussion entitled 'Integrity: *Underground Economy*' with the involvement of representatives from MARA University of Technology (UiTM), Universiti Putra Malaysia (UPM), International Centre of Education for Islamic Finance (INCEIF), Universiti Kuala Lumpur (UniKL) and Universiti Utara Malaysia (UUM) in 2016.

INTEGRITY ART NIGHT

The Integrity Art Night was organised based in a relaxed, interesting and entertaining setting. It was meant to attract the involvement of people in the arts so that the element of integrity would be incorporated into their artistic works. Hence, it will encourage the society, particularly the younger current generation to appreciate and inculcate integrity values while enjoying the rhythm, songs, films and poetry.



filem dan puisi. Selain persembahan, sesi dialog bersama tetamu khas juga diadakan. Berikut adalah tajuk *Integrity Art Night* yang telah diadakan:

- Gobok Wayang Integriti: *Mayhem*, Persepsi Atau Integriti – 29 Januari 2016
- Integriti di Hati – 29 April 2016
- Raikan Ramadan – 24 Jun 2016
- Integriti Inspirasi Malaysia: Bersama Sasterawan Negara – 8 September 2016
- Kanvas Integriti – 25 Oktober 2016
- Teater 'Plastik Hitam' – 8 November 2016

BUAL BICARA INTEGRITI

Bual Bicara Integriti bertajuk 'Menelusuri Sejarah Permulaan Penubuhan INTEGRITI dan Pelan Integriti Nasional (PIN)' telah diadakan pada 27 Julai 2016. Tiga orang tokoh yang terlibat secara langsung dalam penggubalan PIN serta penubuhan INTEGRITI telah hadir untuk berkongsi pengalaman ialah Tan Sri (Dr.) Samsudin Osman, Pengerusi KWSP dan mantan

Apart from the performances, dialogue sessions with special guests were also held. The following were the topics discussed:

- *Gobok Wayang* Integrity: *Mayhem*, Perception or Integrity – 29 January 2016
- *Integriti di Hati* – 29 April 2016
- Celebrating Ramadan – 24 June 2016
- Integrity, the Inspiration of Malaysia: An Audience with the Malaysian National Laureate – 8 September 2016
- Integrity Canvas – 25 October 2016
- '*Plastik Hitam*' Theatre – 8 November 2016



BUAL BICARA INTEGRITI

A special forum entitled 'Tracing the Historical Beginnings of the Establishment of INTEGRITI and the National Integrity Plan (NIP)' was held on 27 July 2016. The three key personalities involved directly in the formulation of NIP and the establishment of INTEGRITI were present to share their experiences. They



Ketua Setiausaha Negara yang juga mantan Pengerusi Lembaga Pengarah INTEGRITI yang pertama; Prof Emeritus Dato' Dr. Abdul Rahman Embong, Felo Utama Institut Kajian Malaysia dan Antarabangsa (IKMAS), Universiti Kebangsaan Malaysia (UKM); dan Dato' Sri Hj. Mustafar Hj. Ali, Timbalan Ketua Pesuruhjaya (Pencegahan), Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) yang juga mantan Timbalan Presiden INTEGRITI. YABhg. Tun Abdullah Ahmad Badawi, mantan Perdana Menteri hadir sebagai tetamu jemputan khas ke program ini.

were Tan Sri (Dr.) Samsudin Osman, Chairman of Employees Provident Fund (EPF), the former Chief Secretary to the Government and also the first Chairman of the Board of Directors of INTEGRITI; Prof Emeritus Dato' Dr. Abdul Rahman Embong, Principal Fellow of INTEGRITI and Principal Fellow of the Institute of Malaysian and International Studies

(IKMAS), National University of Malaysia (UKM); and Dato' Sri Hj. Mustafar Hj. Ali, Deputy Chief Commissioner (Prevention), Malaysian Anti-Corruption Commission (MACC) and also the former Deputy President of INTEGRITI. YABhg. Tun Abdullah Ahmad Badawi, former Prime Minister was present as a special invited guest to the programme.



PELANCARAN BUKU

Sepanjang tahun 2016, dua buah buku telah dilancarkan seperti berikut:

Judul	Tarikh pelancaran
<i>A National Integrity System</i>	Dilancarkan oleh YABhg. Tun Abdullah Ahmad Badawi pada 27 Julai 2016
Modul Latihan Agensi Penguatkuasaan	Dilancarkan oleh Tan Sri Dr. Ali Hamsa pada 17 November 2016



BOOK LAUNCH

Throughout 2016, two books were launched as follows:

Title	Date of the launch
<i>A National Integrity System</i>	Launched by the YABhg. Tun Abdullah Ahmad Badawi on 27 July 2016
<i>Modul Latihan Agensi Penguatkuasaan</i>	Launched by Tan Sri Dr. Ali Hamsa on 17 November 2016



PUSAT KOORDINASI & PEMANTAUAN DAN KHIDMAT PENGURUSAN

CENTRE FOR COORDINATION & MONITORING AND MANAGEMENT SERVICES

Pusat Koordinasi & Pemantauan dan Khidmat Pengurusan memainkan peranan penting dalam membantu pemantauan, penyelarasan dan pelaksanaan Pelan Integriti Nasional (PIN) serta bertindak sebagai penyelar as kepada Perancangan Korporat bagi tujuan pemantauan dan penilaian semua program dan aktiviti dalaman organisasi.

1. *Dashboard Integriti*

Pembinaan *dashboard* ini bertujuan mengumpul maklumat program integriti yang dilaksanakan oleh semua pihak berkepentingan di seluruh negara. Melalui maklumat ini, INTEGRITI dapat menganalisis data dan maklumat secara visual bagi melihat program yang dilaksanakan adalah mencakupi semua kumpulan sasaran seperti yang terkandung dalam PIN. INTEGRITI akan memberikan khidmat nasihat dan cadangan kepada pihak berkepentingan melalui contoh-contoh program yang telah dilaksanakan termasuk pengenalan kepada beberapa instrumen yang telah dibina bagi tujuan peningkatan integriti.

2. Program Transformasi INTEGRITI

INTEGRITI dengan kerjasama Perbadanan Taman Negeri Perak telah mengadakan program transformasi di Taman Negeri Royal Belum, Perak pada 20 hingga 23 Mac 2016. Program ini bertujuan untuk memberikan pendedahan tentang *survival* kehidupan dan kepentingan menghargai alam sekitar kepada warga INTEGRITI. Turut diadakan adalah aktiviti ke penempatan orang Asli daripada Suku Jahai di Kampung Aman Damai seperti pemasangan lampu solar, penanaman biji benih dan sesi mewarna bersama kanak-kanak orang asli.

The Centre for Coordination & Monitoring and Management Services plays an important role in assisting in monitoring, coordinating and implementing the National Integrity Plan (NIP) and acts as the coordinator of Corporate Planning for the purpose of monitoring and evaluating all programmes and activities of the institute.

1. Integrity Dashboard

The development of this dashboard is to gather information on integrity programmes carried out by all stakeholders in the country. Through this information, INTEGRITI will be able to visually analyse data and information in order to monitor whether the programmes carried out encompass the target groups contained in the NIP. INTEGRITI will then provide advice and suggestions to stakeholders through examples of successfully completed programmes and introduce several instruments that have been created for the purpose of enhancing integrity.

2. INTEGRITI Transformation Programme

INTEGRITI with the cooperation of the Perak State Parks Corporation carried out a transformation programme in Taman Negeri Royal Belum, Perak from 20 to 23 March 2016. This programme was aimed at providing the staff of INTEGRITI the exposure on survival and the importance of appreciating the environment. Other activities including installing solar lights, planting vegetable seeds and colouring sessions with the aboriginal children were conducted at the aboriginal settlement of Suku Jahai, Kampung Aman Damai.

3. **Kursus Pengurusan Strategik dan Perancangan Organisasi**

Kursus Pengurusan Strategik dan Perancangan Organisasi telah diadakan pada 13 hingga 16 Disember 2016 di Port Dickson, Negeri Sembilan. Program ini bertujuan untuk merangka dan membincangkan perancangan strategik dalam rangka gerak kerja tahun 2017.

4. **Kursus Latihan Bagi Pengajar Modul Integriti**

INTEGRITI telah menganjurkan Kursus Latihan Bagi Pengajar (TOT) Modul Integriti dari 1 hingga 3 Jun 2016. Kursus ini bertujuan untuk melatih lebih ramai tenaga pengajar bagi membantu menyebarkan mesej integriti di peringkat negeri bagi pihak INTEGRITI.

KHIDMAT PENGURUSAN

Unit Sumber Manusia

1. **Majlis Anugerah Perkhidmatan Cemerlang (APC)**

Seramai enam orang warga INTEGRITI telah dipilih untuk menerima Anugerah Perkhidmatan Cemerlang 2015 pada 12 April 2016.

NAMA PENERIMA ANUGERAH
En. Muhammad Azlan Mohamed Lazim
En. Jaafar Othman
Pn. Nazsalwani Mohd Senan
En. Mohd Elminizam Mohamed Ramli
Pn. Busroo Yusoff
Pn. Rozana Md Tahir

3. **Strategic Management and Organisational Planning Course**

The Strategic Management and Organisational Planning Course was held from 13 to 16 December 2016 in Port Dickson, Negeri Sembilan with the objective to plan, discuss and strategize the 2017 work plan.

4. **Training of Trainers of Integrity Module**

From 1 to 3 June 2016, INTEGRITI organised the Training of Trainers Course (TOT) of the Integrity Module. This course was aimed at training more instructors to assist in disseminating the integrity message at state levels on behalf of INTEGRITI.

MANAGEMENT SERVICES

Human Resource Unit

1. **Service Excellence Award Ceremony**

INTEGRITI awarded six employees with the Service Excellence Award 2015 on 12 April 2016.

NAME OF AWARD RECIPIENTS
En. Muhammad Azlan Mohamed Lazim
En. Jaafar Othman
Pn. Nazsalwani Mohd Senan
En. Mohd Elminizam Mohamed Ramli
Pn. Busroo Yusoff
Pn. Rozana Md Tahir

2. Anugerah Penghargaan Kesetiaan

Pada tahun 2016, seramai enam warga INTEGRITI telah menerima anugerah Penghargaan Kesetiaan 10 Tahun daripada INTEGRITI. Majlis ini adalah yang kedua diadakan sebagai tanda penghargaan organisasi kepada mereka atas perkhidmatan yang telah diberikan sepanjang tempoh tersebut.

NAMA PENERIMA ANUGERAH
En. Mohd Rezaidi Mohd Ishak
En. Mohd Yany Yusoff
En. Aryzam Rahim
Pn. Rozana Md Tahir
En. Mohd Elminizam Mohamed Ramli
En. Abdul Patah Chik

2. Loyalty Appreciation Award

In 2016, six INTEGRITI employees received the Loyalty Appreciation Award for their 10 years of service in INTEGRITI. This was the second time such a ceremony was held in appreciation of the staff services and loyalty.

NAME OF AWARD RECIPIENTS
En. Mohd Rezaidi Mohd Ishak
En. Mohd Yany Yusoff
En. Aryzam Rahim
Pn. Rozana Md Tahir
En. Mohd Elminizam Mohamed Ramli
En. Abdul Patah Chik



Penerima Anugerah Perkhidmatan Cemerlang 2016
Recipients of the Service Excellence Award 2016

3. Latihan

Sepanjang tahun 2016, program-program latihan merangkumi pelbagai bidang kemahiran serta kompetensi telah dilaksanakan untuk warga INTEGRITI. Pelaksanaan semua program ini adalah untuk membangunkan modal insan yang kompeten, bermotivasi dan peka kepada perubahan persekitaran. Berikut adalah program-program yang telah dilaksanakan:

- Bengkel Pelan Integriti Organisasi (PIO) – 15 Mac 2016
- Program Transformasi INTEGRITI – 20 hingga 23 Mac 2016
- Bengkel Pengurusan Projek – 29 Mac dan 23 September 2016
- Kursus Pengurusan Pejabat – 10 hingga 16 Mei 2016
- Kursus Bahasa Inggeris – 21 Jun 2016
- Bengkel Penyelarasan Pelan Integriti Organisasi (PIO) – 21 Oktober 2016
- Bengkel Penulisan – 18 Oktober 2016
- Kursus Pengurusan Risiko – 25 November 2016
- Kursus Pengurusan Strategik dan Perancangan Organisasi – 13 hingga 16 Disember 2016

Selain itu, warga INTEGRITI juga berpeluang untuk menyertai latihan, kursus dan forum yang dianjurkan oleh pihak-pihak luar seperti berikut:

- Kursus Microsoft Excel 2010 (*Intermediate*) di Dorsett Regency, Kuala Lumpur – 18 Januari 2016
- *Basic Training Programme for Malaysian Integrity Test* di MIMOS Berhad – 22 Januari 2016
- *CBT Technical Personnel* (CTP) (program pensijilan) di MIMOS Berhad – 9 Mei 2016

3. Training

Throughout 2016, training programmes covering various fields of expertise and competency were carried out for the staff of INTEGRITI. The implementation of all the programmes were meant to develop human capital that are competent, motivated and aware of change in the surrounding. The following were the programmes conducted:

- Workshop on Organisational Integrity Plan (PIO) – 15 March 2016
- INTEGRITI Transformation Programme – 20 to 23 March 2016
- Project Management Workshop – 29 March and 23 September 2016
- Office Management Course – 10 to 16 May 2016
- English Language Course – 21 June 2016
- Coordination Workshop for Organisational Integrity Plan (PIO) – 21 October 2016
- Writing Workshop – 18 October 2016
- Risk Management Course – 25 November 2016
- Strategic Management and Organisational Planning Course – 13 to 16 December 2016

In addition, INTEGRITI staffs were given the opportunity to participate in training, courses and forums organised by external parties as follows:

- Microsoft Excel Course 2010 (*Intermediate*) at Dorsett Regency, Kuala Lumpur – 18 January 2016
- Basic Training Programme for Malaysian Integrity Test at MIMOS Berhad – 22 January 2016
- CBT Technical Personnel (CTP) (certification programme) at MIMOS Berhad – 9 May 2016
- MPAS Site Technical Administrator (MSTA) at

- *MPAS Site Technical Administrator (MSTA)* di MIMOS Berhad (program pensijilan) – 10 Mei 2016
- *Comprehensive Proctor Certification Programme (PBT and CBT)* di MIMOS Berhad – 11 Mei 2016
- *Training for Programme Manager (PM)* di MIMOS Berhad – 12 Mei 2016
- *Training for Site Test Supervisor (STS)* di MIMOS Berhad – 12 Mei 2016
- Seminar *Tadabbur* Al-Quran sempena bulan Ramadan 1437H/2016M, Kompleks Pusat Islam, Kuala Lumpur – 21 Jun 2016
- *Conference on Corporate Governance and Responsibility: Theory Meets Practice* di Singapura – 22 hingga 23 Julai 2016
- Kursus Anugerah Persijilan Kayak Bintang II di Pusat Rekreasi Arus Sg. Delim, Kulim, Kedah – 29 hingga 31 Julai 2016
- *Forum Culturing an Informed Society* – 20 Oktober 2016
- *INTAN Dialogue with Learning and Development (L&D) Champion* 2016, INTAN, Bukit Kiara – 8 November 2016
- *UBS-Software On-Site Training* di INTEGRITI – 8 hingga 9 November 2016
- *MIA Conference* 2016 di Kuala Lumpur City Centre (KLCC) – 15 hingga 16 November 2016
- Forum dan Sesi Dialog sempena Hari Anti Rasuah Antarabangsa 2016 di Dewan Persidangan Hotel Premiera, Kuala Lumpur – 9 Disember 2016
- MIMOS Berhad (certification programme) – 10 May 2016
- Comprehensive Proctor Certification Programme (PBT and CBT) at MIMOS Berhad – 11 May 2016
- Training for Programme Manager (PM) at MIMOS Berhad – 12 May 2016
- Training for Site Test Supervisor (STS) at MIMOS Berhad – 12 May 2016
- *Tadabbur* Al-Quran Seminar in conjunction with the month of Ramadan 1437H/2016M, Islamic Centre Complex, Kuala Lumpur – 21 June 2016
- Conference on Corporate Governance and Responsibility: Theory Meets Practice in Singapore – 22 to 23 July 2016
- Kayak Bintang II Certification Award course at Pusat Rekreasi Arus Sg. Delim, Kulim, Kedah – 29 to 31 July 2016
- Forum Culturing an Informed Society – 20 October 2016
- INTAN Dialogue with Learning and Development (L&D) Champion 2016, INTAN, Bukit Kiara – 8 November 2016
- UBS-Software On-Site Training at INTEGRITI – 8 to 9 November 2016
- MIA Conference 2016 at Kuala Lumpur City Centre (KLCC) – 15 to 16 November 2016
- Forum and Dialogue Session in conjunction with the International Anti-Corruption Day 2016 at Dewan Persidangan Hotel Premiera, Kuala Lumpur – 9 December 2016

UNIT TEKNOLOGI MAKLUMAT DAN KOMUNIKASI (ICT)

1. Laman Web INTEGRITI

Mulai 1 Januari 2016, laman web INTEGRITI telah berwajah baharu dengan beberapa penambahbaikan dari segi reka letak dan reka bentuk. Kandungannya pula sentiasa dikemas kini dari semasa ke semasa. Sepanjang 2016, seramai 572,154 orang pelawat telah mengunjungi laman web ini.

2. Pembangunan Laman Web Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP)

INTEGRITI telah mengambil inisiatif untuk membangunkan laman web JKNMPP iaitu www.politicalfinancing.my. Selain berkongsi dan menyebarkan maklumat berkaitan pembiayaan politik kepada masyarakat, laman web ini juga bertujuan untuk mendapatkan maklum balas orang ramai terhadap 32 cadangan yang disyorkan oleh jawatankuasa ini.

3. Portal Pusat Latihan 1Malaysia

Mulai September 2016, INTEGRITI telah menggunakan Portal Projek Pusat Latihan 1Malaysia (1MTC) bagi tujuan menguruskan kemudahan secara *online*. Projek 1MTC ini merupakan gerbang utama informasi kemudahan latihan di Institut Latihan Awam (ILA), kementerian dan agensi kerajaan. Projek ini diuruskan oleh Unit Pemodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU) di bawah inisiatif yang diilhamkan oleh Jawatankuasa Strategi Lautan Biru Kebangsaan (NBOS).

INFORMATION AND COMMUNICATION TECHNOLOGY UNIT (ICT)

1. INTEGRITI Webpage



Effective 1 January 2016, the revamped INTEGRITI web page was up and running after going through several changes in layout and design and the content is continuously updated. Throughout 2016, 572,154 visitors visited this webpage.

2. The Development of the National Consultative Committee on Political Financing (JKNMPP) Webpage

INTEGRITI has taken the initiative to develop a dedicated JKNMPP webpage, www.politicalfinancing.my. Other than sharing and disseminating information related to political financing, this webpage also aims to obtain feedback from the public regarding the 32 proposals recommended by this committee.

3. 1Malaysia Training Centre Portal

From September 2016, INTEGRITI began to use the 1Malaysia Training Centre (1MTC) Portal to manage its facilities online. This 1MTC project is the first main gateway to information on training facilities available at Public Training Institute (ILA), ministries and government agencies. This project is managed by the Malaysia Administrative Modernisation and Management Planning Unit (MAMPU) under the initiative inspired by the National Blue Ocean Strategy (NBOS) Committee.

PUSAT PEMBANGUNAN DAN PELAKSANAAN PROGRAM CENTRE FOR PROGRAMME DEVELOPMENT AND IMPLEMENTATION

Pusat Pembangunan dan Pelaksanaan Program bertanggungjawab menggerakkan semua lapisan serta sektor masyarakat ke arah mencapai sasaran lima Tekad Integriti. Seperti yang digariskan dalam Pelan Integriti Nasional (PIN), strategi pelan tindakan PIN digerakkan oleh 10 portfolio iaitu Kanak-Kanak, Pelajar dan Belia; Institusi Keluarga; Institusi Ekonomi; Institusi Pentadbiran; Institusi Agama; Institusi Politik; Agensi Penguatkuasaan; Masyarakat Sivil dan Komuniti; Sukan dan Rekreasi serta Warisan dan Budaya.

KANAK-KANAK, PELAJAR DAN BELIA

Portfolio ini berfungsi untuk menyemai dan menerapkan nilai-nilai integriti kepada golongan kanak-kanak, pelajar dan belia. Antara program yang telah dilaksanakan adalah seperti berikut:

1. Modul INTEGRITI Prasekolah

INTEGRITI dengan kerjasama Kementerian Pendidikan Malaysia (KPM), Institut Pendidikan Guru Malaysia (IPGM), Universiti Pendidikan Sultan Idris (UPSI), Pusat Kecemerlangan Penyelidikan Keluarga, Remaja dan Kanak-Kanak (FACE), Universiti Putra Malaysia (UPM) serta wakil-wakil daripada tadika awam dan swasta telah membangunkan Modul INTEGRITI Prasekolah (MIPS). MIPS merupakan pembelajaran interaktif yang menggunakan konsep *fun learning* melalui kaedah bercerita dan penggunaan boneka yang menekankan nilai-nilai integriti. Melalui program ini juga maskot SAM (Saya Anak Malaysia) telah diperkenalkan.

Satu kajian rintis tentang kesan pelaksanaan MIPS telah dilaksanakan melibatkan 11 guru dan 110 murid di 11 buah prasekolah terpilih di sekitar Kuala Lumpur, Putrajaya, Selangor dan Terengganu.

Senarai prasekolah yang terpilih adalah seperti berikut:

- Tadika Islam Taman Tun Dr. Ismail, Kuala Lumpur

The Centre for Programme Development and Implementation is responsible for mobilising all levels and sectors of society towards achieving the five Integrity Targets. As outlined in the National Integrity Plan (NIP), the strategic action plan of the NIP is mobilised by 10 portfolios which are Children, Students and Youth; Family Institutions; Economic Institutions; Administrative Institutions, Religious Institutions; Political Institutions, Enforcement Agencies; Civil Society and Community; Sports and Recreation as well as Heritage and Culture.

CHILDREN, STUDENTS AND YOUTH

This portfolio functions to instil integrity values among children, students and youth. Programmes implemented were as follows:

1. Pre-School INTEGRITY Module

INTEGRITI, with the cooperation from the Ministry of Education, Teachers Education Institute of Malaysia (IPGM), Universiti Pendidikan Sultan Idris (UPSI), Family, Adolescent and Child Research Centre of Excellence (FACE) of Universiti Putra Malaysia (UPM) as well as representatives from public and private kindergartens have developed the Pre-School INTEGRITY Module (MIPS). MIPS is an interactive learning that employs fun learning concept through story-telling and the use of hand puppets to impart integrity values. Through this programme, a mascot named SAM (*Saya Anak Malaysia*) was introduced.

A preliminary study on the effects of MIPS was carried out involving 11 teachers and 110 students in selected 11 pre-schools in Kuala Lumpur, Putrajaya, Selangor and Terengganu.

The list of selected pre-schools is as follows:

- Tadika Islam Taman Tun Dr. Ismail, Kuala Lumpur
- Tabika KEMAS Bunga Kenanga, Putrajaya

- Tabika KEMAS Bunga Kenanga, Putrajaya
- Tabika KEMAS Taman Kandis, Shah Alam, Selangor
- SK Bandar Utama Damansara, Petaling Jaya, Selangor
- SK Bukit Lanjan, Bandar Damansara Perdana, Petaling Jaya, Selangor
- Tabika Perpaduan Bandar Tun Razak, Cheras, Selangor
- Tadika Daie Bestari, Cheras, Selangor
- Tadika Cahaya Alam, Kepong, Selangor
- SK Kanchong Darat, Kuala Langat, Selangor
- Tabika Perpaduan Ladang Sg. Linau, Sepang, Selangor
- Tadika Tunas Madani, Besut, Terengganu
- Tabika KEMAS Taman Kandis, Shah Alam, Selangor
- SK Bandar Utama Damansara, Petaling Jaya, Selangor
- SK Bukit Lanjan, Bandar Damansara Perdana, Petaling Jaya, Selangor
- Tabika Perpaduan Bandar Tun Razak, Cheras, Selangor
- Tadika Daie Bestari, Cheras, Selangor
- Tadika Cahaya Alam, Kepong, Selangor
- SK Kanchong Darat, Kuala Langat, Selangor
- Tabika Perpaduan Ladang Sg. Linau, Sepang, Selangor
- Tadika Tunas Madani, Besut, Terengganu

2. Siri Syarahan Integriti Tun Azizan Zainul Abidin

INTEGRITI dengan kerjasama Universiti Teknologi PETRONAS (UTP) telah menganjurkan Siri Syarahan Tun Azizan Zainul Abidin (TAZA-ILC) 2016 di Kompleks Canselor UTP, Bandar Seri Iskandar, Perak pada 19 Oktober 2016. Sesi syarahan bertajuk *'Governance and Integrity: The Challenge on Trust Deficit'*

2. The Tun Azizan Zainul Abidin Integrity Lecture Series

INTEGRITI with the cooperation of Universiti Teknologi PETRONAS (UTP) organised the Tun Azizan Zainul Abidin Integrity Lecture Series (TAZA-ILC) 2016 at the Kompleks Canselor UTP in Bandar Seri Iskandar, Perak on 19 October 2016. The lecture entitled *'Governance and Integrity: The Challenge on Trust Deficit'* was delivered by YB Senator Datuk Paul Low Seng Kuan, Minister in the



The Challenge on Trust Deficit telah disampaikan oleh YB Datuk Paul Low Seng Kuan, Menteri di Jabatan Perdana Menteri. TAZA-ILC ini merupakan yang keenam anjuran bersama INTEGRITI dan UTP. Siri syarahan ini bertujuan memberi pendedahan dan kesedaran kepada para pelajar mengenai kepentingan integriti dalam kehidupan.

3. Pertandingan Penyediaan dan Pembentangan Kertas Dasar

INTEGRITI dengan kerjasama Persatuan Siswazah Wanita Malaysia (PSWM) telah mengadakan pertandingan Penyediaan dan Pembentangan Kertas Dasar Antara Pemimpin Mahasiswa Institut Pengajian Tinggi pada 15 Oktober 2016. Pertandingan yang julung kali diadakan ini bertujuan untuk memberi peluang kepada mahasiswa menilai dan memahami dasar-dasar sedia ada bagi tujuan penambahbaikan atau cadangan penggubalan dasar baharu. Lima tajuk dalam pertandingan ini menyentuh Dasar Perolehan

Negara, Dasar Keselamatan Dalam Negara, Dasar Sosial Negara, Dasar Belia Negara dan Dasar Pendidikan Negara. Pertandingan ini disertai oleh tujuh institut pengajian tinggi tempatan. Pasukan Universiti Teknologi MARA (UiTM) telah memperoleh tempat pertama, sementara Universiti Islam Antarabangsa Malaysia (UIAM) dan Universiti Malaya (UM) meraih tempat kedua dan ketiga.

4. Diskusi Integriti

Diskusi bertajuk 'Penguatan Integriti Daripada Perspektif Pelan Pembangunan Pendidikan Malaysia

Prime Minister's Department. This was the sixth time that INTEGRITI and UTP jointly organised the programme. This lecture series was aimed at providing exposure and awareness to students on the importance of integrity in life.

3. Competition on Policy Paper Preparation and Presentation

INTEGRITI with the cooperation from the *Persatuan Siswazah Wanita Malaysia* (PSWM) organised a Competition on Policy Paper Preparation and Presentation among Student Leaders from Institutions of Higher Learning on 15 October 2016. The inaugural competition was aimed at providing students with the opportunity

to evaluate and understand better the existing policies for the purpose of recommendation for improvement and drafting of new policies. The five topics in this competition focused on the National Procurement

Policy, National Security Policy, National Social Policy, National Youth Policy and National Education Policy. Seven local institutions of higher learning took part in this competition. The MARA University of Technology (UiTM) team won first place, while International Islamic University Malaysia (IIUM) and University of Malaya (UM) attained second and third place respectively.

4. Integrity Discussion

The discussion entitled 'Reinforcing Integrity from the Malaysian Education Blueprint (2013-2015) Perspective'



(2013-2015)' telah diadakan pada 28 Januari 2016. Sesi ini diadakan untuk meningkatkan pemahaman masyarakat tentang usaha pembentukan nilai, etika dan integriti dalam kalangan pelajar sekolah. Menerusi program ini, INTEGRITI memperoleh ruang dan peluang intervensi bagi membantu Kementerian Pendidikan Malaysia (KPM) menyemai nilai-nilai murni dalam kalangan pelajar. Sebanyak 11 anjakan utama proses transformasi sistem pendidikan negara telah diketengahkan dalam diskusi tersebut dengan tumpuan utama adalah kepada melahirkan rakyat yang menghayati nilai integriti.

was held on 28 January 2016. It was held to enhance people's understanding regarding efforts on moulding values, ethics and integrity among school children. Through this programme, INTEGRITI had the possibilities and opportunities for intervention in assisting the Ministry of Education to instil good values among students. A total of 11 primary initiatives in the educational system transformation process were highlighted in the discussion with the main focus on creating a nation that appreciates the integrity value.

INSTITUSI KELUARGA

Institusi keluarga berperanan dalam pembangunan keluarga dan insan berintegriti melalui pembinaan keluarga bahagia, peningkatan integriti dalam pengurusan kesihatan jasmani dan rohani serta pemantapan integriti sebagai asas pembentukan identiti masyarakat. Berikut merupakan program-program yang telah dilaksanakan di bawah portfolio Institusi Keluarga:

1. Diskusi 'Strategi Bagi Memantapkan Institusi Keluarga Selaras Dengan Tekad Ke-4 Pelan Integriti Nasional (PIN)'

Sesi perbincangan meja bulat mengenai 'Strategi Bagi Memantapkan Institusi Keluarga Selaras Dengan Tekad Ke-4 PIN' telah diadakan pada 27 April 2016. Diskusi ini bertujuan untuk menilai pelaksanaan Pelan Tindakan Integriti Nasional dalam institusi keluarga. Dihadiri oleh wakil-wakil daripada pelbagai agensi pelaksana, program ini mengetengahkan tiga orang panel jemputan iaitu Pn. Nazlina Abd Ghani, Pegawai Kerja Sosial, Pertubuhan Pertolongan Wanita (WAO); Dr. Ghazal Darusalam, Pengarah Pusat Penyelidikan dan Pembangunan Keluarga, Universiti Malaya (UM); dan En. Hairil Fadzly Md. Akir, Pengarah Sektor Dasar dan Penilaian Outcome, Lembaga Penduduk dan Pembangunan Negara (LPPKN).

FAMILY INSTITUTIONS

Family institutions play a role in developing family and individuals with integrity through the creation of happy families, enhancement of integrity in the physical and spiritual health management as well as strengthening the integrity as the foundation in the nation's identity building. Programmes implemented were as follows:

1. Discussion on the "Strategy to Strengthen Family Institutions in Align with the Fourth Target of the National Integrity Plan (NIP)"

A roundtable discussion on the "Strategy to Strengthen Family Institutions in Align with the Fourth Target of the NIP" was held on 27 April 2016. It aimed to evaluate the implementation of the National Integrity Action Plan within family institutions. Attended by representatives from various implementing agencies, this programme featured three invited panellists, namely Pn. Nazlina Abd Ghani, Social Work Officer, Women's Aid Organisation (WAO), Dr. Ghazal Darusalam, Director of Family Research and Development Centre, University of Malaya (UM) and En. Hairil Fadzly Md. Akir, Director of Policy and Outcome Evaluation Sector, National Population and Family Development Board (LPPKN).



2. *Family INTEGRITI Walk*

INTEGRITI telah bekerjasama dengan Majlis Perbandaran Ampang Jaya (MPAJ) untuk menganjurkan *Family*

Integrity Walk bersempena dengan sambutan Karnival Sihat Selangor 2016 pada 14 Ogos 2016 di Kompleks Muhibbah, Taman Nirwana. Program ini dilaksanakan secara bersepadu merentasi pelbagai institusi seperti kanak-kanak, belia, ekonomi dan agama.



Program yang dirasmikan oleh Dr. Daroyah Alwi, Exco Kesihatan, Kebajikan, Pembangunan Wanita dan Keluarga Negeri Selangor ini meliputi aktiviti kekeluargaan seperti senamrobik, berjalan kaki, berbasikal dan pertandingan 'keluarga ceria'. Selain daripada pameran kesihatan, aktiviti pengedaran pelekat integriti kepada para peniaga di sekitar kawasan berhampiran turut diadakan. Disertai oleh 800 orang peserta, program ini turut dimeriahkan dengan penampilan maskot INTEGRITI iaitu SAM

2. Family INTEGRITI Walk

INTEGRITI in cooperation with the Ampang Jaya Municipal Council (MPAJ) organised a Family Integrity Walk in conjunction with the Selangor Health Carnival 2016 on 14 August 2016 at the Kompleks Muhibah, Taman Nirwana. This programme was carried out in an integrated manner involving children, youth, economic and religious institutions.

Officially opened by Dr. Daroyah Alwi, executive councillor of Selangor Health, Welfare Woman and Family Affairs, the programme featured family fun activities such as aerobics, walking, cycling and 'cheerful family' competition. In addition, there were also a health exhibition and distribution of integrity stickers to the business community in the surrounding areas. With 800 participants, the programme was further enlivened by the appearance of INTEGRITI's mascot, SAM.



MASYARAKAT SIVIL DAN KOMUNITI

Institusi ini berperanan dalam pengukuhan nilai-nilai murni kejiranan dan komuniti, pemantapan pertubuhan dan institusi asas dalam komuniti, pengukuhan semangat patriotisme dan perpaduan antara kaum serta kesedaran mengenai pemuliharaan alam sekitar. Berikut adalah program yang telah dijalankan di bawah portfolio Masyarakat Sivill dan Komuniti:

1. Pentauliahann Pasukan Pemantau Pembangunan Integriti Bersama Komuniti

INTEGRITI telah mengadakan tiga majlis pentauliahann pasukan pemantau projek Pembangunan Integriti Bersama Komuniti (CIB) bersama Majlis Perbandaran Subang Jaya (MPSJ), Majlis Bandaraya Melaka Bersejarah (MBMB) dan Majlis Daerah Hulu Terengganu (MDHT) sebagai permulaan kepada pelaksanaan CIB dengan ketiga-tiga pihak berkuasa tempatan (PBT). Pentauliahann

CIVIL SOCIETY AND COMMUNITY

This institution plays an important role in strengthening good neighbourliness and community values, consolidating the fundamental organisations and institutions in the community, and enhancing the spirit of patriotism, inter-ethnic solidarity and awareness of environmental conservation. The following were programmes carried out under the portfolio of Civil Society and Community:

1. Accrediting the Community Integrity Building Monitoring Teams

As the preliminary implementation of Community Integrity Building (CIB) INTEGRITI held three separate ceremonies to accredit the monitoring teams of the CIB projects collaborated with three local authorities, namely Subang Jaya Municipal Council (MPSJ), Historical Melaka City Council (MBMB) and Hulu Terengganu District Council (MDHT). The accreditation was to acknowledge

tersebut bertujuan untuk memberi pengiktirafan dan kuasa kerja kepada semua pasukan pemantau bagi melaksanakan tanggungjawab mereka. Semua pasukan pemantau ini dipilih berdasarkan kewibawaan, kepercayaan dan minat dalam membantu menangani isu komuniti yang berlaku di kawasan tersebut. Berikut adalah tarikh majlis pentauliahkan:

- Majlis Perbandaran Subang Jaya (MPSJ) - 17 Januari 2016
- Majlis Bandaraya Melaka Bersejarah (MBMB) - 19 Julai 2016
- Majlis Daerah Hulu Terengganu (MDHT) - 22 Ogos 2016

INSTITUSI PENTADBIRAN

Institusi ini bertujuan untuk melaksanakan usaha-usaha pemantapan prinsip ketelusan, kebertanggungjawaban, tadbir urus terbaik serta peningkatan integriti dalam jentera pengurusan dan pentadbiran sektor awam. Berikut adalah maklumat lanjut berkaitan program yang telah dilaksanakan di bawah portfolio Institusi Pentadbiran:

1. Sistem Pengurusan Audit Nilai 2016

INTEGRITI telah dilantik menjadi sekretariat Sistem Pengurusan Audit Nilai (SPAN) yang bertujuan untuk mengukur dan menilai tahap amalan nilai teras dalam perkhidmatan awam. Bengkel bagi membincangkan hasil dapatan SPAN, menyediakan draf laporan serta cadangan-cadangan intervensi bagi tujuan penambahbaikan pelaksanaan SPAN telah diadakan pada Disember 2015, manakala sesi perbincangan bagi memurnikan laporan ini telah diadakan pada 18 Februari 2016. Sesi bengkel dan perbincangan ini melibatkan INTEGRITI, Bahagian Psikologi Jabatan Perkhidmatan Awam (JPA), Institut Tadbiran Awam Negara (INTAN) dan Institut Kefahaman Islam Malaysia (IKIM).

and empower the monitoring teams for them to carry out their responsibilities. These monitoring teams were chosen based on their credibility, trustworthiness and interest in addressing community issues that occurred in the areas concerned. The following were the dates of the accreditation:

- Subang Jaya Municipal Council (MPSJ) – 17 January 2016
- Historical Melaka City Council (MBMB) – 19 July 2016
- Hulu Terengganu District Council (MDHT) – 22 August 2016

2.3.4 ADMINISTRATIVE INSTITUTIONS

This institution aims to carry out activities to strengthen the principles of transparency, accountability, best practices as well as to elevate the level of integrity in the management and administration of the public sector. The following provides additional information pertaining to the programmes that were implemented:

1. Value Audit Management System 2016

INTEGRITI was appointed as the Value Audit Management System (SPAN) Secretariat with the aim of measuring and assessing the level of core values practised in the public service. In December 2015 a workshop which was held to discuss SPAN's findings, prepared a draft report and suggestions on intervention to further enhance the implementation of SPAN. Later on 18 February 2016, a discussion session was organised to consolidate the report. The parties involved include INTEGRITI, Psychological Management Division of the Public Services Department (JPA), National Institute of Public Administration (INTAN) and Institute of Islamic Understanding Malaysia (IKIM).

INSTITUSI EKONOMI

Portfolio Institusi Ekonomi berperanan dalam pemantapan integriti sektor korporat, meningkatkan komitmen sektor korporat terhadap tanggungjawab sosial (CSR), pengukuhan serta peningkatan tadbir urus yang baik dan budaya niaga yang beretika serta pengukuhan perpaduan antara kaum dan antara wilayah melalui aktiviti ekonomi. Berikut antara program yang telah dilaksanakan:

1. Dialog Integriti Bersama Peniaga

INTEGRITI dengan kerjasama Majlis Bandaraya Petaling Jaya (MBPJ) telah menganjurkan sesi dialog bertajuk 'Pengamalan Etika Perniagaan Dalam Urusan Perniagaan' bersama peniaga-peniaga di Dewan Sivik MBPJ pada 5 April 2016. Program ini diadakan bagi memperbaiki kefahaman dan memberi kesedaran kepada para peniaga tentang kepentingan pengamalan etika perniagaan serta sentiasa mematuhi prosedur yang telah ditetapkan.

2. Kursus *Ethics And Integrity For Leaders*

INTEGRITI dan Pusat Kepimpinan PETRONAS telah bekerjasama mengadakan program latihan Sistem Integriti Korporat Malaysia (CISM) pada 17 dan 18 Mei 2016 di OASIS, Pasir Gudang, Johor. Program *Ethics and Integrity for Leaders* ini diadakan atas permintaan Johor Port Berhad (JPB) buat kali kedua bertujuan untuk



ECONOMIC INSTITUTIONS

The portfolio of Economic Institutions functions to enhance the integrity of the corporate sector, raise the commitment of the corporate sector towards their social responsibility (CSR), strengthen and improve good governance and ethical business culture, and to strengthen unity among inter-ethnic and regional solidarity through economic activities. The programmes that were carried out include:



1. Integrity Dialogue with Business Community

INTEGRITI with the cooperation from the Petaling Jaya Municipal Council (MBPJ) organised a dialogue session entitled 'The Practice of Ethical Business in Business Activities' with the business community at Dewan Sivik MBPJ on 5 April 2016. This programme was carried out to improve knowledge and create awareness among business people on the importance of practising ethics in business and always complying to procedures.

2. Ethics and Integrity for Leaders Course

INTEGRITI and PETRONAS Leadership Centre jointly organised a training programme pertaining to Corporate Integrity System Malaysia (CISM) on 17 and 18 May 2016 at OASIS, Pasir Gudang, Johor. The Ethics and Integrity for Leaders programme was held for the second time on the request of Johor Port Berhad (JPB). It was aimed at

berkongsi pengetahuan tentang peranan pemimpin dalam sesebuah organisasi mendukung integriti. Matlamat utama kursus ini adalah untuk menjadikan integriti sebagai asas amalan warga kerja di JPB. Lapan modul yang digunakan dalam latihan ini adalah bersifat komprehensif merangkumi pelbagai perspektif integriti.

3. Pengukuhan Integriti Anggota Koperasi

INTEGRITI dengan kerjasama Suruhanjaya Koperasi (SKM) telah menganjurkan program 'Pengukuhan Integriti Anggota Koperasi'. Program tersebut diadakan untuk memberi kesedaran tentang kepentingan amalan etika perniagaan dan tadbir urus yang baik. Ia juga bertujuan untuk memperkukuh dan memantapkan tadbir urus anggota koperasi selaku pemimpin kepada ahli-ahli koperasi. Program ini telah diadakan di beberapa zon seperti berikut:

- Zon Utara di Pulau Langkawi, Kedah - 1 hingga 2 Jun 2016
- Kota Kinabalu, Sabah - 24 hingga 25 Ogos 2016
- Zon Timur di Kota Bharu, Kelantan - 5 hingga 6 Oktober 2016
- Zon Selatan di Johor Bahru, Johor - 12 hingga 13 Oktober 2016

4. Kursus *Corporate Director Leadership and Integrity*

Kursus *Corporate Director Leadership and Integrity* (CDLI) telah diadakan dari 7 hingga 11 Mac 2016 di Institut Tadbiran Awam Negara (INTAN), Bukit Kiara. CDLI bertujuan untuk meningkatkan kefahaman dan pengetahuan tentang peranan ahli lembaga pengarah yang mewakili kerajaan demi menjaga kepentingan kerajaan dalam syarikat-syarikat miliknya. Ia juga dapat meningkatkan pengetahuan mengenai sistem perjalanan tadbir urus syarikat serta elemen-elemen penting penyata kewangan. CDLI juga bertujuan untuk memberi pendedahan berkenaan dasar dan peraturan semasa

sharing knowledge on the role of leaders in organisations in upholding integrity. The main purpose of this course was to make integrity the fundamental practice among JPB workers. Eight comprehensive modules used in this training incorporated various perspectives of integrity.

3. Strengthening the Integrity of Cooperative Members

INTEGRITI with the cooperation of Malaysian Cooperatives Commission (SKM) organised a programme entitled 'Strengthening the Integrity of Cooperative Members'. This programme was held to raise awareness on the importance of ethical business practices and good governance. It also aimed to reinforce the governance of cooperative members as leaders to other cooperative members. This programme was held in several zones:

- Northern Zone in Pulau Langkawi, Kedah - 1 to 2 June 2016
- Kota Kinabalu, Sabah - 24 to 25 August 2016
- Eastern Zone in Kota Bharu, Kelantan - 5 to 6 October 2016
- Southern Zone in Johor Bahru, Johor - 12 to 13 October 2016



YB Datuk Seri Wahid Omar berkongsi pengalaman dengan para peserta kursus CDLI
YB Datuk Seri Wahid Omar shared his experience with the participants of CDLI course

kerajaan serta kaitannya dengan peranan syarikat tersebut. YB Datuk Seri Wahid Omar, Menteri di Jabatan Perdana Menteri turut hadir memberikan perkongsian tentang 'Pengurusan ekonomi negara: Konsep dan amalan' pada program tersebut.

INSTITUSI POLITIK

Institusi politik berperanan untuk memastikan pengekaln keseluruhan perlembagaan dan kedaulatan undang-undang negara berlaku melalui pengamalan politik yang berintegriti, pengembangan budaya politik yang sihat, beretika, matang, demokratik dan telus. Berikut adalah program yang telah dilaksanakan di bawah portfolio Institusi Politik:

1. Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik

YAB Perdana Menteri Datuk Seri Najib Tun Razak telah mengumumkan penubuhan Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP) pada 14 Ogos 2015 bagi membincang serta meneliti langkah-langkah yang boleh diambil untuk menambah baik aspek ketelusan, akauntabiliti dan pematuhan integriti yang melibatkan parti-parti dan ahli-ahli politik terhadap pembiayaan politik. Menerusi pengumuman tersebut juga, INTEGRITI diberi tanggungjawab sebagai pusat rujukan dan perunding cara JKNMPP. Pada hujung tahun 2016, laporan JKNMPP telah disiapkan dengan mengesyorkan 32 cadangan kepada kerajaan yang merangkumi proses pelaksanaan, keperluan undang-undang baharu serta isu-isu yang lebih luas dan bersifat jangka panjang.

2. Pembentangan Laporan Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik

Pada 30 September 2016, YB Senator Datuk Paul Low Seng Kuan, Menteri di Jabatan Perdana Menteri telah membentangkan Laporan Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP).

4. Corporate Director Leadership and Integrity Course

The Corporate Director Leadership and Integrity (CDLI) course was held from 7 to 11 March 2016 at the National Institute of Public Administration (INTAN), Bukit Kiara. CDLI was aimed to raise knowledge and understanding on the role of board of directors who represent the government so as to protect the interests of the government in the companies it owns. This course was also to help improve the knowledge on governing the companies and reporting important elements in financial statements. CDLI also aimed to provide exposure regarding government's current policies and rules relating to the role of the companies concerned. YB Datuk Seri Wahid Omar, Minister in the Prime Minister's Department, also attended the programme to share his experience on 'The Management of National Economy: Concept and Practices'.

POLITICAL INSTITUTIONS

Political institutions play a role to sustain the country's constitution and sovereignty of the rule of law through the practice of politics with integrity and the dynamics of healthy, ethical, mature, democratic and transparent political culture. The following programmes were carried out by this portfolio:

1. National Consultative Committee on Political Financing

YAB Prime Minister Datuk Seri Najib Tun Razak announced the formation of the National Consultative Committee on Political Financing (JKNMPP) on 14 August 2015. This committee was set up to discuss and evaluate measures on improving the aspects of transparency, accountability and integrity compliance involving political parties and their members on political financing. Following this announcement, INTEGRITI was entrusted with the responsibility to be a reference and consultancy centre. Towards the end of 2016, the JKNMPP report was completed with 32 recommendations made to the



Laporan tersebut berlandaskan kepada enam prinsip utama iaitu keluhuran undang-undang, meningkatkan penyertaan masyarakat, perlindungan hak awam, ketelusan, akauntabiliti dan integriti serta persaingan politik yang sihat. Keenam-enam prinsip tersebut amat penting untuk menyokong 32 cadangan JKNMPP yang merangkumi proses pelaksanaan, keperluan undang-undang baharu dan kandungannya, serta isu-isu yang lebih luas dan bersifat jangka panjang. Cadangan utama dalam laporan tersebut adalah penyediaan undang-undang baharu bagi mengawal selia sistem pembiayaan politik di negara ini.

government that encompassed the implementation process, the need for new laws and broader issues which are long-term in nature.

2. The Presentation of National Consultative Committee's Report on Political Financing

On 30 September 2016, YB Senator Datuk Paul Low Seng Kuan, Minister in the Prime Minister's Department, presented the National Consultative Committee on Political Financing (JKNMPP) Report. It was based on six key principles, namely supremacy of rule of law, increase civic engagement, civil rights protection,

transparency, accountability and integrity as well as healthy political competition. These six principles are very important in supporting the 32 recommendations proposed by JKNMPP that encompassed the implementation process, the need for new laws and broader issues which are long-term in nature. The main recommendation in that report is the provision of new laws to monitor the system of political financing in this country.





3. *International Conference on Political Financing*

INTEGRITI telah menganjurkan *International Conference on Political Financing* pada 24 hingga 25 Mei 2016 bertajuk '*Reinforcing Transparency in Political Financing in Malaysia*'. Persidangan yang berlangsung selama dua hari ini menyaksikan pakar-pakar dari Mexico, Korea Selatan, Indonesia dan Taiwan berkongsi pengalaman mereka mengenai sistem pembiayaan politik di negara masing-masing. Ia dianjurkan bertujuan untuk mengetahui amalan-amalan pembiayaan politik terbaik yang dilaksanakan di negara luar. Input yang diperoleh daripada persidangan ini juga dijadikan sebagai sebahagian daripada pengisian laporan Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP). Perasmian program persidangan ini telah disempurnakan oleh YB Senator Datuk Paul Low Seng Kuan, Menteri di Jabatan Perdana Menteri.

3. *International Conference on Political Financing*

INTEGRITI organised the International Conference on Political Financing on 24 and 25 May 2016 entitled, '*Reinforcing Transparency in Political Financing in Malaysia*'. This two-day conference witnessed experts from Mexico, South Korea, Indonesia and Taiwan sharing their experiences about political financing system in their respective countries. The conference was organised to gather the best practices in political financing from foreign countries. The input from this conference was used as part of the component of the National Consultative Committee on Political Financing (JKNMPP) Report. The conference was officiated by YB Senator Datuk Paul Low Seng Kuan, Minister in the Prime Minister's Department.

AGensi PENGUATKUASAAN

Program ini berperanan untuk membantu meningkatkan integriti agensi penguatkuasaan dalam melaksanakan tugas serta membina dan meningkatkan kepercayaan masyarakat terhadap agensi penguatkuasaan. Berikut adalah maklumat program yang telah dilaksanakan di bawah portfolio Agensi Penguatkuasaan:

1. Dialog Khas Agensi Penguatkuasaan

Sepanjang tahun 2016, dua dialog khas agensi penguatkuasaan telah diadakan. Program tersebut diadakan bagi mendengar cabaran, kekangan dan keluhan anggota-anggota penguat kuasa dalam melaksanakan penguatkuasaan undang-undang yang berintegriti. Dialog ini juga bertujuan untuk mendapatkan kerjasama bersepadu daripada agensi-agensi penguat kuasa lain di negara ini bagi memastikan tindakan dan operasi yang diatur mencapai objektif serta matlamat tanpa membelakangkan integriti. Berikut adalah dialog yang telah diadakan:

- Kebanjiran Warga Asing, Apa Kesudahannya? – 20 April 2016
- Isu dan Cabaran Penguat Kuasa PBT Ketika Melaksanakan Tugas Dengan Integriti – 30 November 2016

ENFORCEMENT AGENCIES

This programme is aimed to help improve the integrity of the enforcement agencies in carrying out their tasks as well as develop and increase society's confidence in these enforcement agencies. The following is information of the programme carried out under the portfolio of Enforcement Agencies:

1. Special Dialogue on Enforcement Agencies

Throughout the year 2016, two special dialogues on enforcement agencies were held. The programmes were organised to enable enforcement officers share their challenges, constraints and grouses in their effort to implement laws with integrity values. The dialogue also aimed to acquire concerted cooperation among enforcement agencies in order to ensure that the planned actions and operations achieve their objectives and aims without neglecting integrity. The following were the dialogues held:

- The Overflow of Foreign Citizens, What is the Conclusion? – 20 April 2016
- Issues and Challenges of Local Enforcement Authority (PBT) Officers in Carrying Out Duties with Integrity – 30 November 2016



INSTITUSI AGAMA

Institusi agama memainkan peranan yang penting dalam memupuk nilai-nilai kerjasama, persefahaman dan saling menghormati dalam kalangan penganut pelbagai agama. Ini termasuklah menekankan penghayatan dan pengamalan nilai-nilai murni di dalam ajaran agama terutamanya ajaran agama Islam sebagai agama kemajuan. Berikut adalah program-program yang telah dijalankan di bawah portfolio Institusi Agama:

1. Pertandingan Mencipta Video Pendek Integriti Bertemakan Integriti Pelbagai Agama

INTEGRITI dengan kerjasama Universiti Tunku Abdul Rahman (UTAR) telah menganjurkan pertandingan Mencipta Video Pendek Integriti bagi memupuk minat dan kreativiti generasi muda mencipta video klip berasaskan nilai-nilai integriti pelbagai agama di negara ini. Pertandingan bertemakan 'Nilai integriti pelbagai agama teras kesejahteraan rakyat' ini juga diadakan untuk mendidik rakyat Malaysia agar menghargai nilai integriti pelbagai agama ke arah meningkatkan semangat perpaduan dan persefahaman antara penganut pelbagai agama. Bermula pada 19 April hingga 20 Julai 2016, pertandingan ini telah disertai oleh mahasiswa-mahasiswa daripada institusi pengajian tinggi swasta. Majlis penyampaian hadiah disempurnakan oleh Dato' Sri Dr. Sharifah Zarah Syed Ahmad, Ketua Setiausaha Kementerian Komunikasi dan Multimedia Malaysia (KKMM) pada 25 Oktober 2016.



RELIGIOUS INSTITUTIONS

Religious institutions play an important role in strengthening the cooperation, understanding, and mutual respect between followers of different religions. This includes emphasising on the appreciation and practices of noble values through religious teachings, especially Islam as a religion of progress. The following programmes were carried out by the Religious Institution portfolio:

1. Integrity Short Video Contest Themed the Integrity of Various Religions

INTEGRITI with the cooperation from Universiti Tunku Abdul Rahman (UTAR) organised an Integrity Short Video Contest to cultivate interest and creativity of the younger generation to create video clips based on the integrity values of various religions in this country. Themed 'Integrity values of various religions, the core of people's well-being', the competition was held to educate Malaysians to appreciate integrity values of various religions and promote unity and understanding among the followers. Undergraduates from private institutions of higher learning participated in the contest between 19 April and 20 July 2016. The prize giving ceremony was officiated by Dato' Sri Dr. Sharifah Zarah Syed Ahmad, Secretary General of the Ministry of Communications and Multimedia (KKMM) on 25 October 2016.



2. Diskusi Rukun Negara

Diskusi bertajuk 'Rukun Negara Teras Integriti Penganut Pelbagai Agama di Malaysia: Impian Atau Realiti' telah diadakan pada 23 Jun 2016. Diskusi ini bertujuan untuk meneliti Rukun Negara dari sudut agama bagi memantapkan lagi pengetahuan, persefahaman dan keharmonian antara kaum ke arah membina bangsa Malaysia yang berintegriti. Diskusi yang diadakan dengan kerjasama Jawatankuasa Mempromosikan Persefahaman dan Keharmonian Antara Penganut Agama (JKMPKA), Yayasan 1Malaysia dan *Institute of Advanced Islamic Studies* (IAIS) Malaysia juga dilaksanakan untuk mengenal pasti pendekatan dan strategi yang sesuai bagi memperkukuhkan perpaduan, persefahaman serta integriti penganut pelbagai agama berasaskan Rukun Negara. Program ini dihadiri oleh wakil-wakil daripada institusi agama dan pertubuhan masyarakat sivil.

3. Discussion on *Rukun Negara*

A discussion entitled '*Rukun Negara* as the Foundation in Fostering Integrity among the Followers of Various Religions in Malaysia: Hope or Reality' was held on 23 June 2016. The discussion aimed at reviewing *Rukun Negara* from the religious perspective to further strengthen knowledge, understanding and harmony among various ethnic groups towards creating a nation with integrity. The discussion held with the cooperation from the Committee to Promote Inter-Faith Understanding and Harmony (JKMPKA), 1Malaysia Foundation and Institute of Advanced Islamic Studies (IAIS) Malaysia was conducted to identify suitable approaches and strategies in enhancing unity, understanding and integrity among followers of various religions based on *Rukun Negara*. Representatives from religious institutions and civil society organisations participated in the programme.

4. Teater Plastik Hitam

INTEGRITI telah mengadakan kolaborasi dengan Pusat Kebudayaan dan Kolej Kediaman Tuanku Bahiyah, Universiti Malaya (UM) bagi mengadakan persembahan teater. Persembahan teater berjudul 'Plastik Hitam' diadakan pada 8 November 2016. Persembahan teater ini bertujuan untuk menyebar luas mesej integriti berlandaskan pelbagai agama dalam bentuk hiburan dan menolak salah faham serta mencetuskan nilai kasih sayang antara penganut. Penganjurannya juga untuk meningkatkan kerjasama antara INTEGRITI dengan penggiat teater bagi menyebar luas mesej integriti kepada masyarakat. 200 penonton yang hadir menyaksikan teater ini adalah dari kalangan pelajar institusi pengajian tinggi dan pertubuhan-pertubuhan masyarakat sivil.

4. 'Plastik Hitam' Theatre

INTEGRITI collaborated with the Cultural Centre and Tuanku Bahiyah Residential College, University of Malaya (UM) to hold a theatre performance. The theatre entitled '*Plastik Hitam*' was held on 8 November 2016. Based on various religions, the play aimed to spread the message of integrity in the form of entertainment by rejecting misunderstanding and forging love and care for one another. This collaboration also aimed at enhancing cooperation between INTEGRITI and theatre activists to spread the message of integrity nationwide. 200 students from institutions of higher learning and civil society organisations attended the theatre.



WARISAN DAN BUDAYA

Program ini berperanan untuk menggerakkan institusi warisan dan budaya terutama penggiat seni agar turut sama memainkan peranan membudayakan integriti menerusi karya seni masing-masing. Berikut adalah keterangan program-program yang telah dilaksanakan di bawah portfolio Warisan dan Budaya:

1. Dialog dan Pelancaran Album *Mathnawi* Rumi Koprata

Kerjasama pintar antara INTEGRITI dengan Institut Terjemahan Malaysia (ITBM), Syarikat Luncai Emas Sdn Bhd dan kumpulan Koprata telah berlangsung pada 16 Februari 2016, menerusi penganjuran sesi dialog dan majlis pelancaran album *Mathnawi* Rumi Koprata. Majlis disempurnakan oleh YB Senator Dato' Dr. Asyraf Wajdi Dato' Dusuki, Timbalan Menteri di Jabatan Perdana Menteri. Dialog tersebut membincangkan tentang karya agung *Mathnawi* hasil karya ahli sufi dan tasawuf tersohor, Jalal ad-Din Muhammad Rumi yang sarat dengan elemen integriti. Sebahagian daripada puisi dalam karya tersebut digubah menjadi lagu yang dinyanyikan oleh kumpulan Koprata. Lagu-lagu ini jika didengar dan didalami, pasti akan menyentuh hati pendengar untuk menghayati nilai-nilai integriti. Secara tidak langsung, mesej integriti mampu disebarkan melalui seni budaya dan warisan secara berterusan.

HERITAGE AND CULTURE

This programme on heritage and culture were organised with the aim to mobilise the institutions of heritage and culture specifically arts activists so that they can play a role in enculturating integrity through their artistic endeavours. The following is the information of programmes that were carried out under the portfolio of Heritage and Culture:

1. Dialogue Session and Launch of *Mathnawi* Rumi Koprata Album

The smart partnership between INTEGRITI and the Malaysian Institute of Translation and Books (ITBM), Syarikat Luncai Emas Sdn Bhd and the Koprata group was initiated on 16 February 2016 through a dialogue session and the launching of *Mathnawi* Rumi Koprata album. YB Senator Dato' Dr. Asyraf Wajdi Dato' Dusuki, Deputy Minister in the Prime Minister's Department officiated the launching ceremony. The dialogue discussed on *Mathnawi*, the masterpiece of the famous sufi and *tasawuf* proponent, Jalal ad-Din Muhammad Rumi that is rich in elements of integrity. A selected part of the poem in that masterpiece was composed into songs performed by the Koprata group. These songs, when listened attentively and with full appreciation, would strike a chord with the listeners to appreciate integrity. Indirectly, the message of integrity is able to be disseminated continuously through culture and heritage.





2. Diskusi Bersama Penggiat Nasyid

Diskusi bersama penggiat seni nasyid tanah air telah diadakan pada 17 Mei 2016. Sesi khas ini diadakan sebagai lanjutan daripada program *Integrity Art Night* bersama kumpulan nasyid *In-Team* yang telah diadakan pada Jun 2015. Agenda utama sesi ini adalah untuk membincangkan kolaborasi pintar yang sesuai agar mesej integriti dapat disebarkan melalui

dakwah. Turut diadakan ialah acara menandatangani Deklarasi Integriti sebagai tanda persetujuan dan sokongan penggiat-penggiat nasyid terhadap agenda membudayakan integriti dalam kalangan masyarakat.

2. Discussion with Nasyid Artists

A discussion with local *nasyid* artists was held on 17 May 2016. The special session was organised

as a follow-up to the Integrity Art Night programme featuring *In-Team* the *nasyid* group which was held in June 2015. The main agenda of this discussion was to deliberate on appropriate smart collaboration for spreading the message of integrity through preaches. Also held was the Integrity Declaration signing session to symbolically represent the agreement and support from *nasyid* artists towards enculturation of integrity within the society.

SUKAN DAN REKREASI

Sukan dan rekreasi menyumbang ke arah kesihatan yang baik, fizikal dan minda yang cergas, kebahagiaan serta individu yang produktif. Berikut adalah butiran program yang telah dilaksanakan oleh portfolio Sukan dan Rekreasi:

1. Program Legasi Integriti Khazanah Alam

Legasi Integriti Khazanah Alam (LeIKA) dilaksanakan bagi mempromosi dan meningkatkan kesedaran kepada masyarakat tentang kepentingan penjagaan alam sekitar. Program ini diadakan secara kerjasama dengan agensi mengawal selia tempat rekreasi tersebut melalui peletakan *signage* dengan mesej 'Nasib alam bergantung kepada perilaku kita, amalkan integriti'. LeIKA telah diadakan di lokasi-lokasi berikut:

- Santuari Ikan Sg. Chiling – 22 hingga 23 Januari 2016
- Hutan Lipur Batu Maloi – 17 Mac 2016
- Pos Penguatkuasa Perbadanan Taman Negeri Perak, Santuari Ikan Sg. Ruok dan Kem Sg. Kenarong, Perak – 20 hingga 23 Mac 2016
- Pulau Redang, Terengganu – 25 April 2016
- Hutan Lipur Chemerong – 10 Jun 2016
- Taman Negeri Endau, Rompin, Pahang – 7 Oktober 2016



SPORTS AND RECREATION

Sports and recreation contributes towards promoting good health, active minds and bodies, happiness and productive individuals. The following are details of the programme that were carried out under the portfolio of Sports and Recreation:

1. Integrity of the Natural Environment Heritage Legacy

Integrity of the Natural Environment Heritage Legacy (LeIKA) programme was established to promote and raise society's awareness on the importance of conserving the environment. The programme was held in collaboration with regulating agencies of the recreational areas by placing signage with the message, 'The fate of the environment is dependent on our behaviour; practise integrity'. LeIKA was held at the following locations:

- Sg. Chiling Fish Sanctuary – 22 to 23 January 2016
- Batu Maloi Recreational Forest – 17 March 2016
- Enforcement Post of Perak State Park Corporation, Sg. Ruok Fish Sanctuary and Sg. Kenarong Camp, Perak – 20 to 23 March 2016
- Pulau Redang, Terengganu – 25 April 2016
- Chemerong Recreational Forest – 10 June 2016
- Endau State Park, Rompin, Pahang – 7 October 2016

2. *Engagement Dengan Pejabat Pesuruhjaya Sukan Malaysia*

INTEGRITI telah mengadakan kunjungan hormat ke Pejabat Pesuruhjaya Sukan Malaysia pada 4 Ogos 2016 bagi membincangkan kerjasama membangunkan Kod Integriti Badan Sukan dan pelaksanaan beberapa program lain yang berkaitan dengan integriti badan sukan. Pembangunan Kod Integriti Badan Sukan dijangka selesai pada tahun 2017 dengan penghasilan satu kod amalan integriti yang standard berdasarkan isu dan masalah yang wujud dalam pengurusan badan sukan.

2. *Engagement with the Malaysia Sports Commissioner Office*

INTEGRITI made a courtesy visit to the Malaysia Sports Commissioner Office on 4 August 2016 to discuss collaboration in establishing an Integrity Code for Sports Organisations and the implementation of several programmes that were associated with the integrity of sports associations. The development of the Integrity Code for Sports Organisations is expected to be completed in 2017 with the outcome of a standard code of integrity practices based on issues and problems existing in the management of sports associations.



PUSAT ILMU DAN RUNDINGCARA INTEGRITI CENTRE FOR KNOWLEDGE AND CONSULTANCY ON INTEGRITY

Pusat ini ditubuhkan dalam rangka transformasi pentadbiran ke arah menjadikan INTEGRITI sebagai institusi pemikir perdana berkaitan dengan hal ehwal integriti yang membabitkan agenda integriti nasional.

This centre was established within the framework of the administrative transformation towards making INTEGRITI as the premier think-tank institution with affairs related to the national integrity agenda

PUSAT ILMU INTEGRITI

1. Perasmian Pusat Ilmu INTEGRITI

Bersempena dengan sambutan ulang tahun yang ke-12, INTEGRITI telah mengadakan majlis bagi merasmikan Pusat Ilmu INTEGRITI pada 19 April 2016. Majlis telah disempurnakan oleh Dato' Sri Dr. Sharifah Zarah Syed Ahmad, Ketua Setiausaha Kementerian Komunikasi dan Multimedia (KKMM) dan Ahli Lembaga Pengarah INTEGRITI. Perasmian ini penting sebagai penjenamaan semula Pusat Ilmu INTEGRITI yang sebelum ini dikenali sebagai Pusat Sumber Bestari.



2. Bicara Ilmu dan Bedah Buku

Program Bicara Ilmu dan Bedah Buku telah diadakan bagi mengupas inti pati beberapa judul buku. Ia bertujuan untuk menggalakkan budaya mencintai ilmu dan pembelajaran sepanjang hayat. Sebanyak 10 sesi bedah buku dan satu sesi ulasan buku telah diadakan sepanjang tahun 2016. Berikut adalah judul buku yang dikupas dalam program tersebut:

INTEGRITI KNOWLEDGE CENTRE

1. Official Opening of the INTEGRITI Knowledge Centre

In conjunction with INTEGRITI's 12th anniversary celebration, INTEGRITI Knowledge Centre was officially opened on 19 April 2016. The ceremony was officiated by Dato' Sri Dr. Sharifah Zarah Syed Ahmad, Secretary-General of the Communications and Multimedia Ministry (KKMM) and a member of INTEGRITI Board of Directors. This event was regarded pertinent in the rebranding exercise of INTEGRITI Knowledge Centre which was formerly known as *Bestari* Resource Centre.

2. Intellectual Discourse and Book Review

A series of Intellectual Discourse and Book Reviews were held to analyse the central ideas and themes of some selected books and literature. There were organised to encourage

knowledge seeking culture and lifelong learning. 10 book review sessions and one book sharing session were held throughout 2016. The following are the book titles that were discussed in this programme:

Judul buku	Tarikh
Bedah buku	
1. Integriti Dalam Keluarga: Panduan Ke Arah Keluarga Bahagia	15, 22 dan 29 Januari 2016 12, 19 dan 26 Februari 2016 4, 11 dan 18 Mac 2016
2. Catatan Jalan: Contengan Pengalaman Perjalanan Cari Tuhan	13 Mac 2016
Ulasan buku	
1. Hasil Kajian: Integriti Dalam Perkhidmatan Awam 1957-1981	13 Mei 2016

3. Koleksi *Red Spot*

Sebuah bilik khas untuk koleksi *Red Spot* telah diwujudkan sejak April 2016 bagi menaik taraf dan memantapkan lagi perkhidmatan Pusat Ilmu INTEGRITI. Bilik ini menjadi ruang penyimpanan tertutup dokumen-dokumen INTEGRITI seperti penerbitan, laporan program dan kajian.

4. Sebaran Maklumat

Dalam usaha menyediakan sebaran maklumat terpilih, sebanyak 11 *document highlight* telah diedarkan melalui e-mel kepada semua warga kerja INTEGRITI. *Document highlight* ini mengandungi maklumat tentang buku-buku baharu yang terdapat di Pusat Ilmu INTEGRITI. Hebahan berkaitan perolehan baharu pula dilakukan menerusi sistem katalog atas talian (OPAC).

5. Kelas Penulisan Artikel dan Rencana

Tiga siri kelas penulisan artikel dan rencana telah diadakan pada 27 Mei, 10 Jun dan 18 Ogos 2016. Program ini bertujuan untuk meningkatkan kemahiran menulis dalam kalangan warga kerja INTEGRITI. Ini sekali gus untuk

Book title	Date
Book review	
1. <i>Integriti Dalam Keluarga: Panduan Ke Arah Keluarga Bahagia</i>	15, 22 and 29 January 2016 12, 19 and 26 February 2016 4, 11 and 18 March 2016
2. <i>Catatan Jalan: Contengan Pengalaman Perjalanan Cari Tuhan</i>	13 March 2016
Book sharing session	
1. <i>Hasil Kajian: Integriti Dalam Perkhidmatan Awam 1957-1981</i>	13 May 2016

3. Red Spot Collection

A special section for red spot collection was established in April 2016 to further improve and enhance the services of INTEGRITI Knowledge Centre. The section serves as a restricted area for the safekeeping of INTEGRITI's publications, programme and research reports.

4. Dissemination of Information

In an effort to provide Selective Dissemination of Information, a total of 11 document highlights were distributed via email to all INTEGRITI staff. The document highlights feature information on the availability of newly acquired books at INTEGRITI Knowledge Centre. Announcements on these new books and publications are made via the Online Public Access Catalogue (OPAC) system.

5. Article and Feature Writing Class

Three series of article and feature writing class were held on 27 May, 10 June and 18 August 2016. The purpose of this programme is to upgrade the writing skills among the INTEGRITI staff. This in turn would encourage their participation in writing articles and features. The

menggalakkan penglibatan mereka dalam penulisan artikel dan rencana. Tenaga pengajar ialah Pn. Norila Daud, Naib Presiden Kanan *Asian Journalist Association*.

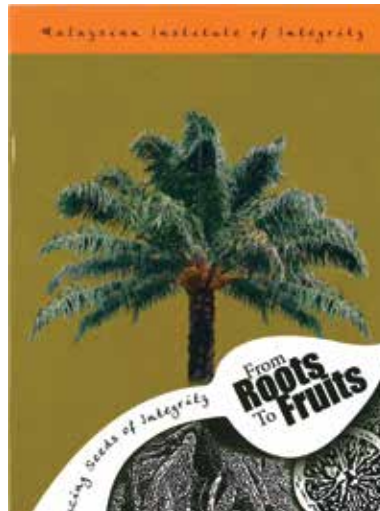
instructor was Puan Norila Daud, Senior Vice-President, Asian Journalists' Association.

6. Terjemahan Buku

Buku bertajuk 'Dari Akar Hingga Ke Buahnya: Menghasilkan Benih Integriti' terbitan INTEGRITI telah diterjemahkan ke bahasa Mandarin, Tamil, Iban dan Kadazan. Usaha penterjemahan ini dilakukan dengan kerjasama Institut Terjemahan dan Buku Malaysia (ITBM).

7. Program Outreach dan Kunjungan Hormat

Pusat Ilmu INTEGRITI telah mengadakan kunjungan hormat ke Perpustakaan Syed Muhammad Naquib Al-Attas, Crescent Universiti Islam Antarbangsa Malaysia (UIAM) pada 4 Mei 2016 dan Dewan Bahasa dan Pustaka (DBP) pada 11 April 2016. Kunjungan ini bertujuan untuk meluaskan hubungan dan kerjasama strategik dalam usaha untuk memantapkan serta memperkayakan Pusat Ilmu INTEGRITI agar menjadi sebuah pusat yang menyediakan sumber bagi tujuan rujukan dan penyelidikan.



6. Book Translation

The book entitled 'From Roots to Fruits: Producing Seeds of Integrity', published by INTEGRITI has been translated into Mandarin, Tamil, Iban and Kadazan. The translation of this book was carried out in collaboration with the Malaysian Institute of Translation and Books Berhad (ITBM).

7. Outreach Programme and Courtesy Visit

Representatives from INTEGRITI Knowledge Centre made a courtesy visit to the Syed Muhammad Naquib Al-Attas Library, Centre for Strategic Continuing Education and Training (CRESCENT), International Islamic University Malaysia (UIAM) on 4 May 2016 and Dewan Bahasa dan Pustaka (DBP) on 11 April 2016.

These visits were aimed at building relationship and establishing strategic cooperation to strengthen and enrich the INTEGRITI Knowledge Centre to be a resource for research and reference purpose.

ARKIB DAN DOKUMENTASI

1. Sejarah Lisan Veteran 69 Komando

INTEGRITI dengan kerjasama Arkib Negara dan Muzium Polis, Polis Diraja Malaysia (PDRM) telah mengadakan projek sejarah lisan mengenai veteran 69 Komando (VAT 69). Temu bual bersama Sarjan Mejar (B) Apot a/k Saad, pesara VAT 69 telah dibuat bagi merakamkan latar belakang pencapaian diri, nilai-nilai integriti, semangat

ARCHIVE AND DOCUMENTATION

1. Oral History with Veteran Commando 69

INTEGRITI with the cooperation from the National Archives of Malaysia and Royal Malaysia Police (PDRM) Museum conducted an oral history project with a veteran Commando 69 (VAT 69). A series of oral interviews were carried out with Sgt Major (R) Apot a/k Saad, a retired VAT 69 Commando to document his background achievements, integrity values, spirit of loyalty and his core identity while in service. The oral history interview

kesetiaan dan jati diri beliau semasa berkhidmat sebagai anggota VAT 69. Hasil daripada temu bual akan didokumentasi dan diterjemahkan ke dalam bentuk buku agar dapat diketahui dan diwarisi generasi akan datang.

2. Dokumentasi Sejarah Lisan Perintis Pelan Integriti Nasional

Sebagai tanda penghargaan kepada usaha murni semua individu yang terlibat secara langsung dalam penggubalan Pelan Integriti Nasional (PIN), beberapa siri temu bual telah dilaksanakan oleh INTEGRITI dengan kerjasama Arkib Negara Malaysia. Hasil temu bual ini penting untuk pendokumentasian sejarah PIN agar dapat dikongsi dan dimanfaatkan oleh masyarakat serta generasi pada masa hadapan. Tokoh-tokoh yang telah ditemu bual adalah seperti berikut:

- Tan Sri (Dr.) Samsudin Osman, Pengerusi Kumpulan Simpanan Wang Pekerja (KWSP) dan mantan Pengerusi INTEGRITI
- Tan Sri Sulaiman Mahbob, Pengerusi Telekom Malaysia Berhad (TM) dan mantan Presiden INTEGRITI
- Prof. Emeritus Dato' Dr. Abdul Rahman Embong, Felo Utama INTEGRITI dan Felo Utama Institut Kajian Malaysia dan Antarabangsa (IKMAS), Universiti Kebangsaan Malaysia (UKM)
- Prof. Dr. Rashila Ramli, Pengarah Institut Kajian Malaysia dan Antarabangsa (IKMAS), Universiti Kebangsaan Malaysia (UKM)
- Prof. Dr. Rahimah Abdul Aziz, Pensyarah di Pusat Pengajian Sosial, Pembangunan dan Pengajian Alam Sekitar, Fakulti Sains Sosial dan Kemanusiaan, Universiti Kebangsaan Malaysia (UKM)



will be documented and published so that it will be made accessible and inherited by future generations.

2. Documentation of the History of National Integrity Plan

As appreciation to the noble effort of all the pioneers involved directly in drafting the National Integrity Plan (NIP), several series of interviews were conducted by INTEGRITI with the cooperation of National Archives of Malaysia. The outcome of these interviews is important in documenting NIP's history for the benefit of society and the future generations. The following personalities were interviewed:

- Tan Sri (Dr.) Samsudin Osman, Chairman of the Employees' Provident Fund (EPF) and former Chairman of INTEGRITI
- Tan Sri Dr. Sulaiman Mahbob, Chairman of Telekom Malaysia Berhad (TM) and former President of INTEGRITI
- Prof. Emeritus Dato' Dr. Abdul Rahman Embong, INTEGRITI Principal Fellow and Fellow of the Institute of Malaysian and International Studies (IKMAS), National University of Malaysia (UKM)
- Prof. Dr. Rashila Ramli, Director of the Institute of Malaysian and International Studies (IKMAS), National University of Malaysia (UKM)
- Prof. Dr. Rahimah Abdul Aziz, a lecturer at the School of Social, Development and Environmental Studies, Faculty of Social Sciences and Humanities, National University of Malaysia (UKM)

3. Dokumentasi Sejarah Lisan Tokoh YABhg. Tun Abdullah Ahmad Badawi

Sebagai menghargai sumbangan negarawan tanah air, YABhg. Tun Abdullah Ahmad Badawi, INTEGRITI dengan kerjasama Arkib Negara Malaysia telah mengambil inisiatif mendokumentasikan sejarah lisan berkaitan tokoh yang terlibat dalam pembentukan PIN dan penubuhan Institut Integriti Malaysia. Pada 3 Mac 2016 Prof. Emeritus Dato' Dr. Abdul Rahman Embong, Felo Utama INTEGRITI telah menemu bual YABhg. Tun Abdullah di Menara Prisma, Putrajaya.

3. Documentation of Oral History with YABhg. Tun Abdullah Ahmad Badawi

In appreciating the contributions made by the country's former premier and statesman, YABhg. Tun Abdullah Ahmad Badawi, INTEGRITI with the cooperation of National Archives of Malaysia took the initiative to document the oral history of the key personality involved in the formation of the NIP and the establishment of the Malaysian Institute of Integrity. On 3 March 2016, Prof. Emeritus Dato' Dr. Abdul Rahman Embong, Principal Fellow of INTEGRITI, interviewed YABhg. Tun Abdullah at Menara Prisma, Putrajaya.

PENYELIDIKAN

1. Projek Penyusunan Semula Indeks Persepsi Integriti Nasional Fasa Kedua

Projek Penyusunan semula Indeks Persepsi Integriti Nasional oleh pasukan jururunding yang diketuai Prof. Dr. Said Zainol merupakan lanjutan daripada cadangan penambahbaikan instrumen Kajian Persepsi Integriti Nasional (KPIN). Projek penyusunan ini melibatkan dua fasa. Fasa pertama meliputi penyusunan semula instrumen soalan kaji selidik selama tujuh tahun (2007-2014) dan pembinaan indeks baharu. Manakala fasa kedua adalah merangkumi proses pembinaan modul, pengiraan indeks integriti, penggunaan data *factual* bagi tahun 2016, penyediaan manual dan latihan indeks serta perancangan kerja lapangan bagi pencerapan data. Kedua-dua fasa ini telah selesai dilaksanakan pada pertengahan tahun 2016. Hasil daripada projek ini akan dimanfaatkan dalam pelaksanaan KPIN yang akan datang.

2. Penyelidikan di Bawah Portfolio Institusi Ekonomi dan Agensi Penguatkuasaan

Dua perancangan penyelidikan pada tahun 2016 adalah di bawah Institusi Ekonomi bertajuk 'Kaji Selidik Tahap Integriti Korporat Dalam industri Perbankan Malaysia'

RESEARCH

1. Restructuring the National Perception Integrity Index Phase Two Project

A team of consultants headed by Prof. Dr.Said Zainol conducted a restructuring exercise of the National Integrity Perception Index as a follow-up suggestion to upgrade the instruments of the National Research on Integrity Perception (KPIN). This project consisted of two phases. In the first phase, the questions that were used in the questionnaire for seven years (2007-2014) were restructured and a new index had been developed. The second phase include the module development process, measuring of integrity index, use of factual data for the year 2016, preparation of manual and training on index, as well as planning of field work for data collection. Both phases were completed in mid-2016. The findings of this project will be used for future implementation of KPIN.

2. Research under the Economics Institutions and Enforcement Agencies Portfolios

Two researches in the pipeline are under the portfolios of Economics Institution and Enforcement Agencies. The research under the Economic Institution is entitled, 'Research on the Level of Corporate Integrity in the

dan di bawah Agensi Penguatkuasaan bertajuk 'Faktor Kegagalan Prosedur (SOP) Agensi Penguatkuasaan Di Malaysia'. Pelaksanaan kedua-dua penyelidikan ini adalah pada tahun 2017.

3. Kajian Dasar Awam dan Undang-undang

INTEGRITI telah melaksanakan Kajian Penilaian Keberkesanan Dasar Awam dan Undang-Undang ke atas kualiti hidup yang lebih baik dan penyampaian awam yang lebih efisien pada tahun 2016. Kajian ini dilaksanakan oleh pasukan penyelidik daripada Institut Transformasi Sosial dan Pembangunan Wilayah (TRANSFORM), Universiti Tun Hussein Onn Malaysia (UTHM). Kajian ini dijalankan selama sembilan bulan bermula April 2016. Pengutipan data di lapangan telah dilaksanakan di enam zon terpilih iaitu Kuala Lumpur, Johor, Kedah, Terengganu, Sabah dan Sarawak. Input daripada kajian ini penting untuk dimanfaatkan sebagai sebahagian daripada cadangan dalam penggubalan undang-undang dan polisi awam sedia ada di negara ini, sekali gus sebagai saranan kepada penambahbaikan dasar awam negara.

Banking Industry in Malaysia', whereas the Enforcement Agencies portfolio focuses on 'The Failure of Standard Operating Procedure (SOP) of Malaysia's Enforcement Agencies'. Both researches will be carried out in 2017.

3. Study of Public Policies and Laws

INTEGRITI conducted research on Evaluating the Effects of Public Policies and Laws on the best quality of life and a more efficient public service delivery in 2016. The research was conducted by a group of researchers from the Institute for Social Transformation and Regional Development (TRANSFORM), Universiti Tun Hussein Onn Malaysia (UTHM). This research was carried out for nine months beginning April 2016. Data collection during the fieldwork was conducted in six selected zones, which were Kuala Lumpur, Johor, Kedah, Terengganu, Sabah and Sarawak. Input gathered from this study is important as it will be used as part of the suggestion in drafting the country's existing laws and public policies. It also becomes the recommendation for the enhancement of the national public policies.

FELLOWSHIP DAN MAKMAL

1. Felo Utama INTEGRITI

INTEGRITI telah melantik Prof Emeritus Dato' Dr. Abdul Rahman Embong sebagai Felo Utama INTEGRITI. Sepanjang 2016, beliau telah banyak memberi sumbangan serta bimbingan dalam gerak kerja dan aktiviti INTEGRITI terutamanya dalam projek semakan semula Pelan Integriti Nasional (PIN) Fasa 3, *Global Integrity Leadership Course* (GILC), dokumentasi sejarah lisan perintis PIN, dokumentasi sejarah lisan tokoh YABhg. Tun Abdullah Ahmad Badawi dan bahan-bahan penerbitan berkaitan integriti.

FELLOWSHIP AND LAB

1. Principal Fellow of INTEGRITI

INTEGRITI appointed Prof. Emeritus Dato' Dr. Abdul Rahman Embong as its Principal Fellow. Throughout 2016, he had made important contributions as well as provided guidance in INTEGRITI's work and activities, specifically in the project to review the National Integrity Plan (NIP) Phase 3, Global Integrity Leadership Course (GILC), oral history documentation of the pioneers of the NIP and oral history documentation on statesman YABhg. Tun Abdullah Ahmad Badawi, as well as publications on INTEGRITI.

PERUNDINGAN

1. Pelan Integriti Organisasi

Pelan Integriti Organisasi (PIO) merupakan penanda aras kepada pelaksanaan usaha transformasi oleh organisasi yang dilakukan secara strategik dan efektif dalam pembudayaan nilai-nilai murni dan integriti. Ia digubal bertujuan membantu agensi untuk membangunkan strategi integriti korporatnya sendiri secara menyeluruh.

Inti pati PIO menggariskan isu, strategi dan program yang meliputi semua aspek pelaksanaan tugas dan penyampaian perkhidmatan kepada pemegang taruh. INTEGRITI bertindak sebagai fasilitator dalam membantu pembangunan PIO ini. Berikut adalah senarai agensi yang terlibat:

Bil.	Nama agensi	Status
1	Angkatan Koperasi Kebangsaan Malaysia Berhad (Angkasa)	Agensi-agensi yang telah mengadakan perbincangan dengan INTEGRITI bagi tujuan pembinaan PIO
2	Mahkamah Syariah Wilayah Persekutuan	
3	Setiausaha Kerajaan Negeri (SUK) Terengganu	
4	Setiausaha Kerajaan Negeri (SUK) Pahang	
5	Setiausaha Kerajaan Negeri (SUK) Melaka	
6	Kementerian Perdagangan Dalam Negeri Koperasi dan Kepenggunaan (KPDNKK)	
7	Perbadanan Pembangunan Perdagangan Luar Malaysia (MATRADE)	
8	Lembaga Pemulihan dan Penyatuan Tanah Persekutuan (FELCRA)	
9	Perusahaan Otomobil Kedua Sdn. Bhd (Perodua)	
10	Perbadanan Nasional Berhad (PNS)	
11	Institut Tanah Negara (INSTUN)	
12	Yayasan Pembangunan Ekonomi Islam Malaysia (YaPEIM)	
13	UEM Group Berhad (UEM)	
14	Jabatan Akauntan Negara (JAN)	
15	Setiausaha Kerajaan Negeri (SUK) Selangor	

Bil.	Nama agensi	Status
16	Kementerian Pendidikan Malaysia (KPM)	Sedang melaksanakan PIO
17	Jabatan Pengangkutan Jalan (JPJ)	
18	Jabatan Sukarelawan Malaysia (RELA)	
19	Suruhanjaya Syarikat Malaysia (SSM)	
20	Suruhanjaya Perkhidmatan Air Nasional (SPAN)	
21	Setiausaha Kerajaan Negeri (SUK) Kelantan	Telah selesai membangunkan PIO
22	Polis Diraja Malaysia (PDRM)	
23	Jabatan Imigresen Malaysia (JIM)	
24	Kementerian Kerja Raya Malaysia (KKRM)	
25	Unit Penyelarasan Pelaksanaan (ICU)	
26	Jabatan Perkhidmatan Kuarantin dan Pemeriksaan Malaysia (MAQIS)	

CONSULTATION

1. Organisational Integrity Plan

Organisational Integrity Plan (PIO) is an indicator for an organisation conducting transformation initiatives in a strategic and effective manner to enculturate noble values and integrity. PIO is the development of integrity action plan with the objective to facilitate the organisation to formulate its own holistic corporate

integrity strategies. The essence of PIO defines issues, strategies and programmes that cover all aspects of task implementation and service delivery to stakeholders. INTEGRITI functions as a facilitator in assisting the development of the PIO. The following is a list of agencies involved:

No.	Name of agencies	Status
1	Malaysian National Co-operative Movement (Angkasa)	Agencies that had discussions with INTEGRITI for the purpose of developing PIO
2	Federal Territory Syariah Court	
3	Terengganu State Secretary (SUK)	
4	Pahang State Secretary (SUK)	
5	Melaka State Secretary (SUK)	
6	Ministry of Domestic Trade, Co-operatives and Consumerism (KPDNKK)	
7	Malaysia External Trade Development Corporation (MATRADE)	
8	Federal Land Consolidation and Rehabilitation Authority (FELCRA)	
9	Perusahaan Otomobil Kedua Sdn. Bhd (Perodua)	
10	Perbadanan Nasional Berhad (PNS)	
11	Institute of Land Survey (INSTUN)	
12	Malaysian Islamic Economic Development Foundation (YaPEIM)	
13	UEM Group Berhad (UEM)	
14	Accountant General's Department (JAN)	
15	Selangor State Secretary (SUK)	

No.	Name of agencies	Status
16	Ministry of Education, Malaysia (KPM)	In the process of implementing PIO
17	Road Transport Department (JPJ)	
18	People's Volunteer Corps (RELA)	
19	Companies Commission of Malaysia (SSM)	
20	National Water Services Commission (SPAN)	
21	Kelantan State Secretary (SUK)	Have completed PIO
22	Royal Malaysia Police (PDRM)	
23	Immigration Department of Malaysia (JIM)	
24	Ministry of Works (KKRM)	
25	Implementation Coordination Unit (ICU)	
26	Malaysian Quarantine and Inspection Services (MAQIS)	

INISIATIF KHAS

1. *Malaysian Integrity Profile (MIP)*

Malaysian Integrity Profile (MIP) merupakan instrumen penilaian integriti individu yang dibangunkan oleh MIMOS Berhad (MIMOS) dan dilaksanakan oleh INTEGRITI. MIP adalah penilaian psikometrik yang digunakan untuk menilai tahap integriti dan kecenderungan seseorang individu. Berorientasikan pengalaman antarabangsa, ia juga merupakan satu kaedah saintifik bagi menerangkan kebolehpercayaan, kejujuran dan kecenderungan seseorang untuk menegakkan integriti secara konsisten. Justeru, MIP dilihat berpotensi tinggi untuk menjadi instrumen utama dalam menilai integriti individu serta memudahkan organisasi membuat keputusan berkaitan penglibatan serta proses pembangunan pekerja.

Bagi menyediakan pegawai-pegawai perunding MIP yang profesional dan terlatih, sesi latihan produk telah diadakan di MIMOS. Latihan dikendalikan oleh kumpulan Kluster Psikometrik MIMOS yang diketuai oleh Dr. Haniza Yon. Agensi yang terlibat dengan pelaksanaan MIP bagi tahun 2016 adalah seperti berikut:

- Setiausaha Kerajaan Negeri (SUK) Kedah - 15 Mei 2016
- Bank Muamalat - 27 Jun 2016
- Tenaga Nasional Berhad (TNB) - 26 Ogos dan 5 September 2016
- Cradle Fund Sdn Bhd - 8 September 2016

SPECIAL INITIATIVES

1. *Malaysian Integrity Profile (MIP)*

INTEGRITI implemented the Malaysian Integrity Profile (MIP), an instrument developed by MIMOS Berhad (MIMOS) to assess an individual's integrity. MIP is a psychometric assessment for evaluating the level of integrity and tendency of individuals. Based on international experience and practices MIP is a scientific method to explain the trustworthiness, honesty and tendency of an individual in upholding integrity consistently. Therefore, MIP is seen as having a high potential of becoming a key instrument to assess integrity of individuals as well as to facilitate organisations in making decisions pertaining to involvement and development process of employees.

A product training session was held in MIMOS to develop professional and well trained MIP consultants. The training was conducted by the MIMOS Psychometric Cluster, led by Dr. Haniza Yon. The following agencies were involved in the MIP implementation in 2016:

- Kedah State Secretary (SUK) office – 15 May 2016
- Bank Muamalat– 27 June 2016
- Tenaga Nasional Berhad (TNB)– 26 August and 5 September 2016
- Cradle Fund Sdn Bhd – 8 September 2016

2. Integrity Assessment Tool (IAT)

Integrity Assessment Tool (IAT) adalah sebahagian daripada instrumen penilaian untuk meningkatkan dan memperkukuhkan Sistem Integriti Korporat Malaysia. Hasil daripada ujian IAT ini sangat bermanfaat kepada organisasi dalam pelbagai aspek bagi tujuan penambahbaikan. Ini sekali gus membantu organisasi menilai kekuatan dan kelemahan rangka kerja undang-undang, ekosistem pentadbiran dalam usaha meningkatkan integriti dan memerangi rasuah. Ia juga boleh digunakan bagi mengenal pasti pembaharuan dan keutamaan untuk mengukuhkan sistem tadbir urus, pencegahan, pengesanan dan pendakwaan berkaitan salah laku integriti.

3. Pembangunan Integriti Bersama Komuniti

Pembangunan Integriti Bersama Komuniti (CIB) adalah projek rintis yang mula dilaksanakan hasil daripada perbincangan INTEGRITI dan Kementerian Perumahan dan Kerajaan Tempatan (KPKT) serta mendapat sokongan penuh daripada YB Senator Datuk Paul Low Seng Kuan, Menteri di Jabatan Perdana Menteri (JPM). Projek ini bertujuan untuk melibatkan komuniti setempat bersama wakil pihak berkuasa tempatan (PBT) dalam menambah baik sistem penyampaian perkhidmatan yang akhirnya akan mengurangkan rungutan dan aduan orang awam.



2. Integrity Assessment Tool (IAT)

The Integrity Assessment Tool (IAT) is part of an assessment tool to strengthen and support the Malaysian Corporate Integrity System. Results of the IAT test can be beneficial in various ways to organisations for the purpose of making improvements. This in turn would help organisations assess the strengths and weaknesses of the legal framework and its administrative ecosystem in an effort to enhance integrity and combat corruption. It can also be used to identify organisations' reforms and priorities in strengthening good governance, prevention, detection and prosecution on the breach of integrity.

3. Community Integrity Building

Community Integrity Building (CIB) is a pilot project initiated following discussion between INTEGRITI and the Ministry of Urban Wellbeing, Housing and Local Government (KPKT) with full support from YB Senator Datuk Paul Low Seng Kuan, Minister in the Prime Minister's Department (JPM). The aim of this project is to involve the local community with representatives of the local enforcement authority (PBT) in upgrading the service delivery system, which eventually would lessen public grouses and complaints.

Three categories of the local enforcement authorities selected for this pilot project were Subang Jaya Municipal



Tiga kategori pihak PBT yang terpilih bagi projek rintis ini ialah Majlis Perbandaran Subang Jaya (MPSJ), Majlis Bandaraya Melaka Bersejarah (MBMB) dan Majlis Daerah Hulu Terengganu (MDHT). Majlis penyerahan sijil pentauliahkan kepada ketiga-tiga pasukan pemantau projek CIB telah diadakan sebelum projek rintis ini dilaksanakan.

Projek CIB mula dijalankan pada bulan Februari hingga Disember 2016 ini memberi sumbangan utama kepada pelaksanaan Fix-Rate dalam konteks tempatan, pengiraan tahap integriti serta kebolehpercayaan secara persepsi dan sebenar dalam konteks komuniti.

Terdapat enam penemuan hasil daripada projek rintis ini iaitu kadar kecepatan atau kepantasan penyelesaian aduan dibuat; penglibatan konstruktif komuniti setempat; penjimatan dan mengurangkan ketirisan; peningkatan persepsi positif; peningkatan kualiti perkhidmatan; dan kerjasama antara wakil penduduk dan kontraktor yang semakin akrab. Projek ini dicadangkan agar diperluaskan kepada perkhidmatan-perkhidmatan PBT yang lain dan juga diperkembangkan ke seluruh kawasan yang ditadbir PBT.

Council (MPSJ), Historical Melaka City Council (MBMB) and Hulu Terengganu District Council (MDHT). Prior to the implementation of the pilot projects, the accreditation certificate presentation ceremony was held for the three CIB project monitoring teams.

The CIB project, conducted from February to December 2016 made significant contributions to the implementation of the Fix-Rate method in the local context, assessment of integrity level and reliability based on perception as well as reality in the community context.

There were six findings from this pilot project, the speed rate of resolving complaints received; constructive involvement of local communities; saving and reducing leakages; increasing positive perception; enhancing quality of service; and the close cooperation between representatives of local communities and contractors. It was suggested that this project be extended to other services of the local enforcement authorities and also to the entire area under the jurisdiction of the local enforcement authorities.

KERATAN AKHBAR

NEWSPAPER CUTTINGS

Community Integrity Building Pilot Project Launched in Subang Jaya

Koprata Mathnawi Rumi Hasil Kerjasama ITBM Dan Luncai Emas

By admin - February 17, 2016



7 KUALA LUMPUR, 17 Feb – Institut Terjemahan & Buku Malaysia (ITBM) dengan kerjasama Luncai Emas Sdn Bhd melancarkan sebuah album yang julung kali diterbitkan sebagai pengisian baru ke pasaran umum untuk lagu-lagu puisi bermutu tinggi.

Album bertajuk KOPRATA MATHNAWI RUMI yang mengangkat sajak-sajak puisi nersale asung

dan tokoh sufi Islam Jalaludin Rumi dinyanyikan oleh kumpulan

? Mengandung 5 buah lagu Ujud 1 dan seruling 1.

Koprata, yang popular di Isteriku, Mulla dan banyal Jalaludin Rumi dengan ser diilhamkan mereka melak

? Album yang diterbitkan s dijual dengan harga RM30

Para peminat boleh mend selawat hujung Februari i

PRIMA NEWS

'Ban foreign political donations'

SIX PROPOSALS: Political funding panel also calls for separate bank accounts to enable audit and verification

THE PROPOSALS: Political funding panel also calls for separate bank accounts to enable audit and verification

The panel also called for a separate bank account for political parties to enable audit and verification. The panel also called for a separate bank account for political parties to enable audit and verification.



The panel also called for a separate bank account for political parties to enable audit and verification. The panel also called for a separate bank account for political parties to enable audit and verification.

MPSJ jadi PBT pertama laksana CIB

SINAR HARIAN 24 FEB 2016

SUBANG JAYA – Majlis Perbandaran Subang Jaya (MPSJ) dipilih sebagai pihak berkuasa tempatan (PBT) pertama di negara ini melaksanakan projek perintis 'Community Integrity Building' (CIB).

Yang Dipertua MPSJ, Datuk Nor Hisham Ahmad Dahlan berkata, PBT itu dipilih Kementerian Kesejahteraan Bandar, Perumahan dan Kerajaan Tempatan (KPCT) bagi melaksanakan projek dengan kerjasama Institut Integriti Malaysia (IIM) dan Integrity Action, United Kingdom.

Menurutnya, projek tersebut bermatlamat memantau

kuilati projek dan perkhidmatan pembangunan awam, sekali gas meningkat kehidupan masyarakat serta mencegah rasuah serta ketirisan.

MPSJ katanya, memilih kawasan USJ 2 hingga USJ 15 di bawah Jawatankuasa Penduduk (JKP) Zon 3 sebagai permulaan pelaksanaan projek perintis tersebut.

"Ia akan mengambil masa selama enam bulan bermula 1 Februari lalu hingga hingga 31 Julai ini dan memberi fokus kepada aspek pengurusan sampah domestik serta kebersihan awam," katanya.

Bagi menjayakan projek katanya, MPSJ melantik 25 ahli JKP Zon 3 sebagai

TWENTY-five members of the Zone 3 Residents Committee (JKP) have been appointed by the Subang Jaya Municipal Council to spearhead the Community Integrity Building Pilot Project to monitor a successful and cost-effective way to improve the quality of public services and infrastructure in the municipality. The team will also be monitoring and making recommendations on reducing bribery and leakages in the system, under this pilot project.

MPSJ president Dato Nor Hisham Ahmad Dahlan handed over appointment letters to 5 representatives from JKP Zone 3 just before chairing the council's full board meeting recently.

The pilot project is coordinated by the Ministry of Urban Wellbeing, Housing, and Local Government with the cooperation of the Malaysian Institute of Integrity and Integrity Action from the United Kingdom.

MPSJ has identified USJ2 to USJ15 which is under JKP Zone 3 to spearhead the project over a 6 months period from February 1 to July 31 this year.

The project will focus on the management of domestic waste and the cleaning of public areas.

The primary role of the team will be to monitor the collection of rubbish and also cleaning of public areas by MPSJ contractors; to collate information including photographs, videos among others as proof of the implementation of the project, and come up with a report for the Working Committee.



'Community Project Monitor' yang berperanan memantau kerja-kerja pungutan sampah dan pembersihan yang dilaksanakan kontraktor.

"Mereka yang dilantik akan mengumpul maklumat termasuk gambar, video dan sebagainya sebagai bukti pelaksanaan projek seterusnya menyediakan laporan untuk penilaian jawatankuasa kerja."

"Pihak majlis berharap pelaksanaan projek CIB boleh meningkatkan kualiti perkhidmatan diberikan kepada masyarakat sekali sebagai pendekatan terkini mengenal pasti dan melaksanakan tindakan penyelesaian yang sesuai dan tepat," katanya.

[illegible]



TIMBALAN Ketua Pengarah (Operasi) Jabatan Bomba dan Penyelamat, Datuk Soliman Juhid (lima, kiri) bergambar bersama peserta selepas merasmikan forum pemeriksan Integriti peringkat zon timur baru-baru ini. - BERNAMA

Integriti kompas moral individu, organisasi

Oleh ZUBAIRY ABADY SOFIAN

INTEGRITI tidak boleh diuji bell. Malah tidak boleh diukur dalam bentuk wang atau apa jua skala. Integriti adalah terpuji teras serta sarai utama dalam merentau watak individu dan org. Tiada batas serta sempadan menerjemahkan nilai-nilai rti. Namun, ia punya 'warna' sah yang ketara; hitam itu atau putih itu putih, sama ad atau sebah. Tiada warna kehi bila berbicara tentang integriti.

Untuk mempertahankan rti, keberanian moral amat lukan. Tiada kompromi ser berpaksi keberanian. Individu integriti tinggi berdiri tegi

prinsip kebenaran serta sanggup berkorban nyawa demi mempertahankan prinsip itu. Integriti tidak terbita sekejap mata. Ia proses evolusi semasa hidup. Bermula dari benih kecil hinggalah menjadi pohon teguh memaui bumi.

hugun sebuah organisasi. Namun terdapat indikator yang boleh diguna pakai seperti sejauh mana aktiviti yang kita lakukan itu membawa kes- ejajaran kepada masyarakat. Integriti bukan sekadar falfah yang tertulis dalam naskah mah-

perkara yang betul pada setiap masa dan dalam segala keadaan, sama ada orang yang melihat atau tidak. Membina reputasi integriti memerlukan masa bertahun, tetapi ia hanya memerlukan sekejap mata untuk runtuh musnah menyembuh hami.

INTEGRITI DALAM BERSUMPAP

MUTAKHIR ini sumpah dan pengakuan bersumpah seolah-olah menjadi elemen boleh sesetengah anggota masyarakat. Sejak sedekad lalu, politik Malaysia sering dibiasi beberapa siri pengakuan bersumpah yang ada kalanya ditarik semula selang beberapa hari selepas dilafazkan sehinggalah masyarakat keliru dan mula meragui kejujuran sesuatu sumpah itu.

Sumpah atau dalam bahasa Arab 'Al-Yamin bermaksud kanan atau pihak kanan. Hal ini kerana sewaktu bersumpah orang akan menggunakan tangan kanannya. Dari sudut Islam, sumpah bermaksud menyatak dengan penuh kesungguhan perkara yang mungkin berlaku dan mungkin tidak berlaku yang diperkuatkan dengan menyebut nama Allah SWT atau salah satu sifat-Nya.

Sumpah boleh dilakukan di dalam mahkamah atau di luar mahkamah. Namun begitu sumpah yang dibuat di mahkamah adalah atas permintaan hakim sahaja dan boleh menjadi keterangan yang sah dalam mana-mana perceraian.

Akta Sumpah Dan Ikrar 1949 (Akta 194) mengelaskan hukuman yang agak ringan kepada mereka yang berbohong ketika bersumpah di mahkamah. Seksyen 14(1) Akta berkenaan menetapkan bahawa sekiranya seseorang itu berbohong dan memberi keterangan palsu setelah bersumpah di Mahkamah Persekutuan atau Mahkamah Tinggi mengikut pengertian Seksyen 191, Kanun Keseksaan, maka boleh dikenakan hukuman penjara tidak lebih tiga bulan atau denda tidak melebihi RM500.



ANUAR AHMAD

Sumpah boleh dilakukan di dalam mahkamah atau di luar mahkamah. Namun begitu sumpah yang dibuat di mahkamah adalah atas permintaan hakim sahaja dan boleh menjadi keterangan yang sah dalam mana-mana perceraian di mahkamah.

jika kesalahan itu disabitkan di Mahkamah Majistret, maka hukumannya penjara tidak melebihi sebulan dan denda tidak lebih RM200. Hukuman ini menyebarkan orang ramai tidak begitu takut untuk melakukan pembuktian dan memberikan keterangan palsu biarpun di dalam mahkamah setelah melalui proses bersumpah.

Mengikut ajaran Islam, sumpah adalah satu perkara yang amat dipandang berat. Allah SWT berfirman "Sungguhpunya orang yang memuk jurangnya dengan Allah dan sumpah-sumpah mereka dengan harga yang sedikit, maka mereka itu tidak akan mendapat pahala di akhirat, dan Allah tidak akan berbicara dengan mereka dan tidak akan melihat mereka pada hari Kiamat dan tidak pula akan memuncuk mereka. Dan bagi mereka azab yang pedih." - Surah Ali Imran: Ayat 77.

Dalam syariat Islam, setiap sumpah yang hendak dilakukan perlu memenuhi prasyarat berikut:

(i) Orang yang membuat sumpah itu mestilah mukallaf iaitu umman, baligh, tidak dipaksa dan tidak tih.

(ii) Sumpah hendaklah dibuat dengan niat bukan kerana gertakan atau tersilap sebut.

(iii) Sumpah dibuat atas nama Allah SWT.

(iv) Wajib ke atas orang yang kena dakwa memafkan tuduhan, jika dia mengaku salah maka tidak wajib dia bersumpah.

(v) Sumpah dilakukan sendiri iaitu tidak mewakili kepada orang lain.

Pera fuqaha Islam telah membahaskan tentang hukum bersumpah. Walaupun pada dasarnya sumpah itu diterima sebagai salah satu cara untuk pembuktian, namun sumpah itu boleh dibahagikan kepada empat kategori iaitu wajib, harus, makruh dan haram.

Sumpah yang wajib adalah sumpah untuk menjaga keselamatan manusia. Umpamanya seseorang yang telah dituduh membunuh, sedangkan tidak ada saksi yang terang untuk memahkannya, maka wajiblah dia bersumpah.

Sumpah yang harus pula ialah sumpah untuk melakukan atau menagalkan sesuatu yang harus. Sebagai contohnya, seseorang itu bersumpah untuk memakan makanan yang sedap. Oleh kerana makan sedap itu harus, maka bersumpah kerananya juga adalah harus.

Sumpah yang makruh ialah sumpah untuk mengerjakan sesuatu perkara yang makruh atau hendak meninggalkan perkara yang sunat. Sebagai contohnya seseorang itu bersumpah untuk tidak memberi sedekah. Oleh kerana perbuatan itu meninggalkan perbuatan yang sunat, maka bersumpah seperti itu adalah makruh hukumnya.

Akhir sekali, sumpah yang haram pula ialah sumpah yang dusta atau bersumpah untuk melakukan perkara yang haram. Sebagai con-

tonya seseorang itu bersumpah untuk menabiknak rakannya sebagai tidak membayar hutangnya, maka sumpah seperti itu adalah haram hukumnya dan amat berdos.

Begitulah mulahnya Islam menetapkan sumpah itu sebagai asas pembuktian dan bukannya landasan atau ruang untuk menjadi sandiwara dan medan pembobongan oleh segelintir manusia yang tidak berintegriti yang kian kerap berlaku dewasa ini.

Sumpah juga tidak boleh dijadikan medan untuk menganiayai sesama manusia apatah lagi oleh seseorang pemimpin kepada rakyatnya seperti yang dilakukan oleh diktator Caudan Sodindo Banana iaitu Presiden Zimbabwe pertama yang memerintah negara itu secara kukuh besi dari 1980 hingga 1987. Sebaik sahaja menerangi negara, beliau telah bersumpah akan meng- hukum mana-mana rakyatnya yang memperledekkan namanya "Ba-nana" yang bererti pisang itu.

Untuk merealisasikan beliau menguatakuatkan undang-undang mengelaskan hukuman penjara 10 tahun kepada sesiapa yang disabitkan kesalahan memperledekkan namanya. Kezalimannya itu akhirnya mendapat pembalasan apabila beliau disabitkan dengan tuduhan meluat 11 pembenda peribadinya pada 1991 sehingga terpaksa turun dari takhta pemerintahan dalam keadaan hina.

Modul mudah dan masyarakat kita, terutamanya generasi Y akan sentiasa peka pentingnya berpegang kepada premis kebenaran dan menghindari membuat pengakuan atau bersumpah palsu dan meng- pandikan nilai integriti sebagai budaya hidup seluaran baik secara individu mahupun secara berpasukan.



Dr Fawzan Ruzaidi, Inguat No. 1114 g. 2 (Riga)

Ingkat (UPPU). The National Consultative Committee on Political Financing will submit its recommendations to the Prime Minister and the Speaker of the Dewan Rakyat.

Minister of the Prime Minister's Department Datuk Paul Low said that while there is an increase in political financing, Malaysia still has the reputation of being a

Malaysia Integrity needs to be regulated to reduce abuse and ensure transparency. He said in a press conference today.

The Committee is presently 12 recommendations in the PPGA.

Among the 12 recommendations, include creating an office of the Controller who will be answerable to a Board comprising members from various sectors with no other interests.

Donations to parties and candidates must be declared and disclosed to the public and may also be subject to audit from independent to the Controller before June 15 every year.

RECOMMENDED

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Penulis: Unit Timbalan Pengarah Program Sektor Asas Institut Integriti Malaysia (IIM).

Tun Razak peneraju integriti perkhidmatan awam

Dasar turun padang, lancar Buku Merah tangani tujuh penyakit besar jejas jentera pentadbiran

Pendato Menteri Kabinet, Menteri Tun Abdul Razak Hussein pernah menyifatkan perkhidmatan awam sebagai 'tugu-tugu kemegahan negara yang mengagumkan dan mengagumkan'. Tetapi pernah benar-benar diteliti, kerana kesetiaan antara pejabat, kurang kesetiaan di antara pejabat pada peringkat bawah dalam operasi harian, setiap pejabat memelihara tugas mereka dalam pinggir, kurang pemantauan yang akan di dapat pada akhir, kesetiaan pada akhir di setiap pejabat dan kesetiaan kepada jabatan tidak akan.

Tun Razak yang mempunyai pengalaman sebagai pendato dalam perkhidmatan awam sebagai Menteri Kabinet dan Menteri Kabinet, beliau telah menulis buku tentang perkhidmatan awam yang akan di dapat pada akhir, kesetiaan pada akhir di setiap pejabat dan kesetiaan kepada jabatan tidak akan.

Bagaimanapun, apa yang perlu dan penting ialah membentuk semangat dan integriti perkhidmatan awam. Buku Merah yang diterbitkan oleh Institut Integriti Malaysia (IIM) ini, bertujuan untuk meningkatkan kesetiaan dan integriti perkhidmatan awam.

Perkhidmatan awam yang diterbitkan oleh Institut Integriti Malaysia (IIM) ini, bertujuan untuk meningkatkan kesetiaan dan integriti perkhidmatan awam. Buku Merah yang diterbitkan oleh Institut Integriti Malaysia (IIM) ini, bertujuan untuk meningkatkan kesetiaan dan integriti perkhidmatan awam.



Bertemu orang ramai di Chow Kit untuk dasar turun padang, Menteri Kabinet Tun Razak.



Buku Merah yang diterbitkan oleh Institut Integriti Malaysia (IIM) ini, bertujuan untuk meningkatkan kesetiaan dan integriti perkhidmatan awam.

Perkhidmatan awam yang diterbitkan oleh Institut Integriti Malaysia (IIM) ini, bertujuan untuk meningkatkan kesetiaan dan integriti perkhidmatan awam.

Mathnawi Rumi Koprata lagu kebesaran cinta

17 April 2016 | 11 Feb 2016, 6:44 petang | 17 Feb 2016, 6:44 petang



Lihat nama dan dengirkan namanya, dan ketahuilah album terbaru Koprata, Mathnawi Rumi, 'dibacakan dengan untuk 'kebaikan'.

Melihat Sari Sudin, 'kebaikan' itu berlaku dengan pantas dan proses untuk menyempurnakan album kebesaran tidak melalui jalan sukar.

"Apabila kami masuk studio dan memulakan proses rakaman, ketika itu kami telah selesai dengan projek."

"Prosesnya tidak sukar, malah tidak perlu pula pergi mencari ilham di tepi laut."

"Ya lebih menerusi perasaan, jiwa dan kalbu ketika itu."

"Ambil sajak dan rima, macam ambil wudu dan sembahyang," katanya yang ditemui selepas sidang media pelancaran album Mathnawi Rumi di Institut Integriti Malaysia (IIM) di Kuala Lumpur semalam.

Album itu dilancarkan Timbalan Menteri di Jabatan Perdana Menteri Datuk Dr Wajdi Dzulki, Tunai hedi Presiden IIM, Dr Anis Yusaf Yusoff, Pengarah Urusan Institut Teguhman dan Buku Malaysia, Mohd Khair Ngadon, Pengarah Urusan Luncur Emas Sdn Bhd, Datuk M Nasir dan Pengarah Produksi Luncur Emas Sdn Bhd Mohd Khair Omar.

Mathnawi Rumi adalah seorang penyanyi yang terkenal dengan lagunya yang penuh makna dan indah.



Karya agung sufi dalam album lagu

Mathnawi Rumi ryanisasi Koprata ajak masyarakat kenali Jalaluddin Rumi



Mathnawi Rumi bersembunyi di belakang mikrofon ketika menyampaikan lagu 'Keindahan Cinta' di Institut Integriti Malaysia (IIM).

Mathnawi Rumi adalah seorang penyanyi yang terkenal dengan lagunya yang penuh makna dan indah.

Peserta Pertandingan Video Pendek Integriti Berpeluang Raih Geran RM5,000



Datuk Seri Dr Sharifah Zarah Syed Ahmad menyampaikan ucapan semasa pelancaran pertandingan video pendek integriti.

Mathnawi Rumi adalah seorang penyanyi yang terkenal dengan lagunya yang penuh makna dan indah.

Mathnawi Rumi adalah seorang penyanyi yang terkenal dengan lagunya yang penuh makna dan indah.

Mathnawi Rumi adalah seorang penyanyi yang terkenal dengan lagunya yang penuh makna dan indah.

MANTAPKAN IMEJ PERKHIDMATAN AWAM



ANUAR AHMAD

BAGI membincangkan strategi bagi mempertingkatkan imej korporat perkhidmatan awam di Malaysia, satu sesi Perbincangan Meja Bulat (RTD) diadakan baru-baru ini dengan membariskan enam pembincang utama.

Mereka ialah Pengerusi Telekom Malaysia, Tan Sri Dr. Sulaiman Mahbob; Pengerusi Lembaga Pengarah Universiti Kebangsaan Malaysia, Tan Sri Dr. Ibrahim Saad; Timbalan Ketua Pengarah Perkhidmatan Awam (Pembangunan), Datuk Jahl Marzuki; Timbalan Pengarah Kanan Institut Tadbiran Awam Negara, Datuk Dr. Syed Omar Shariffuddin; Syed Ikhwan; Pengarah Sektor Audit Negeri-negeri, Jabatan Audit Negara, Datuk Che Isa Che Kob; dan Ketua Pegawai Eksekutif Razak School of Government (RSOG), Prof. Dr. Hamidin Abdul Hamid.

Semua ahli panel ialah golongan birokrat berpengalaman luas dalam bidang pentadbiran awam bersetuju dengan pencapaian indeks integriti dan tadbir urus sama ada di peringkat nasional atau di peringkat antarabangsa, kecuali bagi Indeks Persepsi Rasuah Antarabangsa yang dikeluarkan oleh Transparencies International di mana kita berada pada paras average iaitu pada kedudukan 54/168.

Bagi World Bank Ease of Doing Business Index 2015, Malaysia pada kedudukan 18/189, satu pencapaian yang baik meskipun tidak sebaik negara Iran. Singapura yang pertama dalam kategori ini yang berada di peringkat pertama. Kajian juga yang menunjukkan bahawa imej perkhidmatan awam yang diiktiraf secara capaian negara mnc Forum (iv)



SEBANYAK 146 Unit Integriti telah ditubuhkan di Kementerian, Jabatan dan agensi sepanjang 2013 hingga 2014 bagi memastikan sistem penyampaian perkhidmatan awam bebas rasuah dan disampaikan secara efektif pada setiap masa. - GAMBAR HIASAN/UTUSAN

Index 2015-2016 iaitu badan penarafan ekonomi yang berpangkalan di Geneva, Malaysia berjaya mencapai tangga 18/160 dengan skor 5.23/10, iaitu satu anak tangga di belakang UAE yang berada di kedudukan ke-17. Keseluruhannya, lima negara Asia lain juga mendahului Malaysia dalam penarafan ini iaitu Singapura di tangga kedua, Jepun di tangga keenam, Hong Kong di tangga ketujuh, Qatar di tangga ke-14 dan Taiwan di tangga ke-15.

Meskipun pencapaian indeks kecukupan perkhidmatan awam kita berada pada tahap memberangsangkan, kesemua ahli panel bersetuju bahawa persepsi buruk masyarakat terhadap perkhidmatan awam adalah kerana kecenderungan pihak media memaparkan berita-berita negatif mengenai kegagalan kerajaan dan juga isu membabitkan integriti awam. perkhidmatan

terian, jabatan dan/agensi sepanjang 2013 hingga 2014 bagi memastikan bahawa sistem penyampaian perkhidmatan awam sentiasa bebas rasuah dan disampaikan secara efektif pada setiap masa.

Kegagalan pihak berkuasa tempatan (PBT) menangani isu kemudahan asas dengan cemerlang antaranya isu sampah, longkang dan rumput (SLR) turut menjadi penyebab imej perkhidmatan awam turut tercalar. Masyarakat melihat perkhidmatan asas yang disediakan oleh PBT sebagai peranan utama kerajaan dan sebagai kecuai dalam memberikan perkhidmatan berkenaan akan menjadikan nama baik dan imej kerajaan secara keseluruhannya.

Justeru penting agar setiap isu atau ketidakpuasan hati masyarakat yang dibangkitkan oleh media ditangani segera dan

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Budaya berintegriti: Dekati komuniti IPT

LOGARATHANVEERASAMY INSTITUTE INTEGRITY MALAYSIA (INTEGRITI)
21 OKTOBER 2016

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Peranan IPTi dalam memberi bentuk modal insan berkeadilan. - Foto: DUMER 1234.com

BARU-BARU ini, Institut Integriti Malaysia (INTEGRITI) dengan kerjasama Razak School of Government berjaya menganjurkan Konvensyen Integriti Nasional (KIN) 2016 sempena Bulan Integriti.

Program yang telah dirancang untuk dilaksanakan sepanjang bulan Integriti melibatkan lapisan masyarakat tanpa mengira usia dan jawatan. Para penjawat awam telah menjayakan khidmat kesambutan itu.

Salah satu usaha memupuk budaya berintegriti sendirinya terdiri

yang berbeza agar selari dengan prinsip anggota masyarakat itu

tidak, keperluan dan keinginan yang berlainan. Justeru, setiap orang tersendiri agar mereka dapat dengan mudah menerima, dan dalam setiap tindakan masing-masing dengan efektif tanpa gagal

150 penjawat awam yang cuai kena tindakan tatatertib

18/11/2016 4:00pm

Oleh NADIA SHAIFUL BAHARI

KUALA LUMPUR - Seramai 150 orang penjawat awam sudah dikenakan pelbagai jenis tindakan tatatertib sejak tiga tahun lalu atas kecuai mereka ketika menjalankan tugas.

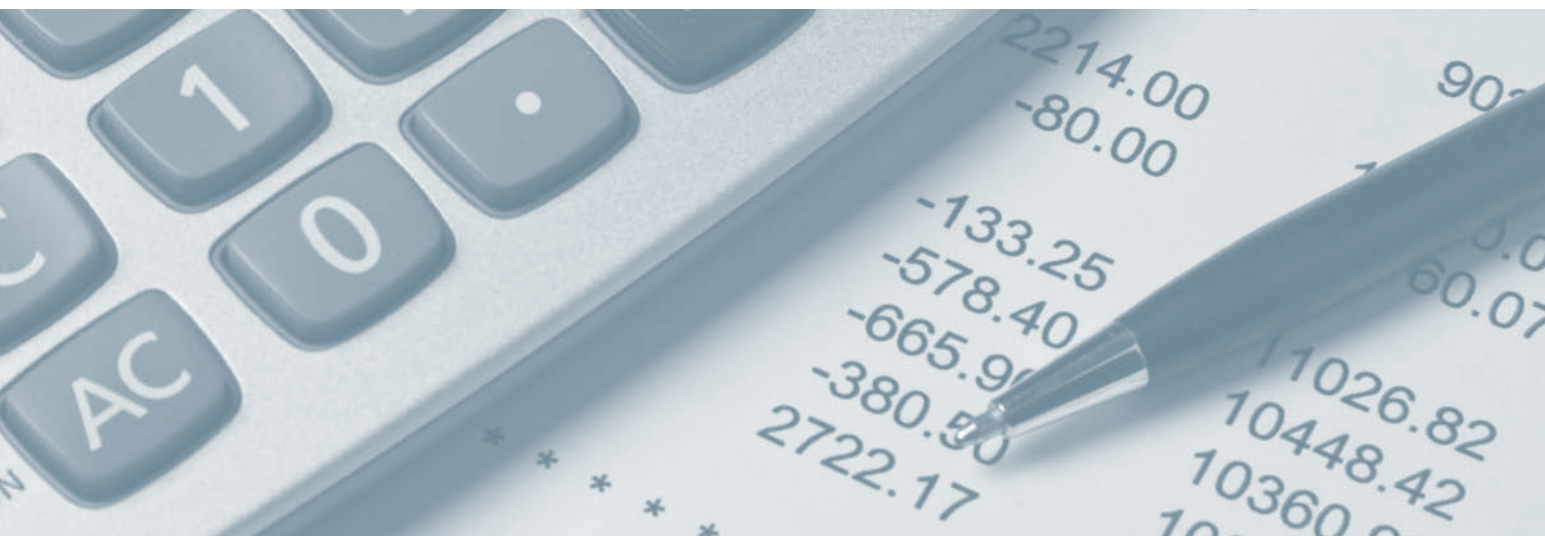
Ketua Audit Negara Malaysia, Tan Sri Ambrin Buang berkata, antara tindakan tersebut adalah dibuang kerja, diturunkan pangkat, denda, surcaj dan mengeluarkan amaran.

"Tidak betul dakwaan yang mengatakan tiada tindakan diambil ke atas mereka. Tapi mereka perlu disiasat mengikut undang-undang dan tak boleh dituduh sahaja.

"Ada antara mereka itu yang terdiri daripada ketua jabatan, pegawai tengah dan penjawat awam yang telah bersara pun dipanggil untuk membantu siasatan," katanya kepada pemberita pada sidang akhbar selepas merasmikan majlis penutup Konvensyen Integriti Nasional (KIN) 2016 di Institut Integriti Malaysia (Integriti) di sini sebentar tadi. - K1 ONLINE

LAPORAN DAN PENYATA KEWANGAN

**BAGITAHUN KEWANGAN
BERAKHIR 31 DISEMBER 2016**



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MAKLUMAT KORPORAT

Para Pengarah : Tan Sri Datuk Amar (Dr.) Tommy bin Bugo @ Hamid Bugo
Dr. Chandra Muzaffar
Tan Sri Dato' Seri Ranjit a/l Ajit Singh
Tan Sri Dr. Ali bin Hamsa
Profesor Emeritus Dato' Dr. Ibrahim bin Ahmad
Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad
Datuk Dr. Anis Yusal bin Yusoff
Datuk Dzulkifli bin Ahmad
Dato' Sri Zainal Rahim bin Seman
Tan Sri Dr. Madinah binti Mohamad

Setiausaha syarikat : Norliana binti Ali Akbar

Pejabat Berdaftar : Menara Integriti
Persiaran Tuanku Syed Sirajuddin
Off Jalan Tuanku Abdul Halim
50480 Kuala Lumpur

Tempat perniagaan utama : Menara Integriti
Persiaran Tuanku Syed Sirajuddin
Off Jalan Tuanku Abdul Halim
50480 Kuala Lumpur

Juruaudit : Salihin (Af 1426)
Akauntan Bertauliah
555, Jalan Samudra Utara 1
Taman Samudra
68100 Batu Caves
Selangor Darul Ehsan

LAPORAN PARA PENGARAH

Para pengarah dengan sukacitanya membentangkan laporan mereka beserta dengan penyata kewangan Institut yang telah diaudit bagi tahun kewangan berakhir 31 Disember 2016.

AKTIVITI UTAMA

Aktiviti utama Institut adalah untuk meningkatkan usaha dalam mempromosi integriti, moral dan etika dalam kalangan rakyat Malaysia selaras dengan harapan, inspirasi dan objektif Pelan Integriti Nasional. Tiada sebarang perubahan ketara berlaku kepada aktiviti utama Institut dalam tahun kewangan.

KEPUTUSAN KEWANGAN

Lebihan dana bagi tahun kewangan

RM
697,008

Pada pendapat para pengarah, keputusan operasi Institut bagi tahun kewangan tidak terjejas dengan ketara oleh sebarang perkara, urus niaga atau peristiwa penting dan berbentuk luar biasa.

RIZAB DAN PERUNTUKAN

Tiada sebarang pindahan penting kepada atau daripada rizab atau peruntukan seperti yang didedahkan dalam penyata kewangan.

DIVIDEN

Merujuk kepada Seksyen 45(2)(b), Akta Syarikat 2016, sesebuah syarikat berhad berasaskan jaminan yang ditubuhkan dengan tujuan memberikan perkhidmatan kepada masyarakat adalah dilarang untuk membayar sebarang dividen kepada ahli-ahlinya.

PARA PENGARAH

Para Pengarah yang berkhidmat semenjak tarikh laporan yang lepas sehingga tarikh laporan ini ialah:

Tan Sri Datuk Amar (Dr.) Tommy bin Bugo @ Hamid Bugo

Dr. Chandra Muzaffar

Tan Sri Dr. Ali bin Hamsa

LAPORAN PARA PENGARAH (Samb.)

Tan Sri Dato' Seri Ranjit a/l Ajit Singh

Profesor Emeritus Dato' Dr. Ibrahim bin Ahmad

Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad

Datuk Dr. Anis Yusal bin Yusoff

Tan Sri Mohamad Zabidi bin Zainal *(dilantik pada 6.1.2016, berhenti pada 31.12.2016)*

Datuk Dzulkifli bin Ahmad *(dilantik pada 1.8.2016)*

Dato' Sri Zainal Rahim bin Seman *(dilantik pada 16.1.2017)*

Tan Sri Dr. Madinah binti Mohamad *(dilantik pada 23.2.2017)*

Tan Sri Haji Abu Kassim bin Mohamed *(berhenti pada 1.8.2016)*

Tan Sri Haji Ambrin bin Buang *(berhenti pada 23.2.2017)*

MANFAAT PARA PENGARAH

Sama ada pada akhir tahun kewangan, mahupun pada bila-bila masa sepanjang tahun tersebut, tidak wujud sebarang pengaturan di mana Institut menjadi pihak di mana para pengarah Institut mendapat manfaat melalui perolehan saham atau debentur Institut atau sebarang badan korporat lain.

Sejak akhir tahun kewangan yang lalu, tiada pengarah yang telah menerima atau berhak menerima manfaat (selain daripada manfaat yang termasuk dalam jumlah agregat emolumen yang diterima atau akan diterima oleh para pengarah yang dinyatakan dalam penyata kewangan atau gaji tetap seorang pekerja sepenuh masa Institut) akibat daripada sebarang kontrak yang dibuat oleh Institut atau syarikat berkaitan dengan pengarah atau dengan firma di mana beliau adalah ahli, atau dengan syarikat di mana beliau mempunyai kepentingan kewangan yang besar.

LAIN-LAIN MAKLUMAT BERKANUN

Sebelum penyata kewangan Institut disediakan, para pengarah telah mengambil langkah-langkah yang sewajarnya:

- (i) memastikan bahawa tindakan telah diambil berkaitan dengan penghapuskiraan hutang lapuk dan dalam membuat peruntukan bagi hutang ragu dan berpuas hati bahawa semua hutang lapuk yang diketahui telah dihapus kira dan peruntukan yang memadai telah dibuat bagi hutang ragu; dan
- (ii) memastikan bahawa sebarang aset semasa yang mungkin tidak dapat direalisasi mengikut nilai yang dinyatakan dalam rekod-rekod perakaunan dalam urusan biasa telah dikurangkan nilainya kepada hasilaku yang dianggap boleh direalisasi.

Pada tarikh laporan ini, para pengarah tidak mengetahui tentang sebarang keadaan yang akan menyebabkan:

- (i) jumlah yang dihapus kira sebagai hutang lapuk atau jumlah yang diperuntukkan bagi hutang ragu di dalam penyata kewangan Institut tidak memadai secara ketara; dan
- (ii) nilai aset semasa di dalam penyata kewangan Institut mengelirukan.

Pada tarikh laporan ini, para pengarah tidak mengetahui tentang sebarang keadaan yang timbul yang boleh menyebabkan pematuhan kepada kaedah penilaian yang sedia ada bagi penilaian aset atau liabiliti Institut mengelirukan atau tidak sesuai.

Pada tarikh laporan ini, para pengarah tidak mengetahui tentang sebarang keadaan yang tidak diambil kira di dalam laporan ini atau dalam penyata kewangan Institut yang akan menyebabkan sebarang jumlah yang dinyatakan di dalam penyata kewangan mengelirukan.

Pada tarikh laporan ini, tidak wujud:

- (i) sebarang cagaran ke atas aset-aset Institut yang timbul sejak akhir tahun kewangan yang menjamin liabiliti pihak lain; atau
- (ii) sebarang liabiliti luar jangka Institut yang timbul sejak akhir tahun kewangan.

Pada pendapat para pengarah:

- i) tiada liabiliti luar jangka atau liabiliti-liabiliti lain yang telah berkuatkuasa atau mungkin dikuatkuasakan dalam tempoh dua belas bulan selepas akhir tahun kewangan yang akan atau mungkin menjejaskan keupayaan Institut untuk menunaikan tanggungannya apabila tiba masanya; dan
- ii) tiada butiran, urusan niaga atau peristiwa yang penting dan luar biasa yang timbul dalam tempoh antara akhir tahun kewangan dan tarikh laporan ini yang mungkin memberi kesan yang besar ke atas keputusan operasi Institut bagi tahun kewangan di mana laporan ini dibuat.

LAPORAN PARA PENGARAH (Samb.)

JURUAUDIT

Juruaudit, **TETUAN SALIHIN** telah menyatakan kesanggupan mereka untuk menerima perlantikan perkhidmatan.

Ditandatangani bagi pihak Lembaga Pengarah menurut resolusi para pengarah bertarikh 7 Mac 2017.



TAN SRI DR. ALI BIN HAMSA
Pengarah



DATUK DR. ANIS YUSAL BIN YUSOFF
Pengarah

Selangor, Malaysia

KENYATAAN PARA PENGARAH

MENURUT SEKSYEN 251 (2) AKTA SYARIKAT, 2016

Kami, **TAN SRI DR. ALI BIN HAMSA** dan **DATUK DR. ANIS YUSAL BIN YUSOFF**, dua orang daripada para pengarah **INSTITUT INTEGRITI MALAYSIA**, dengan ini memaklumkan bahawa pada pendapat para pengarah, penyata kewangan yang dibentangkan pada muka surat 105 hingga 123 telah disediakan dengan sewajarnya mengikut Piawaian Pelaporan Kewangan Malaysia, Piawaian Pelaporan Kewangan Antarabangsa dan peruntukan-peruntukan Akta Syarikat, 2016 untuk memberi pandangan yang benar dan saksama mengenai kedudukan kewangan Institut pada 31 Disember 2016 dan hasil operasi dan aliran tunai Institut bagi tahun kewangan berakhir pada tarikh tersebut.

Ditandatangani bagi pihak Lembaga Pengarah menurut resolusi para pengarah bertarikh 7 Mac 2017.



TAN SRI DR. ALI BIN HAMSA
Pengarah



DATUK DR. ANIS YUSAL BIN YUSOFF
Pengarah

Selangor, Malaysia

AKAUN BERKANUN

MENURUT SEKSYEN 251 (1) AKTA SYARIKAT, 2016

Saya, **NORLIANA BINTI ALI AKBAR**, sebagai pegawai yang bertanggungjawab terhadap pengurusan kewangan **INSTITUT INTEGRITI MALAYSIA**, dengan tulus ikhlas dan sesungguhnya mengaku bahawa penyata kewangan yang dibentangkan pada muka surat 105 hingga 123 adalah, pada sebaik-baik pengetahuan dan kepercayaan saya, benar dan membuat pengakuan ini dengan penuh kepercayaan mengenai kebenarannya serta menurut peruntukan-peruntukan Akta Akaun Berkanun, 1960.

Ditandatangani dan diakui oleh }

penama di atas di **Batu Caves** }

dalam negeri **Selangor Darul Ehsan** }

pada }

NORLIANA BINTI ALI AKBAR



Di hadapan saya,



PENYATA KEDUDUKAN KEWANGAN PADA 31 DISEMBER 2016

	Nota	2016 RM	2015 RM
ASET			
Aset bukan semasa			
Hartanah, loji dan peralatan	3	<u>1,380,343</u>	<u>1,052,619</u>
		<u>1,380,343</u>	<u>1,052,619</u>
Aset semasa			
Penghutang dagangan dan pelbagai penghutang	4	<u>343,060</u>	<u>251,103</u>
Tunai dan kesetaraan tunai	5	<u>20,597,487</u>	<u>18,352,757</u>
		<u>20,940,547</u>	<u>18,603,860</u>
JUMLAH ASET		<u>22,320,890</u>	<u>19,656,479</u>
EKUITI DAN LIABILITI			
Ekuiti			
Dana terkumpul		<u>7,198,381</u>	<u>6,501,373</u>
		<u>7,198,381</u>	<u>6,501,373</u>
Liabiliti			
Liabiliti bukan semasa			
Geran daripada kerajaan	6	<u>15,009,036</u>	<u>13,030,789</u>
		<u>15,009,036</u>	<u>13,030,789</u>
Liabiliti semasa			
Pemiutang dagangan dan pelbagai pemiutang	7	<u>59,500</u>	<u>101,501</u>
Peruntukan cukai		<u>53,973</u>	<u>22,816</u>
		<u>113,473</u>	<u>124,317</u>
Jumlah liabiliti		<u>15,122,509</u>	<u>13,155,106</u>
JUMLAH EKUITI DAN LIABILITI		<u>22,320,890</u>	<u>19,656,479</u>

Nota-nota yang disertakan merupakan sebahagian daripada penyata kewangan ini

PENYATA PENDAPATAN KOMPREHENSIF

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2016

	Nota	2016 RM	2015 RM
Hasil			
Pelunasan geran perbelanjaan operasi		9,092,843	10,214,423
Pelunasan geran perbelanjaan modal		366,332	349,281
Pendapatan daripada sewa		119,930	98,391
Jualan penerbitan buku		11,174	16,691
Perundingan, seminar dan yuran keahlian		279,440	10,180
Lain-lain hasil			
Keuntungan deposit tetap berkonsep syariah		694,084	576,789
Hibah		6,697	4,408
Lain-lain		845	330
Keuntungan atas pelupusan hartanah, loji dan peralatan		-	11,499
Jumlah hasil		10,571,345	11,281,992
Kos			
Kos hospitaliti dan layanan		(758,369)	(1,931,894)
Emolumen		(6,447,012)	(5,702,989)
Kos penyelidikan, penerbitan dan yuran profesional		(646,607)	(569,131)
Kos perjalanan		(249,022)	(582,695)
Kos penyelenggaraan		(364,564)	(353,591)
Sewaan		(84,266)	(132,669)
Kos komunikasi		(131,287)	(168,752)
Kos pentadbiran dan kos umum		(457,574)	(550,378)
Susut nilai hartanah, loji dan peralatan		(366,672)	(349,281)
Kos pemasaran dan promosi		(132,783)	(222,324)
Jumlah perbelanjaan		(9,638,156)	(10,563,704)
Lebihan dana sebelum cukai	8	933,189	718,288
Cukai	10	(236,181)	(162,540)
Lebihan dana bersih yang mewakili jumlah pendapatan komprehensif bagi tahun kewangan		697,008	555,748

Nota-nota yang disertakan merupakan sebahagian daripada penyata kewangan ini

PENYATA PERUBAHAN DALAM EKUITI

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2016

	Dana terkumpul RM	Jumlah RM
Pada 1 Januari 2015	5,945,625	5,945,625
Lebihan dana bagi tahun kewangan	555,748	555,748
Pada 31 Disember 2015	<u>6,501,373</u>	<u>6,501,373</u>
Pada 1 Januari 2016	6,501,373	6,501,373
Lebihan dana bagi tahun kewangan	697,008	697,008
Pada 31 Disember 2016	<u>7,198,381</u>	<u>7,198,381</u>

PENYATA ALIRAN TUNAI

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2016

	Nota	2016 RM	2015 RM
Aliran tunai daripada aktiviti operasi			
Lebihan dana sebelum cukai		933,189	718,288
<i>Pelarasan bagi:</i>			
Susut nilai hartanah, loji, dan peralatan		366,672	349,281
Pelunasan geran perbelanjaan operasi		(9,092,843)	(10,214,423)
Pelunasan geran perbelanjaan modal		(366,332)	(349,281)
Keuntungan atas pelupusan hartanah, loji, dan peralatan		-	(11,499)
Kerugian operasi sebelum perubahan modal kerja		(8,159,314)	(9,507,634)
<i>Perubahan dalam modal kerja:</i>			
(Peningkatan)/Pengurangan dalam penghutang dan pelbagai penghutang		(91,957)	21,200
Pengurangan dalam pemiutang dan pelbagai pemiutang		(40,210)	(141,821)
Cukai dibayar		(205,023)	(317,731)
Tunai bersih yang digunakan dalam aktiviti operasi		(8,496,504)	(9,945,986)
Aliran tunai daripada aktiviti pelaburan			
Pembelian hartanah, loji dan peralatan	11	(694,397)	(282,350)
Terimaan daripada pelupusan hartanah, loji dan peralatan		-	11,500
Tunai bersih yang digunakan dalam aktiviti pelaburan		(694,397)	(270,850)
Aliran tunai daripada aktiviti pembiayaan			
Penerimaan geran daripada kerajaan		11,437,422	9,452,462
Pembayaran pemiutang sewa beli		(1,791)	(13,625)
Tunai bersih yang dijana dalam aktiviti pelaburan		11,435,631	9,438,837
Pertambahan/(Pengurangan) bersih dalam tunai dan kesetaraan tunai		2,244,730	(777,999)
Tunai dan kesetaraan tunai pada awal tahun kewangan		18,352,757	19,130,756
Tunai dan kesetaraan tunai pada akhir tahun kewangan		20,597,487	18,352,757
<i>Tunai dan kesetaraan tunai terdiri daripada:</i>			
Tunai di bank		491,987	247,257
Tunai di tangan		5,000	5,000
Deposit tetap berkonsep syariah		20,100,500	18,100,500
		20,597,487	18,352,757

Nota-nota yang disertakan merupakan sebahagian daripada penyata kewangan ini

NOTA-NOTA KEPADA PENYATA KEWANGAN

- 31 DISEMBER 2016

1. MAKLUMAT KORPORAT

Institut Integriti Malaysia (Institut) adalah sebuah syarikat berhad yang berasaskan jaminan, diperbadankan dan bermastautin di Malaysia. Pejabat berdaftar terletak di Menara Integriti, Persiaran Tuanku Syed Sirajuddin, Off Jalan Tuanku Abdul Halim, 50480 Kuala Lumpur, Wilayah Persekutuan.

Aktiviti utama Institut adalah untuk meningkatkan usaha dalam mempromosi integriti, moral dan etika dalam kalangan rakyat Malaysia selaras dengan harapan, inspirasi dan objektif Pelan Integriti Nasional. Tiada sebarang perubahan ketara berlaku kepada aktiviti utama Institut dalam tahun kewangan.

Jumlah kakitangan Institut pada akhir tahun kewangan adalah 80 (2015 : 82).

Tempat perniagaan utama terletak di Menara Integriti, Persiaran Tuanku Syed Sirajuddin, Off Jalan Tuanku Abdul Halim, 50480 Kuala Lumpur, Wilayah Persekutuan.

Penyata kewangan ini telah diluluskan untuk terbitan oleh Para Pengarah pada tarikh 7 Mac 2017.

2. DASAR-DASAR PENTING PERAKAUNAN

2.1 Asas penyediaan

Penyata kewangan Institut telah disediakan dengan mematuhi Piawaian Laporan Kewangan Malaysia (MFRSs-), Piawaian Laporan Kewangan Antarabangsa ("IFRSs") dan Akta Syarikat, 2016 di Malaysia.

Penyata kewangan Institut telah disediakan menggunakan asas kos kecuali instrumen kewangan yang diukur pada nilai saksama.

Penyata kewangan Institut dibentangkan dalam Ringgit Malaysia (RM).

2.2 Perubahan dalam dasar-dasar perakaunan

Dasar-dasar perakaunan diguna pakai secara berterusan dengan dasar-dasar daripada tahun kewangan sebelum kecuali seperti berikut:

Pada 1 Januari 2016, Institut telah mengguna pakai pindaan dan penambahbaikan mandatori tahunan berikut bagi tempoh kewangan bermula pada atau selepas 1 Januari 2016:

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Perkara	Efektif untuk tempoh bermula pada atau selepas
Penambahbaikan tahunan kepada MFRSs 2012-2014 Kitaran	1 Januari 2016
Penambahbaikan kepada MFRS 116 dan MFRS 138: Penjelasan kepada Kaedah susut nilai pelunasan yang boleh diterima	1 Januari 2016
Penambahbaikan kepada MFRS 101: Pendedahan Inisiatif	1 Januari 2016

Penggunaan pindaan dan penambahbaikan tahunan di atas tidak memberi sebarang kesan yang ketara kepada penyata kewangan.

2.3 Piawaian yang diterbitkan tetapi belum efektif

Pada tarikh kelulusan penyata kewangan, berikut adalah Piawaian, Pindaan dan Penambahbaikan Tahunan yang telah diterbitkan oleh Lembaga Piawaian Perakaunan Malaysia (MASB) tetapi belum diguna pakai oleh Institut:

Efektif pada tempoh kewangan bermula pada atau selepas 1 Januari 2018

MFRS 9 Instrumen Kewangan (IFRS 9 yang diterbitkan IASB pada Julai 2014)

2.4 Hartanah, loji dan peralatan

Semua hartanah, loji dan peralatan pada mulanya dinyatakan pada kos. Kos berikutnya dimasukkan ke dalam nilai buku aset atau diiktiraf sebagai aset yang berasingan, mengikut kesesuaian, hanya apabila terdapat kemungkinan bahawa faedah ekonomi di masa hadapan yang berkaitan dengan barangan tersebut akan mengalir kepada Institut ini dan kos barangan tersebut akan diukur dengan pasti. Amaun bawaan bagi bahagian yang diganti akan dinyahiktiraf. Semua pembaikan dan penyelenggaraan yang lain diambil kira ke dalam penyata pendapatan semasa tahun kewangan ia ditanggung.

Selepas diiktiraf, hartanah, loji dan peralatan dinyatakan pada kos ditolak susut nilai terkumpul dan kerugian kemerosotan nilai terkumpul. Polisi bagi pengiktirafan dan pengukuran kerugian rosot nilai adalah mengikut Nota 2.6.

Susut nilai dikira atas dasar garis lurus untuk menghapus kira kos aset tersebut sepanjang anggaran hayat bergunanya, dan tiada susut nilai bagi kerja dalam proses. Kadar susut nilai bagi setiap kategori harta dan kelengkapan diringkaskan seperti berikut:

Komputer	33.3%
Perabot danengkapan	20%
Kenderaan	20%
Peralatan pejabat	20%
Buku-buku rujukan	10%
Ubah suai bangunan	10%
Papan tanda	10%
Alatan sukan	20%

Nilai sisa, jangka hayat dan kaedah susut nilai dikaji semula pada setiap akhir tahun kewangan bagi memastikan amaun, kaedah dan tahun disusut nilai adalah selaras dengan anggaran sebelumnya serta corak penggunaan manfaat ekonomi hartanah dan peralatan tersebut.

Hartanah dan peralatan tidak lagi diiktiraf setelah dilupuskan atau tiada manfaat ekonomi masa hadapan diperolehi daripada penggunaan atau pelupusannya. Perbezaan antara hasil pelupusan bersih, jika ada, dan nilai bawaan bersih diiktiraf di dalam Penyata Keuntungan atau Kerugian dan bahagian yang tidak digunakan daripada lebihan penilaian semula akan diiktiraf di dalam dana terkumpul.

2.5 Aset kewangan

Aset kewangan diiktiraf dalam penyata kedudukan kewangan apabila, dan hanya apabila, Institut menjadi salah satu pihak kepada syarat-syarat perjanjian instrumen kewangan. Apabila aset kewangan diiktiraf pada mulanya, ia dinyatakan pada nilai wajar, ditambah, dalam kes aset kewangan bukan pada nilai wajar melalui keuntungan atau kerugian, kos urus niaga langsung.

Institut menentukan klasifikasi aset kewangan mereka pada pengiktirafan permulaan. Aset kewangan dengan bayaran tetap atau bayaran yang boleh ditentukan yang mana tidak disebut harga dalam pasaran aktif dikelaskan sebagai pinjaman dan penghutang dan diklasifikasikan sebagai aset semasa. Institut mengelaskan semua aset kewangan sebagai pinjaman dan penghutang. Pinjaman dan penghutang milik Institut termasuk tunai dan kesetaraan tunai.

Pengiktirafan berikutnya, pinjaman dan penghutang dinyatakan pada kos dilunaskan dengan menggunakan kaedah faedah efektif. Aset kewangan tidak diiktiraf apabila hak kontraktual untuk menerima aliran tunai daripada aset tersebut telah tamat. Apabila aset kewangan tidak diiktiraf pada keseluruhannya, perbezaan antara nilai dibawa dan jumlah balasan diterima dan sebarang keuntungan atau kerugian terkumpul yang telah diiktiraf dalam pendapatan komprehensif yang lain diiktiraf dalam keuntungan atau kerugian.

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2.6 Rosot nilai aset kewangan

Pada setiap tarikh laporan, Institut menaksir sama ada terdapat bukti objektif yang sesuatu aset kewangan mengalami kerugian rosot nilai.

Penghutang yang telah ditaksir tidak dirosot nilai secara individu akan ditaksir kemudiannya untuk rosot nilai pada dasar bersama berasaskan sifat risiko yang sama. Bukti objektif rosot nilai untuk portfolio penghutang boleh termasuk pengalaman lepas Institut dalam pemungutan bayaran, tambahan dalam bilangan kelewatan bayaran yang melebihi tempoh kredit purata dan perubahan yang dapat dilihat dalam keadaan ekonomi.

Jika sebarang bukti tersebut wujud, jumlah kerugian rosot nilai dinyatakan sebagai perbezaan antara nilai dibawa aset dan nilai kini anggaran aliran tunai masa depan yang didiskaunkan pada kadar faedah efektif aset kewangan yang asal. Kerugian rosot nilai diiktiraf dalam keuntungan atau kerugian.

2.7 Rosot nilai aset bukan semasa

Pada setiap tarikh laporan, Institut menaksir sama ada terdapat petunjuk yang sesuatu aset mungkin mengalami kerugian rosot nilai. Jika terdapat sebarang petunjuk begitu, atau apabila taksiran rosot nilai tahunan bagi sesuatu aset diperlukan, Institut membuat anggaran jumlah yang boleh dipulih dari aset tersebut.

Jumlah yang boleh dipulih dari aset adalah nilai yang lebih tinggi antara nilai wajar ditolak kos jualan dan nilai dalam kegunaan. Untuk menaksir kerugian rosot nilai, aset-aset dikumpulkan pada aras yang terendah di mana terdapat aliran tunai yang dapat dikenal pasti secara berasingan, unit janaan tunai (UJT). Untuk menaksir nilai dalam kegunaan, anggaran aliran tunai masa depan perlu didiskaunkan kepada nilai kini dengan menggunakan kadar diskaun sebelum cukai yang menggambarkan penilaian pasaran semasa bagi nilai masa wang dan risiko tertentu kepada aset tersebut.

Apabila nilai dibawa aset melebihi jumlah yang boleh dipulih, aset tersebut akan dihapuskan kepada jumlah yang boleh dipulih. Kerugian rosot nilai yang diiktiraf bagi UJT atau kumpulan UJT diperuntukkan dengan mengurangkan nilai dibawa muhibah yang diperuntukkan kepada UJT atau kumpulan UJT dulu, dan kemudiannya dengan mengurangkan nilai dibawa aset-aset yang lain dalam unit atau kumpulan unit pada dasar pro-rata.

Kerugian rosot nilai diiktiraf dalam keuntungan atau kerugian kecuali untuk aset yang dahulunya dinilai semula di mana penilaian semula diambil ke pendapatan komprehensif yang lain. Jika begitu, rosot nilai juga diiktiraf dalam pendapatan komprehensif yang lain sehingga jumlah sebarang penilaian dahulu. Penaksiran dibuat pada setiap tarikh laporan sama ada terdapat sebarang petunjuk yang kerugian rosot nilai yang dahulunya diiktiraf mungkin tidak wujud lagi atau mungkin telah berkurangan.

Sesuatu kerugian rosot nilai yang dahulunya diiktiraf akan dibalikkan jika, dan hanya jika, terdapat perubahan dalam anggaran yang digunakan untuk menentukan jumlah yang boleh dipulih bagi aset sejak kerugian rosot nilai yang terakhir diiktiraf. Jika begitu, nilai dibawa aset akan bertambah kepada jumlah boleh dipulih. Nilai tambahan tersebut tidak boleh melebihi nilai dibawa yang akan ditentukan, ditolak susut nilai, jika tiada kerugian rosot nilai yang diiktiraf bagi aset tersebut sebelumnya. Pembalikan kerugian rosot nilai tersebut diiktiraf dalam keuntungan atau kerugian, melainkan aset dibawa pada jumlah dinilai semula, di mana pembalikan tersebut dibuat melalui tambahan dalam penilaian semula. Kerugian rosot nilai muhibah tidak dibalikkan bagi tempoh seterusnya.

2.8 Liabiliti kewangan

Liabiliti kewangan diiktiraf dalam penyata kedudukan kewangan apabila, dan hanya apabila, Institut menjadi pihak kepada peruntukan kontrak terhadap instrumen kewangan. Liabiliti kewangan dikelaskan mengikut kandungan kontrak yang ditandatangani dan didefinisikan sebagai liabiliti kewangan.

Pada mulanya, pemiutang perdagangan dan lain-lain pemiutang diiktiraf pada nilai wajar ditambah kos urus niaga yang berkaitan secara langsung dan selepasnya dinilai pada kos pelunasan dengan menggunakan kaedah faedah efektif. Liabiliti kewangan tidak diiktiraf apabila kewajipan di bawah liabiliti telah dihapuskan dan perbezaan dari segi nilai dibawa diiktiraf dalam keuntungan atau kerugian.

2.9 Geran kerajaan

Geran daripada kerajaan diiktiraf pada nilai saksama bila terdapat keyakinan munasabah bahawa geran tersebut akan diterima dan kesemua syarat yang ditetapkan telah dipatuhi.

Apabila geran dikaitkan kepada perbelanjaan, ia dikenal pasti sebagai pendapatan pada tempoh yang diperlukan berdasarkan asas yang sistematik bagi menyesuaikan geran tersebut dengan perbelanjaan yang dijangkakan untuk dibayar.

Bagi geran berkaitan aset, nilai setara dikreditkan ke akaun pendapatan tertunda dan dimasukkan ke dalam penyata pendapatan berdasarkan jangka hayat aset berkenaan melalui amaun ansuran yang saksama.

2.10 Tunai dan kesetaraan tunai

Tunai dan kesetaraan tunai adalah terdiri daripada tunai di bank dan di tangan dan pelaburan kecairan tinggi jangka pendek di mana risiko perubahan dalam nilai adalah rendah.

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2.11 Manfaat pekerja

(i) Manfaat jangka pendek

Upah, gaji, bonus dan caruman keselamatan sosial telah diiktiraf sebagai perbelanjaan dalam tempoh di mana perkhidmatan berkaitan diberikan oleh kakitangan Institut. Ketidakhadiran diberi pampasan terkumpul jangka pendek seperti cuti tahunan berbayar diiktiraf apabila perkhidmatan diberikan oleh kakitangan yang meningkatkan hak mereka kepada ketidakhadiran masa hadapan diberi pampasan, dan ketidakhadiran diberi pampasan tidak terkumpul jangka pendek seperti cuti sakit diiktiraf apabila ketidakhadiran berlaku.

(ii) *Defined contribution plan*

Kumpulan ini mencarum kepada Kumpulan Wang Simpanan Pekerja (KWSP), iaitu pelan caruman yang dikehendaki oleh undang-undang. Caruman diiktiraf sebagai perbelanjaan dalam penyata untung atau rugi apabila ia berlaku.

2.12 Pengiktirafan hasil

Hasil diiktiraf apabila terdapat kemungkinan bahawa manfaat ekonomi bagi transaksi berkaitan akan mengalir ke dalam Institut dan amaun hasil boleh dinilai sewajarnya.

(i) Hasil sewaan

Hasil sewaan diiktiraf berdasarkan asas akruan.

(ii) Hasil daripada perkhidmatan

Hasil dari perkhidmatan diiktiraf pada dan semasa perkhidmatan diberikan.

(iii) **Jualan barang**

Hasil dari jualan barangan diiktiraf setelah diambil kira cukai jualan dan diskaun semasa berlakunya pindahan risiko dan ganjaran.

(vi) **Lain-lain hasil**

Lain-lain hasil terdiri daripada keuntungan pelaburan yang diiktiraf berdasarkan nisbah keuntungan dan jangka masa simpanan.

2.13 Cukai

Perbelanjaan cukai tahun semasa mengandungi cukai semasa dan juga cukai tertunda. Cukai semasa ialah jumlah jangkaan perbelanjaan cukai yang berkaitan dengan keuntungan yang boleh dikenakan cukai dan dikira mengikut kadar cukai yang telah digubalkan pada tarikh laporan ini.

Cukai tertunda diperuntukkan dengan menggunakan kaedah liabiliti. Pada dasarnya, liabiliti cukai tertunda diiktiraf bagi semua perbezaan sementara boleh dicukai dan aset cukai tertunda diiktiraf bagi semua perbezaan sementara boleh ditolak, kerugian cukai tidak diguna dan kredit cukai tidak diguna sehingga ke tahap di mana keuntungan boleh dicukai berkemungkinan untuk digunakan ke atas perbezaan sementara, kerugian cukai tidak diguna dan kredit cukai tidak diguna.

Cukai tertunda dikira pada kadar cukai yang dijangka akan terpakai dalam tempoh di mana aset direalis atau liabiliti diselesaikan, berdasarkan kadar cukai yang telah digubal atau digubal sebahagian besarnya pada tarikh Penyata Kedudukan Kewangan. Cukai tertunda diiktiraf di Penyata Pendapatan kecuali jika ia timbul daripada urusan niaga yang diiktiraf secara langsung dalam ekuiti di mana cukai tertunda juga dicaj atau dikreditkan secara langsung dalam ekuiti.

2.14 Anggaran perakaunan dan pertimbangan penting

Penyediaan penyata kewangan menurut MFRS memerlukan penggunaan anggaran perakaunan dan pertimbangan. Anggaran dan pertimbangan dinilai secara berterusan dan berdasarkan pengalaman yang lepas, jangkaan munasabah kejadian masa hadapan dan faktor-faktor lain.

(a) Sumber utama ketidakpastian anggaran

Sumber utama anggaran terhadap masa hadapan dan sumber utama ketidakpastian anggaran yang lain pada akhir tahun kewangan, yang mempunyai risiko yang besar untuk menyebabkan pelarasan yang ketara kepada nilai bawaan aset dan liabiliti dalam tahun kewangan yang akan datang dibincangkan di bawah:

Susut nilai hartanah, loji dan peralatan

Kos sesuatu item hartanah, loji dan peralatan disusutnilaikan mengikut kaedah garis lurus atau satu lagi kaedah yang sistematik yang mencerminkan penggunaan manfaat ekonomi aset sepanjang jangka hayat. Anggaran digunakan dalam pemilihan kaedah susut nilai, jangka hayat dan nilai baki. Penggunaan sebenar manfaat ekonomi bagi hartanah, loji dan peralatan mungkin berbeza daripada anggaran yang digunakan dan ini boleh membawa kepada keuntungan atau kerugian atas pelupusan akhir sesuatu hartanah, loji dan peralatan.

Rosot nilai penghutang

Institut menaksir pada setiap tarikh laporan sama ada terdapat sebarang bukti objektif yang aset kewangan telah merosot nilai. Untuk menentukan sama ada terdapat bukti objektif rosot nilai, Institut menimbang faktor seperti kemungkinan menjadi muflis atau tekanan kewangan yang ketara yang dihadapi oleh penghutang dan kemungkiran atau kelewatan bayaran yang ketara.

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3. HARTANAH, LOJI DAN PERALATAN

Kos	Pada 1.1.2016 (RM)	Tambahan (RM)	Pelupusan (RM)	Pada 31.12.2016 (RM)
Komputer	2,188,302	70,812	-	2,259,114
Perabot danengkapan	291,005	-	-	291,005
Kenderaan	785,686	-	-	785,686
Peralatan pejabat	759,655	163,546	-	923,201
Buku-buku rujukan	1,319,999	62,784	-	1,382,783
Ubah suai bangunan	152,240	29,620	-	181,860
Papan tanda	52,048	367,635	-	419,683
Alatan sukan	36,647	-	-	36,647
Kerja dalam proses	284,820	-	-	284,820
	5,870,402	694,397	-	6,564,799

Susut nilai terkumpul

Komputer	2,128,089	58,098	-	2,186,187
Perabot danengkapan	265,071	6,850	-	271,921
Kenderaan	627,610	61,059	-	688,669
Peralatan pejabat	597,300	88,803	-	686,103
Buku-buku rujukan	1,045,918	97,336	-	1,143,254
Ubah suai bangunan	77,599	15,494	-	93,093
Papan tanda	39,557	39,032	-	78,589
Alatan sukan	36,639	-	-	36,639
	4,817,783	366,672	-	5,184,455

	2016 (RM)	2015 (RM)
Nilai bawaan bersih		
Komputer	72,927	60,213
Perabot danengkapan	19,084	25,934
Kenderaan	97,017	158,076
Peralatan pejabat	237,098	162,355
Buku-buku rujukan	239,528	274,081
Ubah suai bangunan	88,767	74,641
Papan tanda	341,094	12,491
Alatan sukan	8	8
Kerja dalam proses	284,820	284,820
	1,380,343	1,052,619

4. PENGHUTANG DAGANGAN DAN PELBAGAI PENGHUTANG

	2016 (RM)	2015 (RM)
Penghutang dagangan	50,700	1,800
Pelbagai penghutang dan deposit	11,618	14,129
Pendapatan terakru	280,742	235,174
	343,060	251,103

Tempoh kredit bagi penghutang perdagangan adalah sehingga 30 hari (2015: 30 hari).

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5. TUNAI DAN KESETARAAN TUNAI

	2016 (RM)	2015 (RM)
Tunai di bank	491,987	247,257
Tunai di tangan	5,000	5,000
Deposit tetap berkonsep syariah	20,100,500	18,100,500
	20,597,487	18,352,757

6. GERAN KERAJAAN

	2016 (RM)	2015 (RM)
Baki pada 1 Januari	13,030,789	14,142,031
Terimaan geran pada tahun kewangan	11,437,422	9,452,462
Pindahan ke Penyata Pendapatan	(9,459,175)	(10,563,704)
Baki pada 31 Disember	15,009,036	13,030,789

Geran merangkumi seperti berikut:

	2016 (RM)	2015 (RM)
Baki geran pebelanjaan operasi dan modal (belum digunakan)	13,628,692	11,978,170
Geran untuk perbelanjaan modal	6,692,104	5,997,707
Pelunasan terkumpul	(5,311,760)	(4,945,088)
Baki geran untuk perbelanjaan modal	1,380,344	1,052,619
Baki pada 31 Disember	15,009,036	13,030,789

7. PEMIUTANG DAGANGAN DAN PELBAGAI PEMIUTANG

	2016 (RM)	2015 (RM)
Pemiutang dagangan	2,987	44,310
Pelbagai pemiutang dan akruan	56,513	55,400
Pemiutang sewa beli	-	1,791
	59,500	101,501

8. LEBIHAN DANA SEBELUM CUKAI

	2016 (RM)	2015 (RM)
Lebihan dana sebelum cukai dinyatakan selepas dikenakan caj:		
Yuran audit	12,000	12,000
Susut nilai hartanah, loji dan peralatan	366,672	349,281
Elaun para pengarah	191,750	180,500
Sewa bangunan	10,000	10,000
Sewa peralatan	11,948	47,713
Sewa kenderaan	18,130	32,606
Sewa mesin fotostat	44,188	42,350
Kos kakitangan (Nota 9)	6,447,012	5,702,989

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9. KOS KAKITANGAN

	2016 (RM)	2015 (RM)
KWSP, KWAP dan PERKESO	815,600	774,504
Sumbangan kewangan	77,000	74,500
Pembangunan Sumber Manusia Berhad	49,200	45,535
Tuntutan perubatan	86,575	81,420
Gaji dan upah	5,071,703	4,447,237
Insuran kakitangan	346,934	279,793
	6,447,012	5,702,989

10. CUKAI

	2016 (RM)	2015 (RM)
Anggaran cukai pendapatan		
• tahun semasa	223,965	176,000
• berkurang peruntukan pada tahun sebelum	12,216	45,700
Cukai tertunda		
• terlebih peruntukan pada tahun sebelum	-	(59,160)
	236,181	162,540

Pelarasan perbelanjaan cukai pendapatan untuk lebihan sebelum cukai pada kadar cukai pendapatan berkanun, dengan perbelanjaan cukai pendapatan pada kadar cukai pendapatan efektif adalah seperti berikut:

	2016 (RM)	2015 (RM)
Lebihan dana sebelum cukai	933,189	718,288
Cukai dikira pada kadar berkanun 24% (2015: 25%)	223,965	179,572
Pendapatan yang dikecualikan cukai	-	(3,572)
Anggaran cukai pendapatan		
• terkurang peruntukan pada tahun sebelum cukai tertunda	12,216	45,700
• terlebih peruntukan pada tahun sebelum	-	(59,160)
	236,181	162,540

11. PEMBELIAN HARTANAH, LOJI DAN PERALATAN

	2016 (RM)	2015 (RM)
Jumlah pembelian hartanah, loji dan peralatan	694,397	282,350
Pembelian hartanah, loji dan peralatan yang menggunakan tunai dan kesetaraan tunai	694,397	282,350

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12. MAKLUMAT PIHAK BERKAITAN

(a) Ganjaran Kakitangan Pengurusan Penting

Ganjaran kakitangan pengurusan penting dalam tahun kewangan adalah seperti berikut:

	2016 (RM)	2015 (RM)
Elaun para pengarah	<u>191,750</u>	<u>180,500</u>

Elaun para pengarah juga dinyatakan dalam Nota 8 kepada penyata kewangan.

13. POLISI DAN OBJEKTIF PENGURUSAN RISIKO KEWANGAN

Institut terdedah kepada risiko kewangan yang timbul daripada operasi mereka dan penggunaan instrumen kewangan. Risiko kewangan tersebut termasuklah risiko kecairan dan risiko kredit.

Berikut adalah maklumat berkenaan pendedahan Institut kepada risiko kewangan yang dinyatakan di atas dan objektif, polisi dan proses pengurusan risiko tersebut.

(a) Risiko kecairan

Institut telah mengurus aliran tunai operasi dan kemudahan dana bagi memastikan keperluan pembiayaan dipenuhi. Sebagai sebahagian daripada keseluruhan pengurusan kecairan, Institut mengekalkan tahap yang mencukupi untuk tunai atau pelaburan tunai yang boleh ditukar bagi memenuhi keperluan modal kerja.

Analisis instrumen kewangan dengan tempoh kematangan kontraktual

Jadual di bawah menunjukkan analisis profil kematangan liabiliti kewangan Institut berdasarkan tuntutan pembayaran balik tidak didiskaunkan.

	Atas permintaan atau dalam tempoh satu tahun	
	2016 (RM)	2015 (RM)
Aset kewangan tidak didiskaunkan		
Penghutang dagangan dan pelbagai penghutang	52,318	5,929
Tunai dan kesetaraan tunai	20,597,487	18,352,757
Liabiliti kewangan tidak didiskaunkan		
Pemiutang dagangan dan pelbagai pemiutang	3,387	44,710

(b) Risiko kredit

Pendedahan Institut kepada risiko kredit terutamanya timbul daripada penghutang dagangan. Institut hanya berniaga dengan pihak ketiga yang diiktiraf dan mempunyai kebolehpercayaan kredit yang baik. Ia adalah polisi Institut bahawa semua pelanggan yang ingin berniaga dengan syarat kredit tertakluk kepada prosedur pengesahan kredit. Di samping itu, baki hutang akan dipantau secara berterusan dengan keputusan bahawa pendedahan Institut kepada hutang lapuk adalah tidak ketara.

Risiko kredit Institut bagi lain-lain aset kewangan, yang terdiri daripada tunai dan kesetaraan tunai, berpunca daripada keingkaran daripada pihak berurusan, dan pendedahan maksima yang setara dengan nilai bawaan aset kewangan.

Institut tidak mempunyai sebarang pendedahan yang penting kepada mana-mana individu atau pihak berurusan dan tidak mempunyai sebarang tumpuan risiko kredit yang berkaitan dengan sebarang aset kewangan.

14. NILAI SAKSAMA INSTRUMEN KEWANGAN

Jumlah nilai bawaan aset dan liabiliti kewangan menghampiri nilai saksama adalah disebabkan oleh tempoh matang instrumen kewangan tersebut yang agak pendek.

LAPORAN JURUAUDIT BEBAS KEPADA AHLI-AHLI INSTITUT INTEGRITI MALAYSIA

LAPORAN MENGENAI PENYATA KEWANGAN

Pendapat

Kami telah mengaudit penyata kewangan INSTITUT INTEGRITI MALAYSIA, yang merangkumi penyata kedudukan kewangan Institut pada 31 Disember 2016, dan penyata pendapatan komprehensif, penyata perubahan dalam entiti dan penyata aliran tunai Institut bagi tahun kewangan berakhir pada tarikh tersebut dan nota-nota kepada penyata, serta satu ringkasan dasar perakaunan penting dan maklumat lain, seperti yang dibentangkan pada muka surat 105 hingga 123.

Pada pendapat kami, penyata kewangan yang disertakan memberi gambaran yang benar dan saksama mengenai kedudukan kewangan Institut pada 31 Disember 2016 dan prestasi kewangan dan aliran tunai untuk tahun kewangan berakhir selaras dengan Piawaian Laporan Kewangan Malaysia, Piawaian Laporan Kewangan Antarabangsa dan keperluan Akta Syarikat, 2016 di Malaysia.

Asas bagi pendapat

Kami telah melaksanakan audit menurut Piawaian Pengauditan yang diluluskan di Malaysia dan Piawaian Pengauditan Antarabangsa. Tanggungjawab kami di bawah piawaian itu adalah diuraikan dengan lanjut dalam seksyen Tanggungjawab Juruaudit bagi Audit Penyata Kewangan laporan kami. Kami percaya bahawa bukti audit yang kami peroleh adalah mencukupi dan bersesuaian untuk memberikan asas yang munasabah untuk pendapat kami.

Kebebasan dan Lain-Lain Tanggungjawab Etika

Kami bebas daripada Institut mengikut Undang-Undang Kecil (Etika Profesional, Kelakuan dan Amalan) Institut Akauntan Malaysia (Undang-Undang Kecil) dan Lembaga Piawaian Etika Antarabangsa untuk Kod Etika Akauntan untuk Akauntan Profesional (Kod IESBA), dan kami telah memenuhi tanggungjawab etika lain mengikut Undang-Undang Kecil dan Kod IESBA.

Maklumat Selain daripada Penyata Kewangan dan Laporan Juruaudit

Pengarah Institut bertanggungjawab untuk maklumat yang lain yang terdiri daripada penyata pengarah dan penyata oleh pengarah tidak termasuk penyata kewangan Institut dan laporan juruaudit mengenainya. Pendapat kami ke atas penyata kewangan Institut tidak termasuk penyata pengarah dan kami tidak menyatakan sebarang bentuk jaminan kesimpulan mengenainya.

Sehubungan itu, tanggungjawab kami adalah untuk membaca maklumat yang lain dengan mempertimbangkan sama ada maklumat yang lain itu tidak selaras secara material dengan penyata kewangan Institut atau pengetahuan kami perolehi dalam audit atau jika tidak, nampak tersalah nyata secara ketara.

Tanggungjawab Pengarah ke atas Penyata Kewangan

Pengarah Institut bertanggungjawab untuk penyediaan dan pembentangan penyata kewangan yang saksama menurut Piawaian Laporan Kewangan Malaysia, Piawaian Laporan Kewangan Antarabangsa dan keperluan Akta Syarikat, 2016 di Malaysia, dan untuk kawalan dalaman di mana pihak pengurusan menentukan diperlu untuk membolehkan penyediaan penyata kewangan yang saksama yang bebas daripada salah nyata yang ketara, sama ada disebabkan oleh penipuan atau kesilapan.

Dalam penyediaan penyata kewangan, pengarah adalah bertanggungjawab untuk menilai keupayaan Institut untuk terus sebagai satu usaha berterusan, mendedahkan, yang mana berkenaan, perkara-perkara yang berkaitan dengan usaha berterusan dan menggunakan asas perakaunan usaha berterusan melainkan jika pengarah sama ada berniat untuk membubarkan Institut atau berhenti operasi, atau tidak mempunyai alternatif yang realistik tetapi untuk berbuat demikian.

Tanggungjawab Juruaudit ke atas Audit Penyata Kewangan

Objektif kami adalah untuk memperoleh jaminan yang munasabah sama ada atau tidak penyata kewangan tersebut secara keseluruhan adalah bebas daripada salah nyata yang ketara sama ada disebabkan oleh penipuan atau kesilapan dan mengeluarkan laporan juruaudit yang merangkumi pendapat kami. Jaminan yang munasabah adalah jaminan tahap yang tinggi, tetapi bukan satu jaminan bahawa audit dijalankan mengikut Piawaian Pengauditan yang diluluskan di Malaysia dan Piawaian Pengauditan Antarabangsa akan sentiasa mengesan salah nyata yang ketara apabila ia wujud. Salah nyata boleh timbul daripada penipuan atau kesilapan dan dianggap memberi kesan ketara jika, secara individu atau dalam agregat, mereka semunasabahnya dapat dijangkakan untuk mempengaruhi keputusan ekonomi diambil oleh pengguna berdasarkan penyata kewangan ini.

Sebagai sebahagian daripada audit mengikut Piawaian Pengauditan yang diluluskan di Malaysia dan Piawaian Pengauditan Antarabangsa, kami menggunakan pertimbangan profesional dan mengekalkan keraguan profesional di seluruh audit. Kami juga:

- Mengetahui dan menilai risiko salah nyata yang ketara ke atas penyata kewangan, sama ada disebabkan oleh penipuan atau kesilapan, merancang dan melaksanakan prosedur audit responsif kepada risiko berkenaan, dan mendapatkan bukti audit yang mencukupi dan bersesuaian untuk memberikan asas yang munasabah untuk pendapat kami. Risiko tidak mengesan salah nyata yang ketara yang terhasil daripada penipuan adalah lebih tinggi daripada yang terhasil daripada

LAPORAN JURUAUDIT BEBAS KEPADA AHLI-AHLI INSTITUT INTEGRITI MALAYSIA (Samb.)

kesilapan, kerana penipuan mungkin melibatkan pakatan sulit, pemalsuan, peninggalan sengaja, gambaran yang salah, atau mengatasi kawalan dalaman.

- Memperoleh pemahaman mengenai kawalan dalaman yang berkaitan dengan audit untuk merangka prosedur audit yang bersesuaian dengan keadaan, tetapi bukan bertujuan untuk menyatakan pendapat mengenai keberkesanan kawalan dalaman Institut.
- Menilai kesesuaian dasar perakaunan yang digunakan dan kemunasabahan anggaran perakaunan dan pendedahan yang berkaitan yang dibuat oleh pihak pengurusan.
- Membuat kesimpulan mengenai kesesuaian penggunaan asas usaha berterusan perakaunan pihak pengurusan dan, berdasarkan bukti audit yang diperoleh, sama ada ketidaktentuan ketara wujud yang berkaitan dengan peristiwa atau keadaan yang boleh menimbulkan keraguan yang ketara ke atas keupayaan Institut untuk terus sebagai satu usaha berterusan. Jika kami membuat kesimpulan bahawa ketidaktentuan ketara wujud, kami dikehendaki untuk menarik perhatian dalam laporan juruaudit kami ke atas pendedahan berkaitan dalam penyata kewangan atau, jika pendedahan tersebut tidak mencukupi, mengubahkan pendapat kami. Kesimpulan kami adalah berdasarkan kepada bukti audit yang diperoleh sehingga tarikh laporan juruaudit kami. Walau bagaimanapun, peristiwa atau keadaan masa depan boleh menyebabkan Institut berhenti untuk terus sebagai satu usaha berterusan.
- Menilai keseluruhan pembentangan, struktur dan kandungan penyata kewangan Institut, termasuk pendedahan, sama ada penyata kewangan mewakili urusan niaga asas dan peristiwa yang mencapai pembentangan saksama.

Kami berkomunikasi dengan para pengarah, antara perkara lain, skop dan masa audit yang telah dirancang dan penemuan penting, termasuk sebarang kekurangan yang ketara dalam kawalan dalaman yang kami mengenal pasti sepanjang pengauditan kami.

Laporan Mengenai Keperluan Perundangan dan Badan Pengawasan Lain

Menurut keperluan dalam Akta Syarikat, 2016 di Malaysia, kami juga melaporkan, pada pendapat kami, rekod perakaunan dan rekod lain serta daftar yang wajib disimpan di bawah Akta oleh Institut telah disimpan dengan sempurna mengikut peruntukan Akta tersebut.

Hal-Hal Lain

Laporan ini disediakan semata-mata kepada ahli-ahli Institut, selaras dengan Seksyen 266 Akta Syarikat, 2016 dan Piawaian

Pengauditan yang diluluskan di Malaysia dan bukan untuk sebarang tujuan lain. Kami tidak akan bertanggungjawab kepada mana-mana pihak lain untuk kandungan laporan ini.



SALIHIN

(AF 1426)

AKAUNTAN BERTAULIAH



SALIHIN ABANG

NO. 2230/02/18 (J)

AKAUNTAN BERTAULIAH

Tarikh: 7 Mac 2017

Batu Caves, Malaysia

REPORTS AND FINANCIAL STATEMENTS

**FOR THE FINANCIAL YEAR
ENDED 31 DECEMBER 2016**



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CORPORATE INFORMATION

Directors : Tan Sri Datuk Amar (Dr.) Tommy bin Bugo @ Hamid Bugo
Dr. Chandra Muzaffar
Tan Sri Dato' Seri Ranjit a/l Ajit Singh
Tan Sri Dr. Ali bin Hamsa
Professor Emeritus Dato' Dr. Ibrahim bin Ahmad
Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad
Datuk Dr. Anis Yusal bin Yusoff
Datuk Dzulkifli bin Ahmad
Dato' Sri Zainal Rahim bin Seman
Tan Sri Dr. Madinah binti Mohamad

Company secretary : Norliana binti Ali Akbar

Registered office : Menara Integriti
Persiaran Tuanku Syed Sirajuddin
Off Jalan Tuanku Abdul Halim
50480 Kuala Lumpur

Principal place of business : Menara Integriti
Persiaran Tuanku Syed Sirajuddin
Off Jalan Tuanku Abdul Halim
50480 Kuala Lumpur

Auditors : Salihin (Af 1426)
Akauntan Bertauliah
555, Jalan Samudra Utara 1
Taman Samudra
68100 Batu Caves
Selangor Darul Ehsan

DIRECTORS' REPORT

The directors present their report together with the audited financial statements of the Institute for the financial year ended 31 December 2016.

PRINCIPAL ACTIVITIES

The principal activities of the Institute is to promote efforts which will strengthen integrity, morality and ethics among Malaysians in line with the expectations, inspirations and objectives of National Integrity Plan. There have been no significant changes in the nature of these activities during the financial year.

FINANCIAL RESULTS

Net surplus for the year	RM <u>697,008</u>
--------------------------	-----------------------------

In the opinion of the directors, the results of the operations of the Institute during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature.

RESERVES AND PROVISIONS

There were no material transfers to or from reserves or provisions during the financial year other than as disclosed in the financial statements.

DIVIDENDS

According to Section 45 (2)(b) of the Companies Act 2016, a limited company formed for the purpose of providing services to the community is prohibited from paying any dividend to its members.

DIRECTORS

The names of the directors of the Institute in office since the date of the last report and at the date of this report are:

Tan Sri Datuk Amar (Dr.) Tommy bin Bugo @ Hamid Bugo

Dr. Chandra Muzaffar

Tan Sri Dr. Ali bin Hamsa

DIRECTORS' REPORT (Cont'd.)

Tan Sri Dato' Seri Ranjit a/l Ajit Singh

Professor Emeritus Dato' Dr. Ibrahim bin Ahmad

Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad

Datuk Dr. Anis Yusal bin Yusoff

Tan Sri Mohamad Zabidi bin Zainal (*appointed w.e.f. 6.1.2016, resigned w.e.f. 31.12.2016*)

Datuk Dzulkifli bin Ahmad (*appointed w.e.f. 1.8.2016*)

Dato' Sri Zainal Rahim bin Seman (*appointed w.e.f. 16.1.2017*)

Tan Sri Dr. Madinah binti Mohamad (*appointed w.e.f. 23.2.2017*)

Tan Sri Haji Abu Kassim bin Mohamed (*resigned w.e.f. 1.8.2016*)

Tan Sri Haji Ambrin bin Buang (*resigned w.e.f. 23.2.2017*)

DIRECTORS' BENEFITS

Neither at the end of the financial year, nor at any time during that year, did there subsist any arrangement, to which the Institute was a party, whereby the directors might acquire benefits by means of the acquisition of shares in, or debentures of the Institute or any other body corporate.

Since the end of previous financial year, no director has received or become entitled to receive a benefit (other than benefits included in the aggregate amount of emoluments received or due and receivable by the directors to the financial statements or fixed salary of a full-time employee of the Institute) by reason of a contract made by the Institute or a related corporation with any director or with a firm of which he is a member, or with a Institute in which he has a substantial financial interest. .

OTHER STATUTORY INFORMATION

Before the statement of comprehensive income and statement of financial position of the Institute were made out, the directors took reasonable steps:

- (i) to ascertain that proper action had been taken in relation to the writing off of bad debts and making of provision for doubtful debts and satisfied themselves that all known bad debts had been written off and that adequate provision had been made for doubtful debts; and
- (ii) to ensure any current assets which were unlikely to realise their values as shown in the accounting records in the ordinary course of business had been written down to an amount which they might be expected so to realise.

At the date of this report, the directors are not aware of any circumstances, which would render:

(i) the amount written off for bad debts or the amount of the provision for doubtful debts in the financial statements of the Institute inadequate to any substantial extent; and

(ii) the values attributed to the current assets in the financial statements of the Institute is misleading.

At the date of this report, the directors are not aware of any circumstances which have arisen which would render adherence to the existing method of valuation of assets or liabilities of the Institute misleading or inappropriate.

At the date of this report, the directors are not aware of any circumstances not otherwise dealt with in this report or the financial statements of the Institute which would render any amount stated in the financial statements misleading.

At the date of this report, there does not exist:

(i) any charge on the assets of the Institute which has arisen since the end of the financial year which secures the liabilities of any other person; or

(ii) any contingent liability of the Institute which has arisen since the end of the financial year.

In the opinion of the directors:

i) no contingent or other liability has become enforceable or is likely to become enforceable within the period of twelve months after the end of the financial year which will or may affect the ability of the Institute to meet their obligations when they fall due; and

ii) no item, transaction or event of a material and unusual nature has arisen in the interval between the end of the financial year and the date of this report which is likely to affect substantially the results of the operations of the Institute for the financial year in which this report is made.

DIRECTORS' REPORT (Cont'd.)

AUDITORS

The auditors, **SALIHIN**, have expressed their willingness to accept appointments.

Signed on behalf of the Board in accordance with a resolution of the directors dated 7 March 2017.



TAN SRI DR. ALI BIN HAMSA
Director



DATUK DR. ANIS YUSAL BIN YUSOFF
Director

Selangor, Malaysia

STATEMENT BY DIRECTORS

PURSUANT TO SECTION 251 (2) OF THE COMPANIES ACT, 2016

We, **TAN SRI DR. ALI BIN HAMSA** and **DATUK DR. ANIS YUSAL BIN YUSOFF**, being two of the directors of **INSTITUT INTEGRITI MALAYSIA**, do hereby state that, in the opinion of the directors, the accompanying financial statements set out on pages 137 to 155 are drawn up in accordance with the Malaysia Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act, 2016 in Malaysia so as to give a true and fair view of the financial position of the Institute as at 31 December 2016 and of the results and the cash flows of the Institute for the year then ended.

Signed on behalf of the Board in accordance with a resolution of the directors dated 7 March 2017.

TAN SRI DR. ALI BIN HAMSA
Director

DATUK DR. ANIS YUSAL BIN YUSOFF
Director

Selangor, Malaysia

STATUTORY DECLARATION

PURSUANT TO SECTION 251 (1) OF THE COMPANIES ACT, 2016

I, **NORLIANA BINTI ALI AKBAR**, being the officer primarily responsible for the financial management of **INSTITUT INTEGRITI MALAYSIA**, do solemnly and sincerely declare that the accompanying financial statements set out on pages 137 to 155 are in my opinion, correct and I make this solemn declaration conscientiously believing the same to be true and by virtue of the provisions of the Statutory Declarations Act, 1960.

Subscribed and solemnly declared by}

the abovenamed at **Batu Caves in** }

the state of **Selangor Darul Ehsan** }

on } **NORLIANA BINTI ALI AKBAR**

Before me,



STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2016

	Note	2016 RM	2015 RM
ASSETS			
Non-current assets			
Property, plant and equipment	3	1,380,343	1,052,619
		1,380,343	1,052,619
Current assets			
Trade and other receivables	4	343,060	251,103
Cash and cash equivalents	5	20,597,487	18,352,757
		20,940,547	18,603,860
TOTAL ASSETS		22,320,890	19,656,479
EQUITY AND LIABILITIES			
Equity			
Accumulated fund		7,198,381	6,501,373
		7,198,381	6,501,373
Liabilities			
Non-current liability			
Government grant	6	15,009,036	13,030,789
		15,009,036	13,030,789
Current liabilities			
Trade and other payables	7	59,500	101,501
Taxation		53,973	22,816
		113,473	124,317
Total liabilities		15,122,509	13,155,106
TOTAL EQUITY AND LIABILITIES		22,320,890	19,656,479

The accompanying notes form an integral part of the financial statements

STATEMENT OF COMPREHENSIVE INCOME

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2016

	Note	2016 RM	2015 RM
Income			
Amortisation of operating expenditure grant		9,092,843	10,214,423
Amortisation of capital expenditure grant		366,332	349,281
Rental income		119,930	98,391
Sales of publication of books		11,174	16,691
Consultation, seminar and members fees received		279,440	10,180
Other income			
Profit from syariah concept fixed deposit		694,084	576,789
Hibah		6,697	4,408
Others		845	330
Gain on disposal of property, plant and equipment		-	11,499
Total income		10,571,345	11,281,992
Hospitality and entertainment services		(758,369)	(1,931,894)
Emolument		(6,447,012)	(5,702,989)
Research, publication, printing and professional fees		(646,607)	(569,131)
Travelling costs		(249,022)	(582,695)
Upkeep and maintenance cost		(364,564)	(353,591)
Rental		(84,266)	(132,669)
Communication costs		(131,287)	(168,752)
General and administrative expenses		(457,574)	(550,378)
Depreciation		(366,672)	(349,281)
Promotion and marketing cost		(132,783)	(222,324)
Total expenses		(9,638,156)	(10,563,704)
Surplus fund before tax	8	933,189	718,288
Tax expense	10	(236,181)	(162,540)
Surplus fund for financial year representing total comprehensive income for the year		697,008	555,748

The accompanying notes form an integral part of the financial statements

STATEMENT OF CHANGES IN EQUITY

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2016

	Accumulated Fund RM	Total RM
At 1 January 2015	5,945,625	5,945,625
Surplus fund for financial year	555,748	555,748
At 31 December 2015	<u>6,501,373</u>	<u>6,501,373</u>
At 1 January 2016	6,501,373	6,501,373
Surplus fund for financial year	697,008	697,008
At 31 December 2016	<u>7,198,381</u>	<u>7,198,381</u>

STATEMENT OF CASH FLOW

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2016

	Note	2016 RM	2015 RM
Cash flows from operating activities			
Surplus fund before tax		933,189	718,288
<i>Adjustments for:</i>			
Depreciation of property, plant and equipment		366,672	349,281
Amortisation of operating expenditure grant		(9,092,843)	(10,214,423)
Amortisation of capital expenditure grant		(366,332)	(349,281)
Gain on disposal of property, plant and equipment		-	(11,499)
Operating loss before working capital changes		(8,159,314)	(9,507,634)
<i>Working capital changes:</i>			
(Increase)/Decrease in trade and other receivables		(91,957)	21,200
Decrease in trade and other payables		(40,210)	(141,821)
Tax paid		(205,023)	(317,731)
Net cash used in operating activities		(8,496,504)	(9,945,986)
Cash flows from investing activities			
Purchase of property, plant and equipment	11	(694,397)	(282,350)
Proceed from disposal of property, plant and equipment		-	11,500
Net cash used in investing activities		(694,397)	(270,850)
Cash flows from financing activities			
Government grant received		11,437,422	9,452,462
Repayment of hire purchase payables		(1,791)	(13,625)
Net cash generated from investing activities		11,435,631	9,438,837
Net increase/(decrease) in cash and cash equivalents		2,244,730	(777,999)
Cash and cash equivalents at beginning of year		18,352,757	19,130,756
Cash and cash equivalents at end of year		20,597,487	18,352,757
<i>Cash and cash equivalents at end of year comprise of:</i>			
Cash at bank		491,987	247,257
Cash in hand		5,000	5,000
Syariah concept fixed deposit		20,100,500	18,100,500
		20,597,487	18,352,757

NOTES TO THE FINANCIAL STATEMENTS

- 31 DISEMBER 2016

1. CORPORATE INFORMATION

The Institute is a Company limited by guarantee, incorporated and domiciled in Malaysia. The registered office is located at Menara Integriti, Persiaran Tuanku Syed Sirajuddin, Off Jalan Tuanku Abdul Halim, 50480 Kuala Lumpur, Wilayah Persekutuan.

The principal activities of the Institute is to promote efforts which will strengthen integrity, morality and ethics among Malaysians in line with the expectations, inspirations and objectives of National Integrity Plan. There have been no significant changes in the nature of these activities during the financial year.

The number of employees in the Institute at the end of the financial year were 80 (2015 : 82).

The principal place of business of the Institute is located at Menara Integriti, Persiaran Tuanku Syed Sirajuddin, Off Jalan Tuanku Abdul Halim, 50480 Kuala Lumpur, Wilayah Persekutuan.

The financial statements were authorised for issue by the Board of Directors in accordance with a resolution of the directors on 7 March 2017.

2. SIGNIFICANT ACCOUNTING POLICIES

2.1 Basis of preparation

The financial statements of the Institute have been prepared in accordance with Malaysia Financial Reporting Standards (MFRSs), International Financial Reporting Standards (IFRSs) and Companies Act, 2016 in Malaysia.

The financial statements of the Institute have also been prepared on a historical cost basis, except for financial instruments that have been measured at their fair values.

The financial statements are presented in Ringgit Malaysia (RM).

2.2 Changes in accounting policies

The accounting policies adopted are consistent with those of the previous financial year except as follows:

On 1 January 2016, the Institute adopted the following Amendments and Annual Improvements mandatory for annual financial periods beginning on or after 1 January 2016:

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

Description	Effective for annual period beginning on or after
Annual Improvements to MFRSs 2012-2014 Cycle	1 January 2016
Amendments to MFRS 116 and MFRS 138: Clarification of Acceptable Methods of Depreciation and Amortisation	1 January 2016
Amendments to MFRS 101: Disclosure Initiatives	1 January 2016

The adoption of the above Amendments and Annual Improvements did not have any significant impact on the financial statements.

2.3 Standards issued but not yet effects

As at the date of authorisation of these financial statements, the following Standards, Amendments and Annual Improvements have been issued by the Malaysian Accounting Standards Board (MASB) but have not been adopted by the Institute:

Effective for financial periods beginning on or after 1 January 2018

MFRS 9 Financial Instruments (IFRS 9 as issued by International Accounting Standards Board (IASB) in July 2014)

2.4 Property, plant and equipment and depreciation

All items of property, plant and equipment are initially recorded at cost. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Institute and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are recognised in profit or loss as incurred.

Subsequent to recognition, property, plant and equipment are stated at cost less accumulated depreciation and accumulated impairment losses. The policy for the recognition and measurement of impairment losses is in accordance with Note 2.6.

Depreciation of property, plant and equipment is provided for on a straight-line basis to write off the cost of each asset to its residual value over the estimated useful life, and no depreciation for work in progress. The following are annual rates:

Computer and softwares	33.3%
Furniture and fittings	20%
Motor vehicles	20%
Office equipments	20%
Reference books	10%
Renovation	10%
Signboards	10%
Sport equipments	20%

The residual values, useful lives and depreciation method are reviewed at each financial year-end to ensure that the amount, method and period of depreciation are consistent with previous estimates and the expected pattern of consumption of the future economic benefits embodied in the items of plant and equipment.

An item of plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. The difference between the net disposal proceeds, if any and the net carrying amount is recognised in profit or loss and the unutilised portion of the revaluation surplus on that item is taken directly to retained earnings.

2.5 Financial assets

Financial assets are recognised in the statements of financial position when, and only when, the Institute becomes a party to the contractual provisions of the financial instrument. When financial assets are recognised initially, they are measured at fair value, plus, in the case of financial assets not at fair value through profit or loss, directly attributable transaction costs.

The Institute determines the classification of their financial assets at initial recognition. Financial assets with fixed or determinable payment that are not quoted in an active market are classified as loans and receivables and classified as current assets. All financial assets of the Institute are classified as loans and receivables. The Institute's loans and receivables includes cash and cash equivalents.

Subsequent to initial recognition, loans and receivables are measured at amortised cost using the effective interest method. A financial asset is derecognised when the contractual right to receive cash flows from the asset has expired. On derecognition, the difference between the carrying amount and the sum of the consideration received is recognised in profit and loss.

2.6 Impairment of financial assets

The Institute assesses at each reporting data whether there is any objective evidence that a financial assets is impaired.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

Receivables that are assessed not to be impaired individually are subsequently assessed for impairment on a collective basis based on similar risk characteristics. Objective evidence of impairment of receivables could include the Institute's past experience of collecting payments, an increase in the number of delayed payments past the average credit period and observable changes in economic conditions.

If any such evidence exists, the amount of impairment loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the financial asset's original effective interest rate. The impairment loss is recognised in profit or loss.

2.7 Impairment of non-financial assets

The Institute assess at each financial year end whether there is an indication that an asset may be impaired. If any such indication exists, or when an annual impairment assessment for an asset is required, the Institute make an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's fair value less costs to sell and its value-in-use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (i.e. CGUs). In assessing value-in-use, the estimated future cash flows expected to be generated by the asset are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

Where the carrying amount of an asset exceeds its recoverable amount, the asset is written down to its recoverable amount. Impairment losses recognised in respect of a CGU or groups of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to those units or groups of units and then, to reduce the carrying amount of the other assets in the unit or groups of units on a pro-rata basis.

Impairment losses are recognised in profit or loss except for assets that are previously revalued where the revaluation was taken to other comprehensive income. In this case, the impairment is also recognised in other comprehensive income up to the amount of any previous revaluation. An assessment is made at each financial year end as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased.

A previously recognised impairment loss for an asset, other than goodwill, is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its revised recoverable amount. That increase cannot exceed the carrying amount that would have been determined (net of amortisation or depreciation) had no impairment loss been recognised previously. Such reversal is recognised in profit or loss unless the asset is measured at revalued amount, in which case the reversal is treated as a revaluation increase. Impairment loss on goodwill is not reversed in a subsequent period.

2.8 Financial liabilities

Financial liabilities are recognised in the statement of financial position when, and only when, the Institute becomes a party to the contractual provisions of the financial instrument. Financial liabilities are classified according to the substance of the contractual arrangements entered into and the definitions of a financial liability

Financial liability are recognised initially at fair value plus directly attributable transaction costs and subsequently measured at amortised cost using the effective interest method. A financial liability is derecognised when the obligation under the liability is extinguished and the resulting gains or losses are recognised in profit or loss.

2.9 Government grants

Government grants are recognised at their fair value where there is reasonable assurance that the grant will be received and all attaching conditions will be complied with.

When the grant relates to an expense item, it is recognised as income over the periods necessary to match the grant on a systematic basis to the costs that it is intended to compensate. Where the grant relates to an asset, the fair value is credited to a deferred income account and is released to the income statement over the expected useful lives of the relevant asset by equal amount instalment.

2.10 Cash and cash equivalents

Cash and cash equivalents comprise of cash at bank and in hand, highly liquid investments that are readily convertible to known amount of cash and which are subject to an insignificant risk of changes in value.

2.11 Employee benefits

(i) Short term benefits

Wages, salaries, bonus and social security contributions are recognised as an expense in the year in which the associated services are rendered by employees of the Institute. Short term accumulating compensated absences such as paid annual leave are recognised when services are rendered by employees that increase their entitlement to future compensated absences, and short-term non-accumulating compensated absences such as sick leave are recognised when the absences occur.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

(ii) Defined contribution plan

As required by law, companies in Malaysia make contributions to the state pension scheme, the Employees Provident Fund (EPF). Such contributions are recognised as an expense in the profit or loss as incurred.

2.12 Revenue recognition

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Institute and the revenue can be reliably measured.

(i) Rental income

Rental income is recognised on accrued basis.

(ii) Revenue from services

Revenue from services rendered is recognised as and when services are performed.

(iii) Sale of goods

Revenue relating to sale of goods is recognised net of sales taxes and discounts upon the transfer of risks and rewards.

(vi) Other income

Other income consists of profit from recognised investments based on profit ratio and length time of deposits.

2.13 Taxation

Income tax on the profit or loss for the year comprises current and deferred tax. Current tax is the expected amount of income taxes payables in respect of the taxable profit for the period and is measured using the tax rates that have been enacted at the reporting date.

Deferred tax is provided for, using the liability method. In principle, deferred tax liabilities are recognised for all taxable temporary differences and deferred tax assets are recognised for all deductible temporary differences, unused tax losses and unused tax credits to the extent that it is probable that taxable profit will be available against which the deductible temporary differences, unused tax losses and unused tax credits can be utilised.

Deferred tax is measured at the tax rates that are expected to apply in the period when the asset is realised or the liability is settled, based on tax rates that have been enacted or substantially enacted by the reporting date. Deferred tax is recognised as income or an expense and included in the profit or loss for the period, except when it arises from a transaction which is recognised directly in equity, in which case the deferred tax is also charged or credited directly in equity.

2.14 Significant accounting estimates and judgments

The preparation of financial statements in accordance with MFRSs requires the use of certain accounting estimates and exercise of judgement. Estimates and judgements are continually evaluated and are based on past experience, reasonable expectations of future events and other factors.

(a) Key sources of estimation uncertainty

The key assumptions concerning the future and other key sources of estimation uncertainty at the financial year end, that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below:

Depreciation of property, plant and equipment

The cost of an item of property, plant and equipment is depreciated on the straight-line method or another systematic method that reflects the consumption of the economic benefits of the asset over its useful life. Estimates are applied in the selection of the depreciation method, the useful lives and the residual values. The actual consumption of the economic benefits of the property, plant and equipment may differ from the estimates applied and this may lead to a gain or loss on an eventual disposal of an item of property, plant and equipment.

Impairment of receivables

The Institute assesses at each reporting date whether there is any objective evidence that a financial asset is impaired. To determine whether there is objective evidence of impairment, the Institute considers factors such as the Institute's contractual entitlement to a debt, the probability of insolvency or significant financial difficulties of the debtor and default or significant delay in payments.

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

3. PROPERTY, PLANT AND EQUIPMENT

	As at 1.1.2016 (RM)	Addition (RM)	Disposal (RM)	As at 31.12.2016 (RM)
Cost				
Computer and softwares	2,188,302	70,812	-	2,259,114
Furniture and fittings	291,005	-	-	291,005
Motor vehicles	785,686	-	-	785,686
Office equipments	759,655	163,546	-	923,201
Reference books	1,319,999	62,784	-	1,382,783
Renovation	152,240	29,620	-	181,860
Signboards	52,048	367,635	-	419,683
Sport equipments	36,647	-	-	36,647
Work in progress	284,820	-	-	284,820
	5,870,402	694,397	-	6,564,799

Accumulated depreciation

Computer and softwares	2,128,089	58,098	-	2,186,187
Furniture and fittings	265,071	6,850	-	271,921
Motor vehicles	627,610	61,059	-	688,669
Office equipments	597,300	88,803	-	686,103
Reference books	1,045,918	97,336	-	1,143,254
Renovation	77,599	15,494	-	93,093
Signboards	39,557	39,032	-	78,589
Sport equipments	36,639	-	-	36,639
	4,817,783	366,672	-	5,184,455

	2016 (RM)	2015 (RM)
Net carrying amount		
Computer and softwares	72,927	60,213
Furniture and fittings	19,084	25,934
Motor vehicles	97,017	158,076
Office equipments	237,098	162,355
Reference books	239,528	274,081
Renovation	88,767	74,641
Signboards	341,094	12,491
Sport equipments	8	8
Work in progress	284,820	284,820
	1,380,343	1,052,619

4. TRADE AND OTHER RECEIVABLES

	2016 (RM)	2015 (RM)
Trade receivables	50,700	1,800
Other receivables and deposits	11,618	14,129
Accrued income	280,742	235,174
	343,060	251,103

Credit term of trade receivables ranges to 30 days (2015: 30 days).

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

5. CASH AND CASH EQUIVALENTS

	2016 (RM)	2015 (RM)
Cash at bank	491,987	247,257
Cash in hand	5,000	5,000
Syariah concept fixed deposit	20,100,500	18,100,500
	20,597,487	18,352,757

6. GOVERNMENT GRANT

	2016 (RM)	2015 (RM)
Balance as at 1 January	13,030,789	14,142,031
Grant received during the financial year	11,437,422	9,452,462
Transfer to income statement	(9,459,175)	(10,563,704)
Balance as at 31 December	15,009,036	13,030,789

Included in grant as follows:

	2016 RM	2015 RM
Operating expenditure grant (unutilised)	13,628,692	11,978,170
Capital expenditure grant	6,692,104	5,997,707
Accumulated amortisation	(5,311,760)	(4,945,088)
Balance for capital expenditure grant	1,380,344	1,052,619
Balance as at 31 December	15,009,036	13,030,789

7. TRADE AND OTHER PAYABLES

	2016 (RM)	2015 (RM)
Trade payables	2,987	44,310
Other payables and accruals	56,513	55,400
Hire purchase creditor	-	1,791
	59,500	101,501

8. SURPLUS FUND BEFORE TAX

	2016 (RM)	2015 (RM)
Surplus fund before tax is stated after charging:		
Audit fee	12,000	12,000
Depreciation	366,672	349,281
Directors' allowance	191,750	180,500
Rental of building	10,000	10,000
Rental of equipment	11,948	47,713
Rental of vehicles	18,130	32,606
Rental of photocopy machine	44,188	42,350
Staff costs (Note 9)	6,447,012	5,702,989

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

9. STAFF COSTS

	2016 (RM)	2015 (RM)
KWSP, KWAP and SOCSO	815,600	774,504
Financial contribution	77,000	74,500
Human Resources Development Fund	49,200	45,535
Medical claim	86,575	81,420
Salaries and wages	5,071,703	4,447,237
Staff insurance	346,934	279,793
	6,447,012	5,702,989

10. TAX EXPENSE

	2016 (RM)	2015 (RM)
Income tax		
• current year	223,965	176,000
• underprovision in prior year	12,216	45,700
Deferred taxation		
• overprovision in prior year	-	(59,160)
	236,181	162,540

A reconciliation of tax expense applicable to surplus fund before taxation at the statutory income tax rate to tax expense at the effective tax rate is as follows:

	2016 (RM)	2015 (RM)
Surplus fund before tax	933,189	718,288
Tax at statutory tax rate of 24% (2015: 25%)	223,965	179,572
Other operating income not subject to tax	-	(3,572)
Income tax		
• underprovision in prior year deferred taxation	12,216	45,700
• overprovision in prior year	-	(59,160)
	236,181	162,540

11. PURCHASE OF PROPERTY, PLANT AND EQUIPMENT

	2016 (RM)	2015 (RM)
Total purchases of property, plant and equipment	694,397	282,350
Purchase of property, plant and equipment through cash and cash equivalent	694,397	282,350

NOTES TO THE FINANCIAL STATEMENTS (Cont'd.)

- 31 DISEMBER 2016

12. RELATED PARTY TRANSACTIONS

(a) Compensation of key management personnel

The remuneration of key management personnel during the financial year is as follows:

	2016 (RM)	2015 (RM)
Directors' allowance	191,750	180,500

Directors' allowance is also disclosed in Note 8 to the financial statements.

13. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

The Institute is exposed to financial risks arising from its operations and the use of financial instruments. The key financial risks include liquidity risk and credit risk.

The following sections provide details regarding the Institute's exposure to the above-mentioned financial risks and the objectives, policies and processes for the management of these risks.

(a) Liquidity risk

The Institute manages its operating cash flows and the availability of funding so as to ensure that funding needs are met. As part of its overall liquidity management, the Institute maintains sufficient levels of cash or cash convertible investments to meet its working capital requirements.

Analysis of financial instruments by remaining contractual maturities

The table below analyses the maturity profile of the Institute's financial liabilities based on contractual undiscounted repayment obligations.

	On demand or within one year	
	2016 (RM)	2015 (RM)
Undiscounted financial assets		
Trade and other receivables	52,318	5,929
Cash and cash equivalents	20,597,487	18,352,757
Undiscounted financial liabilities		
Trade and other payables	3,387	44,710

(b) Credit risk

The Institute's credit risk is primarily attributable to trade receivables. The Institute trades only with recognised and creditworthy third parties. It is the Institute's policy that all customers who wish to trade on credit terms are subject to credit verification procedures. In addition, receivables balances are monitored on an ongoing basis and the Institute's exposure to bad debts is not significant.

The credit risk of the Institute's other financial assets, which comprise cash and cash equivalents, arises from default of the counterparty, with a maximum exposure equal to the carrying amount of these financial assets.

The Institute does not have any significant exposure to any individual customer or counterparty nor does it have any major concentration of credit risk related to any financial assets.

14. FAIR VALUE OF FINANCIAL INSTRUMENTS

The carrying amount of the financial assets and liabilities approximate their fair value due to the relatively short maturity terms of these financial instruments.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSTITUT INTEGRITI MALAYSIA

REPORT ON THE FINANCIAL STATEMENTS

OPINION

We have audited the financial statements of INSTITUT INTEGRITI MALAYSIA, which comprise the statement of financial position as at 31 December 2016, and the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and other explanatory, as set out on pages 137 to 155.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Institute as at 31 December 2016, and of its financial performance and its cash flows for the year then ended in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act, 2016 in Malaysia.

Basis for Opinion

We conducted our audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence and Other Ethical Responsibilities

We are independent of the Institute in accordance with the By-Laws (on Professional Ethics, Conduct and Practice) of the Malaysian Company of Accountants (By-Laws) and the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with the By-Laws and the IESBA Code.

Information Other than the Financial Statements and Auditors' Report Thereon

The directors of the Institute are responsible for the other information. The other information comprises the information included in the annual report but does not include the financial statements of the Institute and our auditors' report thereon. Our opinion on the financial statements of the Institute does not cover the other information and we do not express any form of assurance conclusion thereon.

Responsibilities of the Directors for the Financial Statements

The directors of the Institute are responsible for the preparation of financial statements of the Institute that give a true and fair view in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the requirements of the Companies Act, 2016 in Malaysia. The directors are also responsible for such internal control as the directors determine is necessary to enable the preparation of financial statements of the Institute that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements of the Institute, the directors are responsible for assessing the Institute's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Institute or to cease operations, or have no realistic alternative but to do so.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements of the Institute as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with approved standards on auditing in Malaysia and International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with approved standards on auditing in Malaysia and International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements of the Institute, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Institute's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF INSTITUT INTEGRITI MALAYSIA (Cont'd.)

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Institute's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements of the Institute or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Institute to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements of the Institute, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Companies Act, 2016 in Malaysia, we also report that in our opinion, the accounting and other records and the registers required by the Act to be kept by the Institute have been properly kept in accordance with the provisions of the Act.

Other Matters

This report is made solely to the members of the Institute, as a body, in accordance with Section 266 of the Companies Act, 2016 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.

**SALIHIN**

(AF 1426)

Chartered Accountants

**SALIHIN ABANG**

NO. 2230/02/18 (J)

Chartered Accountant

Dated: 7 March 2017

Batu Caves, Malaysia

INSTITUT INTEGRITI MALAYSIA (INTEGRITI)
The Malaysian Institute of Integrity



Menara Integriti, Persiaran Tuanku Syed Sirajuddin
off Jalan Tuanku Abdul Halim
50480 Kuala Lumpur

Tel : 603-6209 2000
Fax : 603-6209 1005
E-mail : integriti@integriti.my
Website : integriti.my