

LAPORAN TAHUNAN / ANNUAL REPORT

2015

KANDUNGAN

CONTENTS

2	Perutusan Pengerusi Chairman's Message	28	Program Komunikasi Communication Programmes	54	Institusi Keluarga Family Institution
4	Laporan Presiden dan Ketua Pegawai Eksekutif President and Chief Executive Officer's Report	32	Konvensyen Integriti Nasional 2015 National Integrity Convention 2015	58	Masyarakat Sivil dan Komuniti Civil Society and Community
10	PROFIL KORPORAT CORPORATE PROFILE	34	Dialog Integriti ASEAN 2015 ASEAN Integrity Dialogue 2015	60	Institusi Pentadbiran Administrative Institutions
11	Tentang INTEGRITI About INTEGRITI	35	Bengkel Pra Forum Global Mengenai Etika dan Integriti Pre-Workshop to Global Forum on Ethics and Integrity	62	Institusi Ekonomi Economic Institutions
	Penstrukturan semula organisasi Organisational Restructuring	36	Syarahan Breakfast Talk	68	Institusi Politik Political Institutions
12	Logo INTEGRITI INTEGRITI's Logo	38	Diskusi Meja Bulat Roundtable Discussion	72	Agensi Penguatkuasaan Enforcement Agencies
13	Matlamat INTEGRITI INTEGRITI's Objective	39	Diskusi Penyelidikan Research Discussion	74	Institusi Agama Religious Institutions
14	Visi dan Misi Vision and Mission	40	Malam Seni Integriti Integrity Art Night	76	Warisan dan Budaya Heritage and Culture
15	Penyataan Mengenai Tadbir Urus Korporat Statement Of Corporate Governance	41	Bicara Integriti 2015 Integrity Talk 2015	77	Sukan dan Rekreasi Sports and Recreation
18	Ahli Lembaga Pengarah Board of Directors	42	Dialog Bersama Ketua Pesuruhjaya Suruhanjaya Pencegahan Rasuah Malaysia Dialogue With Chief Commissioner of Malaysian Anti-Corruption Commission	79	Pusat Ilmu dan Rundingcara Integriti Centre for Knowledge and Consultancy on Integrity
20	Pengurusan Tertinggi Top Management	43	Pusat Koordinasi & Pemantauan dan Khidmat Pengurusan Centre for Coordination & Monitoring and Management Services		Pusat Ilmu Knowledge Centre
21	Carta Organisasi Organisational Structure	45	Khidmat Pengurusan Management Services	81	Arkib dan Dokumentasi Archive and Documentation
22	Warga Kerja INTEGRITI INTEGRITI Staff	49	Unit Teknologi Maklumat dan Komunikasi (ICT) Information and Communication Technology Unit (ICT)	83	Penyelidikan Research
23	Ahli-Ahli INTEGRITI INTEGRITI Members	51	Pusat Pembangunan dan Pelaksanaan Program Centre for Programme Development and Implementation	86	Fellowship dan Makmal Fellowship and Lab
26	LAPORAN REPORT			89	Perundingan Consultancy
28	Pusat Komunikasi, Program Antarabangsa dan Program Khas Centre For Communication, International and Special Programmes			91	KERATAN AKHBAR NEWSPAPER CUTTING
				96	Laporan dan Penyata Kewangan Bagi Tahun Kewangan Berakhir 31 Disember 2015
				124	Reports and Financial Statements For The Financial Year Ended 31 December 2015

PERUTUSAN Pengerusi CHAIRMAN'S MESSAGE

Dengan nama Allah yang Maha
Pemurah lagi Maha Mengasihani

Alhamdulillah, syukur ke hadrat Ilahi, Institut Integriti Malaysia (INTEGRITI) sudah pun melepasi sedekad usianya. Sejak penubuhannya 11 tahun yang lalu, INTEGRITI telah melalui pelbagai fasa perubahan dan peningkatan.

Terkini, INTEGRITI sedang berada pada fasa ketiga Pelan Integriti Nasional (PIN) 2014-2018. INTEGRITI mulai 1 Jun 2015 telah mempunyai seorang Presiden dan Ketua Pegawai Eksekutif yang baharu iaitu Dr. Anis Yusal Yusoff. Beliau pernah berkhidmat sebagai Pengarah Bahagian Perhubungan dan Persidangan serta Pengarah Pengasas Sektor Politik di INTEGRITI.

Bermula dengan penstrukturan dan penjenamaan semula organisasi, INTEGRITI telah memperlihatkan kesungguhan dan komitmen yang tinggi dalam mendukung agenda integriti nasional. Malah, INTEGRITI aktif melaksanakan pelbagai inisiatif dan program integriti di peringkat nasional dan serantau.

Pelantikan INTEGRITI sebagai Pusat Rujukan dan sekretariat untuk Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP) oleh YAB Perdana Menteri mencerminkan kepercayaan dan harapan yang tinggi kerajaan terhadap INTEGRITI. Ia juga menjadi kayu pengukur kepada pencapaian

INTEGRITI sebagai sebuah institusi yang dirujuk mengenai integriti oleh semua pihak.

Pencapaian dan perkembangan yang begitu menggalakkan ini jelas selari dengan agenda integriti negara yang terkandung dalam Rancangan Malaysia ke-11 (RMK-11) yang telah dibentangkan di Parlimen pada 21 Mei 2015 yang lalu.

Saya yakin dan percaya, dengan kesungguhan dan komitmen yang dipamerkan oleh pihak pengurusan INTEGRITI di bawah kepimpinan Dr. Anis Yusal, dan dengan bantuan, kerjasama dan sokongan daripada pihak-pihak lain, agenda integriti nasional dapat dilaksanakan dengan jayanya. Lebih utama, pembudayaan dan penyuburan integriti dalam setiap warga negara ini mampu melahirkan sebuah masyarakat yang makmur, sejahtera dan berdaya saing.

Pada kesempatan ini, saya ingin merakamkan setinggi-tinggi penghargaan dan jutaan terima kasih kepada semua Ahli Lembaga Pengarah, ahli-ahli, rakan-rakan strategik dan seluruh warga kerja INTEGRITI atas kerjasama serta sokongan yang tidak berbelah bahagi sepanjang menjayakan pelaksanaan PIN dalam kerangka Agenda Integriti Nasional sejak 11 tahun yang lalu. Semoga komitmen yang diberikan ini akan berterusan, sekali gus memberikan manfaat kepada keseluruhan warga Malaysia.

Semoga Allah swt merahmati semua usaha murni kita untuk memantapkan integriti dalam masyarakat.



TAN SRI DR. ALI HAMSA

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

Alhamdulillah, all praise is due to Allah, the Malaysian Institute of Integrity (INTEGRITI) is now more than a decade old. Since its establishment 11 years ago, INTEGRITI has undergone various phases of change and improvement.

INTEGRITI is now in the third phase of the National Integrity Plan (NIP) 2014-2018. With effect from 1 June 2015, INTEGRITI has a new President and Chief Executive Officer, Dr. Anis Yusal Yusoff. He previously served as the Director of Communications and Conference Division as well as the Founding Director of the Political Sector of INTEGRITI.

Starting from the restructuring and rebranding of the organisation, INTEGRITI has shown a high level of determination and commitment in upholding the national integrity agenda. In fact, INTEGRITI has always been active in the implementation of various integrity initiatives and programmes at national and regional levels.

The appointment of INTEGRITI as the Reference Centre and secretariat for the National Consultative Committee on Political Funding by the Prime Minister reflects the high level of trust and expectations that the government has in INTEGRITI. It has also become a yardstick of INTEGRITI's achievement as an institution that is referred to by all parties on matters related to integrity.

This very encouraging achievement and growth are clearly in line with the

nation's integrity agenda as set out in the 11th Malaysia Plan tabled in Parliament on 21 May 2015.

I am confident that with the determination and commitment shown by the management of INTEGRITI under the leadership of Dr Anis Yusal, and with the help, collaboration and support from other parties, the national integrity agenda will be successfully implemented. Most important, the enculturation and cultivation of integrity in each Malaysian will lead to a society that is prosperous, peaceful and competitive.

I would like to take this opportunity to record my most sincere appreciation and gratitude to the Board of Directors, members, strategic partners and staff of INTEGRITI for their unconditional support and cooperation throughout the implementation of NIP within the framework of the National Integrity Agenda since 11 years ago. I hope that this commitment will continue and benefit all Malaysians.

May Allah SWT bless our good efforts in strengthening integrity within our society.



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

Laporan Tahunan ini merupakan yang kesebelas bagi Institut Integriti Malaysia (INTEGRITI) dan yang pertama bagi saya sebagai Presiden dan Ketua Pegawai Eksekutifnya. Laporan Tahunan kali ini melaporkan setiap aktiviti dan perkembangan INTEGRITI bagi tahun 2015.

Selepas sebelas tahun ditubuhkan, dan selepas tiga orang Presiden yang telah menerajui institut ini, kini tiba giliran saya untuk menyambung dan meneruskan legasi dan kerja baik yang telah dilaksanakan oleh tiga mantan Presiden sebelum ini. Pada kesempatan ini, saya ingin mengucapkan berbilang terima kasih secara peribadi kepada YBhg. Tan Sri Dr. Sulaiman Mahbob, YBhg. Dato' Seri Dr. Isahak Yeop Mohamad Shar dan YBhg. Datuk Dr. MohdTap Salleh atas sumbangan besar mereka meletakkan batu asas kepada usaha membudayakan integriti dalam kalangan masyarakat Malaysia. Sumbangan mereka bertiga sangat penting kepada negara terutama dalam konteks sepuluh tahun pertama penubuhan INTEGRITI.

Dengan mendepani cabaran masa kini, INTEGRITI sejak awal 2015 telah meneruskan usaha-usaha sesuai dengan

fungsi sebagai agensi penyelaras dan pemantau pelaksanaan Pelan Integriti Nasional (PIN) dengan teras kegiatannya meliputi advokasi, komunikasi, pemantauan, penyelidikan dan pendidikan kepada lapan sektor masyarakat iaitu keluarga, komuniti, masyarakat sivil, sosiobudaya, agama, ekonomi, politik dan pentadbiran.

Bagi menyokong usaha-usaha ini, mulai Jun 2015, INTEGRITI telah melalui proses penstrukturan dan penjenamaan semula, sekali gus melancarkan logonya yang baharu. Tindakan penstrukturan dan penjenamaan ini signifikan selaras dengan usaha INTEGRITI untuk membantu Malaysia mencapai status negara berintegriti tinggi, berdaya tahan serta rakyatnya memiliki nilai-nilai murni sejagat.

Bagi tujuan tersebut, dalam rancangan kerja INTEGRITI bagi lima tahun akan datang, INTEGRITI memberi fokus kepada empat output utama:

- 1) menjadi institusi yang mengkoordinasi, memantau dan menilai pelaksanaan Pelan Integriti Nasional (PIN),
- 2) menjadi institusi yang menggerakkan semua lapisan dan sektor masyarakat secara fokus dan negara ke arah mencapai lima Sasaran Tekad Integriti,
- 3) menjadi institut pemikir perdana (*premier think-tank*) berkaitan hal

ehwal pengukuhan integriti negara dan

- 4) menjadi institut rujukan integriti dalam negara dan serantau yang mempunyai rangkaian strategik dan mendapat pengiktirafan global.

Bagi mencapai output-output berkenaan empat pusat telah ditubuhkan. Empat pusat tersebut adalah:

- 1) Pusat Komunikasi, Program Antarabangsa dan Program Khas
- 2) Pusat Koordinasi, Pemantauan dan Khidmat Pengurusan
- 3) Pusat Pembangunan dan Pelaksanaan Program
- 4) Pusat Ilmu dan Rundingcara

Secara amnya, keempat-empat pusat ini mempunyai peranan penting untuk menggerakkan agenda integriti dalam negara. Secara spesifiknya dalam Laporan Tahunan ini ada melaporkan aktiviti dan impak yang telah berjaya dicapai oleh setiap pusat mengikut terma rujukan masing-masing. Ada antara perancangan yang masih di peringkat awal dan insya Allah pada tahun 2016 nanti ia akan mula menunjukkan hasil.

Bagaimanapun, sepanjang tahun 2015, INTEGRITI telah berjaya melaksanakan pelbagai program dan aktiviti sama ada di peringkat dalam negara, rantau

ASEAN mahupun antarabangsa. Di peringkat antarabangsa umpamanya, kerjasama baik dengan *Integrity Action*, sebuah pertubuhan sivil yang berpangkalan di London telah membuahkan beberapa kerjasama pintar yang menghasilkan impak yang sangat signifikan. Modul latihan bagi kursus Pemimpin Integriti yang digunakan oleh *Integrity Action* di peringkat global telah diserahkan untuk disesuaikan dan diguna pakai oleh INTEGRITI. Begitu jugalah dengan Projek *Fix-rate: a key metric for Transparency and Accountability*, sebuah projek yang melibatkan komuniti setempat dalam usaha menentukan adanya *check and balances* dalam sesuatu aktiviti. Dengan bantuan *Integrity Action*, dan bantuan dana dari Bahagian Integriti dan Tadbir Urus (BITU), Jabatan Perdana Menteri (JPM), INTEGRITI sedang melaksanakan projek rintis di tiga buah Pihak Berkuasa Tempatan (PBT) dalam Malaysia. Hasil projek rintis ini nanti sekiranya sesuai dan memberi impak yang diharapkan, akan dicadangkan untuk dilaksanakan di seluruh negara.

Di peringkat rantau ASEAN pula, INTEGRITI telah berjaya pada penghujung 2015 menganjurkan *ASEAN Integrity Dialogue* (AID). Dialog kali ini memberi fokus kepada usaha mempertingkatkan integriti melalui institut pengajian tinggi atau universiti di negara masing-masing. Pengalaman yang diperkongsikan

oleh para peserta dari negara-negara anggota ASEAN dalam dialog ini sangat penting untuk Malaysia terus dihormati sebagai pemain utama rantau ini yang memberi penekanan kepada usaha membudayakan integriti dalam kalangan rakyatnya.

Dalam negara, banyak aktiviti-aktiviti strategik yang telah diusahakan. Antara yang penting untuk disebut adalah kerjasama pintar dengan MIMOS Berhad dalam penyediaan ujian psikometrik yang berteraskan integriti. Kini, INTEGRITI adalah *technology recipient* dari MIMOS untuk projek *Malaysian Integrity Testing* (MIT). Ujian ini telah disesuaikan untuk kegunaan INTEGRITI dengan nama *Malaysian Integrity Profiling* (MIP). Dengan adanya ujian ini untuk digunakan bagi mengenal pasti profil seseorang, INTEGRITI telah melengkapi enam alat utama yang dapat membantu INTEGRITI membantu agensi-agensi lain ke arah usaha untuk melaksanakan agenda integriti negara dengan lebih berkesan.

Alat-alat lain termasuk metodologi yang telah dibina oleh INTEGRITI dalam tahun 2015 untuk membantu usaha pemupukan integriti dalam negara terus berjalan adalah:

- 1) *Integrity Assessment Tool* (IAT) – alat ini digunakan untuk membuat penilaian tahap integriti sesebuah organisasi.

- 2) *Malaysian Integrity Profiling (MIP)* – alat ini seperti yang dijelaskan adalah untuk menilai profil integriti seseorang individu.
- 3) *Integrity Intervention Plan* – metodologi ini digunakan bagi membantu agensi menyediakan Pelan Integriti Organisasi masing-masing secara menyeluruh.
- 4) *Integrity Leadership Course (ILC)* – kursus peringkat *advance* mengenai integriti.
- 5) *Monitoring dashboard* – alat untuk memantau pelan integriti organisasi.
- 6) *Community/Client Integrity Building (CIB)* – alat untuk memastikan pelaksanaan pelan integriti tidak disalah-gunakan oleh pelaksana.

Tahun 2015 adalah tahun yang mencabar bagi INTEGRITI, namun dengan bantuan, sokongan dan kerjasama pelbagai agensi sama ada agensi awam, pihak swasta mahupun masyarakat sivil, semua program yang dirancang dapat dilaksanakan dengan jayanya.

Alhamdulillah, sepanjang tahun 2015 ini INTEGRITI juga telah mendapat liputan yang meluas daripada pelbagai media massa. Liputan ini bukan sahaja berkaitan dengan pelbagai program dan aktiviti yang dilaksanakan oleh INTEGRITI, tetapi juga idea dan pandangan tentang integriti sama ada

oleh penulis-penulis luar yang pernah hadir program-program INTEGRITI mahu pun artikel hasil penulisan warga kerja INTEGRITI sendiri. Menerusi liputan yang meluas ini, ia bukan sekadar dapat meningkatkan imej organisasi, tetapi juga lebih penting dapat meningkatkan kesedaran masyarakat tentang kepentingan untuk melaksanakan Agenda Integriti Nasional.

INTEGRITI juga tidak mahu terlepas daripada ikut serta menyebarkan maklumat melalui media sosial. INTEGRITI kini mempunyai wajah baharu di laman web, begitu juga di *Youtube*, *Facebook*, *Twitter* dan *Instagram*.

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. Ringan sama dijinjing, berat sama dipikul. Saya percaya, dengan komitmen tinggi setiap warga kerja INTEGRITI dan dengan sokongan padu setiap sektor masyarakat, usaha membudayakan integriti dalam kalangan masyarakat Malaysia ini akan dapat kita capai bersama.

Saya mengambil kesempatan ini untuk mengucapkan jutaan terima kasih kepada YAB Dato' Seri Najib Tun Abdul

Razak, Perdana Menteri Malaysia, di atas kepercayaan yang beliau berikan dalam melantik saya menerajui INTEGRITI. Terima kasih juga kepada YB Senator Datuk Paul Low, Menteri yang bertanggungjawab untuk hal ehwal integriti dan *governans* serta seluruh Lembaga Pengarah INTEGRITI, khususnya Tan Sri Dr. Ali Hamsa selaku Pengerusi, di atas kepercayaan, sokongan dan bantuan yang mereka berikan kepada pihak INTEGRITI.

Sekian, salam hormat.



DR. ANIS YUSAL YUSOFF

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

This year's Annual Report is the 11th for the Malaysian Institute of Integrity (INTEGRITI), and the first for me as its President and Chief Executive Officer. This year's report records all the activities and development of INTEGRITI in 2015.

After eleven years of INTEGRITI's establishment, and three Presidents at its helm, it is now my turn to continue the legacy and good work carried out by the former Presidents. For that, I would like to take this opportunity to personally thank Tan Sri Dr Sulaiman Mahbob, Dato' Seri Dr Isahak Yeop Mohamad Shar and Datuk Dr Mohd Tap Salleh for their contributions in laying the foundation for the efforts in enculturating integrity in Malaysian society. Their contributions are significant to the nation especially in the context of the first decade of INTEGRITI's establishment.

In facing present day challenges, INTEGRITI continues its efforts stemming from its function as the coordinating, implementing and monitoring agency of the National Integrity Plan (NIP), with its core activities covering advocacy, communication, monitoring, research and education to the eight sectors of society, namely – family, community, civil society, socio-culture, religion,

economics, politics and administration.

To support these efforts, with effect from June 2015, INTEGRITI had undergone a restructuring and rebranding exercise, and simultaneously launched its new logo. This exercise is significant as it aligns INTEGRITI's efforts in helping Malaysia to become a nation of high integrity, that is resilient and embraces universal good values.

To that end, INTEGRITI's work plan for the next five years will be focusing on four main outputs:

- 1) to become an institution that coordinates, monitors and evaluates the implementation of the National Integrity Plan (NIP);
- 2) to become an institution that mobilizes all levels and sectors of society and the country in a focused manner towards achieving the Five Integrity Targets;
- 3) to become an institution that is the premier think-tank on matters pertaining to enhancing the nation's integrity; and
- 4) to become an institution that is the focal point of reference on integrity that is also strategically networked and internationally recognised.

In order to achieve the relevant outputs, four centres have been established, namely:

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

In general, these four centres play an important role in moving the nation's integrity agenda. This Annual Report specifically contains reports on the activities and impact achieved by each centre in accordance to their respective terms of reference. There are also plans that are still in their early stages, which by God's will, will begin to show results in 2016.

Nevertheless, throughout the year 2015, INTEGRITI has successfully implemented various programmes and activities, locally, within the ASEAN region, as well as internationally. For example, at the international level, INTEGRITI collaborated with Integrity Action, a civil society organisation based in London, resulting in several smart partnerships with very significant impact. A training module for the Integrity Leadership Course used by Integrity Action globally was handed over to be adapted and adopted by INTEGRITI. The same applies to the project, Fix-rate: a Key Metric for

Transparency and Accountability, which involves local communities in an effort to establish check and balances for any particular activity. With the help from Integrity Action and funds from the Integrity and Governance Division of the Prime Minister's Department, INTEGRITI is now implementing a pioneer project with three Local Authorities in Malaysia. Results of this pioneer project, if appropriate with the intended impact produced, will be proposed for implementation nationwide.

Meanwhile, within the ASEAN region, INTEGRITI had successfully organised the ASEAN Integrity Dialogue at the end of 2015. This dialogue focused on efforts in raising the level of integrity through institutions of higher learning or universities in the respective countries. Experiences shared by participants from ASEAN member countries during the dialogue are very important for Malaysia to continue to be respected as the key player within the region that emphasises efforts in promoting integrity among its people.

Domestically, many strategic activities were carried out. Among those that deserve a mention is the smart partnership with MIMOS Berhad in the preparation of a psychometric test that is based on integrity. At present, INTEGRITI is the technology recipient of MIMOS for the Malaysian Integrity Testing (MIT) project. This test has been adapted for use by INTEGRITI

and named as the Malaysian Integrity Profiling (MIP). With the availability of this test which is used to identify a person's profile, INTEGRITI has now completed the six main tools that will be able to assist it in helping other agencies in the effort to implement the nation's integrity agenda more effectively.

Other tools including the methodology built by INTEGRITI in 2015 to assist in the efforts of cultivating integrity in the country are:

- 1) *Integrity Assessment Tool (IAT)* – this tool is used to evaluate the integrity level of an organisation.
- 2) *Malaysian Integrity Profiling (MIP)* – this tool, as explained, is to evaluate the integrity profile of an individual.
- 3) *Integrity Intervention Plan* – this methodology is used to help agencies in preparing a comprehensive Organisation Integrity Plan.
- 4) *Integrity Leadership Course (ILC)* – an advanced level course on integrity.
- 5) *Monitoring dashboard* – a tool to monitor an organisation's integrity plan.
- 6) *Community/Client Integrity Building (CIB)* – a tool to ensure that the implementation of the integrity plan is not misused by the implementing body.

2015 was a challenging year for INTEGRITI. However, with the help, support and cooperation of various agencies, public and private sectors, as well as the civil society, all planned programmes were successfully implemented.

All thanks and praise belongs to Allah SWT, INTEGRITI has also received wide coverage from various mass media throughout 2015. This coverage was not only in respect to the various programmes and activities conducted by INTEGRITI, but also the ideas and views on integrity by external writers who have attended INTEGRITI programmes, or articles written by the INTEGRITI staff. This wide coverage has not only raised the image of the organisation, but more importantly, it has also increased the public's awareness on the importance of the implementation of the National Integrity Agenda.

INTEGRITI too does not want to be left behind participating in the dissemination of information through social media. We now have a new look on our website, as well as on YouTube, Facebook, Twitter and Instagram.

The high hopes that the government and the people have in seeing INTEGRITI succeed in carrying out its responsibilities have proven to be a strong motivation for the INTEGRITI workforce to continue their unwavering efforts in improving

their performance and results in the years to come. Together through thick and thin, I believe that with the high commitment given by each member of the INTEGRITI staff as well as the steady support from all sectors of the society, the objective of promoting integrity among the Malaysian society will be achieved together.

I would like to take this opportunity to thank YAB Dato' Seri Najib Tun Razak, the Prime Minister of Malaysia, for his trust in appointing me to lead INTEGRITI. My thanks also goes to YB Senator Datuk Paul Low, who is responsible for integrity and governance portfolio in the Prime Minister's Department, as well as to the INTEGRITI Board of Directors as a whole, and in particular, Tan Sri Dr. Ali Hamsa as its Chairman, for the trust, support and cooperation given to INTEGRITI.

Thank you.



DR. ANIS YUSALYUSOFF

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 Perdana Menteri yang kelima, YABhg. Tun Abdullah Ahmad Badawi. Sebagai sebuah organisasi yang mendukung integriti, INTEGRITI memainkan peranan penting sebagai badan penyelaras dan pemantau 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). Namun, untuk merealisasikan Agenda Integriti Nasional, INTEGRITI perlu berganding bahu dengan pelbagai pihak lain seperti institut integriti negeri.

PENSTUKTURAN SEMULA ORGANISASI

Bagi meningkatkan kecekapan perkhidmatan, INTEGRITI telah melaksanakan penstrukturan semula organisasi bermula Julai 2015. Empat sektor sedia ada iaitu Sektor Swasta, Sektor Awam, Sektor Sosiobudaya dan Sektor Politik telah digantikan dengan empat pusat baharu iaitu Pusat Komunikasi, Program Antarabangsa dan Program Khas; Pusat Pembangunan dan Pelaksanaan Program; Pusat Koordinasi, Pemantauan dan Khidmat Pengurusan; serta Pusat Ilmu dan Rundingcara telah ditubuhkan. Pusat-pusat ini lebih fokus untuk mencapai matlamat dari empat output utama dalam rancangan kerja lima tahun INTEGRITI.

Selaras dengan usaha memperkasakan INTEGRITI juga, satu sistem profil kakitangan yang komprehensif telah diperkenalkan. Pelaksanaan sistem ini adalah berasaskan kepada pencapaian dan kelayakan akademik, pendedahan serta pengalaman kerjaya profesional. Set kompetensi

ABOUT INTEGRITI

The Malaysian Institute of Integrity (INTEGRITI) was established on 23 April 2004 in line with the launch of the National Integrity Plan (NIP) by the fifth Prime Minister, Tun Abdullah Ahmad Badawi. As an organisation that upholds integrity, INTEGRITI plays an important role in coordinating, monitoring and evaluating the implementation of the NIP in order for Malaysia to become a nation of high integrity that is resilient and embraces universal good values.

Starting with the First Phase of the NIP (2004-2008), better known as *Tekad 2008*, INTEGRITI has continued steps to implement the country's integrity agenda by making the Second Phase of the NIP or *Tekad Integriti* its foundation and guide. INTEGRITI is now in the Third Phase of the NIP (2014-2018). However, in order to realise the National Integrity Agenda, INTEGRITI needs to work hand in hand with various parties including the state integrity institutes.

ORGANISATIONAL RESTRUCTURING

To increase the efficiency of its services, INTEGRITI has conducted an organisational restructuring exercise beginning July 2015. Four sectors in existence, the Private Sector, Public Sector, Sociocultural Sector and Political Sector, have now been replaced with four new centres, which are the Centre for Communication, International and Special Programmes; Centre for Programme Development and Implementation; Centre for Coordination, Monitoring and Management Services; and the Centre for Knowledge and Consultation on Integrity. These centres are formed to focus on achieving INTEGRITI's four key outputs within its five-year work plan.

In line with the enculturation of integrity, a comprehensive staff profiling system has been introduced whereby its implementation is based on academic achievement, qualification, exposure as well as professional career

serta tahap kebolehan tersebut disesuaikan dan digunakan sebagai analisis penanda aras bagi menentukan profil kakitangan bertepatan dengan tugas dan bidang kerja masing-masing turut dilaksanakan.

LOGO INTEGRITI

Selaras dengan pembaharuan dan penstrukturan semula organisasi, INTEGRITI telah melancarkan logo baharunya bersempena sambutan Hari Malaysia pada 14 September 2015. Pelancaran logo berkenaan disempurnakan oleh YAB Timbalan Perdana Menteri, Dato' Seri Dr. Ahmad Zahid Hamidi yang diwakili oleh Menteri di Jabatan Perdana Menteri, Dato' Seri Dr. Shahidan Kassim.

Penampilan wajah dan imej baharu INTEGRITI ini adalah selari dengan hasrat mentransformasikan pelaksanaan agenda integriti nasional. Malahan, ia juga pemangkin kepada perubahan yang lebih positif dan sistematik dalam kalangan warga INTEGRITI. Justeru, penjenamaan semula INTEGRITI bukan hanya tertumpu pada kosmetik (luaran) dan fizikal, tetapi juga kepada beberapa elemen dalaman seperti cara dan kaedah pelaksanaan kerja.

Proses penjenamaan baharu ini diyakini dapat menyerlahkan lagi peranan INTEGRITI di mata masyarakat, sekali gus berupaya menarik minat umum terhadap perkhidmatan yang ditawarkan oleh institusi ini menerusi kelainan imej yang ia tampilkan. Selain itu, penjenamaan ini juga diharap akan dapat meningkatkan *visibility* dan kedudukan INTEGRITI sebagai sebuah hub integriti yang terulung. Hal ini akan secara langsung mewujudkan imej, identiti dan reputasi INTEGRITI yang bukan sahaja dikenali dalam negara, malahan turut megah di persada antarabangsa.

Jenama baharu INTEGRITI ini direka dengan konsep yang *straightforward, simple, bold* dan jelas. Mesej ini ketara dengan penggunaan warna hitam dan putih sahaja.

experience. Levels of competency and capability are used as benchmark analysis in order to determine that the staff profile fits their respective duties and scope of work.

INTEGRITI'S LOGO

In line with the reformation and restructuring of the organisation, INTEGRITI launched its new logo in conjunction with the Malaysia Day celebration in September 2015. It was officiated by YAB Dato' Seri Dr Ahmad Zahid Hamidi, Deputy Prime Minister, who was represented by Dato' Seri Dr. Shahidan Kassim, Minister in the Prime Minister's Department.

This new look and image of INTEGRITI is in line to the organisation's aspiration in transforming the implementation of the national integrity agenda. In fact, it is also a catalyst for a more positive and systematic change among the INTEGRITI workforce. Hence, the rebranding of INTEGRITI is not only focused on the cosmetic and physical aspects, but it is also aimed at several internal elements such as the approach and method of working.

This rebranding process is expected to further augment INTEGRITI's role in the eyes of the society, thus capable of attracting the public's interest in the services offered through the new image. In addition, it is also hoped that this rebranding process will be able to increase visibility and raise INTEGRITI's position as a leading integrity hub. This will directly create INTEGRITI's image, identity and reputation that are not only known in the country, but in fact, attributes which are to be proud of on the international stage.

This new brand is designed with a concept that is straightforward, simple, bold and clear. This message is clearly displayed in the use of only black and white colours.

PENJELASAN MENGENAI LOGO BAHARU

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' *dibolakan* dan menggunakan huruf besar iaitu mesej utama yang ingin disampaikan.

Di bawah perkataan INTEGRITI diletakkan nama Institut Integriti Malaysia (INTEGRITI) iaitu agensi yang diamanahkan untuk mengkoordinasikan agenda integriti negara.

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



EXPLANATION OF THE NEW LOGO

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

The colour black represents challenges of integrity that occurs 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 practicing 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 (INTEGRITI) that is the agency entrusted to coordinate the nation's integrity agenda.

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

MATLAMAT INTEGRITI

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

1. menjadi institusi yang mengkoordinasi, memantau dan menilai pelaksanaan Pelan Integriti Nasional;
2. menjadi institusi yang menggerakkan semua lapisan dan sektor masyarakat secara fokus dan negara ke arah mencapai lima Sasaran Tekad Integriti;
3. menjadi institut pemikir perdana (*premier think-tank*) berkaitan hal ehwal pengukuhan integriti negara; dan
4. menjadi institut rujukan integriti dalam negara dan serantau yang mempunyai rangkaian strategik dan mendapat pengiktirafan global.

INTEGRITI'S OBJECTIVE

In order to facilitate Malaysia to become a nation of high integrity, that is resilient and embraces universal good values, INTEGRITI focuses on the following four key outputs:

- 1) to become an institution that coordinates, monitors and evaluates the implementation of the National Integrity Plan;
- 2) to become an institution that mobilizes all levels and sectors of society and the country in a focused manner towards achieving the Five Integrity Targets;
- 3) to become an institution that is the premier think-tank on matters pertaining to enhancing the nation's integrity; and
- 4) to become an institution that is the focal point of reference 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 mangamalkan 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

Coordinate, monitor and evaluate the implementation of the National Integrity Plan.

PENYATAAN MENGENAI TADBIR URUS KORPORAT 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 2015.

The INTEGRITI Board of Directors gives great attention and commitment in ensuring that the corporate governance of INTEGRITI is based on high standards. Hence, the Board of Directors is pleased to present the statement on corporate governance for the year ending 31 December 2015.



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

INTEGRITI is spearheaded by a Board of Directors that leads and steers the organisation's direction. The Board of Directors is also responsible towards the governance of INTEGRITI and is the main body that formulates and subsequently determines INTEGRITI's policies and direction in order to successfully achieve its strategic goals.

KOMPOSISI LEMBAGA PENGARAH INTEGRITI

Dilantik oleh YAB Perdana Menteri, Lembaga Pengarah INTEGRITI terdiri daripada 10 orang tokoh. Mereka merupakan golongan profesional yang kaya dengan pengalaman, pengetahuan dan kepakaran dalam pelbagai bidang sama ada dalam perkhidmatan awam, operasi perniagaan, kewangan mahupun perundangan. Lima daripada mereka merupakan ahli *ex-officio* yang dilantik

COMPOSITION OF BOARD OF DIRECTORS

The INTEGRITI Board of Directors comprises of 10 members that are appointed by the Prime Minister. They are professionals with vast experience, knowledge and expertise in various fields, whether in public service, business operations, finance or law. Five of them are *ex-officio* members appointed pursuant to their position in the public service, whereas the rest are appointed in their personal

berdasarkan jawatan dalam perkhidmatan awam, sementara yang lain dilantik secara individu dalam kalangan sektor korporat, ahli akademik, badan bukan kerajaan dan pengamal undang-undang (*regulator*).

Bagi ahli *ex-officio* yang bersara daripada perkhidmatan awam, kedudukannya sebagai Lembaga Pengarah akan diambil alih oleh pengganti beliau. Namun, bagi yang dilantik secara individu, beliau akan terus menjadi ahli Lembaga Pengarah sehingga usianya mencecah 70 tahun dan perlu bersara pada Mesyuarat Agung tahun berkenaan. Meskipun begitu, beliau masih boleh dilantik semula sebagai Lembaga Pengarah sekiranya dipersetujui oleh tiga per empat daripada ahli-ahli INTEGRITI yang hadir dalam Mesyuarat Agung Tahunan pada tahun tersebut.

TANGGUNGJAWAB DAN TUGAS LEMBAGA PENGARAH INTEGRITI

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

MESYUARAT LEMBAGA PENGARAH INTEGRITI

Selain Mesyuarat Agung Tahunan, Lembaga Pengarah INTEGRITI juga telah mengadakan empat mesyuarat sepanjang tahun 2015 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 diminit dan dicatatkan.

capacity from among the corporate sector, academics, non-governmental bodies and legal practitioners (regulators).

In the case of *ex-officio* members who have retired from public service, their positions as directors will be taken over by their respective replacements in office. However, for members who are appointed in their personal capacity, they will remain as Directors until the age of 70, when they will be required to retire during the Annual General Meeting of that particular year. Nevertheless, they may still be reappointed to the Board of Directors with the approval of at least three quarters of the INTEGRITI members present at the Annual General Meeting of the said year.

DUTIES AND RESPONSIBILITIES OF BOARD OF DIRECTORS

INTEGRITI Board of Directors is fully responsible in approving main policies and properties of the Institute as well as ensuring that administration and programmes of the Institute are in accordance with the objectives of its establishment. The Board of Directors is responsible for evaluating and monitoring the achievements of the strategic direction of the Institute.

BOARD OF DIRECTORS' MEETING

In addition to the Annual General Meeting, the Board also convened four meetings throughout 2015 to discuss various issues in respect of integrity, including the planning of integrity programmes and activities. The discussions also touched on operational affairs as well as administration of the organisation. All inputs during the discussion and decisions made during the meetings were recorded in the minutes.

BILANGAN MESYUARAT LEMBAGA PENGARAH INTEGRITI

Berikut merupakan senarai mesyuarat yang diadakan sepanjang tahun 2015:

- i. Mesyuarat Lembaga Pengarah Bil. 1/2015 (09 April 2015)
- ii. Mesyuarat Lembaga Pengarah Bil. 2/2015 (23 Jun 2015)
- iii. Mesyuarat Lembaga Pengarah Bil. 3/2015 (1 September 2015)
- iv. Mesyuarat Lembaga Pengarah Bil. 4/2015 (1 Disember 2015)

JAWATANKUASA DI BAWAH LEMBAGA PENGARAH

Bagi membantu pelaksanaan tugas, Lembaga Pengarah INTEGRITI telah menubuhkan jawatankuasa yang bertanggungjawab menjalankan tugas berdasarkan kepada terma rujukan yang telah ditetapkan dan mengikut bidang kuasa yang diperturunkan oleh Lembaga Pengarah INTEGRITI. Pengerusi jawatankuasa tersebut berkewajipan melaporkan kepada Lembaga Pengarah berkenaan perakuan jawatankuasa tersebut untuk kelulusan.

Jawatankuasa Pelantikan dan Ganjaran

Jawatankuasa ini bertanggungjawab menimbang dan memperakukan pelantikan Lembaga Pengarah dan ahli INTEGRITI. Ia telah bersidang pada 12 Januari 2015.

Keahlian:

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

Tan Sri Hj. Ambrin Buang

Prof. Emeritus Dato' Dr. Ibrahim Ahmad

Dr. Chandra Muzaffar

NUMBER OF BOARD OF DIRECTORS' MEETINGS

The following is the list of meetings held throughout the year 2015:

- i. Board of Directors' Meeting No. 1/2015 (9 April 2015)
- ii. Board of Directors' Meeting No. 2/2015 (23 June 2015)
- iii. Board of Directors' Meeting No. 3/2015 (1 September 2015)
- iv. Board of Directors' Meeting No. 4/2015 (1 December 2015)

COMMITTEE UNDER THE BOARD OF DIRECTORS

To assist in the discharge of its duties, the Board of Directors has established a committee to carry out duties based on the terms of reference stipulated and in accordance with the powers devolved upon them by the Board of Directors. The Chairman of the Committee is responsible to report to the Board in respect of any confirmation of the committee for approval.

Nomination and Remuneration Committee

This committee is responsible for the consideration and confirmation of appointment of the Board of Directors and members. The committee convened on 12 January 2015.

Members:

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

Tan Sri Dato' Setia Ambrin Buang

Prof Emeritus Dato' Dr Ibrahim Ahmad

Dr Chandra Muzaffar

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 Yusal Yusoff

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

3. Tan Sri Abdul Gani Patail

Peguam Negara, Jabatan Peguam Negara
Attorney General, Attorney General's Chambers of Malaysia

4. Tan Sri Hj. Ambrin Buang

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

5. Tan Sri Haji Abu Kassim Mohamed

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

8. Tan Sri Datuk Amar (Dr.) Hamid Bugo
Pengarah Bebas Bukan Eksekutif, Sime Darby Berhad
Independent Non-Executive Director, Sime Darby Berhad

9. Dato' Seri Ranjit Ajit Singh
Pengerusi, Suruhanjaya Sekuriti Malaysia
Chairman, Security Commission Malaysia

10. Prof. Emeritus Dato' Dr. Ibrahim Ahmad
Timbalan Naib Canselor INTI-Laureate International
Deputy Vice-Chancellor of INTI-Laureate International

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. Dialog Integriti ASEAN
5. Breakfast Talk
6. Diskusi Meja Bulat
7. Diskusi Penyelidikan
8. Malam Seni Integriti

CENTRE FOR
COMMUNICATION,
INTERNATIONAL &
SPECIAL PROGRAMMES

1. Communications Programme
2. Members Liaison
3. Annual 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
INTEGRITI

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
En. Abdul Rahim Razali
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
En. Ahmad Zakir Abdul Rahman
Dato' Aidit Ghazali
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
Pn. Chan Wen Li

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 Mohd Amin
Datuk Himmat 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

Dr. Jalaluddin Harun
Pn. Jamilah Hanim Othman
Datuk Jamil Salleh
Pn. Josie Fernandez

K

En. Kamal Baharin Omar
En. Kanakaraja a/l Muthusamy
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 Mahammad Ibrahim
 Prof. Dato' Dr. Mahmood Nazar Mohamed
 Prof Emeritus Dato' Dr. Mahmood Zuhdi Hj. Abdul Majid
 Datuk Dr. Marimuthu Nadason
 Dato' Dr. Mazlan Yusoff
 Hj. Md Badrul Hisham Awang
 Tan Sri Megat Najmuddin Megat Khas
 Dr. Michael Chiam Tow Hui
 Hj. Mohamad Khairudin Hj. Mohamad
 Dato' Mohamad Salleh Rafie
 Tan Sri Mohamad Zabidi Zainal
 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
 En. Noor Azahari Zainal Abidin
 En. Noorazmi Sahar
 Puan Noorjan Mohd Mustapha
 Dato' Sri Dr. Noorul Ainur Mohd. Nur
 Dato' Norani Hj. Mohd Hashim
 En. Norazman Othman
 Dato' Hj Nordin Abdul Hamid
 Hjh. Norihan Ali
 En. Nurulhudda Nazlin Hussin

O

Datuk Othman Hashim
 Dato' Hj. Othman Mustapha

P

Haji 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

S

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

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

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

LAPORAN

REPORT

LAPORAN REPORT

Matlamat utama INTEGRITI adalah untuk membantu Malaysia mencapai status negara berintegriti tinggi, berdaya tahan dan memiliki nilai-nilai murni sejagat. Justeru, bagi merealisasikannya, terdapat empat output yang penting yang ingin di capai iaitu:

1. menjadi institusi yang mengkoordinasi, memantau dan menilai pelaksanaan Pelan Integriti Nasional;
2. menjadi institusi yang menggerakkan semua lapisan dan sektor masyarakat secara fokus dan negara ke arah mencapai lima Sasaran Tekad Integriti;
3. menjadi institut pemikir perdana (*premier think-tank*) berkaitan hal ehwal pengukuhan integriti negara; dan
4. menjadi institut rujukan integriti dalam negara dan serantau yang mempunyai rangkaian strategik dan mendapat pengiktirafan global.

Untuk mencapai empat output di atas, pusat berikut telah ditubuhkan:

1. Pusat Komunikasi, Program Antarabangsa dan Program Khas
2. Pusat Koordinasi, Pemantauan dan Khidmat Pengurusan
3. Pusat Pembangunan dan Pelaksanaan Program
4. Pusat Ilmu dan Rundingcara Integriti

The main objective of INTEGRITI is to facilitate Malaysia to become a nation of high integrity, that is resilient and embraces universal good values. Hence, in order to realise such an objective, the following four important outputs need to be achieved:

1. to become an institution that coordinates, monitors and evaluates the implementation of the National Integrity Plan;
2. to become an institution that mobilizes all levels and sectors of society and the country in a focused manner towards achieving the Five Integrity Targets;
3. to become an institution that is the premier think-tank on matters pertaining to enhancing the nation's integrity; and
4. to become an institution that is the focal point of reference on integrity that is also strategically networked and internationally recognised.

To help achieve the four outputs above, the following centres have been established:

1. Centre for Communication, International and Special Programmes
2. Centre for Coordination, Monitoring and Management Services
3. Centre for Programme Development and Implementation
4. Centre for Knowledge and Consultancy on Integrity

PUSAT KOMUNIKASI, PROGRAM ANTARABANGSA DAN PROGRAM KHAS

CENTRE FOR COMMUNICATION, INTERNATIONAL AND SPECIAL PROGRAMMES



Pertemuan dengan Penyelaras Residen PBB dan Wakil Residen UNDP ke Malaysia, Singapura dan Brunei Darussalam.
Meeting with UN Resident Coordinator and UNDP Resident Representative to Malaysia, Singapore and Brunei Darussalam.



Delegasi dari Bahagian Latihan Sokongan, Anti-Corruption and Civil Rights Commission (ACRI).
Delegation from the Support Training Division, Anti-Corruption and Civil Rights Commission of Korea (ACRC).



Delegasi dari Centre of Economic Research (CER) Uzbekistan dan Kedutaan Uzbekistan.
Delegation from the Centre of Economic Research (CER) Uzbekistan and the Embassy of Uzbekistan.

Sejajar dengan penstrukturan semula organisasi, INTEGRITI telah menubuhkan Pusat Komunikasi, Program Antarabangsa dan Program Khas. Pusat ini bertanggungjawab terhadap hal ehwal perhubungan awam dan komunikasi dalaman dan luar INTEGRITI termasuk pelaksanaan program-program khas bagi mewujudkan rangkaian yang strategik di dalam negara, serantau dan antarabangsa serta pengiktirafan di peringkat global. Program-program ini meliputi Program Komunikasi, *members liaison*, Konvensyen Integriti Nasional, Dialog Integriti ASEAN, Syarahan, Dialog Meja Bulat, Diskusi Penyelidikan, Malam Seni Integriti dan Program Khas Pendidikan.

In line with the organisational restructuring, INTEGRITI has established the Centre for Communication, International and Special Programmes. This centre is responsible for INTEGRITI's public relations as well as its internal and external communications including the implementation of special programmes to create national, regional and international strategic networks, and to garner global recognition. These programmes comprise of the Communications Programme, *members liaison* programme, the National Integrity Convention, the ASEAN Integrity Dialogue, Lectures, Roundtable Dialogues, Research Discussions, Integrity Art Night and Special Education Programme.

PROGRAM KOMUNIKASI

1. Lawatan dan kunjungan hormat

Sepanjang tahun 2015, INTEGRITI telah menerima banyak lawatan dan kunjungan hormat daripada pelbagai pihak sama ada dari dalam mahupun luar negara. Antaranya:

- Delegasi Bangsamoro
– 21 Januari 2015
- Akademi Pencukaian Malaysia
– 9 Februari 2015
- Kementerian Pertahanan, India
– 11 Februari 2015
- Tenaga Nasional Bhd, Sarawak
– 25 Februari 2015

COMMUNICATIONS PROGRAMME

1. Visits and courtesy visits

Throughout 2015, INTEGRITI received many visits and courtesy visits from various parties, from within the country and abroad. These include:

- Bangsamoro Delegation
– 21 January 2015
- Malaysian Taxation Academy
– 9 February 2015
- Ministry of Defence, India
– 11 February 2015
- Tenaga Nasional Bhd, Sarawak
– 25 February 2015

- Universiti Kebangsaan Malaysia (UKM) – 8 April 2015
- Pusat Teknologi dan Pengurusan Lanjutan Universiti Teknologi MARA (UiTM) – 15 April 2015
- Akademi Pencegahan Rasuah Malaysia dan Program Sains Sosial Pengajian Rasuah UKM – 21 April 2015
- Jabatan Kerja Raya – 28 April 2015
- *Transparency International Cambodia and Ministry of Interior Cambodia* – 28 Mei 2015
- *Business Integrity Network Afghanistan* (BINA), Afghanistan, Program *Commercial Law Development* (CLDP) – 4 Jun 2015
- *Anti-Corruption Agency (ACA)* Botswana – 9 Jun 2015
- *Fiscal Policy Research Institute Foundation*, Thailand – 26 Jun 2015
- *Commission for the Investigation of Abuse of Authority* (CIAA), Nepal – 2 Julai 2015
- Delegasi dari *Center of Economic Research* (CER) Uzbekistan dan Kaunselor Perdagangan dan Isu Ekonomi di Kedutaan Uzbekistan – 14 September 2015.
- Penyelaras Residen PBB dan Wakil Residen UNDP ke Malaysia, Singapura dan Brunei Darussalam – 23 September 2015
- Delegasi Persatuan Pemeriksa Fraud Bertauliah Malaysia (ACFE) – 23 September 2015
- Menteri di Jabatan Perdana Menteri, YB Senator Datuk Paul Low Seng Kuan – 16 Oktober 2015
- Delegasi dari Bahagian Latihan Sokongan, *Anti-Corruption and Civil Rights Commission* (ACRC), Korea – 16 Disember 2015
- National University of Malaysia (UKM) – 8 April 2015
- Centre for Advanced Technology and Management, University Teknologi MARA (UiTM) – 15 April 2015
- Malaysian Anti-Corruption Academy and the Social Science Programme on Corruption Studies, UKM – 21 April 2015
- Malaysian Public Works Department – 28 April 2015
- Transparency International Cambodia and Ministry of Interior Cambodia – 28 May 2015
- Business Integrity Network Afghanistan (BINA), Afghanistan, Commercial Law Development Programme (CLDP) – 4 June 2015
- Anti-Corruption Agency (ACA) of Botswana – 9 June 2015
- Fiscal Policy Research Institute Foundation, Thailand – 26 June 2015
- Commission for the Investigation of Abuse of Authority (CIAA), Nepal – 2 July 2015
- Delegation from the Centre of Economic Research (CER) of Uzbekistan and the Counsellor for Commerce and Economic Issues of the Embassy of Uzbekistan – 14 September 2015
- UN Resident Coordinator and the UNDP Resident Representative to Malaysia, Singapore and Brunei Darussalam – 23 September 2015
- Delegation from the Association of Certified Fraud Examiners, Malaysia (ACFE) – 23 September 2015
- Minister in the Prime Minister's Department, Senator Datuk Paul Low Seng Kuan – 16 October 2015
- Delegation from the Support Training Division, Anti-Corruption and Civil Rights Commission (ACTI), Korea – 16 December 2015



2. Siaran langsung dalam Astro Awani Talkshow

Pada 25 Mei 2015, INTEGRITI dengan kerjasama Astro Awani telah mengatitkan Presiden *International Institute for Public Ethics* (IIPE), Prof. Charles Sampford, Presiden *Integrity Action* (IA), Mr. Fredrik Galtung dan Felo Utama INTEGRITI, Prof. Emeritus Dato' Dr. Abdul Rahman Embong untuk menjadi panel dalam program Bual Bicara Astro Awani bagi membincangkan isu berkaitan etika dan integriti. Ia disiarkan pada hari yang sama pukul 8.30 malam. Kehadiran Prof. Charles Sampford dan Mr. Fredrik Galtung di Kuala Lumpur adalah sempena menghadiri bengkel Pra Forum Global Mengenai Etika Dan Integriti di Menara Integriti.

3. Hari terbuka INTEGRITI sempena sambutan ulang tahun ke-11

Sempena sambutan ulang tahun

yang ke-11, INTEGRITI telah menganjurkan Hari Terbuka di Menara Integriti pada 23 April 2015. Sesuai dengan golongan belia dan pelajar sebagai sasaran utama, program ini turut mendapat kerjasama daripada iM4U fm. Sepanjang program, pelbagai aktiviti menarik disediakan. Antaranya ialah siaran luar oleh radio iM4U, persembahan boneka, pameran dan kuiz. Selain itu, beberapa pertandingan dan forum turut diadakan. Dengan adanya sambutan Hari Terbuka ini, hubungan antara warga kerja INTEGRITI, rakan-rakan integriti serta anggota masyarakat menjadi lebih erat dan mesra, sekali gus pembudayaan agenda integriti nasional dapat disemarakkan.

4. INTEGRITI: Current Awareness Service

Bermula Jun 2015, INTEGRITI telah menerbitkan buletin bertajuk 'INTEGRITI: *Current Awareness*

2. Live telecast of Astro Awani Talkshow

On 25 May 2015, INTEGRITI collaborated with Astro Awani to arrange for Professor Charles Sampford, President of the International Institute for Public Ethics (IIPE), Mr. Fredrik Galtung, President of Integrity Action (IA), and Prof Emeritus Dato' Dr Abdul Rahman Embong, INTEGRITI's Principal Fellow to appear as panellists on Astro Awani's Talk Show to discuss issues related to ethics and integrity. The show was broadcast on the same day at 8.30p.m. Professor Charles Sampford and Mr Fredrik Galtung were present in Kuala Lumpur to attend a pre-workshop to Global Forum on Ethics and Integrity at Menara Integriti.

3. INTEGRITI's Open Day in conjunction with its 11th anniversary celebration

INTEGRITI organised an Open Day at Menara Integriti on 23 April 2015 in conjunction with its 11th anniversary celebration. With young people and students as the main targets, this programme received cooperation from iM4Ufm. Throughout the programme, various interesting activities were carried out. Among them were an external broadcast of iM4U radio, puppet shows, exhibitions and a quiz session. Several competitions and forums were also held.



Service'. Buletin yang diterbitkan setiap bulan ini merupakan wadah penyampaian informasi dwi bahasa yang terkini berkaitan organisasi dan program serta aktiviti yang dilaksanakan oleh INTEGRITI untuk makluman semua ahli lembaga pengarah, ahli-ahli INTEGRITI, pihak-pihak berkepentingan dan orang awam.

5. Kursus Jurucakap

Seiring dengan penjenamaan semula organisasi, INTEGRITI telah menganjurkan dua siri Kursus Jurucakap pada 12 dan 13 Oktober yang lalu di Dewan Murni, Menara Integriti. Ia dikendalikan oleh Perunding Media dan mantan Editor Pengurusan Berita Astro Awani, Suhaimi Sulaiman. Program ini diadakan bagi menggilap kemahiran komunikasi pegawai-pegawai INTEGRITI, sekali gus meningkatkan kualiti perkhidmatan sedia ada. Di samping itu, kursus yang turut melibatkan beberapa sesi perbincangan dan latihan ini

Through the Open Day activities and celebration, a closer relationship was developed between the INTEGRITI staff, friends of integrity and the general public, simultaneously promoting the enculturation of the national integrity agenda.

4. INTEGRITI Bulletin: Current Awareness Service

Beginning June 2015, INTEGRITI published a bulletin entitled 'INTEGRITI: Current Awareness Service'. This monthly bulletin is a bilingual publication which relays the latest information relating to the organisation and its programmes as

well as the activities it organises, to all the board of directors, INTEGRITI members, interested parties and the general public.

5. Spokesperson Workshop

In line with the organisation's rebranding exercise, INTEGRITI organised 2 series of Spokesperson Workshops on 12 and 13 October at Dewan Murni, Menara Integriti. The sessions were conducted by Suhaimi Sulaiman, Media Consultant and former News Managing Editor of Astro Awani. The programme was held to hone the communication skills of INTEGRITI officers, while simultaneously improving the quality of existing service. Apart from that, the course which also included several discussions and training sessions, acted as a





Gambar-gambar sekitar KIN 2015.
Pictures during the 2015 National Integrity Convention.

berupaya menjadi platform kepada para pegawai untuk menyediakan diri secara sistematik apabila berhadapan dengan orang ramai khususnya media massa sama ada tempatan mahupun antarabangsa. Walaupun ringkas, kursus berkenaan mampu memberikan gambaran yang lebih jelas kepada semua peserta tentang bagaimana media beroperasi dan cara paling sesuai untuk menyampaikan mesej menerusi saluran media tradisional mahupun digital.

6. *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-program dan aktiviti-aktiviti yang dijalankan oleh INTEGRITI. Malah, INTEGRITI turut mengambil inisiatif dengan mewujudkan satu kumpulan *WhatsApp* khas buat ahli-ahli INTEGRITI bagi membolehkan komunikasi dan interaksi berlangsung secara langsung antara ahli-ahli dengan INTEGRITI, sekali gus mengeratkan hubungan antara kedua-dua pihak.

7. Liputan media

Sejak Jun 2015, liputan media terhadap aktiviti INTEGRITI semakin meningkat. Liputan ini meliputi program-program dan aktiviti-aktiviti INTEGRITI serta rencana-rencana yang ditulis sama ada oleh warga kerja INTEGRITI mahupun penulis-penulis luar. Dianggarkan bahawa nilai media yang diperoleh oleh INTEGRITI untuk suku ketiga dan keempat bagi tahun 2015 adalah sebanyak



RM603,672. 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* dan *Radio RTM (Nasional FM)*. Untuk suku ketiga dan keempat bagi tahun 2015, INTEGRITI tidak membelanjakan sebarang kos untuk membeli ruang dalam akhbar.

KONVENSYEN INTEGRITI NASIONAL 2015

Pada 12 November 2015, INTEGRITI telah menganjurkan Konvensyen Integriti Nasional (KIN) 2015 di Menara Integriti. Bertemakan 'Integriti: Mendepani Cabaran Semasa', majlis berkenaan telah dirasmikan oleh Menteri di Jabatan Perdana Menteri, YB Senator Datuk Paul Low Seng Kuan. Program tahunan INTEGRITI ini penting kerana ia merupakan platform terbaik untuk mencari jawapan dan penyelesaian terhadap beberapa persoalan serta cabaran baru yang perlu didepani dalam usaha membudayakan integriti khususnya di peringkat nasional.

KIN 2015 mengetengahkan enam cabaran utama integriti yang dikupas dan dibahaskan dalam enam sidang pleno berbeza meliputi pelbagai sudut. Antaranya ialah berkaitan sistem penyampaian perkhidmatan awam, peranan Jawatankuasa Integriti dan Tadbir Urus (JITU) dan Unit Integriti, pematuhan arahan dan peraturan, hubungan kekeluargaan, media sosial serta pentadbiran awam.



platform for officers to prepare themselves to face the general public, specifically local and international mass media. Although the course was short, it was able to provide a clearer view to all its participants as to how the media operates and the most effective way to relay messages through traditional and digital media.

6. Members liaison through social media and email

INTEGRITI uses social media such as Facebook, Twitter and Instagram as a medium to share and disseminate information on its programmes and activities. INTEGRITI also established a WhatsApp chat group to enable direct communication and interaction between INTEGRITI and its members, thus strengthening their relationship.

7. Media Coverage

Since June 2015, media coverage on INTEGRITI has been on the rise. The coverage focused on the programmes and activities of INTEGRITI and articles written by employees of INTEGRITI as well as external contributors. It is estimated that the media value obtained by INTEGRITI for the third and fourth quarters of 2015 was RM 603,672. Members of the press which covered INTEGRITI were the New Straits Times, The Star, The Sun, Utusan Malaysia, Berita Harian, Sinar Harian, Harian Metro, Bernama, Astro Awani, RTM TV and radio (Nasional FM).

NATIONAL INTEGRITY CONVENTION 2015

On 12 November 2015, INTEGRITI organised the National 2015 Integrity Convention at Menara IntegrITI. Themed 'Integrity: Facing Current Challenges', the event was officiated by Senator Datuk Paul Low Seng Kuan, Minister in the Prime Minister's Office. This annual INTEGRITI programme is important as it is the best platform to search for answers and solutions to issues and new challenges faced in the effort of promoting the integrity culture specifically at a national level.

The programme put forth 6 primary integrity challenges which were discussed and debated in six different plenary sessions from all angles. Among the topics discussed were the public service delivery system, the roles of the Integrity and Governance Committee and the Integrity Unit, compliance with directions and rules, family relationships, social media and public administration.

DIALOG INTEGRITI ASEAN 2015

Melihat integriti sebagai isu serantau, perbincangan dan perkongsian maklumat antara negara amat penting bagi membolehkan nilai integriti subur dan berkembang mekar, khususnya dalam bidang pendidikan. Menyedari akan hal itu, satu Dialog Integriti ASEAN (AID) 2015 telah diadakan pada 10 Disember 2015 di Auditorium Integriti, Menara Integriti dengan bertemakan '*Regional Cooperation In Enhancing Integrity Through Higher Education*'. Antara tujuan penganjurannya adalah untuk perkongsian pengalaman negara-negara jiran dalam mempertingkatkan integriti melalui institusi pengajian tinggi agar pendekatan yang sama berkesan boleh diguna pakai oleh negara-negara anggota ASEAN.

ASEAN INTEGRITY DIALOGUE 2015

Recognising integrity as a regional issue, discussion and sharing of information among countries is important to enable the value of integrity is strengthen especially in the field of education. Realising that, an ASEAN Integrity Dialogue was held on 10 December 2015 at the Auditorium INTEGRITI, Menara Integriti with the theme '*Regional Cooperation in Enhancing Integrity through Higher Education*'. Among the objectives of the dialogue was to share experiences from neighbouring countries in raising the level of integrity through higher education so that the same effective approach could be adopted by fellow ASEAN country members.





BENGKEL PRA FORUM GLOBAL MENGENAI ETIKA DAN INTEGRITI

Sebagai persediaan awal penganjuran Forum Global Mengenai Etika dan Integriti (GFEI) 2016, sebuah bengkel Pra-GFEI telah diadakan di Dewan Murni, Menara Integriti pada 26 hingga 27 Mei 2015. Bengkel ini memberikan ruang kepada para penganjur untuk berkongsi input, idea dan strategi dalam melaksanakan program antarabangsa berkenaan. Antara yang hadir dalam program tersebut ialah Presiden *International Institute for Public Ethics* (IIPE), Prof. Charles Sampford, Presiden *Integrity Action* (IA), Mr. Fredrik Galtung, Felo Utama INTEGRITI, Prof. Emeritus Dato' Dr. Abdul Rahman Embong, Pengarah Institut Latihan Sektor Awam Negeri Sabah, En. Sa'adilah Hj. Abdillah, Pensyarah Universiti Kebangsaan Malaysia (UKM), Prof. Dr. Rahimah Abdul Aziz dan Presiden *Transparency International Malaysia* (TI-Malaysia), Dato' Akhbar Satar.

PRE-WORKSHOP TO GLOBAL FORUM ON ETHICS AND INTEGRITY

As an early preparation for the 2016 Global Forum on Ethics and Integrity (GFEI), a Pre-GFEI workshop was held at Dewan Murni, Menara Integriti on 26 and 27 May 2015. The workshop provided a platform for the organisers to share input, ideas and strategies for the implementation of the international event. Among those who attended the programme were Prof Charles Sampford, President of the International Institute for Public Ethics, Mr Fredrik Galtung, President of Integrity Action, Prof Emeritus Dato' Dr Abdul Rahman Embong, Principal Fellow of INTEGRITI, Mr Sa'adilah Haji Abdillah, Director of the Public Sector Training Institution of Sabah Prof Dr Rahimah Abdul Aziz, Lecturer of Universiti Kebangsaan Malaysia and Dato' Akhbar Satar, President of Transparency International Malaysia.

SYARAHAN / *BREAKFAST TALK**

Sejak Jun 2015, INTEGRITI telah memperkenalkan program *Breakfast Talk* yang diadakan pada sebelah pagi dengan gaya yang santai. Menampilkan ramai panel daripada pelbagai bidang dan kepakaran, program ini memfokuskan kepada isu-isu integriti yang berlaku dalam negara. Selain syarahan, peserta turut berpeluang mengajukan soalan ataupun berkongsi pandangan. Antara topik yang telah dibincangkan adalah:



Tajuk	Pembicara utama	Tarikh
Kos rasuah dan impak pada pembangunan negara: Apa lagi yang belum kita lakukan?	Ketua Pesuruhjaya Suruhanjaya Pencegahan Rasuah Malaysia (SPRM), Tan Sri Dato' Sri Abu Kassim Mohamed	4 Jun 2015
Isu dan cabaran integriti serta keselamatan negara: Dalam konteks pengalaman di Lahad Datu	Komander, Kawasan Keselamatan Khas Pantai Timur Sabah (ESSCOM), DCP Dato' Abd Rashid Harun	29 Julai 2015
Integriti Korporat: Kesan ke arah pembangunan ekonomi Malaysia	Pengerusi Telekom Malaysia Berhad, Tan Sri Dato' Seri Dr. Sulaiman Mahbob	4 Ogos 2015
Integriti dan alam sekitar: Kepentingan integriti dalam memelihara dan memulihara alam sekitar	Timbalan Naib Canselor Hal-Ehwal Penyelidikan dan Inovasi, Universiti Kebangsaan Malaysia (UKM), Prof. Dato' Dr. Mazlin Mokhtar	3 September 2015
Masalah kesihatan mental dan kemurungan dalam masyarakat: Daripada perspektif integriti	Pakar Psikologi Klinikal, Sunway University, Prof. Madya Dr Alvin Ng Lai Oon	8 Oktober 2015

BREAKFAST TALK

In June 2015, INTEGRITI introduced a programme known as the ‘Breakfast Talk’ with a free-and-easy concept. By bringing together panel members from various fields and areas of expertise, this programme focuses on integrity issues in the country. Apart from the discourse session, participants are given the opportunity to raise questions or share their views in relation to the topic discussed. Topics discussed in the Breakfast Talk programme throughout 2015 are as follows:



Title	Main Speaker	Date
The cost of bribery and its impact on the country's development: What else have we not done?	Tan Sri Dato' Sri Abu Kassim Mohamed, Chief Commissioner of the Malaysian Anti-Corruption Commission (MACC)	4 June 2015
Integrity issues and challenges and the security of the country: In the context of the Lahad Datu experience	DCP Dato' Abd Rashid Harun, Commander of the Eastern Sabah Security Command (ESSCOM)	29 July 2015
Corporate Integrity: The impact on Malaysian economic development	Tan Sri Dato' Seri Dr Sulaiman Mahbob, Chairman of Telekom Malaysia Berhad	4 August 2015
Integrity and the environment: The importance of integrity in the conservation and rehabilitation of the environment	Prof Dato' Dr Mazlin Mokhtar, Deputy Vice-Chancellor of Research and Innovation, Universiti Kebangsaan Malaysia (UKM)	3 September 2015
Mental health problems and depression in the society: From an integrity perspective	Associate Professor Dr Alvin NgLai Oon, Clinical Psychology Specialist, Sunway University	8 October 2015



DISKUSI MEJA BULAT

Bermula Jun 2015, Dialog Meja Bulat anjuran INTEGRITI telah mengupas pelbagai isu integriti semasa. Program separuh hari ini menengahkan ramai ahli panel daripada pelbagai kementerian serta organisasi kerajaan, badan bukan kerajaan dan institusi-institusi lain. Antaranya ialah Kementerian Perdagangan Dalam Negeri, Koperasi dan Kepenggunaan (KPDNKK), Kastam Diraja Malaysia, Polis Diraja Malaysia (PDRM), Jabatan Pengangkutan Jalan, Jabatan Hal Ehwal Khas (JASA), Jabatan Perdana Menteri (JPM), Lembaga Peperiksaan Malaysia (LPM), Institut Penyelidikan Keselamatan Jalan Raya Malaysia (MIROS), Suruhanjaya Pencegahan Rasuah (SPRM), Yayasan Salam dan Gabungan Persatuan-Persatuan Pengguna Malaysia (FOMCA). Antara tajuk-tajuk yang telah dibincangkan dalam dialog meja bulat adalah:

- Strategi dan kaedah bagi menangani integriti para peniaga pasca pelaksanaan GST – 12 Jun 2015
- Strategi dan pendekatan bagi mendisiplinkan pengguna jalan raya bagi melahirkan warga pengguna jalan raya yang berintegriti tinggi – 9 Julai 2015
- Strategi bagi mempertingkatkan semangat patriotisme dalam kalangan masyarakat Malaysia terutamanya golongan muda – 13 Ogos 2015
- Strategi dan pendekatan bagi mempertingkatkan integriti keselamatan dokumen kerajaan daripada sebarang kebocoran – 10 September 2015

ROUNDTABLE DISCUSSION

Also, in June 2015 INTEGRITI started organising Roundtable Discussions which analyses a variety of current issues related to integrity. The half-day programme introduced many panel members from various ministries and government agencies, non-governmental organisations and other institutions. Among them were the Ministry of Domestic Trade, Co-operatives and Consumerism, the Royal Malaysian Customs, the Royal Malaysian Police, the Road Traffic Department, the Department of Special Affairs, the Prime Minister's Office, the Malaysian Examination Board, the Malaysian Institute of Road Safety Research, the Malaysian Anti-Corruption Commission, the Salam Foundation and the Federation of Malaysian Consumers Association. Topics discussed during the dialogues include:

- Strategies and methods to manage integrity of business owners post-GST implementation – 12 June 2015
- Strategies and approaches in disciplining road traffic users in order to create road users with high integrity – 9 July 2015
- Strategies to enhance patriotism amongst the Malaysian youth – 13 August 2015
- Strategies and approaches in improving the integrity security of government documents to avoid leaks – 10 September 2015

- Strategi dan kaedah bagi mempertingkatkan integriti dalam pengurusan bencana alam – 15 Oktober 2015

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

- Strategies and methods to improve integrity in the management of natural disasters – 15 October 2015

* 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

INTEGRITI telah mengadakan beberapa siri diskusi penyelidikan bagi mendapatkan idea, perkongsian serta maklum balas daripada ramai pakar dan ilmuan tentang pelbagai isu integriti. Hasil daripada diskusi berkenaan akan dimanfaatkan dalam penyelidikan yang bakal dilaksanakan oleh INTEGRITI pada masa hadapan. Antaranya:

- Kajian Persepsi Integriti Nasional (KPIN) – 18 Jun 2015
- Undang-undang sedia ada di Malaysia: Wujudnya ruang dan peluang, satu analisa? – 13 Julai 2015
- Kajian menilai dasar awam dan undang-undang ke arah pencapaian kualiti hidup yang lebih baik dan penyampaian perkhidmatan awam yang lebih efisien – 19 Ogos 2015

RESEARCH DISCUSSION

INTEGRITI held several series of research discussions to garner and share ideas, while obtaining feedback from experts and academicians on various integrity issues. The outcome of the discussions will be used for future research to be conducted by INTEGRITI. Among the research discussions conducted include:

- Study on National Integrity Perception – 18 June 2015
- An analysis on Malaysian existing laws: space and opportunities – 13 July 2015
- An evaluation of public policies and law towards achieving a better quality of life and a more efficient public service delivery – 19 August 2015





MALAM SENI INTEGRITI

Mulai Jun 2015, INTEGRITI telah menganjurkan Malam Seni Integriti dengan berlatarkan konsep yang santai, menarik dan menghiburkan. Program ini merupakan usaha INTEGRITI untuk mendapat penglibatan penggiat seni dalam memasukkan elemen integriti dalam karya mereka, sekali gus bagi menggalakkan masyarakat khususnya generasi muda masa kini untuk menghayati dan membudayakan nilai-nilai integriti sambil menikmati alunan muzik, lagu, filem dan puisi. Selain dihiburkan dengan persembahan artis ataupun tayangan filem pendek, para hadirin turut berpeluang mengikuti sesi dialog bersama tetamu khas.

- *Integrity Art Night* Bersama Kumpulan Nasyid Inteam – 29 Jun 2015
- Gobok Wayang: *On The Streets of London* – 24 Julai 2015
- Malam Puisi: *Integriti Inspirasi Merdeka* – 28 Ogos 2015
- *Integriti: Tradisi Berevolusi* – 28 Oktober 2015

INTEGRITY ART NIGHT

Since June 2015, INTEGRITI has been organising Integrity Art Night based on a concept that is casual, attractive and entertaining. This programme is part of INTEGRITI's effort to attract involvement of artists to incorporate the element of integrity into their works, and simultaneously to encourage society, especially the younger generation, to appreciate and embrace the culture of integrity whilst enjoying the music, songs, films and poetry. Apart from being entertained by performances or the screening of short films, participants are invited to participate in dialogue sessions with special guests. The programmes organised are:

- Integrity Art Night with Inteam Nasyeed Group – 29 June 2015
- Gobok Wayang: *On The Streets of London* – 24 July 2015
- Poetry Night: *Integriti Inspirasi Merdeka* – 28 August 2015
- *Integrity: An Evolving Tradition* – 28 October 2015

BICARA INTEGRITI 2015

Sempena menyambut Hari Integriti Nasional yang kesebelas, INTEGRITI telah menganjurkan Bicara Integriti dengan bertemakan 'Integriti: Mendepani Cabaran Semasa' di Auditorium INTEGRITI sebagai prelude kepada Konvensyen Integriti Nasional yang berlangsung pada 12 November 2015. Ia diadakan semasa dari kaca mata integriti selain menjadi medan perkongsian idea dan pandangan agar pembudayaan integriti dapat dilaksanakan secara lebih bersepadu dan konsisten selaras dengan hasrat hala tuju lima tahun INTEGRITI yang berakhir pada tahun 2020. Perasmian majlis disempurnakan oleh Menteri di Jabatan Perdana Menteri, YB Senator Datuk Paul Low Seng Kuan. Dalam majlis berkenaan, mantan Timbalan Pendakwaraya mendiang Kevin Anthony Morais dan mantan Timbalan Ketua Pengarah Kastam Diraja Malaysia, Allahyarham Datuk Shaharuddin Ibrahim telah dinamakan sebagai penerima Anugerah Khas Integriti.



INTEGRITY TALK 2015

In the celebration of the 11th National Integrity Day, INTEGRITI organised Integrity Talk themed 'Integrity: Facing Current Challenges' at INTEGRITI Auditorium as a prelude to the National Integrity Convention on 12 November 2015. It was to identify current challenges from the perspective of integrity as well as a platform to share ideas and views so that the inculcation of integrity in the society can be implemented in a more integrated and consistent manner in line with INTEGRITI's 5-year plan, ending in 2020. The event was officiated by Senator Datuk Paul Low Seng Kuan, Minister in the Prime Minister's Office. During the event, the late Kevin Anthony Morais, former Deputy Public Prosecutor and late Datuk Shaharuddin Ibrahim, former Deputy Director General of the Royal Malaysian Customs were named as recipients of the Integrity Special Award.



Gambar-gambar sekitar Bicara Integriti 2015



DIALOG BERSAMA KETUA PESURUHJAYA SURUHANJAYA PENCEGAHAN RASUAH MALAYSIA

INTEGRITI dengan diketuai oleh Presiden dan Ketua Pegawai Eksekutifnya, Dr. Anis Yusal Yusoff telah mengaturkan satu sesi dialog bersama Ketua Pesuruhjaya Suruhanjaya Pencegahan Rasuah Malaysia (SPRM), Tan Sri Abu Kassim Mohamed berkenaan dengan definisi rasuah. Sesi yang dihadiri oleh 30 orang peserta termasuk Ketua Eksekutif Institut Bagi Demokrasi dan Hal Ehwal Ekonomi (IDEAS), Wan Saiful Wan Jan, Ketua Pegawai Eksekutif *World Vision*, Dato' KJ Abraham dan pensyarah Ekonomi dan Pentadbiran Universiti Malaya (UM), Prof. Edmund Terence Gomez turut menyentuh cadangan dan syor penambahbaikan SPRM. Turut hadir ialah pengarah-pengarah dan pegawai-pegawai kanan SPRM.

DIALOGUE WITH THE CHIEF COMMISSIONER OF THE MALAYSIAN ANTI-CORRUPTION COMMISSION

INTEGRITI, headed by Dr Anis Yusal Yusoff, President and Chief Executive Officer, conducted a dialogue session with Tan Sri Abu Kassim Mohamed, Chief Commissioner of the Malaysian Anti-Corruption Commission (MACC), on the definition of bribery. The session which was attended by 30 participants, including Wan Saiful Wan Jan, Chief Executive of the Institute of Democracy and Economic Affairs (IDEAS), Dato' KJ Abraham, Chief Executive Officer of World Vision, Prof Edmund Terence Gomez, Economics and Administration lecturer of University of Malaya, also touched on suggestions and recommendations for the improvement of MACC. Also present were the directors and senior management of MACC.

PUSAT KOORDINASI & PEMANTAUAN DAN KHIDMAT PENGURUSAN

CENTRE FOR COORDINATION & MONITORING AND MANAGEMENT SERVICES

Pusat Koordinasi, Pemantauan dan Khidmat Pengurusan memainkan peranan penting dalam memantau pelaksanaan Pelan Integriti Nasional (PIN) dalam negara dan juga bertindak sebagai penyelararas kepada perancangan korporat, pemantauan dan penilai kepada semua program dan aktiviti organisasi.

1. *Dashboard* Integriti

Dashboard Integriti merupakan projek kerjasama antara Program Perancangan Korporat, Program Pemantauan dan Penilaian serta Unit Teknologi Maklumat dan Komunikasi (ICT) dan dijangka selesai sekitar Jun 2016. Pembinaan dan pembangunan *dashboard* ini penting bagi membolehkan INTEGRITI menganalisis data dan maklumat secara visual, sekali gus membantu pihak pengurusan menganalisa serta memantau pelaksanaan PIN dan Tekad Integriti di Malaysia.

2. *Retreat* INTEGRITI

Sebagai persediaan menghadapi tahun 2016, Program Perancangan korporat telah menyelaraskan beberapa program retreat melibatkan semua warga kerja INTEGRITI. Antara aktiviti yang diadakan sepanjang program berkenaan ialah sesi *brainstorming* dan perbincangan bagi merancang dan merangka gerak kerja untuk tahun 2016.

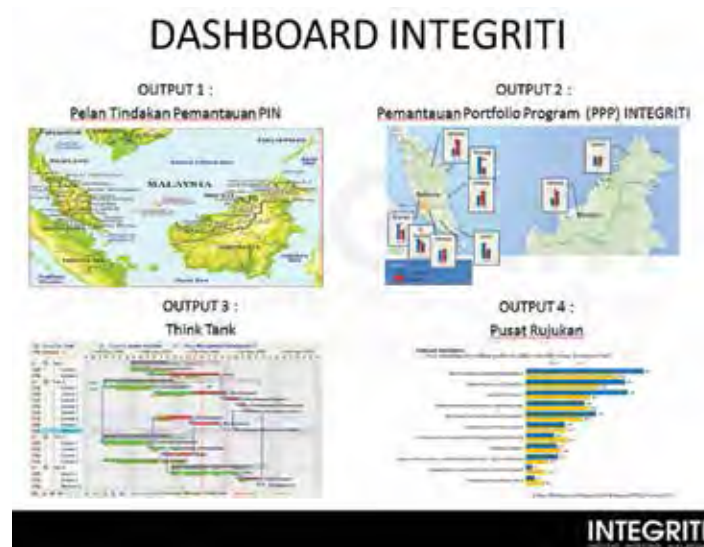
The Centre for Coordination, Monitoring and Management Services plays an important role in monitoring the implementation of the National Integrity Plan (NIP) in the country as well as being the coordinator of all corporate strategy, monitoring and evaluation programmes and activities organised within the INTEGRITI organisation.

1. Integrity Dashboard

Integrity Dashboard is a collaborative project between the Corporate Planning Programme and the Information and Communication Technology (ICT) Unit expected to be completed in June 2016. The design and development of the dashboard is important to enable INTEGRITI to visually analyse data and information, while also facilitating management to analyse and monitor the implementation of the NIP and the Integrity Targets in Malaysia.

2. INTEGRITI Retreat

As preparation to face 2016, the Corporate Planning Programme has arranged several retreat programmes for all employees of INTEGRITI. Some of the activities carried out during the programme were brainstorming sessions and discussions for the planning and drafting of work plans for 2016.



3. Pertemuan Dengan Rakan MoU

Selaras dengan hasrat pelancaran PIN, INTEGRITI telah menjalinkan hubungan kerjasama dengan pelbagai organisasi kerajaan dan swasta menerusi memorandum persefahaman (MoU). Lanjutan daripada itu, satu perbincangan khas telah diadakan pada 15 Disember 2015 antara INTEGRITI dengan organisasi-organisasi berkenaan di Menara Integriti bagi memperoleh input terkini untuk tujuan pemurnian bidang tugas (*terms of reference*) sedia ada yang terkandung dalam MoU yang telah ditandatangani. Pertemuan itu juga membolehkan INTEGRITI dan pihak-pihak terbabit mengenal pasti hala tuju baharu MoU yang ditandatangani agar kerjasama untuk mengangkat dan membudayakan integriti dalam masyarakat dapat diteruskan. Selain itu, pertemuan berkenaan juga penting dalam usaha untuk meningkatkan persefahaman dan menggalakkan usaha sama pelbagai bidang antara INTEGRITI dengan semua rakan MoU pada masa depan.

3. Meeting with MoU Partners

In line with the objective of the NIP, INTEGRITI has built relationships with various government and private organisations through memorandums of understanding. Subsequently, a special discussion was held on 15 December 2015 between INTEGRITI and those organisations at Menara Integriti to garner the latest input for the purpose of refining the existing terms of reference of the signed MoUs. The meeting also enabled the parties to identify the new direction of the MoUs so that the collaboration to raise and inculcate the culture of integrity in the society can be continued. Apart from that, the meeting was also important to enhance the understanding and promoting joint efforts in a variety of fields between INTEGRITI and all of its MoU partners in future.



4. Kursus Latihan Bagi Pengajar Modul Integriti

Sebagai sebahagian daripada usaha untuk mengkoordinasi ceramah integriti bagi memperkasakan agensi-agensi kerajaan dan masyarakat, INTEGRITI telah menganjurkan Kursus Latihan Bagi Pengajar (TOT) Modul Integriti di Hotel Blue Wave, Shah Alam. Kursus yang berlangsung dari 21 hingga 23 Oktober 2015 ini bertujuan untuk melatih lebih ramai tenaga pengajar yang boleh membantu menyebarkan mesej integriti di peringkat negeri bagi pihak INTEGRITI. Untuk itu, satu modul khas merangkumi sektor kerajaan, swasta dan pelajar telah disediakan.

4. Training for Integrity Module Trainers

As part of the efforts to coordinate integrity lectures to strengthen government agencies and society, INTEGRITI organised a Training of Trainers Course Integrity Module at Blue Wave Hotel in Shah Alam. The course took place from 21 until 23 October 2015 with the objective of training more trainers that could facilitate the dissemination of integrity messages on behalf of INTEGRITI at state level. For that, a special module which covered the government and private sectors as well as students was prepared.

KHIDMAT PENGURUSAN

Unit Sumber Manusia

1. Majlis Anugerah Perkhidmatan Cemerlang (APC)

Majlis Anugerah Perkhidmatan Cemerlang INTEGRITI bagi tahun 2014 telah diadakan pada 3 Mac 2015 dan disempunakan oleh Ahli Lembaga Pengarah INTEGRITI, YBhg. Tan Sri Datuk Amar (Dr) Hamid Bugo. Dalam majlis berkenaan, seramai enam pegawai daripada Kumpulan Pengurusan dan Profesional serta Kumpulan Sokongan telah menerima Anugerah Perkhidmatan Cemerlang.

2. Kenaikan Pangkat

Pada tahun 2015, INTEGRITI turut melaksanakan kenaikan pangkat bagi jawatan dalam Kumpulan Pengurusan dan Profesional. Seramai lima pegawai telah dinaikkan ke Gred 44, seorang dinaikkan pangkat untuk Gred 48 dan seorang lagi ke gred 52. Mereka adalah:

MANAGEMENT SERVICES

Human Resources Unit

1. Excellence Service Awards Ceremony

INTEGRITI's 2014 Excellence Service Awards Ceremony was held on 3 March 2015, officiated by Tan Sri Datuk Amar (Dr) Hamid Bugo, member of INTEGRITI's Board of Directors. At the said event, six officers from the Management and Professional Group as well as the Support Group received the Award for Excellent Service (Anugerah Perkhidmatan Cemerlang).

2. Promotion

In 2015, INTEGRITI implemented promotions for positions in the Management and Professional Group. Five officers were promoted to Grade 44, while one was promoted to Grade 48 and another to Grade 52. They were:

NAMA	GREd
En. Anuar Ahmad	Gred IIM 48 ke Gred IIM 52
En. Mohd Yany Yusoff	Gred IIM 44 ke Gred IIM 48
Pn. Wan Kamaliah Wan Dagang	Gred IIM 41 ke Gred IIM 44
En. Izal Arif Zahrudin	Gred IIM 41 ke Gred IIM 44
En. Meor Shahram Faiz Meor Shariman	Gred IIM 41 ke Gred IIM 44
Pn. Norliana Ali Akbar	Gred IIM 41 ke Gred IIM 44
Pn. Judlifah Mohd Jamil	Gred IIM 41 ke Gred IIM 44

NAME	GRADE
Mr Anuar Ahmad	Grade IIM 48 to Grade IIM 52
Mr Mohd Yany Yusoff	Grade IIM 44 to Grade IIM 48
Ms Wan Kamaliah Wan Dagang	Grade IIM 41 to Grade IIM 44
Mr Izal Arif Zahrudin	Grade IIM 41 to Grade IIM 44
Mr Meor Shahram Faiz Meor Shariman	Grade IIM 41 to Grade IIM 44
Ms Norliana Ali Akbar	Grade IIM 41 to Grade IIM 44
Ms Judlifah Mohd Jamil	Grade IIM 41 to Grade IIM 44

3. Kursus

Sepanjang tahun 2015, sebanyak enam kursus telah dianjurkan oleh Unit Sumber Manusia dan sebilangannya dilaksanakan dengan kerjasama dari pusat-pusat lain di INTEGRITI.

- Akademi Sains Malaysia *Envisioning Malaysia 2050 Foresight Initiative Workshop* – 30 Julai 2015
- Kursus Jurucakap – 12 Oktober 2015
- Kursus Kebebasan Kewangan – 28 Oktober 2015
- Kursus Pembangunan Individu dan Organisasi Berintegriti – 6 hingga 9 Oktober 2015
- Kursus Persembahan Interaktif Menggunakan Perisian Prezi – 3 Disember 2015

Selain itu, Unit Sumber Manusia turut mengambil inisiatif menghantar pegawai-pegawai INTEGRITI untuk menyertai kursus-kursus bersesuaian yang dianjurkan oleh pihak luar.

3. Courses

Throughout 2015, six courses were organised by the Human Resources Unit and a number of those courses were organised in collaboration with other bodies at INTEGRITI.

- Academy of Sciences Malaysia, *Envisioning Malaysia 2050 Foresight Initiative Workshop* – 30 July 2015
- Spokesperson Workshop – 12 October 2015
- Financial Freedom – 28 October 2015
- Individual and Organisational Integrity Development Course – 6 to 9 October 2015
- Interactive Presentation Using Prezi Software – 3 December 2015

Additionally, the Human Resources Unit also took the initiative to send INTEGRITI officers to attend appropriate courses organised by external parties.

- Pengurusan Strategik dan Perancangan Senario
– 10 hingga 12 Mac 2015
- Kursus Pembangunan Kandungan Multimedia Kreatif
– 10 hingga 13 Mac 2015
- Bengkel Pengurusan Tatatertib Bil.1/2015
– 17 hingga 20 Mac 2015
- Kursus Pengenalan Pertolongan Cemas dan CPR
– 27 Mac 2015
- *Seminar Leaders Who Serve*
– 30 hingga 31 Mac 2015
- *Convert Complexity and Conflict To Change Dynamics* – 3 April 2015
- Kursus Gaji, Elaun dan Kemudahan Penjawat Awam
– 14 hingga 16 April 2015
- Bengkel *Effective Training Design*
– 20 hingga 23 April 2015
- Kursus Asas Pengurusan Kewangan
– 21 hingga 22 April 2015
- Bengkel *Futures Thinking And Scenario Planning (FSTP)* Siri 1 – 7 hingga 9 April 2015
- *Leadership And Management For Integrity*
– 6 hingga 11 Julai 2015
- Seminar *INTAN Dialogue With L&D Champion*
– 15 September 2015
- *Programme for The Foresight Alliance Integration Workshop* – 18 hingga 20 September 2015
- *Seminar On Doing Right Projects Rightly: What Mantra Do We Need?* – 22 September 2015
- Akademi Sains Malaysia: *Foresight Alliance Scenario Analysis Workshop* 1 – 20 Oktober 2015
- Strategic Management and Scenario Planning
– 10 to 12 March 2015
- Development of Creative Multimedia Content
– 10 to 13 March 2015
- Disciplinary Management No. 1/2015
– 17 to 20 March 2015
- Introduction to First Aid and CPR
– 27 March 2015
- Leaders Who Serve Seminar
– 30 to 31 March 2015
- Convert Complexity and Conflict To Change Dynamics – 3 April 2015
- Nature Photography Course
– 8 to 10 April 2015
- Salary, Allowance and Benefits for Civil Servants
– 14 to 16 April 2015
- Effective Training Design Workshop
– 20 to 23 April 2015
- Basic Financial Management Course
– 21 to 22 April 2015
- Futures Thinking and Scenario Planning Workshop Series 1 – 7 to 9 April 2015
- Leadership and Management for Integrity
– 6 to 11 July 2015
- Lunch Talk on Personal Branding and Thought Leadership – 13 August 2015
- Mountaineering & High Altitude Seminar
– 25 to 28 August 2015
- Junior Officers Lab
– 2 to 4 September 2015

- *Global Transformation Forum (GTF 2015)*
– 21 hingga 23 Oktober 2015
- *5th Specialized Workshop On Designing Effective 21st Century Learning* – 24 Oktober 2015
- *MIA International Accountants Conference 2015*
– 26 hingga 27 Oktober 2015
- *Web Development With Joomla*
– 2 hingga 5 November 2015
- *International Knowledge Conference*
– 15 hingga 17 November 2015
- *International Leadership Symposium on Ethics In Business* – 20 November 2015
- *Seminar With Harry Azhar-ASEAN Community: The Role Of Public Accountability* – 2 Disember 2015
- *The 6th Tan Lark Memorial Forum* – 6 Disember 2015
- *Makmal Pegawai Muda*
– 2 hingga 4 September 2015
- *Mountaineering & High Altitude Seminar*
– 25 hingga 28 Ogos 2015
- *Seminar Pemantapan Semakan Pindaan Akta Pembangunan Sukan 1997*
– 12 hingga 13 Oktober 2015
- *Kursus Anugerah Persijilan Kayak Bintang 1*
– 20 hingga 22 November 2015
- *Lunch Talk On Personal Branding And Thought Leadership* – 13 Ogos 2015
- *Kursus Fotografi-Alam Semula Jadi (Nature Photography)* – 8 hingga 10 April 2015
- *INTAN Dialogue with L&D Champion Seminar*
– 15 September 2015
- *Programme for the Foresight Alliance Integration Workshop* – 18 to 20 September 2015
- *Seminar on Doing Right Projects Rightly: What Mantra Do We Need?* – 22 September 2015
- *Seminar on Reinforcing the Review of Amendments to the Sports Development Act 1997*
– 12 to 13 October 2015
- *Academy of Sciences Malaysia: Foresight Alliance Scenario Analysis Workshop 1* – 20 October 2015
- *Global Transformation Forum (GTF 2015)*
– 21 to 23 October 2015
- *5th Specialised Workshop On Designing Effective 21st Century Learning* – 24 October 2015
- *2015 MIA International Accountants Conference*
– 26 to 27 October 2015
- *Web Development with Joomla*
– 2 to 5 November 2015
- *International Knowledge Conference*
– 15 to 17 November 2015
- *International Leadership Symposium on Ethics in Business* – 20 November 2015
- *'Kayak Bintang 1' Certificate Awards*
– 20 to 22 November 2015
- *Seminar with Harry Azhar-ASEAN Community: The Role Of Public Accountability* – 2 December 2015
- *The 6th Tan Lark Memorial Forum*
– 6 December 2015

UNIT TEKNOLOGI MAKLUMAT DAN KOMUNIKASI (ICT)

1. Pembaharuan domain

Sejak sekian lama, INTEGRITI menggunakan domain *iim.org.my* untuk urusan laman web dan juga e-mel. Bagaimanapun, sesuai dengan penjenamaan semula organisasi, INTEGRITI telah memulakan domain baru iaitu *integrity.my* bermula Ogos 2015. Domain ini lebih mudah untuk diingat dan memberi makna kepada usaha integriti yang sedang dilaksanakan.

2. Pembangunan laman web

Selaras dengan pembaharuan domain, laman web INTEGRITI telah beralih daripada *www.iim.org.my* kepada *www.integrity.my*. Selain itu, kandungan dan maklumat laman web turut diperbaharui dan dikemas kini agar menjadi lebih menarik dan bermaklumat.

Di samping itu, INTEGRITI turut bertanggungjawab dalam pembangunan laman web *www.yfi.my* yang merupakan program integriti untuk belia. Projek ini merupakan usaha sama dengan *Empowering Youth (EYE)*, Bidang Keberhasilan Utama Negara (NKRA) Anti-Rasuah, Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) dan Malaysian Airlines (MAS). Tujuan laman ini dibangunkan adalah untuk memperkasakan belia

INFORMATION, COMMUNICATION AND TECHNOLOGY UNIT (ICT)

1. New domain

For quite some time INTEGRITI had been using the domain *iim.org.my* for its website and e-mail. Now, befitting the organisation's rebranding exercise, INTEGRITI has established the new domain *integrity.my* starting August 2015. This domain is easier to remember and gives meaning to the integrity efforts currently being implemented.

2. Development of website

In line with the new domain, INTEGRITI's website has also been moved from *www.iim.org.my* to *www.integrity.my*. Additionally, the contents and information on the website have been renewed and updated to be more interesting and informative.

At the same time, INTEGRITI is also responsible for the development of the website for the youth for integrity programme, *www.yfi.my*. This project is a collaborative effort with Empowering Youth (EYE), National Key Result Area of Anti-Bribery, Malaysian Anti-Corruption Commission (MACC) and Malaysia Airlines (MAS). The objective of the site is to strengthen the Malaysian youth and encourage them to learn, understand and appreciate integrity values.



Laman web rasmi INTEGRITI
INTEGRITI official website



Facebook INTEGRITI
INTEGRITI Facebook



Instagram INTEGRITI
INTEGRITI Instagram



Twitter INTEGRITI
INTEGRITI Twitter

Malaysia supaya golongan ini belajar, memahami dan menghayati nilai-nilai integriti.

Laman web lain yang juga dipertanggungjawabkan di bawah INTEGRITI ialah Portal Sistem Integriti Korporat Malaysia – *Corporate Integrity System Malaysia* (CISM). CISM ialah rangka kerja konseptual yang diwujudkan atas inisiatif integriti oleh INTEGRITI dan disokong oleh pihak berkepentingan bagi institusi ekonomi iaitu Unit Pengurusan Prestasi dan Pelaksanaan (PEMANDU) Jabatan Perdana Menteri, SPRM, Suruhanjaya Syarikat Malaysia (SSM) dan *Transparency International Malaysia* (TI-Malaysia). Portal ini membantu SPRM dalam usaha mereka mempromosi Ikrar Integriti Korporat – *Corporate Integrity Pledge* (CIP) dalam kalangan syarikat-syarikat swasta.

3. Pembangunan sistem dan pangkalan data INTEGRITI

Menyedari keperluan penyimpanan data yang terurus dan sistematik, satu pembangunan sistem dan pangkalan data INTEGRITI (*database* INTEGRITI) telah dilaksanakan. Penyimpanan data ini melibatkan pelbagai informasi penting seperti maklumat semua Ahli Lembaga Pengarah, ahli-ahli INTEGRITI dan pemegang taruh yang lain.

4. Pembangunan dan pelaksanaan Projek 1Government Unified Communication (1GOVUC)

Mulai Jun 2015, INTEGRITI telah mula menggunakan sistem e-mel 1GovUC bagi menggantikan sistem terdahulu. 1GovUC merupakan perkhidmatan komunikasi dan kolaborasi bersepadu yang diuruskan secara berpusat oleh Unit Pemodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU). Lanjutan daripada itu, INTEGRITI turut membangunkan portal kolaboratif (intranet) INTEGRITI. Ia merupakan sebahagian daripada perkhidmatan 1GovUC yang membenarkan perkongsian maklumat dan dokumen di peringkat dalaman INTEGRITI.

Another website that is also under the purview of INTEGRITI is the Corporate Integrity System Malaysia (CISM). CISM is a conceptual framework established as an integrity initiative by INTEGRITI, supported by stakeholders of the economic institution, Performance Management and Delivery Unit (PEMANDU) of the Prime Minister's Office, Malaysian Anti-Corruption Commission (MACC), Companies Commission Malaysia (CCM) and Transparency International Malaysia (TI-Malaysia). This portal facilitates MACC in their efforts to promote the Corporate Integrity Pledge (CIP) to private companies.

3. Development of INTEGRITI system and database

Recognising the need for an organised and systematic data storage, an INTEGRITI system and database (INTEGRITI database) was developed and implemented. This data storage was for a variety of important information such as particulars of the Board of Directors, members of INTEGRITI and other stakeholders.

4. Development and implementation of the 1Government Unified Communication (1GOVUC) Project

Beginning June 2015, INTEGRITI started using the new 1GovUC e-mail system in replacement of the old system. 1GovUC is a communication service and an integrated collaboration managed centrally by the Malaysian Administrative, Modernisation and Management Planning Unit (MAMPU). Subsequently, INTEGRITI also established the collaborative INTEGRITI portal (intranet). This was part of 1GovUC's service which allowed for the sharing of information and documents at an internal level in INTEGRITI.

PUSAT PEMBANGUNAN DAN PELAKSANAAN PROGRAM CENTRE FOR PROGRAMME DEVELOPMENT AND IMPLEMENTATION

Pusat Pembangunan dan Pelaksanaan Program adalah pusat yang bertanggungjawab untuk menggerakkan semua peringkat serta sektor masyarakat secara berfokus ke arah mencapai sasaran lima Tekad Integriti. 10 portfolio sebagai penggerak utama ialah 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.

The Centre for Programme Development and Implementation is responsible for mobilising all levels and sectors of society in a focused manner towards achieving the Five Integrity Targets. The 10 portfolios that act as the prime mover are portfolios focusing on Children, Students and Youth, Family Institution, Economic Institution, Administration, Religious Institution, Political Institution, Enforcement Agencies, Civil Society and Community, Sports & Recreation and Heritage & Culture.

KANAK-KANAK, PELAJAR DAN BELIA

Portfolio ini berfungsi untuk menggerakkan sektor kanak-kanak, pelajar dan belia dengan memberikan informasi tentang kepentingan nilai-nilai integriti kepada generasi yang bakal mewarisi kepelbagaian dan kekayaan negara. Antara program yang telah dilakukan adalah:

1. Siri Syarahan Integriti Tun Azizan Zainul Abidin ke-5

Pada 25 Februari 2015, INTEGRITI telah menganjurkan Siri Syarahan Integriti Tun Azizan Zainul Abidin ke-5 di Universiti Teknologi Petronas (UTP), Bandar Sri Iskandar, Perak. Tujuan ia diadakan adalah untuk mengembangkan nilai murni tokoh dalam kalangan generasi muda, sekali gus mengambil teladan daripada ceramah bertajuk *'Good Governance and Integrity'* yang telah disampaikan oleh Ketua Pegawai Eksekutif UEM Group Berhad, Dato' Izzaddin Idris.

CHILDREN, STUDENTS AND YOUTH

This portfolio is responsible for the enhancement of integrity among children, students and youth by providing information on the importance of integrity to the next generation that will inherit wealth and diversity of the country. Among the programmes conducted were:

1. The Tun Azizan Zainul Abidin 5th Integrity Lecture Series

On 25 February 2015, INTEGRITI organised the Tun Azizan Zainul Abidin 5th Integrity Lecture Series at the Universiti Teknologi Petronas, Bandar Sri Iskandar, Perak. The objective of this lecture series is to instil good leadership values among the younger generation and to allow the participants to gain knowledge from the lecture. The lecture entitled "Good Governance and Integrity" was delivered by Dato' Izzaddin Idris, Chief Executive Officer of UEM Group.



Gambar-gambar sekitar Siri Syarahan Integriti Tun Azizan Zainul Abidin ke-5.
Pictures during the Tun Azizan Zainul Abidin 5th Integrity Lecture Series.



Gambar-gambar sekitar ICGS 2015

2. *Integrity Champions Global Summit (ICGS) 2015*

Generasi muda merupakan aset berharga negara. Justeru, INTEGRITI dengan kerjasama Bahagian Pendidikan Menengah, Majlis Amanah Rakyat (MARA) telah menganjurkan *Integrity Champions Global Summit (ICGS)* selama lima hari bermula 9 April 2015 di utara negara. Ia diadakan bagi mendedahkan kepada generasi muda tentang peranan dan tanggungjawab mereka sebagai pemimpin dalam pengamalan dan penghayatan nilai integriti.

ICGS diadakan di empat lokasi iaitu Kepala Batas, Pendang dan Pulau Langkawi di Kedah serta Balik Pulau di Pulau Pinang. Sementara itu, Maktab Rendah Sains MARA (MRSM) Kubang Pasu menjadi lokasi utama. Ia disertai oleh 160 orang pemimpin pelajar MRSM yang terpilih dari seluruh negara di samping lapan orang pelajar dari Sekolah Antarabangsa Genting Highlands. Majlis penutup disempurnakan oleh Menteri Besar Kedah, YAB Dato' Seri Haji Mukhriz Tun Mahathir. Beliau turut melancarkan buku terbitan INTEGRITI berjudul '*Corporate Integrity in Malaysia*'.

3. *Pidato Integriti Piala Menteri Pendidikan Malaysia 2015*

INTEGRITI dengan kerjasama Majlis Debat Universiti Malaysia

2. *Integrity Champions Global Summit*

The younger generation is often seen as the nation's most valuable asset. In view of this, INTEGRITI, in collaboration with the Secondary Education Division of the Majlis Amanah Rakyat (MARA) conducted a five-day Integrity Champions Global Summit which was held beginning 9 April 2015 in the northern zone of Malaysia. The summit's objective was to give exposure to the younger generation on their roles and responsibilities as future leaders and on the importance of practising good values.

The summit was held in four different locations, namely, Kepala Batas, Pendang and Langkawi (Kedah), and Balik Pulau (Penang). Held at MARA Junior Science College (MRSM) in Kubang Pasu, the summit was attended by 160 student leaders from MRSM nationwide and eight other students from the Genting Highlands International School. The closing ceremony was officiated by Dato' Seri Haji Mukhriz Tun Mahathir, the Menteri Besar of Kedah. The Menteri Besar also launched a book published by INTEGRITI entitled "*Corporate Integrity in Malaysia*" during the event.

3. *Integrity Elocution Competition Malaysian Education Minister's Trophy, 2015*

INTEGRITI in collaboration with the



Gambar sekitar Pertandingan Pidato Integriti 2015



Gambar sekitar Bicara Berirama Integriti Sekolah-Sekolah Menengah Peringkat Kebangsaan 2015

(MADUM), Institut Pendidikan Guru Malaysia (IPGM), Institut Pendidikan Guru Kampus Bahasa Melayu (IPBKM) dan Universiti Pendidikan Sultan Idris (UPSI) telah menganjurkan Pidato Integriti Piala Menteri Pendidikan Malaysia 2015 dari 15 hingga 18 Mei 2015. Majlis perasmian telah disempurnakan oleh YB Menteri Pendidikan Tinggi, Dato' Seri Idris Jusoh. Pertandingan yang bertemakan 'Merakyatkan Agenda Integriti' ini diadakan bagi menambah kefahaman dan kesedaran dalam kalangan pelajar tentang kepentingan elemen dan prinsip integriti dalam usaha memakmurkan dan mengharmonikan masyarakat. Ia disertai oleh 60 orang pelajar institut pengajian tinggi awam dan swasta.

4. Bicara Berirama Integriti Sekolah-Sekolah Menengah Peringkat Kebangsaan 2015

Pada 20 Ogos 2015, INTEGRITI telah menganjurkan satu Pertandingan Bicara Berirama Integriti Sekolah-Sekolah Menengah Peringkat Kebangsaan 2015 di Hotel Empress, Sepang, Selangor. Majlis ini dirasmikan oleh Pengarah Bahagian Kokurikulum dan Kesenian, Kementerian Pendidikan Malaysia (KPM), Puan Hajah Rozainum Ahmad dan disertai oleh 480 orang pelajar yang merupakan juara di peringkat negeri termasuk Kuala Lumpur dan Putrajaya. Mengetengahkan persembahan berbentuk puisi atau prosa berkumpulan, pertandingan ini telah mula diadakan sejak beberapa tahun yang lalu sebagai sebahagian daripada inisiatif kementerian untuk meningkatkan penguasaan serta penggunaan

Malaysian Universities Debate Council (MADUM), the Institute of Teachers' Education (IPGM), the Institute of Teachers' Education Malay Campus and the Sultan Idris Education University organised the Integrity Elocution Competition Education Minister's Trophy from 15 to 18 May 2015. The opening ceremony was officiated by Dato' Seri Idris Jusoh, the Minister of Higher Education. Themed 'Localising the Integrity Agenda', the competition was held with the aim to promote a better understanding on integrity and to create greater awareness among students of the importance of the principles of integrity in achieving prosperity and greater harmony in the society. 60 students of higher learning institutions participated in this competition.

4. National Integrity Choral Speaking Competition for Secondary Schools

On 20 August 2015, INTEGRITI organised the National Integrity Choral Speaking Competition for Secondary Schools at Empress Hotel in Sepang, Selangor. The event was officiated by Hajah Rozainum Ahmad, Director of Co-Curricular and Arts Department of the Ministry of Education, Malaysia. It was attended by 480 students, qualified at the state level, including Kuala Lumpur and Putrajaya. This competition, which showcases group performances of prose and poetry, started several years ago as part of the ministry's initiative to improve the mastery and use of standardised Malay language



Bahasa Melayu baku khususnya dalam kalangan pelajar sekolah menengah. Bagaimanapun, tema integriti hanya diperkenalkan mulai tahun lalu apabila INTEGRITI menjadi penganjur bersama KPM untuk program berkenaan.

among secondary school students. However, the integrity theme was introduced beginning last year when INTEGRITY agreed to jointly organise the programme with the Ministry of Education.

INSTITUSI KELUARGA

Kejayaan usaha untuk menjadikan integriti sebagai suatu keperluan dalam kehidupan memerlukan penglibatan daripada keluarga. Ini kerana penerapan nilai-nilai baik dan murni bermula di rumah.

FAMILY INSTITUTION

The efforts to make integrity as an integral part of life require the involvement of family. Family plays a pivotal role in instilling good values at home.

1. Dialog Pemerkasaan Integriti Wanita

Bertemakan 'Wanita Berintegriti Pemangkin Keluarga Bahagia', satu dialog bertajuk 'Pemerkasaan Integriti Wanita' telah diadakan

1. Dialogue on Empowering Women with Integrity

A dialogue on Empowering Women themed "Women of Integrity are Catalysts to Happy Families" was held at the Dewan Seri Bendahara, the official residence of the Chief



di Dewan Seri Bendahara, kediaman rasmi YAB Ketua Menteri Melaka pada 30 Januari 2015 dengan perasmian oleh Ketua Menteri Melaka, YAB Datuk Seri Ir. Hj. Idris Hj. Haron. Program berkenaan yang merupakan anjuran INTEGRITI bersama Unit Integriti, Jabatan Ketua Menteri Melaka, Badan Amal Kebajikan Isteri Wakil-Wakil Rakyat Barisan Nasional Negeri Melaka (BISTARI) dan Lembaga Penduduk dan Pembangunan Keluarga Negara (LPPKN) telah diadakan bagi memperkasakan wanita dalam melaksana serta mengimbangi peranannya sebagai isteri dan individu berkerjaya, sekali gus meningkatkan pengetahuan serta menjana pembentukan keluarga bahagia.



Minister of Melaka on 30 January 2015. The event was officiated by Datuk Seri Ir Haji Idris Haji Haron, the Chief Minister of Melaka himself. The programme was jointly organised by INTEGRITI and the Integrity Unit of Melaka Chief Minister's Office, the Melaka Barisan Nasional Elected Representatives Wives' Welfare Association and the National Population and Family Development

Board. The programme was organised with the aim to empower women who have to balance their role between being a wife and a working individual and simultaneously enhance their knowledge in fostering happy families.

2. Wacana Pemeraksanaan Integriti Kebapaan

INTEGRITI dengan kerjasama *Peace Lady* (AMANITA), Ibu Pejabat Polis Kontinjen (IPK) Negeri Sembilan dan Jabatan Pencegahan Jenayah dan Keselamatan Komuniti (JPJKK), IPK Negeri Sembilan telah mengadakan 'Wacana Pemeraksanaan Integriti Kebapaan' pada 12 Februari 2015 di Pusat Keluarga LPPKN Seremban 2 dengan bertemakan 'Ayah Berintegriti Pemacu Keluarga Sejahtera'. Program yang dihadiri oleh anggota polis dan wakil-wakil badan bukan kerajaan ini diadakan untuk memantapkan peranan, tanggungjawab serta kemahiran kebapaan menerusi pengukuhan pembudayaan nilai-nilai integriti selain membantu membentuk paradigma baru dengan meletakkan akauntabiliti sebagai tunjang utama membimbing ahli keluarga. Di samping itu, ia turut dianjurkan bagi membolehkan peserta memahami dan mendalami integriti dari segi praktis dan konseptual ke arah pembentukan generasi anak-anak yang berkeperibadian mulia.

2. Discourse on Strengthening of Paternal Integrity

INTEGRITI, in collaboration with AMANITA (Peace Lady), the Negeri Sembilan Police Contingent Headquarters and the Department of Crime Prevention and Community Safety, Negeri Sembilan organised a programme, entitled 'Discourse on Empowering Paternal Integrity' themed "Fathers with Integrity are contributors to the well-being of the Families" on 12 February 2015, at the LPPKN Centre for Families in Seremban 2.

The programme was attended by members of the police force and representatives of non-government bodies with the aim to strengthen fathers' roles, responsibilities and skills through the reinforcement of noble values and the enculturation of integrity as well as shifting to a new paradigm where accountability is regarded as central to the guidance of families. In addition, the programme was organised with the aim to enable the participants to have a better understanding of integrity in practical and conceptual manner, towards the formation of young generation who upholds good values.



3. Bengkel Pewasitan Artikel Buku Integriti Keluarga

Melalui khidmat pakar rujuk keluarga dalam kalangan ahli akademik Universiti Malaysia Sabah (UMS), INTEGRITI telah menganjurkan Bengkel Pewasitan Artikel Buku Integriti Keluarga di The Klagan Hotel, Kota Kinabalu, Sabah pada 28 hingga 29 Mac 2015. Penganjurannya merupakan kesinambungan daripada Seminar Kebangsaan Integriti Keluarga: Pembentangan Ilmiah Isu Keluarga, Wanita dan Kanak-kanak yang berlangsung pada 11 Disember 2014 di UMS. Menerusi bengkel ini, sebanyak 23 artikel telah dipilih untuk dijadikan bahan rujukan utama integriti.

4. Kursus KIPP dan PIOB Lembaga Penduduk dan Pembangunan Keluarga Negara

Pada 3 hingga 5 April 2015 telah berlangsung kursus Kerja Berpasukan, Integriti, Profesionalisme, Penyayang (KIPP) dan Pembangunan Individu dan Organisasi Berintegriti (PIOB) Lembaga Penduduk dan Pembangunan Keluarga Negara (LPPKN) di Hotel Seaview, Pulau Langkawi. Kursus yang dihadiri oleh 36 orang pegawai LPPKN seluruh negara ini bertujuan untuk memperkenalkan kepada mereka rangka kerja konseptual 'nilai bersama LPPKN', menyampaikan pengetahuan dan mengukuhkan pemahaman model serta meningkatkan kesedaran tentang kepentingan nilai integriti dari segi tingkah laku di tempat kerja.

3. Editorial Workshop on Collection of Articles in "Family Integrity" publication

Through a series of consultation with academicians and experts from University of Malaysia Sabah, an editorial workshop on collection of articles from the book, "Family Integrity" was held at The Klagan Hotel in Kota Kinabalu, Sabah from 28 to 29 March 2015. The workshop was a continuation of the National Seminar on Family Integrity: Academic Presentation on Family, Women and Children Issues held on 11 December 2014 at the same university. In this workshop, 23 articles were selected to become the main reference materials on issues related to integrity.

4. KIPP and PIOB Courses with the National Population and Family Development Board

National Population and Family Development Board (LPPKN) organised a course focusing on Teamwork, Integrity, Professionalism and Care and on Personal Development and Organisation from 3 to 5 April 2015 at Hotel Seaview Langkawi. The courses were attended by 36 LPPKN officers nationwide. The objective of the course was to expose and introduce them to the conceptual framework of shared values within LPPKN and to part knowledge and to reinforce the understanding of the model and to increase awareness on the importance of integrity at the workplace.



5. Seminar Integriti Alam Perkahwinan

Menyedari keperluan integriti dalam membentuk keluarga bahagia, INTEGRITI bersama Hal Ehwal Pelajar dan Alumni (HEPA), Universiti Sains Islam Malaysia (USIM) dan Sekretariat Rakan Integriti Mahasiswa (SRIM), USIM telah menganjurkan Seminar Integriti Alam Perkahwinan pada 22 April 2015 di Fakulti Pengajian Quran dan Sunnah, USIM. Bertemakan 'Cinta Ibadah Berintegriti Keluarga Bahagia', program berkenaan dihadiri oleh ratusan pelajar USIM yang sudah berumah tangga berserta pasangan masing-masing. Matlamat utama seminar ini diadakan adalah untuk mempertingkatkan ilmu, kemahiran, pengetahuan dan kefahaman tentang pembinaan integriti keluarga dalam kalangan peserta, sekali gus meningkatkan kesedaran tentang keperluan akauntabiliti sebagai asas utama kebahagiaan rumah tangga.

6. Dialog Pemerkasaan Integriti Keibubapaan

Dengan kerjasama SMK Shahbandaraya dan Kolej Islam Sultan Alam Shah (KISAS), INTEGRITI telah menganjurkan Dialog Pemerkasaan Integriti Keibubapaan pada 9 Mei 2015 di KISAS. Tujuan program yang bertemakan 'Integriti Keibubapaan Pemacu Generasi Terbilang' ini diadakan adalah untuk memperkasa dan memantapkan ilmu serta pembudayaan nilai-nilai integriti kalangan ibu bapa, guru dan komuniti. Antaranya ialah melalui peningkatan kemahiran keibubapaan.

7. Pelancaran Buku 'Integriti Dalam Keluarga: Panduan Ke Arah Keluarga Bahagia'

INTEGRITI telah melancarkan buku berjudul 'Integriti Keluarga: Panduan Ke Arah Keluarga Bahagia' pada 12 November 2015 bersempena dengan penganjuran Konvensyen Integriti Nasional (KIN). Upacara pelancaran disempurnakan oleh Menteri di



5. Marital Seminar on Integrity

Realising the importance of integrity in building a harmonious family, INTEGRITI, together with the Alumni and Student Affairs and the Graduate Integrity Partners of the Malaysian Islamic Science University (USIM), organised a Seminar on the Integrity in Marriage on 22 April 2015 at the Faculty of Al Quran and Sunnah Studies. Themed 'Love of worship creates a Happy Family with Integrity,' the programme was attended by hundreds of married USIM students along with their spouses. The objective of this seminar was to increase knowledge, skills and understanding on the importance of practising integrity within the family unit and simultaneously raising awareness on the need for being accountable as it forms the basic component of happy marriages.

6. Dialogue on Strengthening Parental Integrity

INTEGRITI, in collaboration with Shahbandaraya Secondary School and Sultan Alam Shah Islamic College (KISAS), organised a Dialogue on Strengthening Parental Integrity on 9 May 2015 at KISAS. Themed 'Parental Integrity driving Excellent Generation' the objective of the Dialogue was to empower parents, educators and community with integrity values. One of the ways is through the enhancement of parental skills.

7. Launching of the Book 'Integrity in the Family: Guide to a Happy Family'

INTEGRITI launched a book entitled 'Integrity in the Family: Guide to a Happy Family' on 12 November 2015 in conjunction with the National Integrity Convention. Officiated by YB Senator Datuk Paul Low Seng Kuan, Minister in the Prime Minister's Department, the book was a part of an earlier project

Jabatan Perdana Menteri, YB Senator Datuk Paul Low Seng Kuan. Buku berkenaan merupakan hasil kerjasama awal antara Unit Keluarga Sektor Sosiobudaya, INTEGRITI dengan Unit Penyelidikan Psikologi dan Kesihatan Sosial, Fakulti Psikologi dan Pendidikan, Universiti Malaysia Sabah (UMS).

carried out between the Family Unit of the Socio-cultural Sector, INTEGRITI and the Psychological Research and Social Health Unit, Faculty of Psychology and Education, Universiti Malaysia Sabah.

MASYARAKAT SIVIL DAN KOMUNITI

Portfolio ini berfungsi untuk menggerakkan sektor masyarakat dan komuniti ke arah pemupukan nilai-nilai murni dalam masyarakat. Antara program:

1. Seminar Pengukuhan Integriti JKKK

Seminar pengukuhan Integriti JKKK dijalankan bagi memastikan penyaluran ilmu berjalan secara menyeluruh melibatkan semua pemimpin akar umbi di seluruh Malaysia. Ia terdiri daripada sesi bengkel dan ceramah yang membincangkan tentang isu serta keadah menangani masalah integriti di kampung masing-masing. Hasil daripada kajian tersebut telah menonjolkan imej peneraju transformasi pengurusan hal ehwal pembudayaan dan pemupukan nilai-nilai murni, khususnya di peringkat akar umbi masyarakat. Ini selaras dengan objektif utama INTEGRITI untuk menjadi jentera pelaksana PIN ke arah membangunkan sebuah bangsa Malaysia yang berdaya tahan serta menghayati nilai-nilai integriti dan etika.

2. Kajian Keberkesanan Seminar Pengukuhan Integriti JKKK

Kajian ini dilaksanakan bagi menilai Keberkesanan Seminar Pengukuhan Integriti Jawatankuasa Kemajuan dan Keselamatan Kampung (JKKK) anjuran INTEGRITI yang telah dijalankan di empat daerah; Port Dickson, Tampin dan Seremban di Negeri Sembilan dan Slim River, Perak. Untuk kajian tersebut yang berlangsung selama empat bulan, INTEGRITI telah melantik pasukan penyelidik daripada Universiti Teknologi MARA

CIVIL SOCIETY AND COMMUNITY

This portfolio functions as the mover in instilling good values in civil society and community. Among the programmes carried out to achieve these objectives are:

1. Village Development and Security Committee Integrity Reinforcement Seminar

The Village Development and Security Committee (JKKK) Integrity Reinforcement Seminars were conducted to ensure a comprehensive delivery of knowledge and integrity values to all grassroots leaders in Malaysia. The seminar incorporates workshop sessions and lectures, that discussed issues and methods of managing integrity concerns at the participants' respective villages.

2. Survey on the Effectiveness of the Village Safety and Welfare Committee Integrity Reinforcement Seminar

This study is conducted to review the effectiveness of the Village Safety and Welfare Committee Integrity Reinforcement Seminar organised by INTEGRITI in four districts namely Port Dickson, Tampin, Seremban and Slim River in Perak. The study was carried out for four months and INTEGRITI appointed a team of researchers from Universiti Teknologi MARA as consultants responsible for the preparation of survey questions, analyses of data and preparation of reports.

(UiTM) sebagai jururunding yang bertanggungjawab dalam melaksanakan penyediaan soalan kaji selidik, analisis data dan pelaporan kajian.

3. Seminar Pengukuhan Integriti Pengerusi Jawatankuasa Kemajuan dan Keselamatan Kampung Peringkat Daerah

Bagi memastikan mesej integriti sampai kepada pemimpin peringkat akar umbi, INTEGRITI telah melaksanakan lima siri Seminar Pengukuhan Integriti Pengerusi Jawatankuasa Kemajuan dan Keselamatan Kampung peringkat daerah sepanjang Jun dan Julai 2015 di Kedah dan Johor. Ia berlangsung di tiga buah daerah di Kedah iaitu Kuala Muda, Kulim dan Bandar Baharu, manakala di Johor pula ialah di Batu Pahat dan Mersing. Program separuh hari ini mengetengahkan penceramah-penceramah berpengalaman seperti Pengarah Institut Wassatiyah Malaysia Jabatan Perdana Menteri, Dato' Mohd Yusof Din dan mantan Ketua Pengarah Penerangan Malaysia, Dato' Mohd Salleh Safie. Selain itu, ia turut disertai oleh sekitar 300 orang pemimpin akar umbi di peringkat daerah.

4. Projek Rintis: Pembangunan Integriti Untuk Komuniti (CIB)

Program Pembangunan Integriti Untuk Komuniti (CIB) telah

3. Seminar on Strengthening the Integrity of Chairmen of Village Development and Security Committee at the District Level

To wide spread the message of integrity among the grassroots leaders, INTEGRITI organised five series of seminars on Strengthening the Integrity of Chairmen of Village Development and Security Committee at the district level throughout June and July 2015. The seminars were held in three districts in Kedah namely Kuala Muda, Kulim and Bandar Baharu, while in Johor they were organised in Batu Pahat and Mersing. These half-day programmes set forth experienced speakers such as Dato' Mohd Yusof Din, the Director of Wassatiyah Institute of Malaysia, Prime Minister's Department, and Dato' Mohd Salleh Safie former Malaysian Director General of Information. Approximately 300 grassroots leaders at the district level also participated in the programmes.

4. Pioneer Project: Community Integrity Building (CIB)

Community Integrity Building programme was introduced by INTEGRITI as a collaborative approach involving local authorities and the community. Through this programme, both parties were jointly able to identify problems that occur with respect to the administration and the



diperkenalkan oleh INTEGRITI sebagai satu pendekatan kerjasama melibatkan Pihak Berkuasa Tempatan (PBT) dengan komuniti. Menerusi program ini, kedua-dua pihak dapat bersama-sama mengenal pasti masalah yang berlaku berkaitan pentadbiran dan pelaksanaan projek pembangunan untuk rakyat, sekali gus mencapai kaedah penyelesaian yang praktikal bagi mengatasinya agar dapat dilaksanakan oleh pihak yang sepatutnya. Sebagai permulaan, pelaksanaan CIB akan hanya melibatkan tiga PBT iaitu Majlis Perbandaran Subang Jaya (MPSJ), Majlis Bandaraya Bersejarah Melaka dan Majlis Daerah Semporna, Sabah.

CIB merupakan antara projek INTEGRITI yang mendapat perhatian daripada Menteri di Jabatan Perdana Menteri, YB Senator Datuk Paul Low. Malah, ia turut diterima oleh Menteri di Kementerian Kesejahteraan Bandar, Perumahan dan Kerajaan Tempatan, YB Dato' Rahman Dahlan sebagai instrumen yang dapat memantau projek untuk rakyat. Projek rintis ini akan berlangsung selama 18 bulan dengan anggaran perbelanjaan sebanyak RM400 ribu daripada Bahagian Tadbir Urus dan Integriti, Jabatan Perdana Menteri.

INSTITUSI PENTADBIRAN

Tadbir urus yang baik merupakan elemen utama dalam memastikan kejayaan dasar dan inisiatif yang dilaksanakan oleh kerajaan. Portfolio ini berfungsi sebagai penggerak kepada usaha pemupukan integriti dalam kalangan penjawat awam. Antara program yang telah dilaksanakan adalah:

1. Forum Pemerkasaan Integriti

INTEGRITI dengan kerjasama Jabatan Bomba dan Penyelamat Malaysia (JBPM) serta Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) telah pun mengadakan enam siri Forum Pemerkasaan Integriti pada tahun 2015 iaitu di Sabah, Pulau Pinang, Johor, Sarawak, Selangor dan Kelantan. Seramai 400 orang

implementasi of development projects for the people, simultaneously achieving practical solutions to overcome them and to be executed by the appropriate parties. Initially, the implementation of the programme will only involve three local authorities, namely Subang Jaya City Council, Melaka Historic City Council and Semporna District Council.

CIB is one of the projects initiated by INTEGRITI that received the attention of Minister in the Prime Minister's Department, Senator Datuk Paul Low. It was also well received by Dato' Rahman Dahlan, the Urban, Housing and Local Government Welfare Minister, who gave his consent to use the instrument to monitor projects for the community. The pilot project will be carried out for 18 months with an estimated cost of RM400,000. The funds for the project will be channelled by the Governance and Integrity Division of the Prime Minister's Department.

ADMINISTRATIVE INSTITUTION

Good governance is the key in ensuring success of policies and initiatives that are implemented by the government. This portfolio serves as a catalyst in the efforts to foster integrity among civil servants. Among the programmes that have been carried out are:

1. Integrity Empowerment Forum

With the cooperation of the Fire and Rescue Department Malaysia (FRDM) as well as the Malaysian Anti-Corruption Commission (MACC), INTEGRITI has organised six series of Integrity Empowerment Forums in 2015 namely in Sabah, Penang, Johor, Sarawak, Selangor and Kelantan. A total of 400 participants from the FRDM, enforcement



peserta dari Jabatan Bomba dan Penyelamat, agensi penguatkuasaan, agensi-agensi kerajaan dan swasta telah hadir ke setiap program ini dengan panel-panel jemputan adalah dalam kalangan ahli akademik, mufti dan pegawai SPRM. Tujuan forum ini dianjurkan adalah untuk memupuk dan meningkatkan pengamalan integriti dalam kalangan penjawat awam terutamanya anggota bomba. Ini merupakan usaha untuk menggalakkan penjawat awam agar bersikap lebih ikhlas, jujur dan tegas terhadap kegiatan tidak bermoral seperti penyelewengan, salah guna kuasa dan rasuah dalam menjalankan tugas.

- Siri 1 Forum Pemerkasaan Integriti Jabatan Bomba dan Penyelamat Malaysia, Zon Sabah – 19 Mac 2015
- Siri 2 Forum Pemerkasaan Integriti Jabatan Bomba dan Penyelamat Malaysia, Zon Utara Pulau Pinang – 21 April 2015
- Siri 3 Forum Pemerkasaan Integriti Jabatan Bomba dan Penyelamat Malaysia Zon Selatan Johor Bharu – 21 Mei 2015
- Siri 4 Forum Pemerkasaan Integriti Jabatan Bomba dan Penyelamat Malaysia, Zon Sarawak – 6 Ogos 2015
- Siri 5 Forum Pemerkasaan Integriti Jabatan Bomba dan Penyelamat Malaysia, Zon Timur Kelantan – 22 September 2015
- Siri 6 Forum Pemerkasaan Integriti Jabatan Bomba dan Penyelamat Malaysia, Zon Selangor – 5 November 2015

agencies, government and private agencies attended every programme, with invited panellists from various backgrounds, such as academicians, muftis and MACC officers. The purpose of organising these forums is to foster the practice of integrity and increase the integrity level among civil servants, especially among firefighters. This is an effort to encourage civil servants to be more sincere, honest and firm against immoral activities such as malpractices, abuse of power and corruption in the line of duty:

- Series 1 Fire and Rescue Department Malaysia Integrity Empowerment Forum, Sabah Zone – 19 March 2015
- Series 2 Fire and Rescue Department Malaysia Integrity Empowerment Forum, North Penang Zone – 21 April 2015
- Series 3 Fire and Rescue Department Malaysia Integrity Empowerment Forum, South Johor Baharu Zone – 21 May 2015
- Series 4 Fire and Rescue Department Malaysia Integrity Empowerment Forum, Sarawak Zone – 6 August 2015
- Series 5 Fire and Rescue Department Malaysia Integrity Empowerment Forum, East Kelantan Zone – 22 September 2015
- Series 6 Fire and Rescue Department Malaysia Integrity Empowerment Forum, Selangor Zone – 5 November 2015



INSTITUSI EKONOMI

Integriti, tanggungjawab sosial korporat, akauntabiliti dan etika perniagaan yang baik mengukuhkan institusi ekonomi.

1. Bengkel *UMW Corporation Corporate Integrity*

Diadakan selama dua hari bermula 28 Januari 2015 di INTEGRITI, Bengkel *UMW Corporation Corporate Integrity* dihadiri oleh 22 orang pegawai kanan atasan Syarikat UMW yang mewakili pelbagai unit, bahagian dan divisyen. Dalam bengkel berkenaan, Presiden *Transparency International Malaysia* (TI-Malaysia) dan Persatuan Pemeriksa Fraud Bertauliah Malaysia, Dato' Akhbar Satar serta Prof Dr. Syed Hamid Aljunid, Pensyarah Kanan, Pusat Pendidikan Kewangan Islam Antarabangsa (INCEIF) masing-masing menyampaikan ceramah yang bertajuk '*A Criminological Perspective*' dan '*Organizational Culture*'. Sementara topik berkaitan *Corporate Integrity Assessment Questionnaire* (CIAQ) dan Pelan Integriti Organisasi dikongsikan oleh Timbalan Pengarah INTEGRITI, Mohd Rezaidi Mohd Ishak dan Mohd Yusof Mohamad.

2. Bengkel Semakan Semula dan Pemurnian Kod Etika Perniagaan Malaysia

Bagi menyemak semula Kod Etika Perniagaan Malaysia

ECONOMIC INSTITUTIONS

Integrity, corporate social responsibility, accountability and good business ethics strengthen economic institutions.

1. *UMW Corporation Corporate Integrity Workshop*

Held for two days starting from 28 January 2015 at INTEGRITI, the *UMW Corporation Corporate Integrity Workshop* was attended by 22 senior supervisors of the UMW Corporation representing various units, departments and divisions. In the workshop, Dato' Akhbar Satar, President of *Transparency International Malaysia* (TI-Malaysia), and the Malaysian Association of Certified Fraud Examiners, and Prof Dr Syed Hamid Aljunid, Senior Lecturer, International Centre for Education in Islamic Finance (INCEIF) each delivered a lecture entitled '*A Criminological Perspective*' and '*Organisational Culture*', respectively. Meanwhile, a topic related to the *Corporate Integrity Assessment Questionnaire* (CIAQ) and *Organisational Integrity Plan* was shared by Mohd Rezaidi Mohd Ishak, Deputy Director of INTEGRITI, and Mohd Yusof Mohamad.

2. *Workshop on the Revision and Refinement of the Malaysian Business Code of Ethics*

The revision of the Malaysian Business Code of Ethics that

(EPM) yang telah dilancarkan oleh Kementerian Perdagangan Dalam Negeri, Koperasi dan Kepenggunaan (KPDNKK) pada tahun 2007, INTEGRITI bersama dengan KPDNKK dan Universiti Teknologi Malaysia (UTM) telah mengadakan sebuah Bengkel Semakan Semula dan Pemurnian Kod Etika Perniagaan Malaysia pada 16 Februari 2015. Program tiga hari di Institut Kemahiran Desa (INFRA), Bangi ini turut disertai wakil daripada Institut Perniagaan Beretika Malaysia (BEIM), Universiti Utara Malaysia (UUM), Suruhanjaya Syarikat Malaysia (SSM), Akademi Pencegahan Rasuah (MACA), Suruhanjaya Koperasi Malaysia (SKM), Tekun Nasional, Majlis Amanah Rakyat (MARA), SME Corporation Malaysia (SME Corp Malaysia), Amanah Ikhtiar Malaysia (AIM), Dewan Usahawan Industri Desa (DUID), Persatuan Pedagang dan Pengusaha Melayu Malaysia (PERDASAMA) serta Gabungan Persatuan-Persatuan Penjaja dan Peniaga Kecil Melayu Malaysia.

3. Bengkel Integriti Untuk GLC Johor

INTEGRITI bersama-sama dengan Institut Integriti Kepimpinan dan Latihan Semangat Dato' Onn (IKLAS) telah menganjurkan Bengkel Integriti Untuk GLC Johor pada 22 Februari 2015. Ia dilaksanakan bagi memberikan pemahaman yang mendalam

was launched by the Ministry of Domestic Trade, Co-operatives and Consumerism in 2007 was initiated by INTEGRITI. It involved the ministry and Universiti Teknologi Malaysia (UTM), and this resulted in a three day workshop on the Revision and Refinement of the Malaysian Business Code of on 16 February 2015. The three-day programme was attended by representatives of the Business Ethics Institute Malaysia, Universiti Utara Malaysia, Companies Commission of Malaysia, Malaysian Anti-Corruption Academy, Malaysian Cooperative Commission, Tekun Nasional, Majlis Amanah Rakyat (MARA), SME Corporation Malaysia, Amanah Ikhtiar Malaysia (AIM), Rural Industries Council of Malaysia Entrepreneur, Malay Businessmen and Industrialist Association of Malaysia and Associations of Malay Hawkers and Small Traders of Malaysia.

3. Integrity Workshop for GLC Johor

INTEGRITI, together with Institut Integriti, Kepimpinan dan Latihan Semangat Dato' Onn (IKLAS) organised the Integrity Workshop for GLC in Johor on 22 February 2015. It was held to provide a thorough understanding on the concept of integrity to participants, in addition to strengthening the integrity of the relevant



tentang konsep integriti kepada peserta di samping memantapkan integriti organisasi yang berkaitan. Bengkel yang berlangsung di M Suites Hotel, Johor Bahru ini dihadiri oleh 45 orang peserta dari beberapa buah syarikat berkaitan Kerajaan (GLC) Negeri Johor. Antaranya ialah Johor Corporation (JCorp), Johor Biotechnology and Biodiversity Corporation (J-Biotech), Yayasan Pelajaran Johor (YPJ Holdings) dan Perbadanan Islam Johor (PIJ) Holdings.

4. Persidangan Perniagaan Beretika Kebangsaan 2015 dan Pelancaran Kod Etika Perniagaan Malaysia

Persidangan Perniagaan Beretika Kebangsaan 2015 anjuran Kementerian Perdagangan Dalam Negeri, Koperasi Dan Kepenggunaan (KPDNKK) telah berlangsung pada 25 Mac 2015 di Pusat Konvensyen Antarabangsa Putrajaya (PICC). Unikunya, persidangan kali ini diadakan secara 'live telecast' di dua buah pusat pengajian tinggi awam iaitu Universiti Utara Malaysia (UUM) dan Universiti Teknologi Malaysia (UTM). Program ini juga menyaksikan pelancaran Kod Etika Perniagaan Malaysia (EPM) yang disempurnakan oleh Menteri KPDNKK, YB Dato' Sri Hasan Malek. Selain itu, majlis turut menyaksikan forum berjudul 'Penerapan

organisations. The workshop, which was held at M Suites Hotel in Johor Bahru, was attended by 45 participants from several companies linked to the state government of Johor. Among them were Johor Corporation (JCorp), Johor Biotechnology and Biodiversity Corporation (J-Biotech), Yayasan Pelajaran Johor (YPJ Holdings) and Perbadanan Islam Johor (PIJ) Holdings.

4. National Business Ethics Conference 2015 and the Launching of Malaysian Business Code of Ethics

The National Business Ethics Conference 2015, organised by the Ministry of Domestic Trade, Co-operatives and Consumerism, was held on 25 March 2015 at Putrajaya International Convention Centre (PICC). This conference was a little bit unique as it was done live telecast at two public institutions of higher learning, Universiti Utara Malaysia and Universiti Teknologi Malaysia. This event also witnessed the launching of the Malaysian Business Code of Ethics that was officiated by Dato' Sri Hasan Malek, Minister of Domestic Trade, Co-operatives and Consumerism. An added event to this was a forum entitled "Application of Ethics in Business: Directions and Challenges". In it, a working paper entitled 'Ethics and Integrity as Universal Values' was presented by Mohd Nizam Mohd Ali, Director of INTEGRITI, and the outcome of an impact study on Corporate Integrity System Assessment on Hawkers and Small Traders was



Etika Dalam Perniagaan: Hala Tuju dan Cabaran' serta pembentangan kertas kerja bertajuk 'Etika dan Integriti Sebagai Nilai Sejagat' oleh Pengarah INTEGRITI, Mohd Nizam Mohd Ali dan hasil kajian impak Penilaian Sistem Integriti Korporat Untuk Penjaja dan Peniaga Kecil oleh penyelidik UTM, Dr. Siti Aisyah Panatik Abdul Rahman.

5. Bengkel Tekad 3 Pelan Integriti Nasional Strategi 4

Bengkel Tekad 3 Pelan Integriti Nasional (PIN) Strategi 4 yang diadakan pada 30 Mac 2015 di Hotel Hilton, Petaling Jaya merupakan lanjutan daripada inisiatif untuk memurnikan Hala Tuju Fasa Ketiga PIN (2014-2018) yang telah dilaksanakan pada tahun 2014. Strategi berkenaan yang digariskan di bawah Institusi Ekonomi memberikan penekanan kepada usaha meningkatkan kerjasama antara syarikat dan kesatuan sekerja. Antara yang hadir ialah wakil daripada Jabatan Keselamatan dan Kesihatan Pekerjaan Selangor, Kementerian Sumber Manusia, Kongres Kesatuan Pekerja-Pekerja Di Dalam Perkhidmatan Awam (CUEPACS), Kongres Kesatuan Sekerja (MTUC), Kesatuan Kebangsaan Pekerja-Pekerja Telekomunikasi (NUTE) dan Persekutuan Majikan-Majikan Malaysia (MEF).

presented by a Universiti Teknologi Malaysia researcher, Dr Siti Aisyah Panatik Abdul Rahman.

5. Workshop on the 3rd Resolution and the 4th Strategy of the National Integrity Plan (NIP)

A workshop on the 3rd resolution and the 4th strategy of the National Integrity Plan (NIP) was held on 30 March 2015 at Hilton Hotel in Petaling Jaya. It is an extension of the initiative to refine and re-define the 3rd phase of the NIP (2014-2018) that was executed in the year 2014. The strategy that was outlined under the Economic Institution was to give emphasis to the efforts of increasing collaboration between companies and unions. Among those present were representatives from the Selangor Department of Occupational Safety and Health, the Ministry of Human Resource, the Congress of Unions of Employees in Public Service, the Trade Union Congress, the National Union of Telecommunication Employees and Malaysian Employers Federation.



6. MoU ACFE – INTEGRITI

A Memorandum of Understanding (MoU) between INTEGRITI and the Association of Certified Fraud Examiners Malaysia was signed on 30 March 2015. The MoU was sealed at Hilton Hotel in Petaling Jaya was a milestone for the joint



6. MoU ACFE – INTEGRITI

Satu perjanjian persefahaman (MoU) antara INTEGRITI dengan Persatuan Pemeriksa Fraud Bertauliah Malaysia (ACFE) telah ditandatangani pada 30 Mac 2015. Perjanjian yang termeterai di Hotel Hilton, Petaling Jaya ini merupakan detik penting kepada usaha sama kedua-dua organisasi dalam pembangunan modul Jenayah Fraud/Korporat Integriti, penerbitan, pelaksanaan dan perkembangan inisiatif integriti di Malaysia. Antara yang dipersetujui ialah kerjasama dalam mempromosikan prinsip-prinsip dan amalan-amalan integriti korporat dalam program pembelajaran INTEGRITI dan *ACFE Malaysia Chapter #112*.



7. Perbincangan Meja Bulat 'Penilaian Sistem Integriti Korporat Untuk Badan Berkanun' Siri ke-2

Perbincangan meja bulat bertajuk 'Penilaian Sistem Integriti Korporat untuk Badan Berkanun' Siri ke-2 telah diadakan di Hotel Hilton, Petaling Jaya pada 31 Mac 2015. Penganjurannya adalah lanjutan daripada Bengkel Teknikal Penilaian Sistem Integriti Korporat pada penghujung Februari 2015. Program ini dihadiri oleh ahli *Corporate Integrity Expert* INTEGRITI di samping 17 orang wakil syarikat yang berdaftar di bawah Persatuan



venture of the two organisations in the development of Criminal Fraud/Corporate Integrity module, publications, implementations, and the development of integrity initiatives in Malaysia. Among the agreed terms were cooperation in promoting the principles and practices of corporate integrity in the INTEGRITI learning programme and ACFE Malaysia Chapter #112.

7. The Second Series of Roundtable Discussions on the 'Assessment of the Corporate Integrity System for Statutory Bodies'

The second series of roundtable discussions on the 'Assessment of the Corporate Integrity System for Statutory Bodies' was held at Hilton Hotel in Petaling Jaya on 31 March 2015. The roundtable was an extension of the Technical Workshop on Corporate Integrity System Assessment that was held at the end of February 2015. This programme was attended by members of the Corporate Integrity Expert, INTEGRITI in addition to the 17 representatives of companies registered under the Malaysian Statutory Bodies Association. At the end of the session, the draft of the Corporate Integrity Assessment for Statutory Bodies was prepared. Then finally, on 28 November 2015, a discussion on refining the draft was held.

Badan Berkanun Malaysia. Pada akhir perbincangan, satu draf Penilaian Integriti Korporat untuk Badan Berkanun telah dibangunkan. Sesi perbincangan bagi tujuan pemurnian draf Penilaian Integriti Korporat untuk Badan Berkanun ini telah diadakan pada 28 November 2015.

8. Bengkel Portal Sistem Integriti Korporat Malaysia

Bagi mendedahkan manfaat penggunaan portal Sistem Integriti Korporat Malaysia (CISM), sekali gus meningkatkan jumlah penggunaannya dalam kalangan penandatangan, INTEGRITI telah menganjurkan bengkel khas berkaitan Portal CISM pada 2 Julai 2015. Ia disertai oleh 30 buah syarikat di sekitar Lembah Klang. Dalam program berkenaan, lima orang pegawai Suruhanjaya Pencegahan Rasuah Malaysia (SPRM) turut hadir sebagai pemerhati.



8. Workshop on Corporate Integrity System Malaysia Portal

In order to highlight the benefits of using the Corporate Integrity System Malaysia (CISM) portal, thus increasing the amount of utilisation among the signatories, INTEGRITI organised a special workshop on CISM Portal on 2 July 2015. The participants comprised of 30 companies from around Klang Valley that have signed the Corporate Integrity Pledge and five officers from the Malaysian Anti-Corruption Commission were also present as observers.

9. Kursus *Corporate Director Leadership and Integrity* (CDLI)

Pada 3 November 2015, INTEGRITI telah menganjurkan satu *Kursus Corporate Director Leadership and Integrity* (CDLI). Ia melibatkan agensi-agensi berkepentingan seperti Institut Tadbiran Awam Negara (INTAN), Perbadanan Pembangunan Industri Sekuriti (SIDC), Kementerian Kewangan (MOF), Suruhanjaya Syarikat Malaysia (SSM) dan Jabatan Audit Negara. Tujuan program ini diadakan adalah untuk menyemak semula kandungan dan perjalanan kursus, struktur penilaian dan hal-hal lain berhubung kait dengan kursus CDLI.

9. Corporate Director Leadership and Integrity Course (CDLI)

On 3 November 2015, INTEGRITI organised a Corporate Director Leadership and Integrity Course (CDLI). It involved stakeholders' agencies such as the Institute of Public Administration, the Securities Industry Development Corporation (SIDC), the Ministry of Finance, the Companies Commission of Malaysia, and the National Audit Department. The purpose of this programme was to revise the course content and programme flow, assessment structure and other matters that were related to the course.

INSTITUSI POLITIK

Integriti dalam sistem politik demokrasi Malaysia adalah penting untuk pembangunan dan kestabilan negara. Untuk itu, beberapa program telah diadakan pada tahun 2015:

1. Program Kepimpinan Bersama Biro Penerangan UMNO Bahagian Kluang, Johor

Bertempat di Pusat Latihan Orang Asli Kluang, INTEGRITI telah mengadakan Program Kepimpinan dengan kerjasama Biro Penerangan UMNO Bahagian Kluang, Johor. Ia diadakan bagi memberikan penjelasan tentang peranan INTEGRITI dan falsafah PIN. Selain itu, penganjurannya juga adalah untuk meningkatkan kesedaran dan pemahaman tentang kepentingan pengamalan integriti dalam berpolitik di samping meningkatkan keupayaan para pemimpin untuk menjadi penceramah yang berintegriti. Program yang berlangsung pada 30 hingga 31 Januari 2015 ini dirasmikan oleh Ketua UMNO Bahagian Kluang merangkap Exco Pendidikan, Penerangan, Pembangunan Usahawan dan Koperasi Negeri



POLITICAL INSTITUTIONS

Integrity in Malaysia's democratic political system is vital for the development and stability of the nation. To that end, a few programmes were held in 2015:

1. Leadership Programme with Kluang UMNO Information Bureau, Johor

Organised in the Kluang Aboriginal Training Centre, the Leadership Programme with Kluang UMNO Information Bureau, Johor was held to provide a thorough explanation on the role of INTEGRITI and the National Integrity Plan (NIP) philosophy. In addition, the programme was also meant to create awareness and understanding about the importance of integrity in the world of politics, apart from developing the skills and the abilities of leaders to become speakers of integrity. The two day programme that was held from 30 until 31 January 2015 was officiated by Haji Md. Jais Haji Sarday, Kluang UMNO Chief cum Johor State Exco on Education, Information, Entrepreneur Development and Cooperatives Committee. It was attended by 80 participants

Johor, Tuan Hj. Md. Jais Haji Sarday. Ia disertai oleh 80 orang peserta yang terdiri daripada Ketua-ketua Cawangan, Ketua-ketua Biro Penerangan, Ketua-ketua Pemuda, Wanita dan Puteri UMNO Bahagian Kluang.

2. Forum Pengukuhan Integriti dan Tadbir Urus Bersama Ahli-Ahli Majlis Pihak Berkuasa Tempatan

Bagi meningkatkan kesedaran dan kefahaman mengenai pengamalan etika dan integriti serta tadbir urus yang baik dalam kalangan pihak berkuasa tempatan (PBT), INTEGRITI telah menganjurkan tiga siri Forum Pengukuhan Integriti dan Tadbir Urus bersama Ahli-ahli Majlis PBT yang rata-ratanya adalah ahli politik di tiga buah negeri iaitu Kedah, Negeri Sembilan dan Selangor. Forum yang berlangsung di tiga buah lokasi yang berbeza iaitu di Alor Setar, Port Dickson dan Shah Alam ini turut diadakan untuk memupuk semangat perpaduan, sekali gus mengeratkan hubungan yang baik antara PBT dengan masyarakat setempat.

- Ahli-ahli Majlis PBT Negeri Kedah – 10 Mac 2015
- Ahli-ahli Majlis PBT Negeri Sembilan – 2 Jun 2015
- Ahli-ahli Majlis PBT Selangor – 5 Jun 2015

consisting of Kluang UMNO Heads of Branches, Heads of Information Bureau, and representatives from its Women, Youth and *Puteri* wings.

2. Forums on Strengthening Integrity and Good Governance with Members of the Local Councils

In order to increase awareness and understanding about ethical practices and integrity as well as good governance among the local authorities, INTEGRITI has organised three series of Forum on Strengthening Integrity and Good Governance with local council members who are mostly made up of local politicians in three states namely Kedah, Negeri Sembilan and Selangor. These forums were also held to foster the spirit of unity, as well as to strengthen the good relationship between the local authorities and the local community. Programmes held are as below:

- Kedah Municipal Authority Council Members – 10 March 2015
- Negeri Sembilan Municipal Authority Council Members – 2 June 2015
- Selangor Municipal Authority Council Members – 5 June 2015



3. Kem Integriti Politik Kepimpinan Muda 2015

Hasil daripada jalinan kerjasama yang baik dengan Pergerakan Puteri UMNO Negeri Selangor, INTEGRITI telah menganjurkan dua siri Kem Integriti Politik Kepimpinan Muda. Siri pertama disertai oleh ketua-ketua Puteri UMNO Negeri Selangor, sementara sesi berikutnya dihadiri oleh ahli-ahlinya di bahagian Serdang, Klang dan Subang. Tujuan utama penganjurannya adalah untuk meningkatkan kefahaman dalam kalangan pemimpin politik muda tentang peranan mereka dalam agenda pengukuhan integriti negara, khususnya berkaitan politik, sekali gus meningkatkan penghayatan serta pengamalan nilai-nilai murni dalam kehidupan seharian mereka.

- Siri pertama di *Ranau Hot Springs and Nature*, Ranau, Sabah – 1 hingga 3 Februari 2015
- Siri kedua di Nur Lembah Lenggong, Perak – 10 hingga 12 April 2015

4. Chit Chat Integriti Politik @ Kopitiam 2015

Bertempat di Mak Su Hailam Kopitiam, Bagan Serai, Perak, INTEGRITI telah menganjurkan satu program *Chit Chat Integriti Politik @ Kopitiam* pada 11 April



3. Youth Political Integrity Leadership Camp

As a result of the good cooperation with Selangor Puteri UMNO, INTEGRITI has organised two series of Political Integrity Leadership Camp for the young political leaders. The first series was attended by Heads of Selangor Puteri UMNO, while the second series was attended by the Puteri members from Serdang, Klang and Subang. The main purpose of the event was to increase the understanding among young political leaders about their role in strengthening the national integrity agenda, particularly in relation to local politics, as well as to play an effective role in developing integrity as part of the political culture. Below are the camps that have been carried out:

- The first series in Ranau Hot Springs and Nature, Ranau, Sabah – 1 to 3 February 2015
- The second series in Nur Lembah Lenggong, Perak – 10 to 12 April 2015

4. Political Integrity Chit Chat @ Kopitiam, 2015

INTEGRITI with the help of the Voluntary Group for Everyone (VOGUE) Malaysia and



2015. Ia merupakan anjuran bersama dengan Persatuan *Voluntary Group For Everyone* (VOGUE) Malaysia dan Pergerakan Pemuda dan Puteri UMNO bahagian Bagan Serai. Program yang disertai oleh 90 ahli daripada kedua-dua pergerakan berkenaan diadakan bagi memberi ruang serta peluang kepada pemimpin politik generasi muda untuk berdialog dan berdiskusi tentang isu-isu politik bersama dua panel jemputan; Ahli Majlis Mesyuarat Kerajaan Negeri Kedah, YB Dato' Norsabrina Mohd Noor dan Setiausaha Agung Kelab Yayasan Keamanan Global Perdana (PGPF), Muhammad Radzillah Abdullah. Menerusi program ini, perasaan untuk menjadi '*integrity champion*' dapat disemai dalam kalangan peserta.

5. Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik

Pada Ogos 2015, Kerajaan Persekutuan telah menubuhkan Jawatankuasa Konsultatif Nasional Mengenai Pembiayaan Politik (JKNMPP) dengan dipengerusikan oleh Menteri di Jabatan Perdana Menteri (JPM), YB Senator Datuk Paul Low. Jawatankuasa ini diwujudkan bagi merangka satu pelan pembiayaan politik berintegriti yang komprehensif dan inklusif. Bagi tujuan itu, INTEGRITI telah dilantik sebagai Pusat Rujukan dan Rundingcara untuk jawatankuasa berkenaan

Bagan Serai Youth and Puteri UMNO have organised a programme called Political Integrity Chit Chat @ Kopitiam on 11 April 2015, which took place at Mak Su Hailam Kopitiam in Bagan Serai, Perak. The programme that was attended by 90 members from both wings was to provide a platform and an opportunity for the younger generation of political leaders particularly those who have just started to shoulder positions in the political parties to engage in a dialogue and discussion on current political issues with two invited panellists, Dato' Norsabrina Mohd Noor, Kedah Member of Executive Council, and Muhammad Radzillah Abdullah, Secretary-General of Premiere Global Peace Foundation. The programme of this nature would also encourage and allow the participants to act as integrity champions for the political parties which they represent.

5. National Consultative Committee on Political Financing

In August 2015, the Federal Government established the National Consultative Committee on Political Financing (NCCOPF) chaired by Senator Datuk Paul Low, Minister in the Prime Minister's Department. This committee was established to draw up a political financing plan with integrity that is comprehensive and inclusive. For





dengan bantuan daripada sekretariat. Selain itu, ia turut dianggotai wakil parti-parti politik, tokoh masyarakat, ahli akademik, pemikir, agensi-agensi kerajaan berkaitan, sektor swasta, pertubuhan masyarakat sivil dan pihak berkepentingan termasuk generasi muda. Peruntukan untuk JKNMPP ini disediakan oleh Bahagian Integriti dan Tadbir Urus (BITU) JPM.

this purpose, INTEGRITI was appointed as the Centre for Reference and Consultation for the said committee with the assistance of the secretariat. In addition, it also comprises representatives from political parties, leaders, academicians, thinkers, related government agencies, private sector, civil society organisations, and stakeholders including the youth. The allocation for NCCOPF is funded by the Integrity and Governance Division, Prime Minister's Department.

AGENSI PENGUATKUASAAN

Program ini mendasari usaha untuk membina kepercayaan antara agensi-agensi penguatkuasaan undang-undang, para kakitangannya dan masyarakat. Strategi ini meliputi pengukuhan integriti dan akauntabiliti kepada orang ramai.

ENFORCEMENT AGENCIES

This programme acts as a basis in the efforts to build trust among the law enforcement agencies, its employees and the community. This strategy encompasses the strengthening of integrity and accountability to the public.

1. Bengkel Pembentukan Modul Latihan Integriti Agensi Penguatkuasa

Sebagai inisiatif untuk memantapkan integriti penguatkuasa di negara ini, INTEGRITI dengan kerjasama Suruhanjaya Integriti Agensi Penguatkuasaan (EAIC) telah mengadakan satu bengkel Pembentukan Modul Latihan Integriti Agensi Penguatkuasaan di Kuantan, Pahang. Bengkel tiga hari bermula 26 November 2015 ini yang disertai oleh 52 orang peserta daripada pelbagai agensi penguatkuasaan diadakan bagi mendapatkan idea dan pandangan tentang tajuk-tajuk sesuai untuk dimasukkan ke dalam modul. Selain itu, ia juga dilaksanakan bagi membangunkan satu modul latihan integriti berserta dengan rancangan pembelajaran (*lesson plan*) untuk diguna pakai oleh semua agensi penguatkuasaan di Malaysia. Hasil dari bengkel tersebut, satu modul latihan berserta lima topik utama telah berjaya dihasilkan.

2. Seminar Pengukuhan Integriti Para Penguat Kuasa Jawi

Pada 16 hingga 17 Mac 2015 telah berlangsung Seminar Pengukuhan Integriti Para Penguatkuasa

1. Formation of Enforcement Agencies Integrity Training Module Workshop

As an initiative to enhance the integrity of law enforcement in this country, INTEGRITI with the cooperation of the Enforcement Agency Integrity Commission, organised a workshop on Enforcement Agencies Integrity Development Training Module in Kuantan, Pahang. The three-day workshop was held beginning 26 November 2015 and was attended by 52 participants from various enforcement agencies. This workshop was organised in order to gather ideas and feedback with regard to relevant topics to be included in the module. The workshop was also organised to create a comprehensive integrity training module including lesson plans which can be utilised by all enforcement agencies in Malaysia. The workshop successfully produced a training module incorporating five important topics.

2. Seminar on Strengthening Integrity for the Federal Territory Islamic Religious Department Enforcement Officers

A Seminar on Strengthening Integrity for the Federal



Jabatan Agama Islam Wilayah Persekutuan (JAWI). Ia dihadiri oleh 60 orang kakitangan JAWI. Program yang diadakan selama dua hari satu malam ini bertujuan untuk memberi pendedahan kepada peserta tentang strategi dan pendekatan yang perlu diambil agar aktiviti penguatkuasaan dan pencegahan maksiat dapat dilaksanakan dengan lebih berintegriti.

Territory Islamic Religious Department Enforcement Officers was held on 16 and 17 Mac 2015. It was attended by 60 members of the religious department. This programme was held with the aim to give exposure to participants on the strategies and approaches to be implemented in enforcement and prevention of vice activities.

INSTITUSI AGAMA

Institusi Agama memainkan peranan yang penting dalam memupuk nilai-nilai murni dan integriti dalam kalangan para penganut agama masing-masing. Antara program:

1. Dialog Pembudayaan dan Penguatan Integriti Dari Perspektif Pelbagai Agama

INTEGRITI buat julung kalinya telah mengadakan satu Dialog Pembudayaan dan Penguatan Integriti Dari

RELIGIOUS INSTITUTIONS

Religion plays an important role in promoting cooperation, understanding and mutual respect among followers of different religion. Among the programmes held are:

1. Dialogues on the Enculturation and the Strengthening of Integrity from the Perspective of Various Religions

INTEGRITI organised a Dialogue on enculturation and



Perspektif Pelbagai Agama di Menara Integriti pada 19 Disember 2015. Majlis berkenaan yang juga merupakan anjuran bersama dengan Majlis Belia Malaysia (MBM) ini diadakan bagi membincangkan pembudayaan integriti berdasarkan perspektif pelbagai agama, sekali gus untuk meningkatkan kesedaran masyarakat khususnya belia tentang nilai-nilai murni yang wujud dalam setiap agama agar semua penganut menghormati kebudayaan serta kepercayaan agama-agama berkenaan. Selain itu, dialog ini turut merupakan platform kepada INTEGRITI untuk memainkan peranan yang penting sebagai pusat pembudayaan dan pengukuhan integriti dalam kalangan penganut pelbagai agama di Malaysia.

the Strengthening of Integrity from the Perspective of Various Religions on 19 December 2015. The inaugural event, co-organised with the Malaysian Youth Council, was held to discuss various issues that need to be tackled in the enculturation of integrity in various religions. The programme was also organised to raise public awareness among youth on moral values that exist in every religion so that followers of the various religions will respect the culture and beliefs of all religions. The dialogue also acted as a platform for INTEGRITI to mobilise people of various faiths and to urge them to work together to achieve the one common goal, that is to make integrity as a way of life.

2. Seminar Pengukuhan Integriti Institusi Agama Setempat

Seminar Pengukuhan Integriti Institusi Agama Setempat telah berlangsung sebanyak dua kali di INTEGRITI.

2. Seminar on Strengthening the Integrity of Local Religious Institutions

The seminar on Strengthening the Integrity of Local Religious Institutions was held twice in Johor. The two



Program selama dua hari satu malam ini diadakan untuk pemimpin-pemimpin agama Islam setempat di dua kawasan parlimen yang berbeza.

- Parit Sulung, Johor – 16 hingga 18 Januari 2015
- Johor Bahru, Johor – 23 hingga 25 Januari 2015

WARISAN DAN BUDAYA

Portfolio ini berfungsi untuk menggerakkan institusi warisan dan budaya terutama penggiat seni untuk turut terlibat memainkan peranan bagi membudayakan integriti menerusi karya seni mereka.

days programme was held for local Islamic religious leaders in two different constituencies as follows:

- Parit Sulung, Johor – 16 to 18 January 2015
- Johor Bharu, Johor – 23 to 25 January 2015

HERITAGE AND CULTURE

This portfolio serves to mobilise the heritage and cultural figures and institutions, especially local artists, by getting them to play a more active role in incorporating integrity into their artwork.



1. Malam Seni Integriti

Dengan kerjasama ramai penggiat seni tanah air, INTEGRITI telah berjaya menganjurkan empat siri Malam Seni Integriti. Selain santai dan menghiburkan, elemen integriti turut disuntik ke dalam program ini menerusi karya-karya seni yang dipersembahkan agar masyarakat terutamanya generasi muda menghayati dan membudayakan nilai-nilai integriti sambil berhibur dengan muzik, lagu, filem dan puisi.

- *Integrity Art Night* Bersama Kumpulan Nasyid Inteam – 29 Jun 2015
- Gobok Wayang: *On The Streets of London* – 24 Julai 2015
- Malam Puisi: Integriti Inspirasi Merdeka – 28 Ogos 2015
- Integriti: Tradisi Berevolusi – 28 Oktober 2015

SUKAN DAN REKREASI

Bidang kesihatan, sukan dan rekreasi menyumbang ke arah kesihatan yang sihat, fizikal yang cergas, kebahagiaan serta individu yang produktif. Portfolio ini juga berfungsi untuk menggerakkan institusi sukan dan rekreasi untuk turut serta memainkan peranan untuk membudayakan integriti melalui aktiviti sukan dan rekreasi.

1. Kursus Asas Rekreasi Luar Tahap 1

INTEGRITI dengan kerjasama Persatuan Jurulatih Rekreasi Malaysia dan Persatuan Mendaki Negeri Perak telah menganjurkan Kursus Asas Rekreasi Luar Tahap 1 selama empat hari di *Sahom Valley Eco and Agro Resort*, Kampar, Perak. Program ini diadakan sebanyak dua kali iaitu pada 6 hingga 9 Oktober 2015 dan 30 November

1. Integrity Art Night

Through collaboration with various local artists, INTEGRITI had successfully organised four series of Integrity Art Night. Besides providing relaxation and entertainment, the element of integrity was also injected through the different art forms presented so that the public, especially youth, could fathom and embrace the values of integrity whilst appreciating music, songs, films and poetry. The various Integrity Art Night activities include:

- Integrity Art Night with Inteam Nasyeed Group – 29 June 2015
- 'Gobok' Movie: *On The Streets of London* – 24 July 2015
- Poetry Night: Integrity Independence Inspiration – 28 August 2015
- Integrity: Evolving Tradition – 28 October 2015

SPORTS AND RECREATION

The field of health, sport and recreation contributes towards the promotion of wellness, physical fitness, happiness and productivity of individuals. This portfolio also serves to mobilise sports and recreation institutions to come together and play a common role to cultivate integrity through sports and recreational activities.

1. Outdoor Recreation Basic Course, Level 1

INTEGRITI, with the cooperation of the Malaysian Outdoor Recreation Instructor Association of Malaysia (MORIA) and the Persatuan Mendaki Negeri Perak (Climbers Association of Perak) organised an Outdoor Recreation Basic Course Level 1 for four days at *Sahom Valley Eco and Agro Resort* in Kampar, Perak. The



hingga 3 Disember 2015 membabitkan dua kumpulan yang berbeza. Ia merangkumi beberapa modul yang disampaikan secara teori dan amali. Antaranya seperti *rock climbing* dan *flying fox*, meningkatkan tahap keyakinan dalam rekreasi air dan konservasi alam sekitar. Kursus ini penting bagi meningkatkan pemahaman warga INTEGRITI tentang bagaimana hendak menterjemahkan teori kepada praktikal selari dengan pendekatan *experiential based learning* iaitu pembelajaran menerusi pengalaman di samping meninggikan tahap disiplin serta kepimpinan para peserta. Pengetahuan ini dapat membantu warga INTEGRITI mempelbagaikan usaha membudayakan integriti dalam kalangan masyarakat.

programme was held twice, the first was from 6 to 9 October 2015, and the second was from 30 November to 3 December 2015, involving two separate groups of participants from INTEGRITI. The course modules comprised of both theoretical knowledge and practical activities, such as rock climbing, flying fox, increasing the level of confidence in water recreation and environmental conservation. This course is important in that it helps to enhance participants' understanding on transferring theoretical aspect of learning into practice, parallel to experiential-based learning approach. Besides that, the course also aims to raise the discipline and leadership level of the participants. This knowledge will benefit the participants to diversify their efforts to inculcate integrity values within the society.

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 utama berkaitan dengan hal ehwal integriti yang membabitkan agenda integriti nasional.

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

A. PUSAT ILMU INTEGRITI

1. Bedah Buku

Diperkenalkan sejak 7 Ogos 2015, aktiviti Bedah Buku telah diadakan pada setiap hari Jumaat. Sepanjang tempoh itu, sebanyak empat judul telah dikupas.

- Himpunan Risalah: Risalah untuk Kaum Muslimin – karya YM Tan Sri Professor Syed Muhammad Naquib al-Attas
- Faham Agama dan Asas Akhlak – karya YM Tan Sri Professor Syed Muhammad Naquib al-Attas
- Antara Nama dan Hakikat – karya Asham Ahmad (IKIM)
- Integriti Dalam Keluarga: Panduan Ke Arah Keluarga Bahagia – terbitan INTEGRITI

2. Program *Outreach* dan kunjungan hormat

Bermula Ogos sehingga November 2015, Pusat Ilmu INTEGRITI telah mengadakan lawatan ke perpustakaan-perpustakaan dan kunjungan hormat ke Institut Terjemahan Buku Malaysia (ITBM). Ia bertujuan untuk meluaskan hubungan dan kerjasama strategik dalam usaha untuk memantapkan dan memperkaya Pusat Ilmu INTEGRITI menjadi sebuah pusat ilmu untuk rujukan dan penyelidikan.



A. INTEGRITI KNOWLEDGE CENTRE

1. Book Review Sessions

Introduced since 7 August 2015, the book review sessions were held every Friday. During that duration, four titles were reviewed.

- Collection of Essays: Essays for Muslims – works of Tan Sri Professor Syed Muhammad Naquib al-Attas
- Understanding Religion and Basic Morals – works of Tan Sri Professor Syed Muhammad Naquib al-Attas
- Between Name and Reality – works of Asham Ahmad (IKIM)
- Integrity in the Family: A Guide Towards Happy Family – INTEGRITI publication

2. Outreach Programmes and Courtesy Calls

Beginning August to November 2015, the INTEGRITI Knowledge Centre organised visits and courtesy calls to various libraries and relevant organisations such as the Malaysian Institute of Translation and Books. These activities were organised with the aim to expand the strategic collaboration in the effort to enrich the INTEGRITI Knowledge Centre to become a centre for reference and research.

Tarikh	Bulan	Program/Aktiviti
6	Ogos	Kunjungan ke Dewan Bahasa dan Pustaka (DBP) : Majlis Ikrar Integriti Korporat
14		Kunjungan hormat ke Perpustakaan Institut Kewangan dan Perbankan Islam Malaysia (IBFIM)
20		Kunjungan hormat ke Perpustakaan Institut Diplomasi dan Hubungan Luar Negeri (IDFR)
28		Lawatan <i>Worldview of Islam Series (WISE) Summer School</i> 2015 ke Pusat Ilmu
28	Oktober	Kunjungan hormat ke Perpustakaan Negara Malaysia
29		Kunjungan hormat ke Institut Terjemahan Buku Malaysia
3	November	Kunjungan hormat ke Institut Terjemahan Buku Malaysia
18		Kunjungan hormat ke Pustaka Sarawak

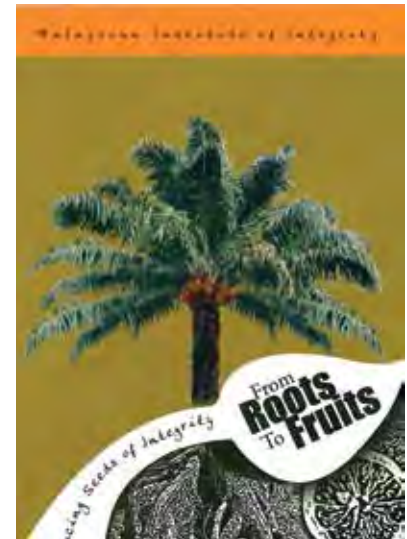
Date	Month	Programme/Activity
6	August	Visit to <i>Dewan Bahasa dan Pustaka</i> : Corporate Integrity Pledge Programme
14		Courtesy Call to Islamic Banking and Finance Institute of Malaysia
20		Courtesy Call to Institute of Diplomacy and Foreign Relations
28		Visit of 2015 Worldview of Islam Series Summer School to Knowledge Centre
28	October	Courtesy Call to National Library of Malaysia
29		Courtesy Call to Malaysian Institute of Translation and Books
3	November	Courtesy Call to Malaysian Institute of Translation and Books
18		Courtesy Call to Sarawak State Library

3. Penterjemahan

Buku *Dari Akar Hingga ke Buahnya* (*From Roots to Fruits*) telah berjaya diterjemahkan ke dalam empat bahasa iaitu ke Bahasa Mandarin, Bahasa Tamil, Bahasa Iban dan Bahasa Kadazan. Usaha penterjemahan ini dilakukan dengan kerjasama Institut Terjemahan dan Buku Malaysia. Selain itu, *Integrity Action (IA)* di Georgia telah menterjemahkan buku ini ke Bahasa Georgia.

3. Translation works

INTEGRITI published a booklet “From Roots to Fruits” in Malay and English, and through collaboration with the Malaysian Institute of Translation and Books, the booklet was successfully translated into four languages namely, Mandarin, Tamil, Iban and Kadazan. On top of this, the booklet was also translated into Georgian by Integrity Action (IA), Georgia.



B. ARKIB DAN DOKUMENTASI

1. Dokumentasi Sejarah Lisan Bersama Tokoh

Bagi merealisasikan projek Dokumentasi Sejarah Lisan Tokoh Negarawan dan Operasi Daulat, INTEGRITI telah mengadakan perbincangan dengan Arkib Negara Malaysia pada 7 September 2015 dan Memorial Negarawan pada 26 November 2015. Perbincangan lebih menjurus kepada urusan penyelarasan tugas dan pelaksanaan projek berkenaan. Hasil daripada pertemuan itu, Arkib Negara dan Memorial Negarawan telah bersetuju bekerjasama dengan INTEGRITI daripada aspek teknikal dan penyediaan bahan-bahan yang berkaitan.

B. ARCHIVES AND DOCUMENTATION

1. Oral History Documentation with Prominent Statesmen

Taking the initiative to embark on the oral history documentation of prominent statesmen, INTEGRITI held preliminary discussions with the National Archives of Malaysia on 7 September 2015 and the Statesmen Archives on 26 November 2015. The discussions were focused on task coordination and implementation of the project. As the result of the discussion, both the National Archives of Malaysia and the Statesmen Archives agreed to provide assistance on technical aspects and gathering of relevant documents and materials.

2. Siri Rakaman Sejarah Lisan

Pada 9 Disember 2015, satu sesi

2. Oral History on Integrity Recording Series

On 9 December 2015, a recorded



rakaman temu bual telah diadakan dengan vateran VAT 69 Polis Diraja Malaysia (PDRM), SM (B) Apot a/k Saad. Ia merupakan projek kerjasama antara INTEGRITI dengan Arkib Negara Malaysia dan Muzium PDRM. Tujuan temu bual sejarah lisan berkenaan diadakan adalah untuk merakamkan latar belakang, pencapaian diri dan integriti beliau dalam kerjayanya bersama PDRM.

3. Dokumentasi Peristiwa Lahad Datu (Sejarah Lisan)

Bagi mendokumentasikan tragedi pencerobohan di Lahad Datu pada 2013, beberapa siri perbincangan telah diadakan antara INTEGRITI dengan beberapa pihak iaitu Polis Diraja Malaysia (PDRM) dan Arkib Negara. Projek rakaman sejarah lisan anggota PDRM (VAT Komando 69), Angkatan Tentera Malaysia (ATM), dan Agensi Penguatkuasaan Maritim Malaysia (APMM) berserta dengan temu bual orang awam ini akan dilaksanakan dengan kerjasama Arkib Negara, Muzium PDRM dan Kawasan Keselamatan Khas Pantai Timur Sabah (ESSCOM) pada tahun 2016.

- Pertemuan dengan PDRM di Muzium PDRM – 21 Mei 2015
- Pertemuan dengan Arkib Negara (Seksyen Dokumentasi) – Jun 2015.

4. Penyerahan batu tanda INTEGRITI (Ops Daulat)

Bagi memperingati kejadian pencerobohan Lahad Datu dua tahun lalu, dua batu tanda INTEGRITI (Ops Daulat) telah dibina untuk diletakkan di Kampung Tandao, Lahad Datu dan Kampung Simunul, Semporna, Sabah. Ia kemudiannya diserahkan kepada Kawasan Keselamatan Khas Pantai Timur Sabah (ESSCOM) pada 20 Oktober 2015 untuk urusan tapak dan pembinaan asas di kawasan dalam seliaan Felda Sahabat bersama Pejabat Daerah Lahad Datu dan Felda Global Ventures Holdings Berhad (FGV Berhad).

interview session was held with a VAT 69 Royal Malaysian Police veteran, SM (B) Apot a/k Saad. The oral history project was a collaboration between INTEGRITI, the National Archives of Malaysia and the Royal Malaysian Police Museum. The purpose of recording the oral history with Apot a/k Saad was to document the veteran's background, self-achievement and the integrity values shown throughout his career with the Royal Malaysian Police.

3. Oral History Documentation of the Lahad Datu Incident

To document the tragedy of the Lahad Datu invasion in 2013, several discussion series were held between INTEGRITI and various parties namely the Royal Malaysian Police and the National Archives of Malaysia. The project will involve recording of oral history involving members of the Royal Malaysian Police (VAT Commando 69), the Malaysian Armed Forces and the Malaysian Maritime Enforcement Agency and interviews of civilians will be implemented in collaboration with the National Archives of Malaysia, the Royal Malaysian Police Museum and the Eastern Sabah Security Command in 2016.

- Meeting with Royal Malaysian Police at Royal Malaysian Police Museum – 21 May 2015
- Meeting with National Archives of Malaysia (Documentation Section) – June 2015

4. INTEGRITI memorial stone

To commemorate the Lahad Datu incident which occurred two years ago, two INTEGRITI memorial stones were constructed to be placed in Tanduo Village, Lahad Datu and Simunul Village in Semporna, Sabah. The Memorial Stone for Tanduo Village was handed over to Eastern Sabah Security Command on 20 October 2015. Following that site construction and the building of the foundation will be carried out with the supervision of Felda Sahabat together with Lahad Datu District Office and Felda Global Ventures Holdings Berhad.

C. PENYELIDIKAN

1. Projek Penyusunan Semula Indeks Persepsi Integriti Nasional

Projek Penyusunan Semula Indeks Persepsi Integriti Nasional merupakan lanjutan daripada cadangan penambahbaikan instrumen Kajian Persepsi Integriti Nasional (KPIN). Gerak kerjanya merangkumi perancangan, analisis, pembentukan model dan penyediaan laporan teknikal untuk satu usaha yang digelar Penyusunan Semula Indeks Integriti Nasional. Ia turut melibatkan proses merancang dan melaksanakan proses kerja yang berkaitan dengan analisis data serta pemodelan bagi membangunkan indeks integriti nasional tahun yang didasarkan pada tahun asas 2007. Pembinaan memodelkan semula data kaji selidik integriti nasional telah dilaksanakan oleh INTEGRITI dari tahun 2006 hingga 2014 (kecuali tahun 2010 / Banci Penduduk) dengan menggunakan instrumen yang sama dan pemurnian sebahagian besar bahagian soalan-soalan yang dibangunkan. Proses memantapkan indikator bagi tahap dan pencapaian integriti negara memerlukan usaha penambahbaikan yang berterusan.

Projek ini dibahagikan kepada dua fasa.

- Fasa 1 – penyusunan semula instrumen soalan kaji selidik selama tujuh tahun (2007-2014) dan pembinaan indeks baharu;
- Fasa 2 – proses pembinaan model, pengiraan indeks integriti, penggunaan data '*factual*' bagi tahun 2016, penyediaan manual dan latihan indeks serta perancangan kerja lapangan bagi pencerapan data (termasuk cadangan pengiraan pensampelan).

Gerak kerja projek penyusunan semula indeks ini telah dijalankan oleh pasukan jururunding yang dilantik dengan ketuanya ialah Prof. Dr. Said Zainol. Berdasarkan perbincangan dan perancangan (*milestone*) awal, fasa 1 ini akan siap menjelang bulan April 2016 dan diikuti oleh fasa berikutnya. Fasa 2 dijangka selesai pada Mei 2016.

C. RESEARCH

1. Restructuring of the National Integrity Perception Index

The Restructuring of the National Integrity Perception Index is an extension from the suggestions received to improve the National Integrity Perception Research instrument. Its works include planning, analysing, modelling, and preparing technical reports that will result in the Restructuring of the index. It also involves the planning process and work processes that are related to the data analysis and modelling to develop a national integrity index based on the base year 2007. Construction of the remodelling of the national integrity research data was carried out by INTEGRITI from the years 2006 to 2014 (except for the year 2010, due to Population Census) by using the same instrument and refining a huge part of the questions that were formulated. The enhancement of the indicator for the level and achievement of national integrity needs continuous improvement efforts.

This project is divided into two phases:

- Phase 1 – restructuring of research questions for seven years (2007 – 2014) and new index construction
- Phase 2 – model construction process, integrity index calculation, factual data usage for the year 2016, preparation of index manual and training, and planning of field work for data collection (including sampling calculation proposal)

This index-restructuring project work was carried out by an appointed team of consultants headed by Prof Dr Said Zainol. Based on earlier discussions and milestones, phase 1 should be completed by April 2016 and followed by the next phase. Phase 2 is expected to be completed in May 2016.

2. Kelas Metodologi Penyelidikan

Sejak September hingga Disember 2015, INTEGRITI telah menganjurkan tujuh Kelas Metodologi Penyelidikan di Pusat Ilmu INTEGRITI. Selain mengimarahkan pusat ilmu, kelas ini turut dilaksanakan bagi meningkatkan pengetahuan warga kerja INTEGRITI tentang kaedah penyelidikan dan statistik dalam sains sosial, sekali gus melahirkan tenaga kerja yang mahir dalam pelaksanaan kajian. Kelas pembelajaran dilaksanakan dalam bentuk syarahan dan amali.



2. Research Methodology Classes

From September to December 2015, INTEGRITI organised seven Research Methodology Classes at the INTEGRITI Knowledge Centre. Apart from enlivening the knowledge centre, these classes were also conducted to improve the knowledge of INTEGRITI's workforce on the research and statistical methods in social sciences, thus producing a workforce that is skilled in research implementation. Classroom lessons were held in the form of lectures and practical training.

3. Kajian Persepsi Integriti Nasional (KPIN)

INTEGRITI dengan kerjasama Unit Perancang Ekonomi (EPU) dan Jabatan Perangkaan Malaysia (DOSM) telah *retreat* menganjurkan Kajian Persepsi Integriti Nasional (KPIN) pada 11 hingga 13 Februari 2015 di Thistle Resort Port Dickson, Teluk Kemang, Negeri Sembilan. Ia dihadiri

3. National Integrity Perception Research

INTEGRITI in collaboration with the Economic Planning Unit and the Department of Statistics Malaysia, held a focus group discussion on the National Integrity Perception Research on 11 to 13 February 2015 at Thistle Resort Port Dickson in Teluk Kemang, Negeri Sembilan.



oleh 50 orang peserta yang mewakili pihak berkepentingan Indeks Persepsi Integriti Nasional (IPIN) iaitu kementerian, jabatan dan agensi kerajaan, badan bukan kerajaan (NGO), institusi ekonomi serta ahli INTEGRITI. Mereka dipilih berdasarkan latar belakang dan kepakaran, sesuai dengan lima sasaran Tekad Pelan Integriti Nasional (PIN). Maklum balas dan inti pati daripada KPIN ini dimanfaatkan untuk menambah baik laporan KPIN 2014 sedia ada. Untuk program berkenaan, Universiti Teknologi MARA (UiTM) dilantik sebagai sebagai jururunding.

KOMPONEN (SUB INDEKS) (IP= Indeks Persepsi)	NILAI KOMPONEN (TAHUN)					
	2008	2009	2011	2012	2013	2014
IP rasuah Malaysia	6.3	6.5	6.5	6.7	6.8	6.9
IP kualiti penyampaian khidmat awam	6.7	6.8	6.7	6.8	6.9	7.1
IP tadbir urus korporat, amalan etika perniagaan dan tanggungjawab sosial	7.2	6.7	6.8	6.9	7.6	6.7
IP kemantapan institusi keluarga dan komuniti	7.5	7.4	7.3	7.2	7.7	7.5
IP kualiti hidup dan kesejahteraan masyarakat	7.5	7.3	7.4	7.5	7.7	7.5
IP budi Bahasa Malaysia	7.0	7.1	7.1	7.2	7.3	7.4
Indeks Persepsi Integriti Nasional	7.0	6.9	6.9	7.0	7.3	7.1

It was attended by 50 participants who represented stakeholders of the National Integrity Perception Index, namely the ministries, government departments and agencies, non-governmental organisations, economic institutions and INTEGRITI members. They were chosen based on background and expertise, in accordance with five targets of the National Integrity Plan. These feedback and essence from the research are used to improve the existing 2014 research report. Universiti Teknologi MARA was appointed as a consultant for the programme.

COMPONENT (SUB INDEX) (PI= Perception Index)	COMPONENT VALUE (YEAR)					
	2008	2009	2011	2012	2013	2014
PI bribery Malaysia	6.3	6.5	6.5	6.7	6.8	6.9
PI quality of public service delivery	6.7	6.8	6.7	6.8	6.9	7.1
PI corporate governance, practice of business ethics and social responsibilities	7.2	6.7	6.8	6.9	7.6	6.7
PI stability of the family institutions and community	7.5	7.4	7.3	7.2	7.7	7.5
PI quality of life and well-being	7.5	7.3	7.4	7.5	7.7	7.5
PI Courtesy	7.0	7.1	7.1	7.2	7.3	7.4
National Integrity Perception Index	7.0	6.9	6.9	7.0	7.3	7.1

4. Kajian Dasar Awam dan Undang-undang

Kajian 'Penilaian Keberkesanan Dasar Awam dan Undang-Undang ke Atas Kualiti Hidup Yang Lebih Baik dan Penyampaian Perkhidmatan Awam Yang Lebih Efisien' ini adalah hasil daripada perbincangan penyelidikan siri 3/2015 pada September 2015 di INTEGRITI. Bagi menawarkan kajian berkenaan kepada semua universiti awam, INTEGRITI telah membangunkan terma rujukan (TOR) *Request For Proposal* (RFP). Sehingga penghujung 2015, sebanyak 20 institut pengajian tinggi awam terlibat dalam penawaran kajian ini. Sementara itu, 10 orang penyelidik yang berkelayakan dan berkaliber dalam bidang undang-undang dan polisi awam telah disenarai pendek. Proses seterusnya adalah melibatkan saringan, penilaian dan pembentangan kepada pihak INTEGRITI. Hasil daripada kajian ini diharapkan dapat memberi input kepada cadangan penggubalan undang-undang dan polisi awam sedia ada di Malaysia bagi tujuan penambahbaikan.

D. FELLOWSHIP DAN MAKMAL

1. Felo Utama INTEGRITI

INTEGRITI telah melantik YBhg. Prof. Emeritus Dato' Dr. Abdul Rahman Embong sebagai Felo Utama INTEGRITI bagi jeda masa dua tahun bermula 1 Januari 2015. Sepanjang tahun 2015, beliau banyak memberikan bimbingan dan nasihat untuk penerbitan Buku Pelan Integriti Nasional edisi ke-3 di samping memberi pandangan tentang hala tuju INTEGRITI dalam melaksanakan agenda integriti negara.

4. Study on Public Policies and Laws

This study is the result of research discussions series 3/2015 held in September 2015, which created a study on law, improvised from the original title, i.e. 'Assessment of the Effectiveness of Public Policy and Law on Better Quality of Life and the Efficiency of Public Service Delivery'. To offer the study to all public universities, INTEGRITI developed the terms of reference for the Request for Proposal. Until the end of 2015, a total of 20 public institutions of higher learning were involved in the offering of this study. Meanwhile, 10 qualified and competent researchers in the field of law and public policy were shortlisted. The next process involved screening, assessment and selection as well as presentation to a quality research team based on the research proposals that were proposed to INTEGRITI. The results of this study are expected to provide input to improve the drafting of laws and existing public policies in Malaysia so that they are more efficient and systematic.

D. FELLOWSHIP AND LAB

1. Principal Fellow of INTEGRITI

INTEGRITI has appointed Prof Emeritus Dato' Dr Abdul Rahman Embong as INTEGRITI's Principal Fellow for a period of two years beginning 1 January 2015. Throughout the year 2015, he gave guidance and advice for the publication of the 3rd Edition of the National Integrity Plan in addition to giving views on the direction of INTEGRITI in implementing the national integrity agenda.

Sebagai Felo Utama, YBhg. Prof. Emeritus Dato’ Dr. Abdul Rahman juga bertanggungjawab dalam memberikan khidmat nasihat berkaitan analisis Kajian Persepsi Integriti Nasional (KPIN), Kajian Dasar Awam dan Undang-undang sedia ada di Malaysia serta hala tuju dan perancangan strategik portfolio di Pusat Ilmu dan Rundingcara INTEGRITI. Pada masa yang sama, beliau dilantik sebagai Pengerusi Jawatankuasa Pemandu untuk Forum Global Mengenai Etika dan Integriti (GFEI) 2016.

Pada 20 Mei 2015, beliau telah membentangkan satu kertas kerja bertajuk ‘Pentadbiran Awam, Integriti dan Trend Integriti Penjawat Awam: Satu Pandangan’ di Kolokium Transformasi Integriti Penjawat Awam anjuran bersama Institut Darul Iman (IDAMAN), Universiti Sultan Zainal Abidin (Unisza) dan Pejabat Setiausaha Kerajaan Negeri Terengganu.

As the Principal Fellow, Prof Emeritus Dato’ Dr Abdul Rahman is also responsible for providing advice related to the analysis of the National Integrity Perception Research, the existing Study on Public Policies and Laws in Malaysia as well as the direction and strategic planning portfolio at the INTEGRITI Knowledge and Consultancy Centre. At the same time, he was also appointed as Chairman of the Steering Committee for the 2016 Global Forum on Ethics and Integrity.

On 20 May 2015, he presented a working paper entitled ‘Public Administration, Integrity and Civil Servants Integrity Trend: An Overview’ at the Civil Servants Integrity Transformation Colloquium jointly organised by Darul Iman Institute, Sultan Zainal Abidin University and Terengganu State Secretary Office.

2. Makmal

Untuk tempoh November hingga Disember 2015, INTEGRITI telah berjaya menganjurkan tiga sesi makmal.

Makmal	Tujuan	Tarikh
Kursus <i>Corporate Director Leadership and Integrity</i> (CDLI)	Ia dilaksanakan bagi menyemak semula kandungan dan perjalanan kursus, struktur penilaian dan lain-lain hal berhubung kait dengan kursus CDLI.	3 November 2015
Perbincangan Pemurnian Penilaian Integriti Korporat untuk Badan Berkanun	Ia diadakan bagi memurnikan dapatan yang diperoleh dalam sesi perbincangan meja bulat yang berlangsung pada 31 Mac 2015.	28 November 2015
Sanggar Idea	Ia dilaksanakan bagi mendapatkan pandangan, idea dan cadangan untuk perancangan lima portfolio Pusat Ilmu dan Rundingcara untuk tahun 2016.	13 hingga 16 Disember 2015

2. Lab

Between November and December 2015, INTEGRITI successfully organised three lab sessions.

Lab	Purpose	Date
Corporate Director Leadership and Integrity Course	It was implemented to review the course content and flow, assessment structure and other matters related to the course.	3 November 2015
Discussion on Refining the Corporate Integrity Assessment for Statutory Bodies	It was held to refine the results obtained from the roundtable session on 31 March 2015.	28 November 2015
IDEAS Workshop	It was conducted to obtain views, ideas, and suggestions for the planning of five portfolios of the Centre for Knowledge and Consultancy on Integrity for 2016.	13 to 16 December 2015

3. Bengkel Foresight

Pada 30 Julai 2015, INTEGRITI telah mengadakan sebuah bengkel Foresight di Menara Integriti bagi membincangkan hal-hal dan isu-isu yang bakal berlaku pada 30 tahun akan datang. Ia merupakan kelangsungan daripada Projek *Foresight* Malaysia 2050 yang dimulakan oleh Akademi Sains Malaysia (ASM).

Projek *Foresight* Malaysia 2050 mempunyai empat objektif utama. Antaranya ialah untuk membina visi strategik Malaysia pada masa hadapan di samping mengenal pasti risiko global dan impaknya ke atas Malaysia dan kedudukan negara pada tahun 2050. Untuk mencapainya, empat komponen telah diwujudkan iaitu sains dan teknologi, geopolitik, masyarakat dan budaya serta ekonomi dan kewangan. Selaras dengan itu, INTEGRITI yang diketuai oleh Presiden dan Ketua Pegawai Eksekutifnya Dr. Anis Yusal Yusoff telah dilantik dan diamanahkan untuk menerajui komponen masyarakat dan budaya.

3. Foresight Workshop

In mid-July 2015, INTEGRITI held a Foresight workshop at Menara Integriti to discuss matters and issues that will occur in the next 30 years. The workshop was a continuation from the Malaysia 2050 Foresight Project that was organised by Malaysia Science Academy.

The Malaysia 2050 Foresight Project contains four main objectives. Among them are to build Malaysia’s strategic vision in future in addition to identifying the global risks and their impact on Malaysia and the nation’s position in the year 2050. To achieve it, four components were created namely science and technology, geopolitics, society and culture, and economic and financial. Accordingly, INTEGRITI, which is led by its President and Chief Executive Officer, Dr Anis Yusal Yusoff, was appointed and entrusted to lead the society and culture component.

E. PERUNDINGAN

1. Profiling Integriti Malaysia

Profiling Integriti Malaysia (MIP) merupakan instrumen penilaian integriti individu yang menggunakan ilmu psikometrik sebagai asas analisa dan pelaporan. Produk ini dibangunkan oleh *The Malaysian Institute of Microelectronic Systems* (MIMOS Berhad) sejak tahun 2009 dan telah melalui proses pembangunan yang memenuhi standard antarabangsa.

Hubungan kerjasama antara INTEGRITI dan MIMOS Berhad termeterai pada 1 September 2015 melalui Memorandum Perjanjian (MoA) yang berlangsung dalam Mesyuarat Lembaga INTEGRITI di Jabatan Perdana Menteri (JPM). Majlis MoA tersebut turut menyaksikan pertukaran dokumen antara Presiden dan Ketua Pegawai Eksekutif INTEGRITI, Dr. Anis Yusal Yusoff dan Ketua Pegawai Eksekutif MIMOS, Datuk Abdul Wahab Abdullah. Rentetan daripada termeterainya MoA itu, sebuah majlis khas penyerahannya secara simbolik antara Menteri di Jabatan Perdana Menteri yang bertanggungjawab dalam soal tadbir urus dan integriti, YB Senator Datuk Paul Low Seng Kuan dengan Menteri Sains, Teknologi dan Inovasi (MOSTI), YB Datuk Madius Tangau yang diadakan di

E. CONSULTANCY

1. Malaysian Integrity Profiling

Malaysian Integrity Profiling is an integrity assessment instrument for individuals that uses psychometric knowledge as the basis of analysis and reporting. This product was created by the Malaysian Institute of Microelectronic Systems (MIMOS Berhad) in 2009 and has gone through a development process that meets international standards.

The cooperation between INTEGRITI and MIMOS Berhad was sealed on 1 September 2015 through a memorandum of agreement (MoA) that took place during the INTEGRITI Board Meeting at the Prime Minister's Department. The MoA Ceremony also saw a document exchange between the INTEGRITI President and Chief Executive Officer, Dr Anis Yusal Yusoff and MIMOS Chief Executive Officer, Datuk Abdul Wahab Abdullah. Following the signing of the MoA, a special ceremony for the symbolic handover between the Minister in the Prime Minister's Department in charge of governance and integrity, Senator Datuk Paul Low Seng Kuan and Minister of Science, Technology and Innovation, Datuk Madius Tangau, was held at Putrajaya International



Gambar-gambar semasa Majlis menandatangani MoA dan penyerahannya secara simbolik.
Pictures during the signing of MoA and the special ceremony for the symbolic handover.

Pusat Konvensyen Antarabangsa Putrajaya (PICC) pada 2 September 2015 bersempena dengan *International Anti-Corruption Conference* (IACC). Perjanjian ini memberikan keutamaan kepada INTEGRITI untuk mempelopori sistem penilaian integriti peringkat nasional dengan MIP sebagai instrumen utama.

2. Memorandum Persefahaman Antara INTEGRITI dan UKM

Sempena sambutan Hari Integriti Nasional di Menara Integriti, satu memorandum persefahaman (MoU) telah ditandatangani antara INTEGRITI dengan Universiti Kebangsaan Malaysia (UKM) pada 5 November 2015. Lanjutan daripada itu, satu program pentauliahkan akademik bagi agenda integriti secara akademik akan dapat dibangunkan, sekali gus ditawarkan kepada institusi di peringkat rantau dan global melibatkan kepakaran antarabangsa serta tempatan. Kerjasama kedua-dua pihak ini penting kerana ia dapat melengkapkan keperluan semasa bagi melanjutkan siri pengajian tadbir urus dan integriti sama ada untuk pegawai-pegawai integriti di Malaysia mahupun pemegang-pemegang taruh dan pihak berkepentingan lain di dalam negara mahupun rantau ASEAN.

Convention Centre on 2 September 2015 in conjunction with the International Anti-Corruption Conference. This agreement gives priority to INTEGRITI to spearhead the integrity assessment system at the national level with the Malaysian Integrity Profiling as the main instrument.

2. Memorandum of Understanding Between INTEGRITI and the National University of Malaysia

On the occasion of the National Integrity Day held at Menara Integriti, a memorandum of understanding (MoU) was signed between INTEGRITI and the National University of Malaysia on 5 November 2015. Consequently, an academic accreditation programme for the academic integrity agenda will be created and offered to institutions at the regional and global level involving international as well as local expertise. The cooperation of the two parties is important because it can fulfil the current need to carry out series of studies on governance and integrity, whether for integrity officers in Malaysia or for other interested stakeholders within the country or in the ASEAN region.



KERATAN AKHBAR

NEWSPAPER CUTTING

**JANGAN KHIANATI
NILAI INTEGRITI**



**MAJLIS GABUNGAN PERSATUAN
PENDUDUK-PENDUDUK
DI BAYAN NAUNGAN ORANG**

[illegible]

Anis Yusoff dilantik Presiden IIM

KUALA LUMPUR 10 Jun - Perdana Menteri Malaysia Keempat, Tun Abdullah Ahmad Badawi, akan berangkat ke London pada 11 Jun untuk menghadiri sidang rasmi Majlis Keselamatan (MKS) Persidangan Antarabangsa mengenai Keselamatan dan Demokrasi.

[illegible][illegible]

Idea baharu tingkat integriti

[illegible]

Abstract **OBJECTIVE:** The purpose of this investigation was to determine the effect of a 12-week, supervised, low-impact aerobically demanding exercise program on the health-related quality of life of elderly patients with osteoarthritis of the knee. **DESIGN:** A randomized, controlled trial. **SETTING:** A tertiary care hospital. **PARTICIPANTS:** Forty elderly patients with osteoarthritis of the knee were randomly assigned to either a supervised exercise program or a control group. **MEASUREMENTS AND MAIN RESULTS:** The primary outcome was the change in the Health-related Quality of Life (HRQL) score, as measured by the Short-Form 36 (SF-36) questionnaire, between the two groups. The secondary outcome was the change in the physical function score, as measured by the SF-36 questionnaire, between the two groups. The exercise group showed a significant improvement in the HRQL score and the physical function score compared to the control group. **CONCLUSIONS:** A supervised, low-impact aerobically demanding exercise program can improve the HRQL and physical function of elderly patients with osteoarthritis of the knee.

INTEGRITI DALAM BERSUMPAH

[illegible]

NILAI INTEGRITI DAN PATRIOTISME

[illegible][illegible]

Arahan Keselamatan dipinda
tangani kebocoran rahsia kerajaan

[illegible]

Selamat datang di dunia baru ini!

Integrity is in his blood

In advocating the right ethics, Dr Annu Yusuf, who took office as the Institute of Integrity Malaysia president early this month, is not just talking the talk, he is also walking the talk.

By Nurul Huda

Dr Annu Yusuf, who took office as the Institute of Integrity Malaysia president early this month, is not just talking the talk, he is also walking the talk.



Dr Annu Yusuf, President of the Institute of Integrity Malaysia.

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Something wrong with our way of life

MORAL EROSION: Malaysians seem to have made a virtue out of the pursuit of material self-interest.

More than 100 years ago, the late Sir Stamford Raffles, the founder of Singapore, wrote in his diary that he was struck by the 'moral erosion' of the Malaysians. He noted that they were 'too much given to the pursuit of material self-interest'.

In this end, we must have a vision of the kind of society we want, and accordingly the efforts are given to it. Usually, that vision is a good one.

DE ANNU YUSUF

More than 100 years ago, the late Sir Stamford Raffles, the founder of Singapore, wrote in his diary that he was struck by the 'moral erosion' of the Malaysians. He noted that they were 'too much given to the pursuit of material self-interest'.

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INTEGRITI PENENTU EKONOMI MAKMUR



Keluarga didahulukan, integriti diutamakan. Keluarga yang berintegriti akan membawa kepada kemajuan ekonomi yang mampan.

Mengapa integriti penting dalam ekonomi? Integriti adalah asas kepada kepercayaan. Tanpa kepercayaan, transaksi ekonomi akan terhenti.

Integriti adalah asas kepada kepercayaan. Tanpa kepercayaan, transaksi ekonomi akan terhenti.

Integriti adalah asas kepada kepercayaan. Tanpa kepercayaan, transaksi ekonomi akan terhenti.

Integriti dan akauntabiliti masyarakat Jepun



Dalam masyarakat Jepun, integriti dan akauntabiliti adalah nilai yang sangat penting. Mereka mengamalkan nilai-nilai ini dalam kehidupan seharian mereka.

Integriti dan akauntabiliti adalah nilai yang sangat penting. Mereka mengamalkan nilai-nilai ini dalam kehidupan seharian mereka.

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Keluarga didahulukan, integriti diutamakan

Selamat datang kepada keluarga yang berintegriti. Keluarga yang berintegriti akan membawa kepada kemajuan ekonomi yang mampan.

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The need to 'elevate' integrity

CHANGE AGENT: It is society's responsibility to educate the young on this value.

Integrity is a value that is often taken for granted. It is the foundation of a good society.

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Integriti kompas moral individu, organisasi

WISNUWAT NADY ARIAN

Integriti adalah suatu sifat atau kualiti yang membolehkan seseorang individu atau organisasi bertindak dengan jujur, adil, dan bertanggungjawab. Ia merupakan asas kepada kepercayaan dan kredibiliti. Tanpa integriti, hubungan antara individu dan organisasi akan menjadi rapuh dan tidak stabil.

Integriti bukan hanya tentang kejujuran, tetapi juga tentang konsistensi. Ia adalah tentang memegang teguh nilai-nilai yang dipegang oleh individu atau organisasi, walaupun menghadapi tekanan atau tentangan. Integriti juga melibatkan tanggungjawab untuk bertindak dengan adil dan jujur, tanpa menghiraukan kepentingan diri sendiri.

Integriti adalah kompas moral yang membimbing individu dan organisasi dalam membuat keputusan. Ia membantu mereka untuk memahami apa yang betul dan salah, dan untuk bertindak dengan cara yang adil dan jujur. Integriti juga merupakan asas kepada kepercayaan dan kredibiliti, yang merupakan penting untuk kejayaan organisasi.

Integriti adalah sifat yang tidak boleh dipisahkan dari kehidupan. Ia adalah tentang bagaimana kita bertindak, bagaimana kita berinteraksi dengan orang lain, dan bagaimana kita membuat keputusan. Integriti adalah tentang menjadi orang yang jujur, adil, dan bertanggungjawab, dan tentang memegang teguh nilai-nilai yang dipegang oleh individu atau organisasi.

SENAPENA SAMBUTAN KONVENSYEN INTEGRITI NASIONAL, HARI INI

JANGAN KHIANATI NILAI INTEGRITI



H



MAJLIS GABUNGAN PERSATUAN PENDUDUK-PENDUDUK DI BAWAH NAUNGAN DBP

MAJLIS GABUNGAN PERSATUAN PENDUDUK-PENDUDUK DI BAWAH NAUNGAN DBP

MAJLIS GABUNGAN PERSATUAN PENDUDUK-PENDUDUK DI BAWAH NAUNGAN DBP

Transformasi pembiayaan politik dan PAU 2015



MOHD. RAFIDZI CHE MD. AKHBAR

Secara umumnya, pelaksanaan undang-undang mengenai pembiayaan politik semalan meluas di ASEAN. Sejak 1990-an, kesedaran mengenai keperluan terhadap undang-undang yang berkaitan dengan pembiayaan politik timbul selari dengan pengukuhan sistem demokrasi di rantau ini.

Secara umumnya, pelaksanaan undang-undang mengenai pembiayaan politik semalan meluas di ASEAN. Sejak 1990-an, kesedaran mengenai keperluan terhadap undang-undang yang berkaitan dengan pembiayaan politik timbul selari dengan pengukuhan sistem demokrasi di rantau ini.

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Autonomi lancarkan

► Kesediaan Kerajaan Pusat disambut baik

Oleh YAP SIONG HAN

KOTA KINABALU: Kesediaan Kerajaan Pusat untuk memberikan keawannya seperti akan terdapat negara mengambil kesempatan untuk memberi Sahab, katanya selepas menyempurnakan majlis pelancaran buku 'Integriti dalam keluarga' Panduan ke arah keluarga bahagia' di sini.

Beliau berkata, sejak pembentukan Malaysia dan Hal Ehwal Penguasa Darul Jahad Ahmad Ayl berkata, akan mengadunikan lebih banyak kebaikan kepada Sabah dan Sarawak.

"Saya yakin orang Sabah dan Sarawak akan lebih gembira dan bertenang kepada kerajaan, pemberian autonomi ini juga akan membuatkan lebih senang membantu Perdana Menteri menilikkan perancangan yang lebih baik."

"Sekarang banyak pendekatan termasuklah memberi contoh teladan yang baik sama ada dari segi tingkah laku ataupun budi terhadap anak-anak mereka."

"Menjadi tanggungjawab individu untuk memberikan perbadanan, mengedapkan diri dengan lima rambatan termasuklah lima keribabuan dalam membina keluarga yang utuh dan harmoni."

"Rumah tangga yang bahagia serta stabil dari segi emosi dan kewangan merupakan faktor utama yang menentukan kejayaan pelan integrasi nasional dalam jangka panjang," katanya.

Haluan dalam media ini ialah Nakh-Candor Universiti Malaysia Sabah (UMS) Prof. Dr. Hana Abdullah Presiden dan Ketua Pegawai Eksekutif Institut Integriti Malaysia Dr. Anis Yusli Yusoff.

500 sexual abuse cases involving kids in 3 months

500 sexual abuse cases involving kids in 3 months

Diri: Abdi Razak Haris

Pemimpin berintegriti peneraju kegemilangan

Berintegriti, kata yang sering terlintas di benak kita. Namun, apakah itu? Berintegriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi. Berintegriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi.

Salah satu contoh pemimpin yang berintegriti adalah Tun M. Beliau telah menunjukkan integriti dalam banyak hal, termasuk dalam hal yang berkaitan dengan integriti.

Siti: tamah jiwa kegemilangan integriti

Integriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi. Integriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi.

Langgar etika dan integriti

Integriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi. Integriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi.

Integriti berakut erat dengan etika

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Dr. Anis Yusoff

JKNMPP terima pakai terma rujukan, muktamad senarai keanggotaan



Presiden JKNMPP, Datuk Seri Dr. Mohd. Yusoff Yusoff.

JKNMPP telah menerima pakai terma rujukan dan muktamad senarai keanggotaan. Ini adalah satu langkah yang penting untuk memastikan integriti dan keadilan dalam organisasi.

Utusan Sarawak

'Cheah' punia pengawat awam tidak berintegriti

Utusan Sarawak melaporkan bahawa seorang pegawai awam telah disiasat kerana tidak berintegriti. Ini adalah satu langkah yang penting untuk memastikan integriti dan keadilan dalam organisasi.



Sebuah pasukan polis sedang berbaris.

Usaha membudayakan integriti perlu berterusan



Integriti adalah satu sifat yang menunjukkan bahawa seseorang itu berpegang pada prinsipnya dan tidak mudah tergoda oleh kepentingan duniawi.

Usaha membudayakan integriti perlu berterusan. Ini adalah satu langkah yang penting untuk memastikan integriti dan keadilan dalam organisasi.



Kevin Morais, Shaharuddin Ibrahim Terima Anugerah Khas Terima 2015

Kevin Morais dan Shaharuddin Ibrahim telah menerima anugerah khas Terima 2015. Ini adalah satu langkah yang penting untuk memastikan integriti dan keadilan dalam organisasi.

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Need to remind kids on good values

Salah satu cara untuk memastikan integriti pada generasi muda adalah dengan mengingatkan mereka tentang nilai-nilai yang baik. Ini adalah satu langkah yang penting untuk memastikan integriti dan keadilan dalam organisasi.



Seorang pemimpin agama sedang berucap.

LAPORAN DAN PENYATA KEWANGAN

**BAGITAHUN KEWANGAN
BERAKHIR 31 DISEMBER 2015**



98 MAKLUMAT KORPORAT

99 LAPORAN PENGARAH

102 PENYATA LEMBAGA PENGARAH

103 PENGISYTIHARAN BERKANUN

104 LAPORAN JURUAUDIT BEBAS KEPADA
AHLI-AHLI

106 PENYATA UNTUNG RUGI DAN LAIN-LAIN
PENDAPATAN KOMPREHENSIF

107 PENYATA KEDUDUKAN KEWANGAN

108 PENYATA PERUBAHAN DALAM EKUITI

109 PENYATA ALIRAN TUNAI

110 NOTA-NOTA KEPADA PENYATA
KEWANGAN

MAKLUMAT KORPORAT

Lembaga Pengarah : Tan Sri Datuk Amar (Dr.) Tommy bin Bugo @ Hamid bin Bugo
Dr. Chandra Muzaffar
Tan Sri Haji Ambrin bin Buang
Tan Sri Haji Abu Kassim bin Mohamed
Tan Sri Dr. Ali bin Hamsa
Dato' Seri Ranjit Singh a/l Ajit Singh
Profesor Emeritus Dato' Dr. Ibrahim bin Ahmad
Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad
Dr. Anis Yusal bin Yusoff
Tan Sri Mohamad Zabidi bin Zainal

Setiausaha : Norliana binti Ali Akbar

Alamat Berdaftar dan : Menara Integriti
Alamat Perniagaan : Persiaran Tuanku Syed Sirajuddin
Off Jalan Tuanku Abdul Halim
50480 Kuala Lumpur

Juruaudit : Afrizan Tarmili Khairul Azhar (AF: 1300)
2, Jalan Rampai Niaga 2
Rampai Business Park
53300 Kuala Lumpur

Bank Utama : Bank Islam Malaysia Berhad

LAPORAN PENGARAH

Lembaga Pengarah membentangkan laporan mereka berserta penyata kewangan Institut yang telah diaudit bagi tahun kewangan berakhir 31 Disember 2015.

AKTIVITI UTAMA

Aktiviti utama Institut adalah untuk meningkatkan usaha dalam mempromosi integriti, moral dan etika di kalangan rakyat Malaysia selaras dengan harapan, inspirasi dan objektif Pelan Integriti Nasional.

Tiada perubahan ketara berlaku dalam aktiviti utama Institut dalam tahun kewangan semasa.

KEPUTUSAN KEWANGAN

Lebih dana bersih bagi tahun kewangan

RM
555,748

DIVIDEN

Merujuk kepada Seksyen 24, Akta Syarikat 1965, sesebuah syarikat berhad yang ditubuhkan dengan tujuan memberikan perkhidmatan kepada masyarakat adalah dilarang untuk membayar sebarang dividen kepada ahli-ahlinya.

RIZAB DAN PERUNTUKAN

Pindahan ketara kepada atau daripada rizab atau peruntukan di sepanjang tahun kewangan semasa adalah dinyatakan dalam penyata kewangan.

LEMBAGA PENGARAH

Lembaga Pengarah yang berkhidmat semenjak tarikh laporan yang lepas sehingga tarikh laporan ini ialah:-

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

Dr. Chandra Muzaffar

Tan Sri Haji Ambrin bin Buang

Tan Sri Haji Abu Kassim bin Mohamed

Tan Sri Dr. Ali bin Hamsa

LAPORAN PENGARAH (samb.)

Dato' Seri Ranjit Singh a/l Ajit Singh

Profesor Emeritus Dato' Dr. Ibrahim bin Ahmad

Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad

Dr. Anis Yusal bin Yusoff *(Dilantik pada 1 Jun 2015)*

Tan Sri Mohamad Zabidi bin Zainal *(Dilantik pada 6 Januari 2016)*

Tan Sri Abdul Gani bin Patail *(Berhenti pada 27 Julai 2015)*

MANFAAT PENGARAH

Semasa dan pada akhir tahun kewangan, tidak terdapat sebarang perjanjian yang membabitkan Institut dengan perkara yang membolehkan Pengarah Institut memperoleh faedah dengan cara memiliki saham-saham atau debentur di dalam Institut atau dalam badan-badan korporat yang lain.

Sepanjang dan pada akhir tahun kewangan, tiada Pengarah yang menerima atau yang layak untuk menerima sebarang faedah (selain daripada manfaat yang termasuk dalam jumlah agregat ganjaran yang diterima atau yang akan diterima oleh Pengarah seperti yang dinyatakan dalam penyata kewangan atau gaji tetap yang diterima oleh pekerja sepenuh masa Institut) berdasarkan kontrak yang dibuat oleh Institut atau Syarikat-syarikat lain yang berkaitan dengan Pengarah atau dengan sebuah firma di mana Pengarah berkenaan merupakan ahli atau dengan sebuah syarikat lain di mana Pengarah mempunyai kepentingan kewangan yang perlu dinyatakan menurut Seksyen 169(8) Akta Syarikat, 1965.

LAIN-LAIN MAKLUMAT BERKANUN

Sebelum penyata kewangan bagi Institut disediakan, Lembaga Pengarah telah mengambil langkah-langkah yang sewajarnya:-

- (a) untuk memastikan tindakan yang sewajarnya telah diambil berhubung dengan penghapuskiraan hutang lapuk dan dalam membuat elaun bagi hutang ragu dan berpuas hati bahawa kesemua hutang lapuk yang diketahui telah dihapuskirakan dan elaun yang mencukupi telah dibuat elaun hutang ragu; dan
- (b) untuk memastikan bahawa sebarang aset semasa yang dijangka tidak boleh direalisasi seperti yang tercatat di dalam rekod perakaunan Institut secara urus niaga biasa, telah pun diturunkan nilainya ke paras yang dijangka boleh diperoleh.

Pada tarikh laporan ini, Lembaga Pengarah tidak mengetahui tentang sebarang keadaan:-

- (a) yang akan mengakibatkan jumlah yang dihapus kira bagi hutang lapuk atau jumlah bagi peruntukan hutang ragu di dalam penyata kewangan atau Institut tidak mencukupi pada sebarang kadar yang ketara; atau
- (b) yang akan mengakibatkan nilai aset semasa yang ditunjukkan dalam penyata kewangan Institut mengelirukan; dan
- (c) yang akan mengakibatkan kaedah penilaian aset dan liabiliti yang digunakan oleh Institut mengelirukan atau tidak sesuai.

Tiada liabiliti luar jangka atau lain-lain liabiliti yang telah dikuatkuasakan atau akan dikuatkuasakan dalam tempoh dua belas bulan selepas akhir tahun kewangan, di mana pada pendapat Lembaga Pengarah, akan atau mungkin menjejaskan keupayaan Institut untuk memenuhi kewajipan bila tiba masanya.

Pada tarikh laporan ini, tidak terdapat:-

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

Pada tarikh laporan ini, Lembaga Pengarah tidak mengetahui sebarang keadaan yang tidak dinyatakan di dalam laporan ini atau penyata kewangan Institut yang akan mengakibatkan sebarang amaun yang dinyatakan di dalam penyata kewangan mengelirukan.

Pada pendapat Lembaga Pengarah:-

- (a) keputusan operasi Institut pada tempoh kewangan tidak terjejas secara ketara oleh sebarang perkara, urusan niaga atau kejadian yang luar biasa; dan
- (b) tiada perkara, urusan niaga atau hal yang penting dan luar biasa yang telah timbul dalam tempoh di antara akhir tahun kewangan dan tarikh laporan ini yang mungkin akan menjejaskan dengan ketara keputusan operasi Institut bagi tahun kewangan di mana laporan ini disediakan.

JURUAUDIT

Juruaudit, **AFRIZAN TARMILI KHAIRUL AZHAR** tidak menerima pelantikan semula dan tidak akan menyambung perkhidmatan.

Ditandatangani bagi pihak Lembaga Pengarah berdasarkan Resolusi Pengarah,



TAN SRI DR. ALI BIN HAMSA
Pengarah



DR. ANIS YUSAL BIN YUSOFF
Pengarah

PENYATA LEMBAGA PENGARAH

MENURUT SEKSYEN 169 (15) AKTA SYARIKAT, 1965

Bahawa kami, **TAN SRI DR. ALI BIN HAMSA** dan **DR. ANIS YUSAL BIN YUSOFF**, dua daripada Ahli Lembaga Pengarah **INSTITUT INTEGRITI MALAYSIA**, dengan ini menyatakan bahawa pada pendapat Lembaga Pengarah, penyata kewangan yang disertakan telah disediakan dengan sewajarnya mengikut Piawaian Pelaporan Kewangan Malaysia, Piawaian Pelaporan Kewangan Antarabangsa dan peruntukan-peruntukan Akta Syarikat, 1965, untuk memberi pandangan yang benar dan saksama mengenai kedudukan urusan Institut pada 31 Disember 2015 dan keputusan operasi dan aliran tunai Institut bagi tahun kewangan berakhir pada tarikh tersebut.

Ditandatangani bagi pihak Lembaga Pengarah berdasarkan Resolusi Pengarah,



TAN SRI DR. ALI BIN HAMSA
Pengarah



DR. ANIS YUSAL BIN YUSOFF
Pengarah

Kuala Lumpur, Malaysia.
Tarikh: 16 Mac 2016

PENGISYTIHARAN BERKANUN

MENGIKUT SEKSYEN 169 (16) AKTA SYARIKAT, 1965

Bahawa saya, **NORLIANA BINTI ALI AKBAR**, pegawai yang bertanggungjawab atas pengurusan kewangan **INSTITUT INTEGRITI MALAYSIA**, dengan tulus ikhlas dan sesungguhnya menyatakan bahawa penyata kewangan yang disertakan, pada sepanjang pengetahuan dan kepercayaan saya, adalah betul dan saya membuat pengisytiharan ini dengan kepercayaan sesungguhnya perkara ini adalah benar dan menurut peruntukan Akta Berkanun, 1960.

Ditandatangani dan diikrarkan oleh }

NORLIANA BINTI ALI AKBAR }

di Kuala Lumpur dalam Wilayah }

Persekutuan pada } **NORLIANA BINTI ALI AKBAR**



Di hadapan saya,

Pesuruhjaya Sumpah
Kuala Lumpur, Malaysia.



Lot 1.08, Tingkat 1,
Bangunan KWSP, Jln Raja Laut,
50350 Kuala Lumpur.
Tel: 019-6680745

LAPORAN JURUAUDIT BEBAS KEPADA AHLI-AHLI INSTITUT INTEGRITI MALAYSIA

LAPORAN MENGENAI PENYATA KEWANGAN

Kami telah mengaudit penyata kewangan **INSTITUT INTEGRITI MALAYSIA** yang merangkumi Penyata Kedudukan Kewangan pada 31 Disember 2015, serta Penyata Untung Rugi dan Lain-lain Pendapatan Komprehensif, Penyata Perubahan dalam Ekuiti dan Penyata Aliran Tunai bagi akhir tahun kewangan tersebut, juga ringkasan dasar perakaunan yang penting serta nota-nota penjelasan yang lain, seperti yang dikemukakan di muka surat 106 hingga 123.

Tanggungjawab Lembaga Pengarah terhadap Penyata Kewangan

Lembaga Pengarah Institut bertanggungjawab terhadap penyediaan dan pembentangan penyata kewangan yang saksama menurut Piawaian Pelaporan Kewangan Malaysia, Piawaian Pelaporan Kewangan Antarabangsa dan peruntukan-peruntukan Akta Syarikat, 1965. Tanggungjawab ini termasuk: merangka, melaksana dan mengekalkan kawalan dalaman yang relevan kepada penyediaan dan pembentangan saksama penyata kewangan yang bebas dari salah nyata ketara, sama ada disebabkan oleh penipuan ataupun kesilapan; memilih dan mengguna pakai dasar perakaunan yang bersesuaian; dan membuat anggaran perakaunan yang munasabah mengikut keadaan.

Tanggungjawab Juruaudit

Tanggungjawab kami adalah untuk menyatakan pendapat tentang penyata kewangan ini berdasarkan audit kami. Kami telah menjalankan audit mengikut piawaian pengauditan yang diluluskan di Malaysia. Piawaian tersebut memerlukan kami mematuhi keperluan etika serta merancang dan melaksanakan audit bagi memperoleh jaminan yang munasabah mengenai sama ada penyata kewangan ini bebas daripada salah nyata yang ketara.

Sesuatu audit melibatkan pelaksanaan prosedur untuk mendapatkan bukti audit tentang amaun dan pendedahan di dalam penyata kewangan. Prosedur yang dipilih adalah bergantung kepada pertimbangan kami, termasuk penilaian risiko salah nyata penting penyata kewangan, sama ada disebabkan oleh penipuan ataupun kesilapan. Dalam membuat penilaian risiko tersebut, kami mempertimbangkan kawalan dalaman yang relevan kepada penyediaan dan pembentangan saksama penyata kewangan Institut agar dapat merangka prosedur audit yang bersesuaian dengan keadaan, tetapi bukan untuk tujuan memberikan pendapat tentang keberkesanan kawalan dalaman Institut. Audit juga melibatkan penilaian kesesuaian dasar perakaunan yang digunakan serta kewajaran anggaran perakaunan yang dibuat oleh para pengarah, di samping menilai pembentangan penyata kewangan secara keseluruhan.

Kami percaya bahawa bukti audit yang diperoleh adalah mencukupi dan bersesuaian untuk memberikan asas yang munasabah terhadap pendapat audit kami.

Pendapat

Pada pendapat kami penyata kewangan Institut telah disediakan menurut Piawaian Pelaporan Kewangan Malaysia, Piawaian Pelaporan Kewangan Antarabangsa dan peruntukan-peruntukan Akta Syarikat, 1965 agar memberi gambaran yang benar dan saksama mengenai kedudukan kewangan Institut pada 31 Disember 2015 dan berkenaan prestasi kewangan serta aliran tunai bagi akhir tahun kewangan tersebut.

LAPORAN MENGENAI KEPERLUAN PERUNDANGAN DAN KAWAL SELIA YANG LAIN

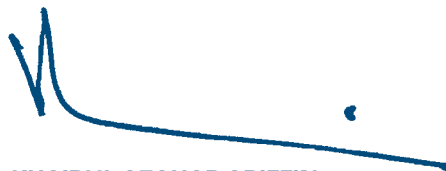
Selaras dengan keperluan Akta Syarikat, 1965 di Malaysia, kami turut melaporkan bahawa pada pendapat kami, rekod perakaunan dan rekod-rekod lain serta daftar yang dikehendaki oleh Akta telah disimpan dengan sempurna oleh Institut menurut peruntukan Akta tersebut.

PERKARA-PERKARA LAIN

Laporan ini dibuat semata-mata untuk ahli-ahli Institut, sebagai sebuah badan, menurut Seksyen 174 Akta Syarikat, 1965 di Malaysia dan bukan untuk tujuan lain. Kami tidak memikul tanggungjawab terhadap pihak lain bagi kandungan laporan ini.



AFRIZAN TARMILI KHAIRUL AZHAR
AF : 1300
Akauntan Bertauliah (Malaysia)



KHAIRUL AZAHAR ARIFFIN
1665/04/17 (J)
Rakan Kongsi

Kuala Lumpur, Malaysia.
Tarikh: 16 Mac 2016

PENYATA UNTUNG RUGI DAN LAIN-LAIN PENDAPATAN KOMPREHENSIF

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

	Nota	2015 RM	2014 RM
Hasil			
Pelunasan geran perbelanjaan operasi		10,214,423	10,456,877
Pelunasan geran perbelanjaan modal		349,281	405,505
Jualan penerbitan buku		16,691	17,606
Pendapatan daripada sewa		98,391	44,040
Seminar dan yuran keahlian		10,180	18,710
Lain-lain hasil			
Keuntungan deposit tetap konsep syariah		576,789	567,686
Hibah		4,408	7,111
Keuntungan atas pelupusan hartanah, loji and peralatan		11,499	-
Lain-lain		330	3,044
Jumlah hasil		11,281,992	11,520,579
Kos			
Kos hospitaliti dan layanan		1,931,894	1,964,805
Emolumen		5,702,989	5,330,179
Kos penyelidikan, penerbitan, percetakan dan yuran profesional		569,131	876,095
Tuntutan perjalanan		582,695	543,201
Susut nilai		349,281	405,505
Kos pengiklanan, promosi dan pemasaran		222,324	339,035
Kos penyelenggaraan		353,591	460,016
Sewa		189,231	185,560
Belanja komunikasi		168,752	181,280
Kos pentadbiran dan kos umum		493,816	576,706
Jumlah perbelanjaan		(10,563,704)	(10,862,382)
Lebihan dana sebelum cukai	4	718,288	658,197
Cukai	5	(162,540)	(178,009)
Lebihan dana bersih bagi tahun kewangan		555,748	480,188

Nota-nota yang disertakan merupakan sebahagian daripada penyata kewangan ini

PENYATA KEDUDUKAN KEWANGAN

PADA 31 DISEMBER 2015

	Nota	2015 RM	2014 RM
Aset bukan semasa			
Hartanah, loji, dan peralatan	6	1,052,619	1,119,551
Aset semasa			
Penghutang, deposit dan pendapatan terakru	7	251,103	272,304
Tunai dan Kesetaraan tunai	8	18,352,757	19,130,756
		18,603,860	19,403,060
Liabiliti semasa			
Pemiutang dan akruan	9	101,501	243,322
Peruntukan cukai		22,816	118,849
		124,317	362,171
Aset semasa bersih		18,479,543	19,040,889
		19,532,162	20,160,440
Diwakili oleh:			
Dana terkumpul		6,501,373	5,945,625
Liabiliti bukan semasa			
Geran daripada kerajaan	10	13,030,789	14,142,031
Pemiutang sewa beli	11	-	13,624
Liabiliti cukai tertunda	12	-	59,160
		19,532,162	20,160,440

Nota-nota yang disertakan merupakan sebahagian daripada penyata kewangan ini

PENYATA PERUBAHAN DALAM EKUITI

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

	Dana terkumpul RM	Jumlah RM
Pada 1 Januari 2014	5,465,437	5,465,437
Lebihan dana bagi tahun kewangan	480,188	480,188
Pada 31 Disember 2014	<u>5,945,625</u>	<u>5,945,625</u>
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>

PENYATA ALIRAN TUNAI

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

	Nota	2015 RM	2014 RM
Aliran tunai dari/(digunakan untuk) aktiviti operasi			
Lebihan dana sebelum cukai		718,288	658,197
<i>Pelarasan bagi:</i>			
Susutnilai hartanah, loji, dan peralatan		349,281	405,505
Pelunasan geran daripada kerajaan		(10,563,704)	(10,862,382)
Keuntungan atas pelupusan hartanah, loji, dan peralatan		(11,499)	-
Kerugian operasi sebelum perubahan modal kerja		(9,507,634)	(9,798,680)
 <i>Perubahan dalam modal kerja:</i>			
Penghutang, deposit dan pendapatan terakru		21,200	18,821
Pemiutang dan akruan		(141,821)	(26,014)
 Cukai dibayar		(317,731)	-
Tunai bersih digunakan untuk aktiviti operasi		(9,945,986)	(9,805,873)
 Aliran tunai dari/(digunakan untuk) aktiviti pelaburan			
Pembelian hartanah, loji dan peralatan		(282,350)	(329,798)
Terimaan daripada pelupusan hartanah, loji peralatan		11,500	-
Tunai bersih digunakan untuk aktiviti pelaburan		(270,850)	(329,798)
 Aliran tunai dari/(digunakan untuk) aktiviti pembiayaan			
Penerimaan geran daripada kerajaan		9,452,462	10,564,200
Pembayaran pemiutang sewa beli		(13,625)	(29,834)
Tunai bersih dari aktiviti pembiayaan		9,438,837	10,534,366
 (Pengurangan)/ Pertambahan bersih tunai dan kesetaraan tunai		(777,999)	398,695
 Tunai dan kesetaraan tunai pada awal tahun kewangan		19,130,756	18,732,061
 Tunai dan kesetaraan tunai pada akhir tahun kewangan	8	18,352,757	19,130,756

Nota-nota yang disertakan merupakan sebahagian daripada penyata kewangan ini

NOTA-NOTA KEPADA PENYATA KEWANGAN

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

1. MAKLUMAT AM

Institut Integriti Malaysia (Institut) ditubuhkan sebagai sebuah syarikat berhad berasaskan jaminan yang diperbadankan di Malaysia.

Aktiviti utama Institut adalah meningkatkan usaha dalam mempromosikan integriti, moral dan etika di kalangan rakyat Malaysia selaras dengan harapan, inspirasi dan objektif Pelan Integriti Nasional.

Alamat berdaftar dan alamat perniagaan Institut terletak di Menara Integriti, Persiaran Tuanku Syed Sirajuddin, Off Jalan Tuanku Abdul Halim, 50480 Kuala Lumpur.

2. ASAS PENYEDIAAN PENYATA KEWANGAN

Penyata kewangan Institut disediakan dan menurut Piawaian Pelaporan Kewangan Malaysia (MFRS) dan peruntukan-peruntukan Akta Syarikat, 1965 di Malaysia.

MFRS dan IC Interpretations ("IC Ints.") yang diterbitkan tetapi belum efektif

Pada tarikh kelulusan Penerbitan Penyata Kewangan, Piawaian yang baru dan dikaji semula yang telah diterbitkan tetapi belum efektif dan tidak diguna pakai awal oleh Institut adalah seperti berikut:

MFRS 15 Pendapatan daripada Kontrak dengan Pelanggan-pelanggan¹

MFRS 9 Instrumen Kewangan (IFRS 9 yang diterbitkan IASB pada Julai 2014)¹

¹ Efektif untuk tempoh bermula pada atau selepas 1 Januari 2018

Lembaga Pengarah berpendapat yang penggunaan Piawaian baru akan memberi kesan kepada angka-angka yang dilaporkan di dalam Penyata Kewangan dan menyebabkan penambahan pendedahan di dalam Penyata Kewangan.

MFRS 15: Pendapatan daripada Kontrak dengan Pelanggan

MFRS 15 mewujudkan satu model komprehensif untuk diguna pakai bagi merekodkan pendapatan daripada kontrak dengan pelanggan. Dalam MFRS 15, pengiktirafan dan pengukuran untuk pendapatan daripada faedah dan dividen daripada hutang dan pelaburan ekuiti bukan lagi di bawah skop MFRS 15 dan pengiktirafan pendapatan mestilah menggambarkan perpindahan barang dan perkhidmatan kepada pelanggan pada amaun yang menggambarkan pertimbangan yang dijangka akan diperolehi oleh entiti daripada jualan barangan dan perkhidmatan tersebut. MFRS 15 memperkenalkan bimbingan preskriptif menggunakan kaedah lima langkah untuk mengiktiraf dan mengukur pendapatan dengan pendedahan terperinci.

MFRS 9: Instrumen Kewangan

MFRS 9 memperkenalkan pindaan terhadap kepada klasifikasi dan pengukuran instrumen kewangan dengan pengenalan kategori pengukuran *'fair value through other comprehensive income (FVTOCI)* untuk sesetengah instrumen hutang mudah.

Keperluan untuk merekod rosot nilai bagi jangkaan kerugian kredit aset kewangan entiti dan komitmen untuk memberi kredit juga diperkenalkan. MFRS 9 juga memperkenalkan fleksibiliti yang lebih untuk transaksi yang layak bagi perakaunan lindung nilai.

3. DASAR-DASAR PERAKAUNAN KETARA

(a) Asas perakaunan

Penyata kewangan telah disediakan mengikut kelaziman kos sejarah. Pada amnya kos sejarah adalah berasaskan nilai saksama ganjaran yang terlibat untuk jualan dan penyelesaian aset dan liabiliti.

Nilai saksama adalah nilai yang akan diterima bagi penjualan sesuatu aset atau nilai yang patut dibayar bagi pengambilalihan sesuatu liabiliti di antara peserta pasaran di dalam transaksi yang teratur pada tarikh penilaian, walaupun nilai itu boleh disahkan secara langsung atau berdasarkan teknik penilaian lain. Di dalam menganggarkan nilai saksama sesuatu aset atau liabiliti, Institut mengambil kira ciri-ciri aset dan liabiliti tersebut dengan andaian peserta pasaran akan mengambil kira ciri-ciri tersebut di dalam menilai aset dan liabiliti tersebut pada tarikh penilaian. Nilai saksama bagi pengukuran dan pendedahan bagi tujuan penyata kewangan ditentukan berdasarkan asas di atas kecuali bagi bayaran berasaskan saham yang tertakluk kepada MFRS 2, pajakan yang tertakluk kepada MFRS 117 dan pengukuran yang serupa dengan nilai saksama tetapi bukan nilai saksama, seperti nilai realisasi bersih di dalam MFRS 102 atau nilai boleh guna di dalam MFRS 136.

Bagi tujuan pelaporan kewangan, nilai saksama dikategorikan kepada tahap 1, 2, dan 3 bergantung kepada input yang digunakan bagi menentukan nilai saksama dan kesan input tersebut dalam penentuan nilai saksama seperti pada tahap 1, ia meliputi harga-harga tersiar (tanpa diubah) di dalam pasaran aktif untuk aset dan liabiliti sepadan. Tahap 2 meliputi input, selain harga-harga tersiar di dalam Tahap 1, yang boleh mencerap asset ataupun liabiliti sama ada secara langsung atau tidak langsung. Seterusnya, tahap 3 meliputi input yang tidak berdasarkan cerapan data pada aset dan liabiliti tersebut.

(b) Hartanah, loji dan peralatan serta susutnilai

(i) Harta-harta pemilikan

Hartanah, loji dan peralatan adalah dinyatakan pada kos ditolak susut nilai terkumpul dan/atau kerugian pengurangan nilai.

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

(ii) *Susut nilai*

Hartanah, loji dan peralatan adalah disusutnilaikan dengan menggunakan kaedah garis lurus untuk menghapus kira kos hartanah, loji dan peralatan ke atas jangka hayat penggunaannya seperti berikut:-

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

Kaedah susut nilai, jangka hayat dan nilai lebihan akan disemak pada akhir tempoh pelaporan dan dilaras jika bersesuaian.

Laba dan kerugian pelupusan ditentukan dengan membandingkan nilai bawaan aset dengan terimaan dan dimasukkan ke dalam untung/rugi.

(c) *Rosot nilai aset*

Nilai bawaan aset akan disemak semula pada tarikh pelaporan untuk menentukan sama ada terdapat sebarang tanda-tanda rosot nilai. Sekiranya terdapat tanda-tanda sedemikian, amaun yang boleh diperoleh semula bagi aset berkenaan dianggarkan. Amaun yang boleh diperoleh semula merupakan amaun yang lebih tinggi di antara nilai jualan bersih aset dan nilai diguna, yang diukur berasaskan aliran tunai dijangka yang didiskaunkan. Amaun yang boleh diperoleh semula dijangka untuk aset individu atau, sekiranya tidak boleh, untuk unit yang menghasilkan tunai yang mana aset itu digunakan.

Kerugian pengurangan nilai dicajkan terus kepada untung/rugi. Sebarang kenaikan seterusnya di dalam amaun yang boleh diperoleh semula bagi aset yang diiktirafkan sebagai keterbalikan kerugian pengurangan nilai terdahulu dan diiktirafkan setakat amaun aset dibawa yang akan ditentukan (selepas susut nilai atau pelunasan, jika berkaitan) sekiranya tiada kerugian pengurangan nilai diiktirafkan sebelum itu. Kebalikan ini diiktiraf dalam untung/rugi dengan serta merta.

(d) *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 akhir tempoh pelaporan.

Cukai tertunda diiktirafkan secara penuh, berdasarkan kaedah liabiliti, ke atas perbezaan sementara di antara asas cukai aset-aset dan liabiliti-liabiliti dan nilai bawaan mereka di dalam penyata kewangan. Cukai tertunda tidak diiktiraf jika perbezaan sementara wujud hasil daripada muhibah atau dari pengiktirafan awalan aset atau liabiliti bagi transaksi yang bukan Penyatuan Perniagaan dan pada tarikh transaksi tidak memberi kesan kepada keuntungan perakaunan atau keuntungan dicukai.

Aset cukai tertunda diiktiraf sehingga tahap di mana berkemungkinan keuntungan dicukai akan tersedia ada di mana perbezaan sementara boleh ditolak atau kerugian cukai belum diguna dapat digunakan.

Cukai tertunda dikira mengikut kadar cukai yang dijangka akan digunakan apabila aset diiktiraf atau apabila liabiliti diselesaikan, berdasarkan kepada kadar cukai yang telah digubal atau hampir sepenuhnya digubal pada tarikh akhir tempoh pelaporan. Cukai tertunda diiktiraf di dalam penyata pendapatan, kecuali apabila timbul transaksi yang diiktiraf secara langsung daripada rizab, yang mana dalam keadaan ini, cukai tertunda akan diiktiraf secara terus daripada rizab.

Nilai pembawa aset cukai tertunda adalah disemak pada akhir tempoh pelaporan dan dikurangkan sehingga tiada kemungkinan pendapatan bercukai yang cukup akan wujud untuk membolehkan keseluruhan atau sebahagian aset tersebut direalisasi.

(e) Peruntukan

Peruntukan diiktiraf apabila Institut mempunyai obligasi perundangan atau konstruktif hasil daripada peristiwa yang lepas, terdapat kemungkinan bahawa aliran keluar sumber akan diperlukan untuk menyelesaikan obligasi tersebut; dan jumlah anggaran yang munasabah boleh dibuat. Peruntukan akan disemak pada setiap tempoh akhir pelaporan dan dilaraskan untuk menggambarkan jangkaan ternaik semasa. Jika nilai semasa tunai adalah ketara, amaun peruntukan adalah nilai semasa pembayaran yang dijangkakan perlu bagi penyelesaian obligasi.

(f) Instrumen Kewangan

Aset kewangan dan liabiliti kewangan akan diiktiraf di dalam Penyata Kedudukan Kewangan apabila Institut menjadi pihak terlibat di dalam peruntukan kontrak instrumen tersebut.

Aset kewangan

Institut mengklasifikasikan aset kewangan dalam kategori berikut; pada nilai saksama melalui untung rugi ("FVTPL"), pinjaman dan penghutang, aset sedia untuk dijual dan dipegang hingga tempoh matang. Pengklasifikasian bergantung pada tujuan dan bagaimana aset kewangan tersebut diperolehi. Pihak pengurusan menentukan klasifikasi aset kewangan pada peringkat awal pengiktirafan.

(i) Kaedah faedah efektif

Kaedah faedah efektif adalah kaedah yang menggunakan pelunasan kos aset kewangan untuk mengagihkan pendapatan faedah kepada tempoh yang berkenaan. Kadar faedah efektif adalah kadar yang mendiskaunkan jangkaan tunai diterima pada masa hadapan (termasuk yuran mata pembayaran, kos transaksi dan lain-lain premium dan diskaun) sepanjang tempoh aset kewangan, atau (jika bersesuaian) tempoh lebih singkat, ke atas nilai bawaan bersih pada pengiktirafan awal.

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

(ii) Aset kewangan sedia untuk dijual

Aset kewangan sedia untuk dijual adalah bukan derivatif dan tidak dikelaskan sebagai pinjaman dan penghutang, aset kewangan dipegang hingga tempoh matang atau aset kewangan pada nilai saksama melalui untung/rugi. Semua aset kewangan sedia untuk dijual diukur pada nilai saksama pada tempoh akhir pelaporan. Untung dan rugi hasil dari perubahan nilai saksama akan diiktiraf ke dalam lain-lain pendapatan komprehensif dan rizab pelaburan terkumpul, kecuali rosot nilai, pendapatan faedah pada kadar efektif dan untung rugi akibat tukaran asing aset kewangan, yang mana akan diiktiraf ke dalam untung rugi. Apabila berlaku pelupusan atau rosot nilai, untung rugi terkumpul di dalam rizab pelaburan akan dipindahkan ke untung rugi.

(iii) Penghutang

Penghutang dinyatakan pada nilai yang dijangka boleh direalisasikan. Hutang lapuk dihapus kira pada tempoh ia dikenal pasti. Anggaran atas hutang ragu telah dibuat berdasarkan ke atas semakan amaun tertunggak pada akhir tahun kewangan. Penghutang yang mempunyai bayaran tetap dan boleh tentu dan tidak disiar harga, akan dikelaskan sebagai "Pinjaman dan Penghutang". Pinjaman dan penghutang diukur pada kos dilunaskan menggunakan kadar efektif, ditolak rosot nilai. Pendapatan faedah akan diiktiraf berdasarkan kadar faedah efektif kecuali pendapatan faedah daripada penghutang jangka pendek yang tidak ketara.

(iv) Rosotnilai aset kewangan

Aset kewangan, selain FVTPL, akan dinilai untuk tanda-tanda rosot nilai pada akhir setiap tempoh pelaporan. Aset kewangan akan dianggap mengalami rosotnilai jika terdapat bukti sahih, hasil dari peristiwa yang berlaku selepas pengiktirafan kali pertama, yang memberi kesan kepada aliran tunai aset berkenaan.

Penghutang akan dinilai secara berkumpulan bagi tujuan rosot nilai selain secara individu. Bukti sahih yang diambil kira merangkumi rekod pembayaran, tunggakan pembayaran melebihi tempoh kredit purata selama 60 hari, dan juga perubahan ketara pada keadaan ekonomi peringkat tempatan dan nasional yang memberi kesan kepada kemungkiran oleh penghutang.

Baki penghutang yang direkod pada kos pelunasan, jumlah rugi akibat rosot nilai yang diiktiraf adalah perbezaan di antara baki aset tersebut dan nilai semasa aliran tunai yang dijangka, didiskaun berdasarkan kadar faedah efektif aset tersebut.

Baki aset kewangan akan diturunkan dengan rosot nilai yang berkenaan kecuali baki penghutang perdagangan yang diturunkan menggunakan akaun peruntukan. Perubahan pada baki akaun peruntukan tersebut akan diiktiraf ke untung rugi.

Liabiliti kewangan dan instrumen ekuiti

Hutang dan instrumen ekuiti akan dikelaskan sebagai ekuiti atau liabiliti kewangan berdasarkan aturan kontraktual.

(i) Liabiliti

Liabiliti Institut diukur pada nilai saksama dan pengukuran berikutnya adalah pada kos pelunasan menggunakan kadar faedah efektif.

(ii) Nyahiktiraf liabiliti kewangan

Institut akan menyahiktiraf liabiliti kewangan bila Institut tiada apa-apa obligasi untuk dipenuhi.

Kategori Instrumen Kewangan

	2015 RM	2014 RM
Aset kewangan		
Pinjaman dan penghutang:		
Penghutang	1,800	11,168
Tunai dan kesetaraan tunai	<u>18,352,757</u>	<u>19,130,756</u>
Liabiliti kewangan		
Kos pelunasan:		
Pemiutang dan akruan	<u>99,710</u>	<u>203,206</u>

Nilai saksama

Baki aset kewangan dan liabiliti seperti yang dinyatakan di dalam penyata kedudukan kewangan adalah menghampiri nilai saksama kerana berjangka pendek.

Objektif dan polisi pengurusan risiko kewangan

Institut terdedah kepada pelbagai risiko kewangan merangkumi risiko kredit, risiko kecairan, dan risiko aliran tunai. Objektif keseluruhan pengurusan risiko Institut adalah untuk menjaga kepentingan ahli. Pengurusan risiko kewangan dilaksanakan melalui semakan risiko, sistem kawalan dalaman dan pematuhan kepada polisi pengurusan risiko kewangan Institut.

Pengurusan risiko kredit

Institut menguruskan risiko di atas dengan pemantauan ke atas penarafan kredit dan menghadkan pendedahan kewangan kepada mana-mana individu.

Institut hanya akan memberikan kredit selepas penilaian menyeluruh dibuat ke atas pelanggan.

Pendedahan kredit Institut kebanyakannya merangkumi penghutang yang dinyatakan di dalam penyata kedudukan kewangan. Baki tunai dan bank serta deposit tetap Institut disimpan di dalam Institusi kewangan ternama di Malaysia. Lembaga Pengarah berpendapat kemungkinan untuk institusi-institusi tersebut mungkir adalah mustahil berdasarkan kedudukan kewangan institusi-institusi tersebut.

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAHIR 31 DISEMBER 2015

Pengurusan risiko kecairan

Pengurusan risiko kecairan berhemah yang diamalkan Institut merangkumi pemantauan berterusan aliran tunai dan memastikan adanya rizab tunai mencukupi.

Pengurusan risiko aliran tunai

Institut membuat semakan secara berterusan ke atas aliran tunai bagi tujuan mengurus ketidaktentuan aliran tunai masa hadapan yang berkaitan instrumen kewangan monetari.

(g) Sewa beli dan pajakan

Kos hartanah, loji dan peralatan yang diperolehi dibawah aturan sewa beli yang pada asasnya memindahkan sebahagian besar risiko dan ganjaran yang berhubung dengan pemilikan aset Institut adalah dipermodalkan. Polisi susut nilai untuk aset-aset ini serupa dengan polisi susut nilai untuk hartanah, loji dan peralatan Institut. Obligasi aturan sewa beli yang masih tertunggak selepas ditolak dengan perbelanjaan kewangan diperlakukan sebagai liabiliti di dalam penyata kewangan. Caj kewangan ke atas aturan sewa beli dinyatakan dalam penyata pendapatan sepanjang tempoh perjanjian.

Bayaran pajakan untuk pajakan operasi, di mana sebahagian besar risiko dan ganjaran kekal di pihak pemajak dicaj sebagai perbelanjaan di dalam tempoh ia berlaku.

(h) Geran kerajaan

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

Apabila geran dikaitkan kepada perbelanjaan, ianya 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.

(i) 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) Pelan caruman wajib

Pihak majikan perlu menyediakan pelan caruman wajib sebagai ganjaran selepas perkhidmatan sebagaimana yang dikehendaki oleh undang-undang. Caruman sedemikian diiktiraf sebagai perbelanjaan dalam penyata pendapatan sebagaimana ditanggung.

(j) 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 dari 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.

(iv) Lain-lain hasil

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

(k) 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.

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

4. LEBIHAN DANA SEBELUM CUKAI

(a) Lebihan dana sebelum cukai dinyatakan:-

	2015 RM	2014 RM
<i>Selepas dicaj:</i>		
Yuran audit	12,000	12,000
Elaun Lembaga Pengarah	180,500	194,750
Sewa kenderaan dan peralatan	179,231	175,560
Sewa pejabat	10,000	10,000
Susut nilai hartanah, loji, dan peralatan	349,281	405,505
<i>Selepas dikredit:</i>		
Keuntungan atas pelupusan hartanah, loji, dan peralatan	11,499	-
Hibah	4,408	7,111
Keuntungan deposit tetap konsep syariah	576,789	567,686
Pelunasan geran perbelanjaan operasi	10,214,423	10,456,877
Pelunasan geran perbelanjaan modal	349,281	405,505

(b) Maklumat kakitangan

	2015 RM	2014 RM
Kos kakitangan	5,702,989	5,330,179

Jumlah kakitangan Institut pada akhir tahun kewangan adalah 69 orang (2014:69 orang).

5. CUKAI

	Nota	2015 RM	2014 RM
Anggaran cukai semasa		176,000	118,849
Cukai tertunda	12	-	59,160
(Terlebih)/Terkurang peruntukan pada tahun sebelumnya:			
Anggaran cukai semasa		45,700	-
Cukai tertunda	12	(59,160)	-
		162,540	178,009

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

	Nota	2015 RM	2014 RM
Lebih dana sebelum cukai		718,288	658,197
Anggaran cukai dikira pada kadar berkanun 25% (2014:25%)		179,572	164,549
Pendapatan yang dikecualikan cukai		(3,572)	-
Perbelanjaan yang tidak dibenarkan untuk tujuan percukaian		-	13,460
(Terlebih)/Terkurang peruntukan pada tahun sebelumnya:			
Anggaran cukai semasa		45,700	-
Cukai tertunda	12	(59,160)	-
		162,540	178,009

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

6. HARTANAH, LOJI DAN PERALATAN

Perincian hartanah, loji dan peralatan adalah seperti berikut:-

	Kenderaan		Lekapan dan		Komputer	Peralatan pejabat	Ubahsuai bangunan	Buku-buku rujukan	Papan tanda	Alatan sukan	Jumlah
	RM	RM	RM	RM	RM	RM	RM	RM	RM	RM	RM
Nilai buku bersih											
Pada 1 Januari 2015	237,083	3,502	352,003	107,315	50,245	351,700	17,695	8	1,119,551		
Tambahan	-	30,251	73,770	114,615	36,930	26,784	-	-	282,350		
Pelupusan	(1)	-	-	-	-	-	-	-	(1)		
Susut nilai	(79,006)	(7,819)	(80,740)	(59,575)	(12,534)	(104,403)	(5,204)	-	(349,281)		
Pada 31 Disember 2015	158,076	25,934	345,033	162,355	74,641	274,081	12,491	8	1,052,619		
Pada 31 Disember 2015											
Kos	902,713	291,005	2,473,122	759,655	152,240	1,319,999	52,048	36,647	5,987,429		
Susut nilai terkumpul	(744,637)	(265,071)	(2,128,089)	(597,300)	(77,599)	(1,045,918)	(39,557)	(36,639)	(4,934,810)		
Nilai buku bersih	158,076	25,934	345,033	162,355	74,641	274,081	12,491	8	1,052,619		
Pada 31 Disember 2014											
Kos	902,713	260,754	2,399,352	645,040	115,310	1,293,215	52,048	36,647	5,705,079		
Susut nilai terkumpul	(665,630)	(257,252)	(2,047,349)	(537,725)	(65,065)	(941,515)	(34,353)	(36,639)	(4,585,528)		
Nilai buku bersih	237,083	3,502	352,003	107,315	50,245	351,700	17,695	8	1,119,551		

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

7. PENGHUTANG, DEPOSIT DAN PENDAPATAN TERAKRU

	2015 RM	2014 RM
Penghutang perdagangan	1,800	11,168
Lain-lain penghutang dan deposit	14,129	16,000
Pendapatan terakru	235,174	245,136
	251,103	272,304

Tempoh kredit bagi penghutang perdagangan adalah sehingga 30 hari (2014 : 30 hari)

8. TUNAI DAN KESETARAAN TUNAI

	2015 RM	2014 RM
Tunai di tangan dan tunai di bank	252,257	1,030,256
Deposit tetap konsep syariah	18,100,500	18,100,500
	18,352,757	19,130,756

9. PEMIUTANG DAN AKRUAN

	2015 RM	2014 RM
Pemiutang perdagangan	44,310	9,934
Lain-lain pemiutang dan akruan	55,400	193,272
Pemiutang sewa beli – semasa	1,791	40,116
	101,501	243,322

Tempoh kredit kepada pemiutang perdagangan adalah sehingga 30 hari (2014 : 30 hari)

NOTA-NOTA KEPADA PENYATA KEWANGAN (samb.)

BAGITAHUN KEWANGAN BERAKHIR 31 DISEMBER 2015

10. GERAN KERAJAAN

	2015 RM	2014 RM
Baki pada 1 Januari	14,142,031	14,440,213
Terimaan geran pada tahun semasa	9,452,462	10,564,200
Pindahan ke Penyata pendapatan	(10,563,704)	(10,862,382)
Baki pada 31 Disember	13,030,789	14,142,031
<i>Geran merangkumi seperti berikut:-</i>		
Baki geran untuk perbelanjaan operasi (belum digunakan)	11,978,170	13,022,480
Geran untuk perbelanjaan modal	5,997,707	5,715,358
Pelunasan terkumpul	(4,945,088)	(4,595,807)
Baki geran untuk perbelanjaan modal	1,052,619	1,119,551
Baki pada 31 Disember	13,030,789	14,142,031

11. PEMIUTANG SEWA BELI – BUKAN SEMASA

	2015 RM	2014 RM
Seperti pada akhir tahun semasa	-	13,624

12. LIABILITI CUKAI TERTUNDA

	Nota	2015 RM	2014 RM
Pada 1 Januari		59,160	-
Diiktiraf (ke)/dari akaun untung rugi	5	(59,160)	59,160
Pada 31 Disember		<u>-</u>	<u>59,160</u>

Komponen-komponen dan perubahan cukai tertunda semasa tahun kewangan adalah seperti berikut:

	2015 RM	2014 RM
Pada 1 Januari	59,160	-
Perbezaan sementara daripada hartanah, loji dan peralatan	-	59,160
Keterbalikan perbezaan sementara daripada hartanah, loji dan peralatan	(59,160)	-
Pada 31 Disember	<u>-</u>	<u>59,160</u>

13. TARIKH KELULUSAN UNTUK TERBITAN

Penyata kewangan diluluskan untuk terbitan oleh Lembaga Pengarah pada tarikh penyata kewangan ini.

REPORTS AND FINANCIAL STATEMENTS

**FORTHE FINANCIAL YEAR
ENDED 31 DECEMBER 2015**



126 CORPORATE INFORMATION

127 DIRECTORS' REPORT

130 STATEMENT BY DIRECTORS

131 STATUTORY DECLARATION

132 INDEPENDENT AUDITORS' REPORT TO THE MEMBERS

134 STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

135 STATEMENT OF FINANCIAL POSITION

136 STATEMENT OF CHANGES IN EQUITY

137 STATEMENT OF CASH FLOWS

138 NOTES TO THE FINANCIAL STATEMENTS

CORPORATE INFORMATION

Board of Directors : Tan Sri Datuk Amar (Dr.) Tommy bin Bugo @ Hamid bin Bugo
Dr. Chandra Muzaffar
Tan Sri Haji Ambrin bin Buang
Tan Sri Haji Abu Kassim bin Mohamed
Tan Sri Dr. Ali bin Hamsa
Dato' Seri Ranjit Singh a/l Ajit Singh
Professor Emeritus Dato' Dr. Ibrahim bin Ahmad
Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad
Dr. Anis Yusal bin Yusoff
Tan Sri Mohamad Zabidi bin Zainal

Secretary : Norliana binti Ali Akbar

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

Auditors : Afrizan Tarmili Khairul Azhar (AF: 1300)
2, Jalan Rampai Niaga 2
Rampai Business Park
53300 Kuala Lumpur

Principal Banker : Bank Islam Malaysia Berhad

DIRECTORS' REPORT

The Directors present their report together with the audited financial statements of the Institute for the financial year ended 31 December 2015.

PRINCIPAL ACTIVITY

The principal activity 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 has been no significant change in the nature of this activity during the financial year.

FINANCIAL RESULTS

	RM
Net surplus fund for the financial year	<u>555,748</u>

DIVIDEND

According to Section 24 of the Companies Act 1965, a limited company formed for the purpose of providing services to the community is prohibited from paying any dividend to its members.

RESERVES AND PROVISIONS

All material transfers to or from reserves or provisions during the financial year are disclosed in the financial statements.

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 bin Bugo

Dr. Chandra Muzaffar

Tan Sri Haji Ambrin bin Buang

Tan Sri Haji Abu Kassim bin Mohamed

Tan Sri Dr. Ali bin Hamsa

DIRECTORS' REPORT (cont'd.)

Dato' Seri Ranjit Singh a/l Ajit Singh

Professor Emeritus Dato' Dr. Ibrahim bin Ahmad

Dato' Sri Dr. Sharifah Zarah binti Syed Ahmad

Dr. Anis Yusal bin Yusoff *(Appointed on 1 June 2015)*

Tan Sri Mohamad Zabidi bin Zainal *(Appointed on 6 January 2016)*

Tan Sri Abdul Gani bin Patail *(Resigned on 27 July 2015)*

DIRECTORS' BENEFITS

During and at the end of the financial year, no arrangement subsisted to which the Institute is a party, with the object or objects of enabling the Directors of the Institute to acquire benefits by means of the acquisition of shares or debenture of the Institute or any other body corporate.

Since the end of the previous financial year, no Director has received or become entitled to receive a benefit (other than benefit included in the aggregate amount of emoluments received or due or receivable by the Directors shown in the financial statement or the fixed salary of a full-time employee) by reason of a contract made by the Institute or a related corporation with the Director or with a firm of which the Director is a member, or with a company in which the Director has substantial financial interest in accordance with Section 169(8) Companies Act, 1965.

OTHER STATUTORY INFORMATION

Before the financial statements of the Institute were made out, the Directors took reasonable steps:-

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

At the date of this report, the Directors are not aware of any circumstances:-

- (a) which would render the amounts written off for bad debts or the amount of the allowance for doubtful debts in the financial statement of the Institute inadequate to any substantial extent; or
- (b) which would render the values attributed to current assets in the financial statements of the Institute misleading; or
- (c) which have arisen which render adherence to the existing method of valuation of assets or liabilities of the Institute misleading or inappropriate.

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, in the opinion of the Directors, will or may affect the ability of the Institute to meet its obligations as and when they fall due.

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

- (a) any charge on the assets of the Institute which has arisen since the end of the financial year which secures the liability of any other person; or
- (b) any contingent liability of the Institute which has arisen since the end of the financial year.

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 which would render any amount stated in the financial statements misleading.

In the opinion of the Directors:-

- (a) the results of the Institute's operations during the financial year were not substantially affected by any item, transaction or event of a material and unusual nature; and
- (b) there has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely to effect substantially the results of the operations of the Institute for the financial year in which this report is made.

AUDITORS

The auditors, **AFRIZAN TARMILI KHAIRUL AZHAR**, is not seeking reappointment and will not continue to be in office.

Signed on behalf of the Board of Directors in accordance with the Directors Resolution,



TAN SRI DR. ALI BIN HAMSA
Director



DR. ANIS YUSAL BIN YUSOFF
Director

Kuala Lumpur, Malaysia.
Date: 16 March 2016

STATEMENT BY DIRECTORS

PURSUANT TO SECTION 169(15) OF THE COMPANIES ACT, 1965

We, **TAN SRI DR. ALI BIN HAMSA** and **DR. ANIS YUSAL BIN YUSOFF** being the two of the Directors of **INSTITUT INTEGRITI MALAYSIA**, do hereby state that, in the opinion of the Directors, the accompanying financial statements are drawn up in accordance with the provisions of the Malaysian Financial Reporting Standards, International Financial Reporting Standards and the Companies Act, 1965 in Malaysia, so as to give a true and fair view of the state of affairs of the Institute as at 31 December 2015 and of the results of the operations and the cash flows of the Institute for the financial year ended on that date.

Signed on behalf of the Board of Directors in accordance with the Directors Resolution,



TAN SRI DR. ALI BIN HAMSA
Director



DR. ANIS YUSAL BIN YUSOFF
Director

Kuala Lumpur, Malaysia.
Date: 16 March 2016

STATUTORY DECLARATION

PURSUANT TO SECTION 169(16) OF THE COMPANIES ACT, 1965

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, are to the best of my knowledge and belief, correct and I make this solemn declaration conscientiously believing the same to be true and by virtue of the provision of the Statutory Declaration Act, 1960.

Subscribed and solemnly declared }

by **NORLIANA BINTI ALI AKBAR** }

at Kuala Lumpur in the }

Federal Territory on }

NORLIANA BINTI ALI AKBAR

Before me:

Commissioner for Oaths
Kuala Lumpur, Malaysia.



Lot 1.08, Tingkat 1,
Bangunan KWSP, Jln Raja Laut,
50350 Kuala Lumpur.
Tel: 019-6680745

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS

OF INSTITUT INTEGRITI MALAYSIA

REPORT ON THE FINANCIAL STATEMENTS

We have audited the financial statements of **INSTITUT INTEGRITI MALAYSIA** (the Institute), which comprise the statement of financial position as at 31 December 2015, and the statement of profit or loss and other comprehensive income, statement of changes in equity and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes, as set out on pages 134 to 151.

Directors' Responsibility for the Financial Statements

The Directors of the Institute are responsible for the preparation and fair presentation of these financial statements in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the provisions of the Companies Act, 1965 in Malaysia. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of these financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstances.

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with approved standards on auditing in Malaysia. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditors' judgement, including the assessment of risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, we consider internal control relevant to the Institute's preparation and fair presentation of the financial statements 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. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements have been properly drawn up in accordance with Malaysian Financial Reporting Standards, International Financial Reporting Standards and the provisions of the Companies Act, 1965 in Malaysia so as to give a true and fair view of the financial position of the Institute as at 31 December 2015 and of its financial performance and cash flows for the year then ended.

REPORT ON OTHER LEGAL AND REGULATORY REQUIREMENTS

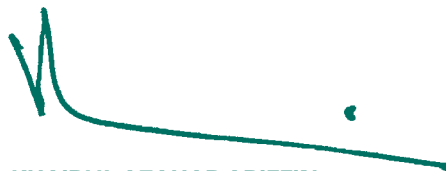
In accordance with the requirements of the Companies Act, 1965 in Malaysia, we also report that in our opinion the accounting and other records and the registers required by the Act to be kept by the Institute have been properly kept in accordance with the provisions of the Act.

OTHER MATTERS

This report is made solely to the members of the Institute, as a body, in accordance with Section 174 of the Companies Act, 1965 in Malaysia and for no other purpose. We do not assume responsibility to any other person for the content of this report.



AFRIZAN TARMILI KHAIRUL AZHAR
AF : 1300
Chartered Accountants (Malaysia)



KHAIRUL AZAHAR ARIFFIN
1665/04/17 (J)
Partner

Kuala Lumpur, Malaysia.
Date: 16 March 2016

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

	Note	2015 RM	2014 RM
Income			
Amortisation of operating expenditure grant		10,214,423	10,456,877
Amortisation of capital expenditure grant		349,281	405,505
Sales of publication of books		16,691	17,606
Rental income		98,391	44,040
Seminar and members fees received		10,180	18,710
Other incomes			
Profits from syariah concept fixed deposits		576,789	567,686
Hibah		4,408	7,111
Gain on disposal of property, plant and equipment		11,499	-
Others		330	3,044
Total income		11,281,992	11,520,579
Hospitality and entertainment services		1,931,894	1,964,805
Emolument		5,702,989	5,330,179
Research, publication, printing and professional fees		569,131	876,095
Travelling cost		582,695	543,201
Depreciation		349,281	405,505
Advertisement, promotion and marketing cost		222,324	339,035
Upkeep and maintenance cost		353,591	460,016
Rental		189,231	185,560
Communication cost		168,752	181,280
General and administration cost		493,816	576,706
Total expenses		(10,563,704)	(10,862,382)
Surplus fund before taxation	4	718,288	658,197
Taxation	5	(162,540)	(178,009)
Net surplus fund for the financial year		555,748	480,188

The accompanying notes form an integral part of the financial statements

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2015

	Note	2015 RM	2014 RM
Non-current assets			
Property, plant and equipment	6	1,052,619	1,119,551
Current assets			
Receivables, deposits and accrued income	7	251,103	272,304
Cash and cash equivalents	8	18,352,757	19,130,756
		18,603,860	19,403,060
Current liabilities			
Payables and accruals	9	101,501	243,322
Tax payable		22,816	118,849
		124,317	362,171
Net current assets		18,479,543	19,040,889
		19,532,162	20,160,440
Represented by:			
Accumulated fund		6,501,373	5,945,625
Non-current liabilities			
Government grant	10	13,030,789	14,142,031
Hire purchase creditors	11	-	13,624
Deferred tax liability	12	-	59,160
		19,532,162	20,160,440

The accompanying notes form an integral part of the financial statements

STATEMENT OF CHANGES IN EQUITY

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

	Accumulated fund RM	Total RM
As at 1 January 2014	5,465,437	5,465,437
Net surplus fund for the financial year	480,188	480,188
As at 31 December 2014	<u>5,945,625</u>	<u>5,945,625</u>
As at 1 January 2015	5,945,625	5,945,625
Net surplus fund for the financial year	555,748	555,748
As at 31 December 2015	<u>6,501,373</u>	<u>6,501,373</u>

STATEMENT OF CASH FLOWS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

	Note	2015 RM	2014 RM
Cash flows from/(used in) operating activities			
Surplus before taxation		718,288	658,197
<i>Adjustment for:</i>			
Depreciation of property, plant and equipment		349,281	405,505
Amortisation of government grant		(10,563,704)	(10,862,382)
Gain on disposal of property, plant and equipment		(11,499)	-
Operating loss before changes in working capital		(9,507,634)	(9,798,680)
<i>Changes in working capital</i>			
Receivables, deposits and accrued income		21,200	18,821
Payables and accruals		(141,821)	(26,014)
Tax paid		(317,731)	-
Net cash used in operating activities		(9,945,986)	(9,805,873)
Cash flows from/(used in) investing activities			
Purchase of property, plant and equipment		(282,350)	(329,798)
Proceed from disposal of property, plant and equipment		11,500	-
Net cash used in investing activities		(270,850)	(329,798)
Cash flows from/(used in) financing activities			
Government grant received		9,452,462	10,564,200
Repayment of hire purchase payables		(13,625)	(29,834)
Net cash from financing activities		9,438,837	10,534,366
Net (decrease)/increase in cash and cash equivalents		(777,999)	398,695
Cash and cash equivalents at beginning of financial year		19,130,756	18,732,061
Cash and cash equivalents at end of financial year	8	18,352,757	19,130,756

The accompanying notes form an integral part of the financial statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

1. GENERAL INFORMATION

Institut Integriti Malaysia (The Institute) was established as a company limited by guarantee, incorporated in Malaysia.

The principal activity 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.

The registered office address and the principal place of business of the Institute are located at Menara Integriti, Persiaran Tuanku Syed Sirajuddin, Off Jalan Tuanku Abdul Halim, 50480 Kuala Lumpur.

2. BASIS OF PREPARATION OF THE FINANCIAL STATEMENTS

The financial statements of the Institute have been prepared in accordance with Malaysian Financial Reporting Standards ("MFRSs"), International Financial Reporting Standards and the provisions of the Companies Act, 1965 in Malaysia.

MFRSs and IC Interpretations ("IC Ints.") Issued but Not Yet Effective

At the date of authorisation for issue of these financial statements, the new and revised Standards which were in issue but not yet effective and not early adopted by the Institute are as listed below:

- MFRS 15 Revenue from Contracts with Customers¹
- MFRS 9 Financial Instruments (IFRS 9 issued by IASB in July 2015)¹

¹ Effective for annual periods beginning on or after 1 January 2018

The directors anticipate that the application of the new Standard may affect the amounts reported in the financial statements and result in more extensive disclosures in the financial statements.

MFRS 15 Revenue from Contracts with Customers

MFRS 15 establishes a single comprehensive model for entities to use in accounting for revenue arising from contracts with customers. Under MFRS 15, the recognition and measurement of interest income and dividend income from debt and equity investments are no longer within the scope of MFRS 15 and revenue recognition should depict the transfer of promised goods and services to customers in an amount that reflect the consideration the entity expects to be entitled in exchange for those goods and services. MFRS 15 introduces a prescriptive guidance using a five step approach in recognition and measurement of revenue with an extensive disclosure requirement.

MFRS 9 Financial Instruments

MFRS 9 introduces limited amendments to the classification and measurement requirement of financial instruments by introducing a 'fair value through other comprehensive income' (FVTOCI) measurement category for certain simple debt instruments.

It also adds the impairment requirement relating to the accounting for an entity's expected credit losses on its financial assets and commitments to extend credit. MFRS 9 also introduces greater flexibility to the types of transactions eligible for hedge accounting.

3. SIGNIFICANT ACCOUNTING POLICY

(a) Basis of accounting

The financial statements have been prepared on the historical cost convention. Historical cost is generally based on the fair value of the consideration given in exchange for assets.

Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurements date, regardless of whether that price is directly observable or estimated using another valuation technique. In estimating the fair value of an asset or a liability, the Institute takes into account the characteristics of the asset or liability if market participants would take those characteristics into account when pricing the asset or liability at the measurement date. Fair value for measurement and/or disclosure purpose in the financial statements is determined on such a basis, except for share-based payment transactions that are within the scope of MFRS 2, leasing transaction that are within the scope of MFRS 117 and measurements that have some similarities to fair value but are not fair value, such as net realizable value in MFRS 102 or value-in-use in MFRS 136.

In addition, for financial reporting purposes, fair value measurements are categorized into Level 1, 2 and 3 based on the degree to which the inputs to the fair value measurements are observable and the significance of the inputs to the fair value measurements in its entirety.

(b) Property, plant and equipment

(i) Owned assets

Property, plant and equipment are stated at cost less accumulated depreciation and/or accumulated impairment loss.

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

(ii) Depreciation

Depreciation is based on the cost of an asset less its residual value. Significant components of individual assets are assessed, and if a component has a useful life that is different from the remainder of that asset, then that component are depreciated separately.

Depreciation is recognized in profit or loss on a straight-line basis over the estimated useful life of each component of an item of property, plant and equipment. Leased assets are depreciated over the shorter of the lease term and their useful life unless it is reasonably certain that the Company will obtain ownership by the end of the lease term. Property, plant and equipment under construction are not depreciated until the assets are ready for their intended use. Property, plant and equipment are depreciated on a straight-line basis to write off the cost of the property, plant and equipment over their estimated useful lives as follows:-

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

Depreciation method, useful life and residual values are reviewed at end of the reporting period, and adjusted as appropriate.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount of the assets and are included in profit or loss.

(c) Impairment of assets

The carrying value of assets is reviewed at each balance sheet date to determine whether there is any indication of impairment. If such an indication exists, the assets' recoverable amount is estimated. The recoverable amount is the higher of an asset's net selling price and its value in use, which is measured by reference to the discounted future cash flows. Recoverable amount are estimated for individual assets or, if it is not possible, for the cash-generating unit to which the asset belongs.

An impairment loss is charged to the Income Statement immediately. Any subsequent increase in recoverable amount of an asset is treated as reversal of previous impairment loss and is recognised to the extent of the carrying amount of the asset that would have been determined (net of depreciation or amortisation, if applicable) had no impairment loss been recognised. The reversal is recognised in the income statement immediately.

(d) Income Tax

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

Deferred tax is provided for, using the "liability" method, on temporary differences at each reporting date between the tax bases of assets and liabilities and their carrying amounts in the financial statements. 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 future taxable profit will be available against which the deductible temporary differences, unused tax losses and unused tax credits can be utilised. Deferred tax is not recognised if the temporary difference arises from goodwill or from the initial recognition of an asset or liability in a transaction which is not a business combination and at the time of the transaction, affects neither the accounting profit nor taxable profit.

The carrying amount of deferred tax assets is reviewed at each reporting date and reduced to the extent that it is no longer probable that sufficient taxable profit will be available to allow all or part of the asset to be recovered.

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 substantively enacted at the reporting date. Deferred tax is recognised in the statement of comprehensive income, 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, or when it arises from a business combination that is an acquisition, in which case the deferred tax is included in the resulting goodwill.

(e) Provisions

Provisions are made when the Institute has a present legal or constructive obligation as a result of past events, when it is probable that an outflow of resources will be required to settle the obligation, and when a reliable estimate of the amount can be made. Provisions are reviewed at the end of each reporting date and adjusted to reflect the current best estimate. Where the effect of the time value of money is material, the amount of provision is the present value of the expenditure expected to be required to settle the obligation.

(f) Financial Instruments

Financial assets and financial liabilities are recognised on the Institute's statement of financial position when the Institute becomes a party to the contractual provisions of the instrument.

Financial assets

Financial assets are classified into the following specified categories: financial assets 'at fair value through profit or loss' ("FVTPL"), 'held-to-maturity' investments, 'available-for-sale' ("AFS") financial assets and 'loans and receivables'. The classification depends on the nature and purpose of the financial assets and is determined at the time of initial recognition.

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

(i) Effective interest method

The effective interest method is a method of calculating the amortised cost of a financial asset and of allocating interest income over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash receipts (including all fees on points paid or received that form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial asset, or (where appropriate) a shorter period, to the net carrying amount on initial recognition.

(ii) Available for sale ("AFS")

AFS financial assets are non-derivatives that are either designated as available-for-sale or are not classified as loans and receivables, held-to-maturity investments or financial assets at FVTPL. All AFS assets are measured at fair value at the end of the reporting period. Gains and losses arising from changes in fair value are recognised in other comprehensive income and accumulated in the investments reserve, with the exception of impairment losses, interest income calculated using the effective interest, and foreign exchange gains and losses on monetary assets, which are recognised in profit or loss. Where the investment is disposed of or is determined to be impaired, the cumulative gain or loss previously accumulated in the investments revaluation reserve is reclassified to profit or loss.

Dividends on AFS equity instruments are recognised in profit or loss when the Institute's right to receive the dividends is established.

(iii) Receivables

Receivables that have fixed or determinable payments that are not quoted in an active market are classified as 'loan and receivables'. Loans and receivables are measured at amortised cost using the effective interest method, less any impairment. Interest income is recognised by applying the effective interest rate, except for short-term receivables when the recognition of interest income would be immaterial.

(iv) Impairment of financial assets

Financial assets, other than those at FVTPL, are assessed for indicators of impairment at the end of each reporting period. Financial assets are considered to be impaired when there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows of the asset have been affected.

Receivables assessed not to be impaired individually are, in addition, assessed for impairment on a collective basis. Objective evidence of impairment for a portfolio of receivables could include the Institute's past experience of collecting payments, an increase in the number of delayed payments in the portfolio past the average credit period of 60 days, as well as observable changes in national or local economic conditions that correlate with default on receivables.

In respect of receivables carried at amortised cost, the amount of the impairment loss recognised is the difference between the asset's carrying amount and the present value of estimated future cash flows, discounted at the financial assets' original effective interest rate.

The carrying amount of the financial asset is reduced by the impairment loss directly for all financial assets with the exception of trade receivables, where the carrying amount is reduced through the use of an allowance account. When a receivable is considered uncollectible, it is written off against the allowance account. Subsequent recoveries of amounts previously written off are credited against the allowance account. Changes in the carrying amount of the allowance account are recognised in profit or loss.

Financial liabilities and equity instruments

Debt and equity instruments are classified as either financial liabilities or as equity in accordance with the substance of the contractual arrangement.

(i) Liabilities

Liabilities of the Institute are initially measured at fair value and subsequently measured at amortised cost using the effective interest rate method.

The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments through the expected life of the financial liability, or (where appropriate) a shorter period, to the net carrying amount on initial recognition.

(ii) Derecognition of financial liabilities

The Institute derecognises financial liabilities when, and only when, the Institute's obligations are discharged, cancelled or they expire.

Categories of financial instruments

	2015 RM	2014 RM
Financial Assets		
Loans and receivables:		
Receivables	1,800	11,168
Cash and cash equivalents	<u>18,352,757</u>	<u>19,130,756</u>
Financial Liabilities		
Amortised Cost:		
Payables and accruals	<u>99,710</u>	<u>203,206</u>

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

Fair Values

The carrying amounts of financial assets and liabilities as reported in the statement of financial position approximate their fair values because of the short maturity period of these financial instruments.

Financial Risk Management Objectives and Policies

The Institute's activities expose it to a variety of financial risks, including credit risk, liquidity risk and cash flow risk. The Institute's overall risk management objective is to ensure that the Institute's objective is achieved. Financial risk management is carried out through risk reviews, internal control systems and adherence to the Institute's financial risk management policies.

Credit risk management

The Institute's maximum credit exposure is represented by the carrying amount the receivables as shown in the statement of financial position. The Institute's fixed deposits, cash and bank balances are placed with major financial institutions in Malaysia. The directors are of the view that the possibility of non-performance by these financial institutions are remote on the basis of their financial strength.

Liquidity risk management

Prudent liquidity risk management is in place, through the maintenance of sufficient cash reserve and continuously monitoring forecast and actual cash flow.

Cash flow risk management

The Institute reviews its cash flows position regularly to manage its exposure to fluctuations in future cash flows associated with its monetary financial instrument.

(g) Assets acquired under hire-purchase arrangements

The cost of property, plant and equipment acquired under hire purchase arrangements which transfer substantially all the risks and rewards of the ownership to the Institute is capitalised. The depreciation policy on these assets is similar to the Institute property, plant and equipment depreciation policy. Outstanding obligation due under hire purchase arrangements after deducting finance expenses is included as liabilities in the financial statements. Finance charges on hire purchase arrangements are allocated to statements of comprehensive income over the period of the respective agreements.

Lease payments for operating leases, where substantially all the risk and benefits remain with the lessor, are charged as expenses in the period in which they are incurred.

(h) 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 installment.

(i) Employee benefits**(i) Short-term employee benefits**

Wages, salaries, bonuses and social security contributions are recognised as an expense in the period 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 occurred.

(ii) Defined contribution plans

The Institute provides post-employment benefits by way of contribution to defined contribution plans operated by the relevant authorities at the prescribed rates. The contribution plan was recognised as expenses in the income statements as incurred.

(j) Revenue recognition

Revenue is recognised when it is probable that the economic benefits associated with the transaction will flow to the Institute and the amount of the revenue can be measured reliably.

(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.

(iv) Other income

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

(k) Statement of cash flows

The Institute adopts the indirect method in the preparation of the statement of cash flows.

Cash and cash equivalents represent cash in hand, bank balances highly liquidity investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

4. SURPLUS FUND BEFORE TAXATION

(a) Surplus fund before taxation is derived:-

	2015 RM	2014 RM
<i>After charging:</i>		
Auditors' remuneration	12,000	12,000
Directors' allowances	180,500	194,750
Rental of motor vehicles and equipments	179,231	175,560
Rental of office	10,000	10,000
Depreciation of property, plant and equipment	349,281	405,505
<i>And crediting:</i>		
Gain on disposal of property, plant and equipment	11,499	-
Hibah	4,408	7,111
Profits from syariah concept fixed deposits	576,789	567,686
Amortisation of operating expenditure grant	10,214,423	10,456,877
Amortisation of capital expenditure grant	349,281	405,505

(b) Employee information

	2015 RM	2014 RM
Staffs' costs	5,702,989	5,330,179

The number of employees in the Institute at the end of the financial year were 69 persons (2014 : 69 persons).

5. TAXATION

	Note	2015 RM	2014 RM
Estimated current year tax expense		176,000	118,849
Deferred tax	12	-	59,160
(Over)/Underprovision in prior year:			
Estimated tax payable		45,700	-
Deferred tax	12	(59,160)	-
		162,540	178,009

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

	Note	2015 RM	2014 RM
Surplus before taxation		718,288	658,197
Estimated tax expense at statutory income tax rate of 25% (2014:25%)		179,572	164,549
Income not taxable		(3,572)	-
Expenses not deductible for tax purpose		-	13,460
(Over)/Underprovision in prior year:			
Estimated tax payable		45,700	-
Deferred tax	12	(59,160)	-
		162,540	178,009

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

6. PROPERTY, PLANT AND EQUIPMENT

The details of property, plant and equipment are as follows:-

	Motor vehicles RM	Furniture and fittings RM	Computer equipments RM	Office equipments RM	Building renovation RM	Reference books RM	Signboard RM	Sport equipments RM	Total RM
Net book value									
As at 1 January 2015	237,083	3,502	352,003	107,315	50,245	351,700	17,695	8	1,119,551
Additions	-	30,251	73,770	114,615	36,930	26,784	-	-	282,350
Disposal	(1)	-	-	-	-	-	-	-	(1)
Depreciation charge	(79,006)	(7,819)	(80,740)	(59,575)	(12,534)	(104,403)	(5,204)	-	(349,281)
As at 31 December 2015	158,076	25,934	345,033	162,355	74,641	274,081	12,491	8	1,052,619
As at 31 December 2015									
Cost	902,713	291,005	2,473,122	759,655	152,240	1,319,999	52,048	36,647	5,987,429
Accumulated depreciation	(744,637)	(265,071)	(2,128,089)	(597,300)	(77,599)	(1,045,918)	(39,557)	(36,639)	(4,934,810)
Net book value	158,076	25,934	345,033	162,355	74,641	274,081	12,491	8	1,052,619
As at 31 December 2014									
Cost	902,713	260,754	2,399,352	645,040	115,310	1,293,215	52,048	36,647	5,705,079
Accumulated depreciation	(665,630)	(257,252)	(2,047,349)	(537,725)	(65,065)	(941,515)	(34,353)	(36,639)	(4,585,528)
Net book value	237,083	3,502	352,003	107,315	50,245	351,700	17,695	8	1,119,551

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

7. RECEIVABLES, DEPOSITS AND ACCRUED INCOME

	2015 RM	2014 RM
Trade receivables	1,800	11,168
Other receivables and deposits	14,129	16,000
Accrued Income	235,174	245,136
	<u>251,103</u>	<u>272,304</u>

Credit term of trade receivables ranges to 30 days (2014: 30 days)

8. CASH AND CASH EQUIVALENTS

	2015 RM	2014 RM
Cash in hand and cash at bank	252,257	1,030,256
Syariah concept fixed deposit	18,100,500	18,100,500
	<u>18,352,757</u>	<u>19,130,756</u>

9. PAYABLES AND ACCRUALS

	2015 RM	2014 RM
Trade payables	44,310	9,934
Other payables and accruals	55,400	193,272
Hire purchase creditors-Current	1,791	40,116
	<u>101,501</u>	<u>243,322</u>

Credit term of trade payables ranges to 30 days (2014: 30 days)

NOTES TO THE FINANCIAL STATEMENTS (cont'd.)

FOR THE FINANCIAL YEAR ENDED 31 DECEMBER 2015

10. GOVERNMENT GRANT

	2015 RM	2014 RM
Balance as at 1 January	14,142,031	14,440,213
Grant received during the financial year	9,452,462	10,564,200
Transfer to income statement	(10,563,704)	(10,862,382)
Balance as at 31 December	13,030,789	14,142,031
<i>Included in grant as follows:-</i>		
Operating expenditure grant (unutilised)	11,978,170	13,022,480
Capital expenditure grant	5,997,707	5,715,358
Accumulated amortisation	(4,945,088)	(4,595,807)
Balance for capital expenditure grant	1,052,619	1,119,551
Balance as at 31 December	13,030,789	14,142,031

11. HIRE PURCHASE CREDITOR-NON-CURRENT

	2015 RM	2014 RM
As at end of financial year	-	13,624

12. DEFERRED TAX LIABILITY

	Note	2015 RM	2014 RM
As at 1 January		59,160	-
Transfer (to)/from profit or loss	5	(59,160)	59,160
As at 31 December		-	59,160

The components and movements of deferred tax liabilities during the financial year as follows:

	2015 RM	2014 RM
As at 1 January	59,160	-
Temporary differences arising from property, plant and equipment	-	59,160
Reversal of temporary differences arising from property, plant and equipment	(59,160)	-
As at 31 December	-	59,160

13. DATE OF AUTHORISATION OF ISSUES

The financial statements were authorised for issuance by the Board of Directors on the date of this financial statement.

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