

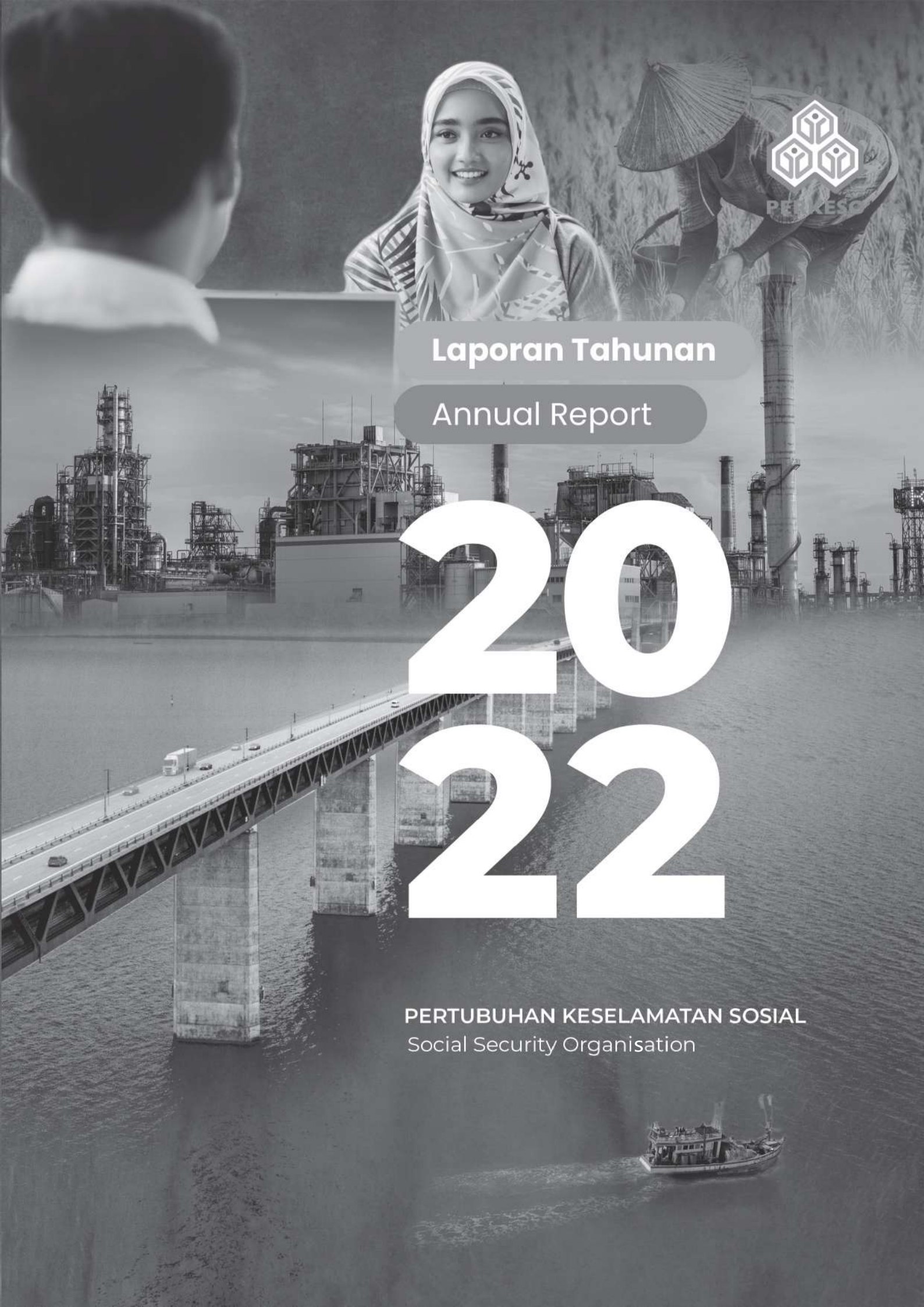
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Annual Report

2022

PERTUBUHAN KESELAMATAN SOSIAL

Social Security Organisation



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RASIONAL KULIT

Ilustrasi Jambatan merupakan simbolik kepada PERKESO yang membina **satu struktur laluan** melalui **kerangka perlindungan keselamatan sosial yang komprehensif dan inklusif**.

Ilustrasi gambar perindustrian merupakan simbolik kepada Akta Keselamatan Sosial Pekerja 1969 [Akta 4] kepada semua perusahaan yang mempunyai seorang pekerja atau lebih. Akta 4 menyediakan tiga skim perlindungan keselamatan sosial kepada pekerja menerusi Skim Bencana Pekerjaan, Skim Keilatan dan Skim Bencana Kerja Pekerja Asing meliputi pelbagai **sektor ekonomi formal**.

Ilustrasi gambar petani, nelayan dan sektor pengangkutan adalah simbolik kepada mereka yang bekerja sendiri di **sektor ekonomi informal** yang dilindungi menerusi **Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789]**. Skim ini memberi perlindungan di bawah Skim Bencana Pekerjaan kepada pemandu teksi dan individu yang menjalankan perkhidmatan seumpamanya termasuk pemandu Uber dan Grab Car serta sektor informal yang lain merangkumi sektor pertanian, pengangkutan dan penghantaran barangan atau makanan, pembuatan, penjaja, pembinaan, premis penginapan, perniagaan atas talian, perkhidmatan professional, kesenian, perkhidmatan isi rumah dan lain-lain lagi.

Akta Sistem Insurans Pekerjaan [Akta 800] diwujudkan bertujuan untuk melindungi dan membantu pekerja yang kehilangan pekerjaan melalui dua komponen utama iaitu **Insurans Pekerjaan dan Perkhidmatan Pekerjaan** yang digambarkan menerusi gambar **'ilustrasi sesi temuduga'**. Sistem Insurans Pekerjaan memberi perlindungan tambahan kepada pekerja-pekerja yang kehilangan pekerjaan bagi menggantikan pendapatan yang hilang, memberi latihan *Reskilling* dan *Upskilling* untuk meningkatkan kebolehkerjaan serta menyediakan perkhidmatan carian pekerjaan supaya mereka mendapat pekerjaan yang baharu dan sesuai dengan lebih cepat.

Selain itu, Kerajaan menerusi PERKESO telah mewujudkan **Skim Keselamatan Sosial Suri Rumah [Akta 838]** yang mengiktiraf peranan suri rumah dalam ***care economy*** yang turut membantu dalam penjanaan ekonomi negara. Skim ini bertujuan untuk menjaga kebajikan dan melindungi golongan ini daripada bencana domestik dan keilatan seiring dengan frasa **"no one is left behind."** SKSSR juga melindungi suri rumah yang ditimpa penyakit atau keuzuran.

COVER RATIONALE

The **illustration of a bridge** symbolises the organisation, PERKESO, that is **building a structured route** through a **comprehensive and inclusive framework of social security protection**.

The **industrial structures** depicted symbolise the Employees' Social Security Act 1969 [Act 4] which covers all businesses having one or more workers.

The **illustrations of a farmer, fishermen and the transportation** sector symbolise the group of self-employed people in the informal economic sector who are now protected under the **Self-Employment Social Security Act 2017 [Act 789]**. The Act provides protection under the Employment Injury Scheme to taxi drivers and individuals who provide such services including Uber and Grab Car drivers, as well as to the other informal sectors including the agricultural sector, transportation and delivery of goods or services, manufacturing, hawkers, construction, accommodation premises, online businesses, professional services, the arts, domestic services and many others.

The **Employment Insurance System Act [Act 800]** was enacted for the purposes of protecting and aiding workers who have lost their employment through two main components, namely, **Employment Insurance and Employment Services**. This is depicted in the illustration of an **interview session**. The Employment Insurance System provides additional protection to workers who have lost their employment by replacing lost income, providing Reskilling and Upskilling training to improve their employability as well as providing job search services so that they are able to expediently gain new and suitable employment.

In addition, the Government, through PERKESO, has established the **Housewives' Social Security Scheme [Act 838]**, recognising the role of housewives in the **care economy** which contributes towards the country's economy. The scheme is established with the intent of maintaining the welfare of and protecting housewives against domestic injuries and invalidity, consistent with the phrase **'no one is left behind'**. It also protects housewives who have been afflicted with illness or infirmity.

Hak cipta terpelihara. Tiada bahagian daripada terbitan ini boleh diterbitkan semula, disimpan untuk pengeluaran atau ditukarkan ke dalam bentuk atau dengan sebarang apa alat jua pun, sama ada dengan cara elektronik, fotokopi, gambar serta rakaman dan sebagainya tanpa kebenaran bertulis daripada penerbit.

Diterbitkan oleh
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Emel: perkeso@perkeso.gov.my
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CHORONOLOGY OF PERKESO HISTORY 1969-2022

1969

2 April 2nd April

- Akta Keselamatan Sosial Pekerja, 1969 mendapat perkenan Diraja.
  The Employees' Social Security Act 1969 received the Royal assent.

1971

1 Oktober 1st October

- Pertubuhan Keselamatan Sosial (PERKESO) ditubuhkan sebagai sebuah Jabatan Kerajaan di bawah Kementerian Buruh.
  The Social Security Organisation (PERKESO) was established as a Government Department under the Ministry of Labour.
- Pelaksanaan skim perlindungan PERKESO yang pertama bermula di Johor Bahru.
  The first PERKESO protection scheme was implemented in Johor Bahru.
- Majikan yang mempunyai sekurang-kurangnya 5 orang pekerja, bergaji RM500 dan ke bawah layak mendaftar dan mencarum.
  Employers with at least 5 workers with salary of RM500 and below became eligible to register and contribute.
- Majikan membayar caruman bulanan pekerja menggunakan Setem Hasil PERKESO.
  Employers began paying their employees' monthly contributions using *'Setem Hasil PERKESO'*.
- Syarikat Jackson & Masacorale merupakan majikan pertama berdaftar dengan PERKESO. Manakala Encik Mohd Taib bin Hassan adalah pekerja pertama yang didaftarkan oleh majikan dengan PERKESO.
  Jackson & Masacorale became the first employer to register with PERKESO. Encik Mohd Taib bin Hassan was the first employee to be registered under PERKESO by his employer.

1974

2 April 2nd April

- Pelaksanaan skim perlindungan PERKESO (termasuk Skim Keilatan) mula diperkenalkan di Kuching, Sarawak dan Kota Kinabalu, Sabah.
  The PERKESO protection scheme (including the Invalidity Scheme) was introduced in Kuching, Sarawak and Kota Kinabalu, Sabah.
- Pencen Ilat diperluaskan ke 14 buah pejabat PERKESO di seluruh negara termasuk di Sabah dan Sarawak.
  The Invalidity Pension was expanded to 14 PERKESO offices nationwide including in Sabah and Sarawak.



1992

1 Julai 1st July

- Semua pekerja bergaji RM2,000 dan ke bawah adalah layak untuk mencarum dengan PERKESO walaupun majikan mempunyai seorang pekerja. Manakala, pekerja yang bergaji melebihi RM2,000 adalah diberi pilihan untuk mencarum.
  All employees with salaries of RM2,000 and below became eligible to contribute with PERKESO even if the employer only had one employee. On the other hand, employees with salaries exceeding RM2,000 were given the option to contribute.

1993

1 April 1st April

- Semua pekerja asing dikecualikan oleh Akta Keselamatan Sosial Pekerja 1969.
  All foreign workers were excluded from the Employees' Social Security Act 1969.



1980

1 Oktober 1st October

- Skim perlindungan PERKESO diperluaskan ke seluruh Semenanjung Malaysia meliputi semua perusahaan yang mempunyai 5 orang pekerja atau lebih dan bergaji tidak melebihi RM500 sebulan.
  The PERKESO protection scheme was expanded to the whole of Peninsular Malaysia, covering all businesses with 5 or more employees with salary not exceeding RM500 per month.
- Bayaran Faedah Pengurusan Mayat dinaikkan kepada RM500.
  Payment of Funeral Benefits was increased to RM500.



1984

1 November 1st November

- Pekerja-pekerja dalam Badan Berkanun dan Pihak Berkuasa Tempatan yang telah memilih Skim Baru atau dilantik atau terikat di bawah Skim Baru dikecualikan daripada liputan PERKESO.
  Employees of Statutory Bodies and Local Authorities who opted for the New Scheme or who were appointed or bound under the New Scheme were excluded from PERKESO coverage.





1985

1 Januari 1st January

- Pencen Penakat mula diperkenalkan.
  The Survivor's Pension was first introduced.
- Faedah Pengurusan Mayat telah ditingkatkan dari RM500 kepada RM1,000.
  The Funeral Benefit was increased from RM500 to RM1,000.
- Semua pekerja bergaji RM1,000 dan ke bawah adalah layak untuk mencarum dengan PERKESO bagi majikan yang mempunyai 5 orang dan lebih pekerja.
  All employees with salaries of RM1,000 and below became eligible to contribute with PERKESO, in the case of employers with 5 or more employees.
- Kadar harian minima Faedah Hilang Upaya Sementara dan Kekal dinaikkan daripada RM2.50 kepada RM8.00.
  The minimum daily rate of Temporary and Permanent Disablement Benefits was increased from RM2.50 to RM8.00.

1 Julai 1st July

- PERKESO bertukar status menjadi sebuah Badan Berkanun.
  PERKESO was established as a Statutory Body.

1987

1 Ogos 1st August

- Skim perlindungan PERKESO dilaksanakan di seluruh Sabah dan Sarawak.
  The PERKESO protection scheme was implemented throughout Sabah and Sarawak.
- Takrif 'anak' diperluaskan meliputi semua kategori anak termasuk anak angkat di bawah umur 21 tahun.
  The definition of 'child' was expanded to cover all categories of children including adopted children under the age of 21 years.
- Melonggarkan syarat kebergantungan bagi duda dan ibu bapa bagi kelayakan Pencen Penakat dan Faedah Orang Tanggungan di bawah kedua-dua skim.
  Loosen of the dependency condition for widowers and parents in terms of eligibility for Survivor's Pension and Dependant's Benefits under both schemes.
- Memperluaskan liputan akta kepada majikan yang menggaji 5 orang atau lebih tanpa mengira had gaji. Walau bagaimanapun, hanya pekerja yang bergaji RM1,000 ke bawah sahaja yang layak diliputi.
  Coverage of the Act was expanded to include employers with 5 or more employees regardless of salary. However, only employees receiving salaries of RM1,000 and below were eligible for coverage.

1992

1 Januari 1st January

- PERKESO telah diasingkan daripada Sistem Saraan Baru Kerajaan dan Sistem Saraan Baru PERKESO telah diperkenalkan.
  PERKESO became separated from the New Government Remuneration System with the introduction of the New PERKESO Remuneration System.
- Perlindungan kemalangan perjalanan (kemalangan perjalanan pergi dan balik kerja) telah diperkenalkan.
  Protection for commuting accidents (accidents on journeys to and from the workplace) was introduced.
- Jangka masa kelayakan bagi Skim Pencen Ilat dan Bantuan Ilat adalah dikurangkan dari 36 bulan kepada 24 bulan.
  Eligibility condition for the Invalidity Pension Scheme and Invalidity Grant was reduced from 36 months to 24 months.

LEMBARAN SEJARAH PERKESO 1969-2022
CHORONOLOGY OF PERKESO HISTORY 1969-2022

1996

1 Oktober 1st October

- Kadar bulanan minimum bagi Pencen Ilat dan kadar bulanan penuh Pencen Penakat dinaikkan dari RM171.43 kepada RM192.86.
  The minimum monthly rate for Invalidity Pension and full monthly rate for Survivor's Pension were raised from RM171.43 to RM192.86.
- Kadar harian minimum Faedah Hilang Upaya Sementara, Faedah Hilang Upaya Kekal dan Faedah Orang Tanggungan dinaikkan kepada RM9.00.
  The minimum daily rate for Temporary Disablement Benefit, Permanent Disablement Benefit and Dependant's Benefit was increased to RM9.00.

1997

2 Mei 2nd May

- Faedah Pendidikan telah diperkenalkan dengan peruntukan sejumlah RM30 juta dan bemula dengan seramai 49 orang peminjam.
  The Education Benefit was introduced with an allocation of RM30 million and commenced with 49 borrowers.

1998

1 Januari 1st January

- Faedah Pengurusan Mayat telah dinaikkan kepada RM1,500.
  The Funeral Benefit was increased to RM1,500.



2009

1 Januari 1st January

- Caj perkhidmatan bagi pinjaman pendidikan PERKESO diturunkan dari 4% kepada 2% setahun.
  The service charge for PERKESO's education loan was reduced from 4% to 2% per annum.

15 Julai 15th July

- PERKESO telah beralih dan mengamalkan Persijilan MS ISO 9001:2008.
  PERKESO transitioned to the practice of MS ISO 9001:2008 Certification.

2007

1 Mac 1st Mac

- Program pemulihan *Return To Work* telah diperkenalkan oleh PERKESO.
  The Return To Work rehabilitation programme was introduced by PERKESO.



1999

1 Oktober 1st October

- Kadar bulanan minimum bagi Pencen Ilat dan kadar bulanan penuh Pencen Penakat dinaikkan kepada RM250.
  The minimum monthly rate for Invalidity Pension and full monthly rate for Survivor's Pension were increased to RM250.
- Kadar harian minimum Faedah Hilang Upaya Sementara, Faedah Hilang Upaya Kekal dan Faedah Orang Tanggungan dinaikkan kepada RM10.00.
  The minimum daily rate for Temporary Disablement Benefit, Permanent Disablement Benefit and Dependant's Benefit was increased to RM10.00.



2000

1 Januari 1st January

- Rawatan dialisis diperkenalkan sebagai satu kemudahan di bawah skim perlindungan PERKESO.
  Dialysis treatment was introduced as one of the benefits under PERKESO's protection scheme.



2006

1 Mac 1st March

- Perlaksanaan tindakan pengkompaunan di bawah AKSP, 1969 dan Peraturan Keselamatan Sosial Pekerja (Pengkompaunan Kesalahan) 2006.
  Implementation of compound action pursuant to the Employees' Social Security Act 1969 and the Employees' Social Security (Compounding of Offences) Regulations 2006.



2005

1 Mei 1st May

- Pindaan Akta Keselamatan Sosial Pekerja 1969 berkenaan siling gaji pekerja telah dinaikkan dari RM2,000 kepada RM3,000 sebulan.
  The Employees' Social Security Act 1969 was amended wherein the employees' salary ceiling was raised from RM2,000 to RM3,000 per month.
- Duda/balu yang menerima pencen jika berkahwin semula, pencen yang diterima terus dikekalkan.
  For widowers/widows receiving pension, the pension will be maintained even if they remarry.
- Duda/balu layak mendapat Pencen Penakat atau Faedah Orang Tanggungan tanpa mengira tahap kebergantungan.
  Widowers/widows became eligible to receive the Survivor's Pension or Dependant's Benefits regardless of level of dependency.

LEMBARAN SEJARAH PERKESO 1969-2022
CHORONOLOGY OF PERKESO HISTORY 1969-2022

2013

1 Januari 1st January

- PERKESO memperkenalkan Program Saringan Kesihatan untuk pemeriksaan kesihatan percuma kepada orang berinsurans yang berumur melebihi 40 tahun dan ke atas.
  PERKESO introduced the Health Screening Programme, providing free health examinations to Insured Persons above the age of 40 years.



2014

1 Oktober 1st October

- Pusat Rehabilitasi PERKESO mula beroperasi di Bandar Hijau, Hang Tuah Jaya, Melaka
  The PERKESO Rehabilitation Centre commenced operations in Bandar Hijau, Hang Tuah Jaya, Melaka.

24 - 27 Ogos 24th - 27th August

- PERKESO memenangi tempat pertama Video Pendek berjudul "Bayangkan..." di International Media Festival sempena XX World Congress On Safety And Health At Work 2014.
  PERKESO won first place in the Short Video category with its video entitled "*Bayangkan...*" (Imagine...) at the International Media Festival in conjunction with the XX World Congress on Safety and Health at Work 2014.



2018

1 Januari 1st January

- Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dikuatkuasakan.
  The Employment Insurance System Act 2017 (Act 800) came into force

1 Oktober 1st October

- Pejabat PERKESO Tanjung Karang mula beroperasi.
  The PERKESO office in Tanjung Karang commenced operations.

2-4 Oktober 2nd-4th October

- PERKESO menjadi tuan rumah *ISSA Regional Social Security Forum of Asia and the Pacific 2018*
  PERKESO hosted the ISSA Regional Social Security Forum of Asia and the Pacific 2018.

24 Oktober 24th October

- Pusat Rehabilitasi PERKESO Tun Abdul Razak telah diperbadankan di bawah Akta Syarikat 2016 sebagai sebuah anak syarikat milik penuh PERKESO dengan nama Pusat Rehabilitasi PERKESO Sdn. Bhd.
  The Tun Abdul Razak PERKESO Rehabilitation Centre was incorporated under the Companies Act 2016 as a wholly-owned subsidiary of PERKESO with the name Pusat Rehabilitasi PERKESO Sdn. Bhd.

2019

1 Januari 1st January

- Peluasan Skim Bencana Kerja Pekerja Asing di bawah Akta 4.
  Expansion of the Foreign Workers' Employment Injury Scheme under Act 4.

1 Februari / 1st February

- Peluasan perlindungan Skim Keselamatan Sosial Pekerjaan Sendiri [Akta 789] kepada Pemandu Bas.
  Expansion of the Self Employment Social Security Scheme (Act 789) protection to bus drivers.

2015

1 Julai 1st July



- Pejabat PERKESO Mukah, Sarawak mula beroperasi.
  The PERKESO office in Mukah, Sarawak commenced operations.

10 September
10th September

- Pejabat PERKESO Limbang, Sarawak mula beroperasi.
  The PERKESO office in Limbang, Sarawak commenced operations.



2016

1 Jun 1st June

- Akta Keselamatan Sosial Pekerja (Pindaan) 2016 berkenaan memperluaskan liputan perlindungan keselamatan sosial kepada semua pekerja tanpa tertakluk kepada had gaji mengikut takrifan pekerja serta menaikkan had siling caruman daripada RM3,000.00 kepada RM4,000.00 bagi maksud caruman dan pembayaran faedah.
  The Employees' Social Security (Amendment) Act 2016 was enacted to include social security protection to all workers regardless of salary limit, in accordance with the definition of workers. The Act also raised the contribution ceiling from RM3,000.00 to RM4,000.00 for the purposes of contribution and payment of benefits.
- PERKESO telah berjaya menerima Penarafan 5 Bintang daripada MAMPU bagi tahun 2015 – 2016.
  PERKESO achieved a 5-Star Rating from MAMPU for the year 2015-2016.

2016

25 Oktober 25th October

- PERKESO telah mengadakan Majlis Pelancaran Penjenamaan Semula PERKESO di Menara PERKESO, Jalan Ampang.
  PERKESO held its Rebranding Launch Ceremony at Menara PERKESO, Jalan Ampang.

2017

22 Mei 22th May

- Pejabat PERKESO Beaufort, Sabah mula beroperasi.
  The PERKESO office in Beaufort, Sabah commenced operations.

1 Jun 1st June

- Akta Keselamatan Sosial Pekerjaan Sendiri 2017 yang telah diluluskan oleh Parlimen dan diwartakan sebagai Akta 789 dilaksanakan.
  The Self Employment Social Security Act 2017 which was passed by Parliament and gazetted as Act 789 came into force.

1 Ogos 1st August

- Pejabat PERKESO Kota Marudu, Sabah mula beroperasi.
  The PERKESO office in Kota Marudu, Sabah commenced operations.

2017

21 April 21st April

- Majlis Perasmian Pusat Rehabilitasi PERKESO Tun Abdul Razak telah disempurnakan oleh YAB Dato' Sri Mohd Najib Tun Abdul Razak, Perdana Menteri Malaysia di Pusat Rehabilitasi PERKESO.
  The Tun Abdul Razak PERKESO Rehabilitation Centre was officially opened by YAB Dato' Sri Mohd Najib Tun Abdul Razak, Prime Minister of Malaysia.

19 Mei 19th May

- Majlis Perasmian Pusat Rehabilitasi PERKESO Tun Abdul Razak telah disempurnakan oleh YAB Dato' Sri Mohd Najib Tun Abdul Razak, Perdana Menteri Malaysia di Pusat Rehabilitasi PERKESO.
  The inauguration of the PERKESO Tun Abdul Razak Rehabilitation Centre which was officiated by YAB Dato' Sri Mohd Najib Tun Abdul Razak, Prime Minister of Malaysia at the PERKESO Rehabilitation Centre.
- Kadar amaun Faedah Pengurusan Mayat dinaikkan daripada RM1,500 kepada RM2,000 berkuatkuasa mulai 1 Julai 2016 (tarikh ke belakang)
  The Funeral Benefit rate was increased from RM1,500 to RM2,000 with effect from 1st July 2016 (backdated).

LEMBARAN SEJARAH PERKESO 1969-2022
CHORONOLOGY OF PERKESO HISTORY 1969-2022

2020

1 Januari 1st January

- Perluasan Perlindungan Skim Keselamatan Sosial Pekerjaan Sendiri (Akta 789) kepada 19 sektor informal.
  Expansion of the Self Employment Social Security Scheme (Act 789) protection to 19 informal sectors.

1 Mac 1st March

- Program Pengekalan Pekerjaan (*Employment Retention Programme*) di bawah Pakej Rangsangan Ekonomi 2020 (PRE2020) semasa negara dilanda wabak COVID-19.
  The Employment Retention Programme under the Economic Stimulus Package 2020 (PRE2020) was established when the country experienced the COVID-19 pandemic.

1 April 1st April

- Program Subsidi Upah telah diperkenalkan di bawah Pakej Rangsangan Ekonomi Prihatin Rakyat (PRIHATIN).
  The Wage Subsidy Programme was introduced under the Prihatin Rakyat Economic Stimulus Package (PRIHATIN).

2020

5 Jun 5th June

- YAB Perdana Menteri telah mengumumkan Pelan Jana Semula Ekonomi Negara (PENJANA) meliputi Program PrihatinPKS+ iaitu Perluasan Program Subsidi Upah dan Pelan Keluar Program Pengekalan Pekerjaan, MYFutureJobs dinaik taraf sebagai Portal Perkhidmatan Pekerjaan Negara dan PENJANAKERJAYA iaitu Pakej Insentif Pengambilan Pekerja (Penjana Kerjaya), Geran Padanan untuk Pekerja Ekonomi Gig di bawah Skim Bencana Kerja Pekerjaan Sendiri PERKESO dan Perluasan Perlindungan Skim Bencana Pekerjaan kepada Pekerja yang Bekerja dari Rumah.
- The Prime Minister announced the National Economic Regeneration Plan (*PENJANA*) which encompassed the *PrihatinPKS+* Programme, namely the expansion of the Wage Subsidy Programme and the Exit Plan for the Employment Retention Programme, the upgrading of MYFutureJobs as the National Employment Services Portal and PENJANAKERJAYA (Hiring Incentive Package), Matching Grant for Gig Economy Workers under the PERKESO Self Employment Injury Scheme and the expansion of the Employment Injury Scheme to cover employees working from home.

2022

1 Disember 1st December

- Akta Keselamatan Sosial Suri Rumah 2022 telah diluluskan oleh Parlimen Malaysia dan diwartakan sebagai Akta 838
  The Housewives' Social Security Act 2022 was passed by the Malaysian Parliament and gazetted as Act 838.



2022

11 Jun 11th June

- Majlis Pecah Tanah Pusat Rehabilitasi Neuro-Robotics & Cybernics Meru, Ipoh Perak.
  Groundbreaking ceremony of the Neuro-Robotics & Cybernics Rehabilitation Centre in Meru, Ipoh, Perak.

1 September 1st September

- Had liputan gaji dinaikkan daripada RM4,000.00 kepada RM5,000.00 bagi maksud caruman dan pembayaran faedah.
  The contribution ceiling for the purposes of contribution and payment of benefits was raised from RM4,000.00 to RM5,000.00.

29 Oktober 29th October

- Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Ketua Pegawai Eksekutif Kumpulan PERKESO telah dipilih sebagai Presiden ISSA Ke-17 dan merupakan rakyat Malaysia Pertama yang memegang jawatan tertinggi tersebut dalam badan antarabangsa.
  Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Group Chief Executive Officer of PERKESO was chosen as the 17th ISSA President, the first Malaysian to hold the said highest office in the international organisation.

2021

18 Januari 18th January

- YAB Perdana Menteri mengumumkan Pakej Bantuan Perlindungan Ekonomi dan Rakyat Malaysia (PERMAI) mengandungi Program Subsidi Upah 3.0 (PSU 3.0) yang ditambahbaik, SIP PRIHATIN dan pembiayaan penuh caruman kepada *delivery riders* di bawah Skim Keselamatan Sosial Pekerjaan Sendiri PERKESO.
  The Prime Minister announced the *Perlindungan Ekonomi dan Rakyat* Malaysia Assistance Package (PERMAI) (Malaysian People and Economic Protection Assistance Package) containing an improved Wage Subsidy Programme 3.0 (PSU 3.0), the *SIP PRIHATIN* and the full funding of contribution to delivery riders under the PERKESO Self Employment Social Security Scheme.

2021

1 Mac 1st March

- Majlis Pelancaran Sambutan Jubli Emas PERKESO secara maya oleh Ketua Eksekutif PERKESO.
  PERKESO's Golden Jubilee Celebration was launched, virtually, by the PERKESO Chief Executive.

17 Mac 17th March

- YAB Perdana Menteri mengumumkan Program Strategik Memperkasa Rakyat Dan Ekonomi (PEMERKASA) meliputi peluasan skop insentif pengambilan pekerja untuk pekerjaan sementara dan pekerjaan gig, melanjutkan Program Subsidi Upah 3.0 dan penambahbaikan Program Perantisan di bawah PenjanaKerjaya.
  The Prime Minister announced the Strategic Programme to Empower the People and the Economy (PEMERKASA) comprising the expansion of hiring incentive scope for temporary occupation and gig occupation, extending the Wage Subsidy Programme 3.0 and the improvement of the Apprenticeship Programme under *PenjanaKerjaya*.

2021

1 Jun 1st June

- Peluasan liputan Akta Keselamatan Sosial Pekerja 1969 (Akta 4) dan Akta Sistem Insurans Pekerjaan 2017 (Akta 800) kepada Pekerja Domestik.
  Coverage of the Employees' Social Security Act 1969 (Act 4) and the Employment Insurance System Act 2017 (Act 800) was expanded to include domestic workers.

28 Jun 28th June

- YAB Perdana Menteri mengumumkan Pakej Perlindungan Rakyat Dan Pemulihan Ekonomi (PEMULIH) iaitu Program PSU 4.0 serta peluasan Elaun Mencari Pekerjaan (EMP) dan PenjanaKerjaya 3.0.
  The Prime Minister announced the National People's Well-Being and Economic Recover Package (*PEMULIH*) (PSU4.0), as well as the expansion of the Job Search Allowance and *PenjanaKerjaya* 3.0.

2022

19 Februari 19th February

- Pelancaran Inisiatif Jamin Kerja Keluarga Malaysia & Jamin Kerja Keluarga Malaysia 2022
  Launch of the Malaysian Family Employment Guarantee Initiative 2022

8 Mac 8th March

- Majlis Pelancaran Promosi Program *Return to Work PERKESO* menerusi Video Animasi Boboboy
  Launch of the PERKESO Return to Work Programme Promotion with the Boboboy Animation Video.

17 Mei 17th May

- Majlis Pelancaran Ops Cegah Peringkat Kebangsaan 2022
  Launching ceremony of National *Ops Cegah* 2022.

2021

23 September 23rd September

- Lagu 'Sifar menjadi juara kategori 'Music is Key' di International Media Festival for Prevention di Kanada.
  The song entitled 'Sifar' won the 'Music is Key' category at the International Media Festival for Prevention in Canada.

1 Oktober 1st October

- Majlis Sambutan Jubli Emas PERKESO
  PERKESO's Golden Jubilee Celebration
- Khutbah Jumaat Sempena Jubli Emas PERKESO
  Friday Khutbah (sermon) in conjunction with PERKESO's Golden Jubilee

28 Oktober 28th October

- Majlis Pelancaran Syiling dan Setem Peringatan Sempena Jubli Emas PERKESO.
  Launching ceremony of the PERKESO Golden Jubilee Commemorative Coin and Stamp.

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01

PROFIL KORPORAT
CORPORATE PROFILE

KEMENTERIAN SUMBER MANUSIA
Ministry of Human Resources



YB Tuan Sivakumar a/l Varatharaju Naidu

Menteri Sumber Manusia
Minister of Human Resources

KEMENTERIAN SUMBER MANUSIA
Ministry of Human Resources



YB Datuk Ts. Mustapha @ Mohd Yunus bin Sakmud

Timbalan Menteri Sumber Manusia
Deputy Minister of Human Resources

RINGKASAN KORPORAT
CORPORATE SUMMARY



Keputusan kerajaan Persekutuan meletakkan negara memasuki fasa peralihan ke endemik bermula 1 April ini, disifatkan sebagai pemacu bagi merancakkan semula sektor perniagaan. Langkah ini turut membuktikan bahawa kerajaan mengambil maklum terhadap kesukaran yang dialami oleh rakyat serta komuniti perniagaan yang terpaksa mengharungi cabaran getir ketika tempoh pandemik melanda.

Kehidupan rakyat terjejas teruk manakala perniagaan pula terpaksa menanggung rugi sehinggakan ramai yang terpaksa bertindak menamatkan operasi perniagaan masing-masing. Oleh itu, fasa peralihan ke endemik ini merupakan penggerak dalam memacu kesejahteraan rakyat dan perniagaan. Pelaksanaan fasa peralihan ini dijangka membantu memulihkan perniagaan apabila waktu operasi masing-masing kembali kepada asal. Umum telah menyaksikan sendiri bagaimana impak COVID-19 ke atas semua perniagaan di negara ini. Justeru, tiba masanya semua pihak untuk turut sama menyertai usaha fasa peralihan agar rakyat dapat kembali kepada kehidupan biasa selepas mengharungi cabaran pandemik selama dua tahun. Keadaan sekarang sebagai bertepatan dalam usaha untuk mencapai keseimbangan antara keselamatan kesihatan awam dan kelangsungan ekonomi.

Susulan pembentangan Bajet 2022 PERKESO akan memberikan sokongan penuh terhadap Kerajaan dan komited melaksanakan kesemua inisiatif Bajet 2022 yang melibatkan agensi ini. Sebanyak RM2 bilion telah diperuntukkan kepada PERKESO untuk melaksanakan JaminKerja – Insentif Penggajian (JKIP) di bawah Sistem Insurans Pekerjaan JaminKerja - Insentif Penggajian (JKIP), SIP Perantisan dan SIP Gig dalam usaha merealisasikan hasrat Kerajaan untuk menjamin penyediaan 600,000 peluang pekerjaan pada tahun 2022, PERKESO mensasarkan seramai 300,000 pencari kerja di seluruh negara bakal menerima manfaat bantuan pengambilan

The Federal government's decision to transition the country into the endemic phase commencing 1st April is deemed to be the catalyst for the re-enlivening of the business sector. This proves that the government acknowledges the difficulties faced by the people as well as the business community who have had to face tough challenges during the pandemic.

People's lives were severely affected whilst businesses suffered losses to the extent that many had to cease operations. Thus, the transition into the endemic phase serves as a catalyst driving the well-being of the people as well as businesses. Implementation of the transitional phase is expected to assist in business recovery, when operating hours have returned to the original hours. We have all seen for ourselves the impact of COVID-19 on all businesses in the country. Hence, it is now time for all parties to participate in the transitional phase efforts so that lives can go back to normal after two years of facing challenges due to the pandemic. The situation now is now appropriate for efforts to be made in order to achieve a balance between public health and safety, as well as economic continuity.

Following the tabling of the 2022 Budget, PERKESO will lend its full support to the Government and will remain committed in implementing all initiatives therein involving the organisation. A total of RM2 billion is allocated to PERKESO towards implementation of *JaminKerja – Insentif Penggajian (JKIP)* (Employment Guarantee – Hiring Incentive) under the Employment Insurance System, *SIP Perantisan* (Apprenticeship) and SIP Gig in realising the Government's objective of guaranteeing the availability of 600,000 job opportunities in the year 2022. PERKESO target approximately 300,000 job seekers nationwide to enjoy

pekerja ini. Pelaksanaan insentif ini akan merangsang lebih banyak pewujudan pekerjaan oleh para majikan, sekaligus menggalakkan penyertaan lebih ramai kumpulan tumpuan seperti Orang Kelainan Upaya (OKU), banduan, bekas tentera dan orang asli serta golongan wanita untuk kembali bekerja. Insentif ini juga dijangka dapat mewujudkan peluang pekerjaan yang lebih mapan menerusi tempoh pemberian insentif yang dilanjutkan.

Kerajaan menerusi PERKESO akan memperluas liputan perlindungan keselamatan sosialnya khusus kepada wanita dalam kalangan suri rumah menerusi Program Kasih Suri Keluarga Malaysia. SIP Subsidi Upah Bersasar Bajet 2022 juga tidak meminggirkan usaha pemulihan sektor pelancongan yang terjejas teruk akibat pandemik COVID-19. Sehubungan itu, sebanyak RM600 juta telah diperuntukkan untuk pelaksanaan Program Subsidi Upah Bersasar. Bantuan subsidi ini dijangka akan memanfaatkan seramai 26,000 majikan membabitkan 330,000 pekerja daripada sektor ini. SIP Elaun Mencari Pekerjaan+ Bagi membantu dan menggalakkan individu yang menganggur mencari pekerjaan, Kerajaan akan meneruskan pemberian bantuan Elaun Mencari Pekerjaan (EMP) di bawah SIP kepada pencarum dan bukan pencarum PERKESO. Inisiatif ini dijangka memanfaatkan seramai 265,000 individu yang aktif mencari pekerjaan.

Kenaikan Had Siling Gaji Caruman dan Kadar Minimum Pencen Skim Keilatan. Prihatin dengan nasib yang menimpa rakyat yang kehilangan pencari nafkah dalam keluarga akibat COVID-19, melibatkan peruntukan sebanyak RM267 juta kepada PERKESO bagi menambah baik operasinya melibatkan kadar caruman serta faedah yang ditawarkan. Antaranya ialah meningkatkan had siling gaji bulanan yang diinsuranskan daripada RM4,000 kepada RM5,000, yang akan melibatkan seramai 9 juta pencarum PERKESO di seluruh negara. Selain itu, kadar minimum Pencen Penakat yang dibayar kepada Orang Tanggungan yang layak pula akan dinaikkan daripada RM475 sebulan kepada RM550 sebulan atau lebih kurang 15.8 peratus kenaikan daripada kadar sedia ada. Langkah ini akan memanfaatkan seramai 56,000 isi rumah. Inisiatif ini pula akan disusuli dengan penyelarasan faedah-faedah PERKESO yang lain, bersesuaian dengan peningkatan kos sara hidup dan dijangka akan memanfaatkan lebih 400,000 penerima faedah sedia ada.

Kerajaan menerusi PERKESO akan melaksanakan Program Geran Penuh atau Padanan Caruman Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) bagi meneruskan usaha perluasan liputan perlindungan sosial di bawah PERKESO. Perluasan menerusi inisiatif ini dijangka akan memberi manfaat kepada lebih 810,000 pekerja termasuk golongan artis, nelayan dan ejen pelancongan dengan manfaat nilai caruman sehingga 80 peratus. PERKESO menyambut baik segala usaha dan perancangan Kerajaan menerusi Bajet 2022 ini. Sebagai sebuah agensi yang diamanahkan untuk melindungi golongan pekerja di Malaysia, PERKESO memberi sepenuh komitmen untuk melaksanakan kesemua inisiatif tersebut khususnya dalam usaha pemulihan ekonomi dan melindungi tenaga kerja dalam memperkukuh pemulihan, membina daya tahan dan memacu pembaharuan untuk Keluarga Malaysia yang sejahtera.

the benefits of this hiring incentive. The implementation of this incentive will stimulate the creation of more jobs by employers, thus encouraging the participation of more target groups such as the disabled, former convicts, ex-soldiers and indigenous people, as well as women, to return to work. This incentive is also expected to create more sustainable job opportunities when the incentive period is extended.

The Government, through PERKESO, will expand the coverage of its social security protection specifically to include women who are housewives under the Kasih Suri Keluarga Malaysia Programme. The Employment Insurance System's Targeted Wage Subsidy under the Budget 2022 has also not marginalised the recovery efforts involving the tourism sector which was severely affected by the COVID-19 pandemic. In relation thereto, a total of RM600 million is allocated towards implementation of the Targeted Wage Subsidy Programme. The subsidy is expected to benefit a total of 26,000 employers, involving 330,000 workers in this sector. To assist and encourage unemployed individuals seek for employment, the Government will continue to provide Job Search Allowance under the Employment Insurance System to PERKESO contributors as well as to non-contributors. This initiative is expected to benefit 265,000 individuals actively seeking employment.

With regards to the increase in Salary Ceiling for Contribution and the minimum rate for the Prihatin Invalidity Pension, due to the challenges faced by families whose breadwinners have succumbed to COVID-19, an allocation of RM267 million will be given to PERKESO in order to improve its operations involving contribution rates as well as the benefits offered. The ceiling for monthly salary insured is raised from RM4,000 to RM5,000. This will involve 9 million PERKESO contributors nationwide. In addition, the minimum rate of Survivor's Pension paid to Dependants who qualify will be increased from RM475 per month to RM550 per month, equivalent to approximately 15.8% increase from the existing rate. This will benefit 56,000 households. This initiative will be followed by the adjustment of other PERKESO benefits, consistent with the increase in cost of living, and is expected to benefit more than the 400,000 existing benefits recipients.

The Government, through PERKESO, will implement its Full Grant or Matching Contribution Programme for the Self Employment Social Security Scheme in continuing the effort to expand coverage of PERKESO's social protection. It is expected that the expansion through this initiative will benefit more than 810,000 workers including artists, fishermen and travel agents with contribution value of up to 80%. PERKESO welcomes all the Government's efforts and plan under Budget 2022. As an agency that has been entrusted to protect workers in Malaysia, PERKESO is commited giving its full commitment in carrying out all such initiatives, specifically in the economic recovery effort and to protect the workforce in strengthening recovery, building resilience and driving change towards a prosperous Malaysian Family.

LATAR BELAKANG
BACKGROUND

PERKESO ditubuhkan sebagai sebuah jabatan di bawah Kementerian Buruh (kini dikenali sebagai Kementerian Sumber Manusia) pada 1 Januari 1971 dengan menguatkuasakan Akta Keselamatan Sosial Pekerja 1969 [Akta 4]. Pelaksanaan Skim Perlindungan Bencana Pekerjaan pertama telah dilancarkan pada 1 Oktober 1971 di Pejabat PERKESO Johor Bahru. Pada 1 Julai 1985, PERKESO telah bertukar taraf daripada sebuah Jabatan Kerajaan kepada agensi Badan Berkanun dan mulai 1 Januari 1992, PERKESO melaksanakan sistem saraannya sendiri iaitu Sistem Saraan Baru PERKESO.

PERKESO was established as a department under the Ministry of Labour (now known as the Ministry of Human Resources) on 1st January 1971 with the enforcement of the Employees' Social Security Act 1969 [Act 4]. The first Employment Injury Protection Scheme was launched on 1st October 1971 at the Johor Bahru PERKESO Office. On 1st July 1985, PERKESO's status was changed from being a Government Department to become a Statutory Body and with effect from 1st January 1992, the organisation implemented its own remuneration system known as the New PERKESO Remuneration System.



FUNGSI DAN PERANAN
FUNCTION AND ROLE

Konsep Perlindungan Keselamatan Sosial PERKESO adalah berteraskan konsep tanggungjawab bersama menerusi "*pooling of resources, sharing of risk and replacement of income*". Perlindungan keselamatan sosial adalah asas yang perlu dipenuhi sebagaimana yang disepakati di bawah Konvensyen Geneva Pertubuhan Buruh Antarabangsa (ILO) 1952 iaitu Konvensyen 102: *Social Security (Minimum Standards) Convention*.

The concept of PERKESO's Social Security Protection is based on joint responsibility through the pooling of resources, sharing of risk and replacement of income. Social security protection is a basic necessity that must be fulfilled, as agreed upon in the International Labour Organisation Geneva Convention 1952, that is Convention 102: Social Security (Minimum Standards) Convention.

Dalam memenuhi matlamat tersebut, fungsi utama PERKESO diperluaskan agar perlindungan keselamatan sosial kepada pekerja dan tanggungannya lebih menyeluruh. Kini, PERKESO bertanggungjawab mentadbir dan menguatkuasakan empat (4) akta iaitu Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838].

In meeting the said goal, the main function of PERKESO is widened to enable a more comprehensive social security protection for workers and their dependants. Now, PERKESO is responsible in administering and enforcing four (4) acts, namely, the Employees' Social Security Act 1969 [Act 4], the Self Employment Social Security Act 2017 [Act 789], the Employment Insurance System Act [Act 800] and the Housewives' Social Security Act 2022 [Act 838].

AKTA KESELAMATAN SOSIAL PEKERJA 1969 [AKTA 4]
EMPLOYEES' SOCIAL SECURITY ACT 1969 [ACT 4]

SKIM BENCANA PEKERJAAN
EMPLOYMENT INJURY SCHEME

Akta Keselamatan Sosial Pekerja 1969 [Akta 4] terpakai kepada semua perusahaan yang mempunyai seorang pekerja atau lebih. Di bawah Akta 4, PERKESO menyediakan tiga (3) skim perlindungan keselamatan sosial kepada pekerja iaitu Skim Bencana Pekerjaan, Skim Keilatan dan Skim Bencana Kerja Pekerja Asing.

The Employees' Social Security Act 1969 [Act 4] is applicable to all businesses with one or more employees. Pursuant to Act 4, PERKESO provides three (3) social security protection schemes to employees, under the Employment Injury Scheme, the Invalidity Scheme and the Foreign Workers' Employment Injury Scheme.

» Liputan

- Semua majikan yang mempunyai seorang pekerja atau lebih.
- Semua pekerja yang diambil bekerja di bawah suatu kontrak perkhidmatan atau kontrak perantisan sektor swasta dan pekerja bertaraf kontrak/ sementara kakitangan Kerajaan Persekutuan/ Negeri serta Badan Berkanun Persekutuan/ Negeri termasuk pekerja domestik yang layak hendaklah didaftar dan dicarumkan dengan PERKESO.
- Tertakluk kepada had siling gaji yang diinsuranskan *RM5,000 sebulan.

* Nota: kadar siling dinaikkan berkuatkuasa 1 September 2022

» Coverage

- All employers with one or more employees.
- All employees hired under a contract for service or apprenticeship contract in the private sector, and contract employees/temporary staff of the Federal/State Governments as well as Federal/State Statutory Bodies including domestic workers who qualify shall be registered and shall contribute with PERKESO.
- Coverage is subject to an insured salary ceiling of RM5,000 per month.

* Note: the ceiling rate is increased with effect from 1st September 2022.

Skim Bencana Pekerjaan memberi perlindungan kepada Orang Berinsurans (OB) akibat bencana pekerjaan termasuk penyakit khidmat dan kemalangan semasa perjalanan berkaitan dengan pekerjaan.

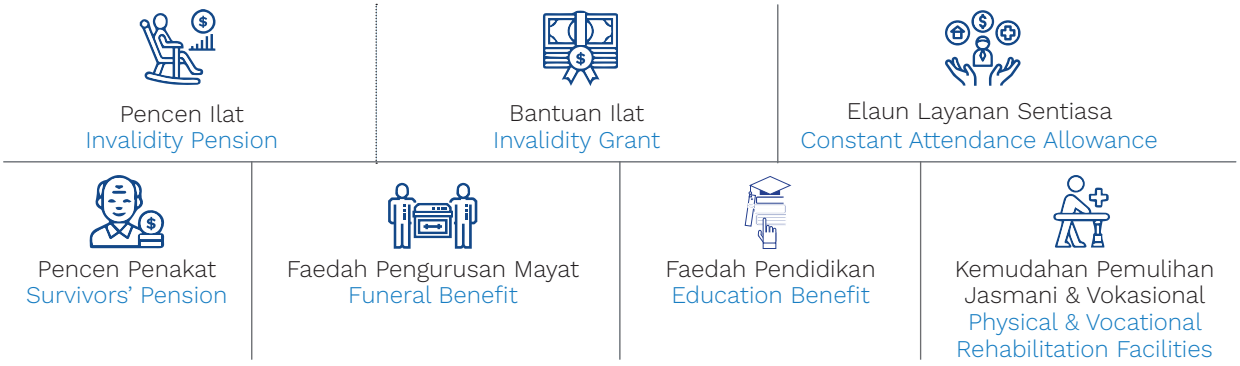
The Employment Injury Scheme provides protection to Insured Persons against employment injuries, including occupational diseases and commuting accidents during work-related.

- Faedah Perubatan
  Medical Benefit
- Faedah Hilang Upaya Sementara
  Temporary Disablement Benefit
- Faedah Orang Tanggungan
  Dependant's Benefit
- Faedah Hilang Upaya Kekal
  Permanent Disablement Benefit
- Elaun Layanan Sentiasa
  Constant Attendance Allowance
- Kemudahan Pemulihan Jasmani & Vokasional
  Physical & Vocational Rehabilitation Facilities
- Faedah Pengurusan Mayat
  Funeral Benefit
- Faedah Pendidikan
  Education Benefit

SKIM KEILATAN
INVALIDITY SCHEME

Skim Keilatan pula memberi perlindungan 24 jam kepada pekerja terhadap keilatan atau kematian akibat sebarang sebab yang berlaku di luar waktu kerja.

The Invalidity Scheme provides 24-hour protection to employees against invalidity or death arising from causes occurring outside of working hours.



SKIM BENCANA KERJA PEKERJA ASING

Bermula 1 Januari 2020, PERKESO meluaskan liputan Akta 4 kepada pekerja asing di bawah Skim Bencana Kerja Pekerja Asing (SBKPA) dengan mewajibkan semua majikan termasuk majikan utama dan majikan langsung untuk berdaftar dengan PERKESO. Perluasan perlindungan ini adalah sejajar dengan konvensyen No. 19 ILO Tahun 1925 yang menyentuh mengenai kesamarataan layanan khususnya dari sudut pampasan kemalangan atau bencana. Oleh yang demikian, SBKPA melindungi pekerja asing yang mengalami kemalangan atau suatu penyakit khidmat yang terbit daripada dan dalam masa menjalankan pekerjaannya.

FOREIGN WORKERS' EMPLOYMENT INJURY SCHEME

With effect from 1st January 2020, PERKESO expanded the coverage of Act 4 to include foreign workers under the Foreign Workers' Employment Injury Scheme, making it mandatory for all employers including parent employers and direct employers to register with PERKESO. The expansion of this protection is consistent with Convention No. 19 of ILO 1925 with regards to equal treatment specifically in terms of compensation for accident or injury. As such, the scheme protects foreign workers involved in an accident or those who contract occupational diseases arising from and during the discharge of their jobs.

» Syarat Kelayakan
Conditions for Eligibility

- Mempunyai pasport atau Pas Khas untuk pekerja asing baharu; atau
  Possess passport or Special Permit for new foreign worker; or
- Mempunyai pasport dan Pas Lawatan Kerja Sementara (PLKS) atau pas kerja yang sah untuk pekerja asing yang sedia ada yang mana terpakai
  Possess passport and Temporary Work Visit Permit or valid work permit for existing foreign worker, whichever may be applicable.

» Kadar Caruman di bawah Akta 4
Contribution rates under Act 4

KOMPONEN / COMPONENT	CARUMAN JENIS PERTAMA / TYPE ONE CONTRIBUTION	CARUMAN JENIS KEDUA / TYPE TWO CONTRIBUTION	CARUMAN PEKERJA ASING / FOREIGN WORKERS' CONTRIBUTION
Liputan Coverage	• Pekerja warganegara yang berumur 60 tahun ke bawah Local employee aged 60 years and below	• Pekerja warganegara yang berumur 60 tahun ke atas; dan Local employee aged 60 years and above; and • Pekerja yang berumur 55 tahun dan ke atas dan tidak pernah mencarum Employee aged 55 years and above, has never contributed	• Pekerja asing; dan Foreign worker; and • Tiada had umur No age limit
Syer caruman majikan/ Employer's share of contribution	1.75%	1.25%	1.25%
Syer caruman pekerja/ Employee's share of contribution	0.5%	-	-
Skim insurans Insurance scheme	• Skim Bencana Kerja Employment Injury Scheme • Skim Keilatan Invalidity Scheme	• Skim Bencana Kerja Employment Injury Scheme	• Skim Bencana Kerja Pekerja Asing Foreign Workers' Employment Injury Scheme

» Faedah yang disediakan
Benefits offered

- Faedah Perubatan
  Medical Benefit
- Faedah Hilang Upaya Sementara
  Temporary Disablement Benefit
- Faedah Orang Tanggungan
  Dependant's Benefit
- Faedah Hilang Upaya Kekal
  Permanent Disablement Benefit
- Elaun Layanan Sentiasa
  Constant Attendance Allowance
- Faedah Pengurusan Mayat
  Funeral Benefit
- Kemudahan Pemulihan
  Rehabilitation Facilities
- Kos Penghantaran Pulang Jenazah
  Cost of Repatriation of the Body

AKTA KESELAMATAN SOSIAL PEKERJAAN SENDIRI 2017 [AKTA 789]
SELF-EMPLOYMENT SOCIAL SECURITY ACT 2017 [ACT 789]

Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789] dikuatkuasakan pada 1 Jun 2017. Sebagai langkah permulaan, skim ini memberi perlindungan di bawah Skim Bencana Pekerjaan kepada pemandu teksi dan individu yang menjalankan perkhidmatan seumpamanya termasuk pemandu *Uber* dan *Grab Car*.

The Self Employment Social Security Act 2017 [Act 789] came into force on 1st June 2017. As a start, the scheme provides protection under the Employment Injury Scheme to taxi drivers and individuals providing similar services including Uber and Grab Car drivers.

Bermula 1 Januari 2020, PERKESO memperluaskan Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) kepada 19 sektor informal yang lain merangkumi sektor pertanian, pengangkutan dan penghantaran barangan atau makanan, pembuatan, penjaja, pembinaan, premis penginapan, perniagaan atas talian, perkhidmatan professional, kesenian, perkhidmatan isi rumah dan lain-lain lagi.

With effect from 1st January 2020, PERKESO widened its coverage of the Self Employment Social Security Scheme to include 19 other informal sectors encompassing agriculture, transport and delivery of goods or food, manufacturing, hawkers, construction, accommodation premises, online businesses, professional services, arts, household services and other sectors.

Kadar Caruman berdasarkan pendapatan bulanan pilihan yang diinsuranskan mengikut pelan seperti di bawah:

Contribution Rate based on selected insured monthly income in accordance with the plans below:

Pelan **Plan**	**Pendapatan Bulanan Pilihan Yang Diinsuranskan (RM)** **Selected Monthly Income Insured (RM)**	**Bayaran Caruman Bulanan (RM)** **Monthly Contribution (RM)**	**Bayaran Caruman Setahun (RM)** **Annual Contribution (RM)**
1	1,050	13.10	157.20
2	1,550	19.40	232.80
3	2,950	36.90	442.80
4	3,950	49.40	592.80

» Syarat Kelayakan / Conditions for Eligibility

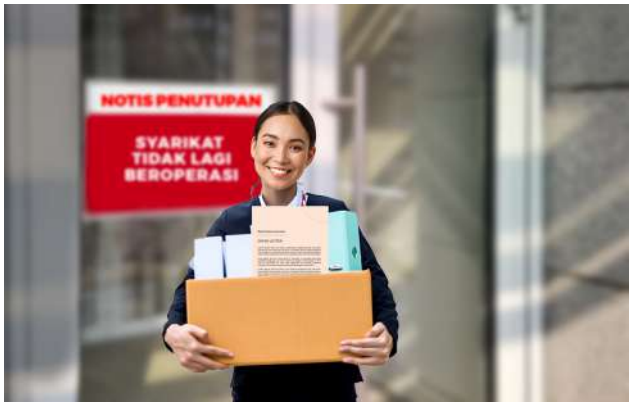
- Warganegara Malaysia/ pemastautin tetap tanpa mengira had umur;
  Malaysian citizen/ permanent resident regardless of age limit;
- Individu yang menjalankan pekerjaan sendiri.
  Self-employed individual.

» Faedah yang disediakan Benefits offered

- Faedah Perubatan
  Medical Benefit
- Faedah Orang Tanggungan
  Dependant's Benefit
- Elaun Layanan Sentiasa
  Constant Attendance Allowance
- Faedah Hilang Upaya Sementara
  Temporary Disablement Benefit
- Faedah Hilang Upaya Kekal
  Permanent Disablement Benefit
- Kemudahan Pemulihan Jasmani & Vokasional
  Physical & Vocational Rehabilitation Facilities
- Faedah Pengurusan Mayat
  Funeral Benefit
- Faedah Pendidikan
  Education Benefit

AKTA SISTEM INSURANS PEKERJAAN [AKTA 800]
EMPLOYMENT INSURANCE SYSTEM ACT [ACT 800]





Akta Sistem Insurans Pekerjaan [Akta 800] telah dikuatkuasakan mulai 1 Januari 2018 bertujuan untuk melindungi dan membantu pekerja yang kehilangan pekerjaan melalui dua (2) komponen utama iaitu Insurans Pekerjaan dan Perkhidmatan Pekerjaan.

The Employment Insurance System Act [Act 800] came into force on 1st January 2018 for the purposes of protecting and helping employees who have lost their jobs through two (2) main components, that are, the Employment Insurance and Employment Services.

Sistem Insurans Pekerjaan (SIP) merupakan skim yang memberi perlindungan tambahan kepada pekerja-pekerja yang kehilangan pekerjaan bagi menggantikan pendapatan yang hilang, memberi latihan *Reskilling* dan *Upskilling* untuk meningkatkan kebolehkerjaan serta menyediakan perkhidmatan carian pekerjaan supaya mereka mendapat pekerjaan yang baharu dan sesuai dengan lebih cepat.

The Employment Insurance System (EIS) is a scheme that provides additional protection to employees who have lost their jobs, to replace the loss of income as well as to provide Reskilling and Upskilling training in order to improve their employability, and to provide job search services so that they can get new and suitable jobs more expediently.

» Objektif Utama SIP / Main Objectives of EIS

- Menyediakan bantuan kewangan segera sebagai gantian pendapatan akibat kehilangan pekerjaan; To provide immediate financial assistance replacing income lost due to loss of employment;
- Menyediakan perkhidmatan pekerjaan melalui Program Penempatan Pekerjaan Semula; To provide employment services through the Re-employment Placement Programme;
- Bertindak sebagai broker pekerjaan untuk memadankan pencari kerja dan kekosongan jawatan berdasarkan kemahiran dan kompetensi; To act as employment broker matching job seekers with job vacancies based on skills and competence;
- Melatih Orang Berinsurans (OB) untuk meningkatkan kemahiran yang diperlukan oleh pasaran buruh; dan To train Insured Persons in order to improve the skills needed in the labour market; and
- Menyediakan analisis pasaran buruh dengan menggunakan maklumat pasaran buruh kepada orang awam dan pembuat dasar To provide the public and policy makers with labour market analysis using labour market information.

» Konsep

Akta ini mengandungi dua (2) komponen utama iaitu Insurans Pekerjaan dan Perkhidmatan Pekerjaan.

» Concept

This Act comprises two (2) main components, namely, Employment Insurance and Employment Services.

Komponen Pertama – Bantuan Kewangan

Pekerja yang terjejas akan diberikan bantuan kewangan sementara untuk menyokong diri dan keluarga mereka semasa mencari pekerjaan baharu. Mereka juga akan diberikan bantuan kewangan tambahan jika mereka menjalani program latihan yang diakreditasi untuk meningkatkan kebolehpasaran mereka.

First Component – Financial Aid

Employees who are affected will be given temporary financial assistance to support themselves and their families while they look for new jobs. They will also be given additional financial assistance should they undergo accredited training programmes to improve their marketability.

Komponen Kedua – Perkhidmatan Pekerjaan

Pekerja yang terjejas akan disokong dengan program perkhidmatan pekerjaan untuk membantu mereka mendapatkan pekerjaan baharu secepat mungkin. Ini termasuk bantuan kaunseling kerjaya, carian dan padanan pekerjaan serta latihan bagi pekerja yang memerlukan.

Second Component – Employment Services

Employees who are affected through the be supported with employment services programme assisting them in obtaining new jobs as soon as possible. These services include career counselling, job search and match, as well as training for those in need.

» Liputan / Coverage

- Semua majikan yang mempunyai seorang pekerja atau lebih. Semua pekerja sektor swasta tanpa mengira had gaji termasuk pekerja domestik yang layak di bawah Akta.
- Tertakluk kepada had siling gaji yang diinsuranskan *RM5,000 sebulan.

* Nota: kadar siling dinaikkan berkuatkuasa 1 September 2022

- The Act covers all employers with one or more employees, as well as all private sector employees regardless of salary, including domestic workers who qualify under the Act.
- Coverage is subject to an insured salary ceiling of *RM5,000 per month.

* Note: Ceiling rate is increased with effect from 1st September 2022.

» Kadar Caruman Dan Jadual Caruman

- Majikan 0.2%
- Pekerja 0.2%
- Sebagaimana ditetapkan pada Jadual 2, Akta Sistem Insurans Pekerjaan 2017 [Akta 800].

» Contribution Rate and Schedule

- Employer 0.2%
- Employee 0.2%
- As stipulated under Schedule 2 of the Employment Insurance System Act 2017 [Act 800].

» Syarat-Syarat Kelayakan Tuntutan Faedah

- Pemberhentian biasa
- *VSS/MSS (Voluntary/Mutual Separation Scheme).*
- *Force majeure* – bencana alam, rusuhan, kebakaran, kebocoran gas
- *Employers absconding*, syarikat bankrap, penutupan perniagaan
- Penstrukturan Perniagaan
- Pengecilan operasi
- *Constructive dismissal* atau kemungkiran terma dan syarat kontrak oleh majikan
- Diarah melaksanakan kerja di luar skop yang membahayakan keselamatan dan kesihatan
- Peletakan jawatan disebabkan ugutan kepada pekerja atau keluarganya, atau disebabkan gangguan seksual terhadap pekerja

» Conditions for Benefit Claims Eligibility

- Normal termination
- Voluntary / Mutual Separation Scheme)
- Force majeure – natural disasters, riots, fires, gas leakages
- Employers absconding, company insolvency, closure of business
- Business restructuring
- Operational downsizing
- Constructive dismissal or breach of contractual terms and conditions by employer
- Instructed to conduct out-of-scope works that endanger health and safety
- Resignation arising from threats to worker, or his family or arising from sexual harassment against the worker



» Tidak Layak Menuntut /
» Not Eligible to Claim

Salah laku – sehingga kes diputuskan oleh JTK, JPP atau Mahkamah Perusahaan.
Misconduct – until the case is decided by JTK, JPP or the Industrial Court.

Berhenti sukarela
Voluntary resignation

Bersara wajib
Mandatory retirement

Tamat tempoh kontrak perkhidmatan
Expiry of a fixed term contract

» Faedah-Faedah Yang Disediakan / Benefits Provided

Bagi mereka yang kehilangan pekerjaan, Sistem Insurans Pekerjaan memberi perlindungan tambahan kepada pekerja dengan menyediakan faedah berbentuk bantuan kewangan sementara dan faedah-faedah seperti berikut:
For those who have lost their jobs, the Employment Insurance System provides additional protection by offering benefits in the form of temporary financial assistance and benefits as follows:

- **Penempatan Pekerjaan dan Kaunseling Kerjaya**
- **Menyediakan perkhidmatan dan sokongan pekerjaan kepada Orang Berinsurans (OB) untuk mendapatkan pekerjaan yang bersesuaian.**
- **Elaun Mencari Pekerjaan**
  Menyediakan elaun mencari pekerjaan bagi tempoh 1 - 6 bulan tertakluk kepada syarat kelayakan caruman dan kesediaan Orang Berinsurans (OB) untuk bekerja semula.
- **Elaun Bekerja Semula Awal**
  Menyediakan elaun bekerja semula awal sebagai insentif bagi menggalakkan Orang Berinsurans (OB) untuk kembali bekerja dengan segera.

- **Job Placement and Career Counselling**
- **Provides employment services and support to Insured Persons in obtaining suitable employment.**
- **Job Search Allowance**
  Provides job search allowance for a period of 1 to 6 months subject to eligibility in terms of contribution and readiness of Insured Person to return to work.
- **Early Re-employment Allowance**
  Provides early re-employment allowance as incentive to encourage Insured Persons towards an early return to work.

- **Elaun Pendapatan Berkurang**
  Elaun ini disediakan kepada Orang Berinsurans (OB) yang bekerja dengan lebih daripada satu majikan dan telah kehilangan pekerjaan. Walau bagaimanapun, Orang Berinsurans (OB) yang menerima faedah ini tidak layak mendapat Elaun dan Fi Latihan.

- **Elaun Latihan**
  Dibayar kepada Orang Berinsurans (OB) diantara RM10 hingga RM20 sehari selama 6 bulan (maksimum).

- **Fi Latihan**
  Tempoh latihan selama 6 bulan (maksimum) dan dibayar kepada penyedia perkhidmatan yang berdaftar dengan jumlah maksimum sebanyak RM4,000.

- **Reduced Income Allowance**
  This allowance is provided to Insured Persons who work for more than one employer and have lost their jobs. However, Insured Persons who receive this benefit shall not be eligible to receive Training Allowance and Fees.

- **Training Allowance**
  This allowance is paid to Insured Persons in the sum of between RM10 to RM20 per day for a period of 6 months (maximum).

- **Training Fee**
  This training fee is paid for training period of 6 months (maximum) and will be paid to registered service providers up to a maximum of RM4,000.00.

Bagi melayakkan Orang Berinsurans (OB) mendapat faedah tersebut, mestilah memenuhi syarat kelayakan caruman mengikut tuntutan iaitu minimum 12 bulan caruman dalam tempoh 24 bulan dan akan mula boleh dibayar mulai 1 Januari 2019. Walau bagaimanapun pekerja mestilah memenuhi syarat kelayakan caruman dan mesti mampu dan bersedia untuk bekerja serta mencari pekerjaan secara aktif.

In order to qualify for such benefits, the Insured Person must meet the conditions for eligibility, that is, a minimum of 12 months' contribution within a period of 24 months. This is payable commencing 1st January 2019. However, the employee must meet the conditions in terms of contribution as well as be capable and ready to work, and is actively seeking employment.



PERLUASAN LIPUTAN PERLINDUNGAN KEPADA PEKERJA DOMESTIK

Bermula 1 Jun 2021, PERKESO memperluaskan liputan di bawah Akta 4 dan Akta 800 kepada Pekerja Domestik. Tujuan utama perlindungan ini adalah untuk meningkatkan keselamatan sosial kepada kumpulan masyarakat yang tidak dilindungi selama ini.

Pada 1 Jun 2022, semua majikan dan pekerja domestik adalah diwajibkan untuk berdaftar dan mencarum dengan PERKESO di bawah Akta ini.

Pekerja domestik adalah individu yang diambil bekerja secara sah semata-mata untuk melaksanakan sesuatu kerja atau aktiviti yang berkaitan dengan kerja mereka di sesebuah rumah kediaman persendirian dan bukan diambil bekerja bagi apa-apa tujuan lain yang melibatkan aktiviti seperti perdagangan, perniagaan atau profesion yang dijalankan oleh majikan, sama ada di dalam atau di luar rumah kediaman itu.

Pekerja domestik terbahagi kepada dua (2) kategori iaitu:

» Kategori Pertama / First Category

Pekerja domestik dengan status:
Domestic workers who are:

- Warganegara Malaysia yang mempunyai MyKad;
  Malaysian citizens with MyKad;
- Bukan warganegara Malaysia berstatus penduduk tetap dan mempunyai MyPR;
  Non-Malaysian citizens with permanent resident status and MyPR;
- Bukan warganegara Malaysia berstatus penduduk sementara dan mempunyai MyKAS; atau
  Non-Malaysian citizens with temporary resident status and have MyKAS; or

» Faedah

Faedah yang disediakan kepada Pekerja Domestik adalah sama seperti faedah yang disediakan di bawah Akta Keselamatan Sosial Pekerja 1969 [Akta 4] dan Akta Skim Insurans Pekerjaan 2017 [Akta 800].

EXTENSION OF SOCIAL SECURITY COVERAGE TO DOMESTIC WORKERS

As of 1st June 2021, PERKESO has expanded its coverage under Act 4 and Act 800 to include Domestic Workers. The main objective of this protection is to improve social security for the group of community that has, until then, been unprotected.

On 1st June 2022, it became mandatory for all employers and domestic workers to register and contribute to PERKESO pursuant to the Act.

A domestic worker is an individual who is legally hired solely to carry out works or activities related to their work in a private household and not to work for any other purposes involving activities such as commerce, business or profession carried out by the employer, whether in or outside the household.

Domestic workers are divided into two (2) categories as follows:

» Kategori Kedua / Second Category

Pekerja domestik asing iaitu:
Foreign domestic workers who are:

- Pekerja bukan warganegara Malaysia yang mempunyai dokumen perjalanan yang sah serta memiliki Pas Lawatan Kerja Sementara (PLKS) yang dikeluarkan oleh Jabatan Imigresen Malaysia (JIM) untuk bekerja di Malaysia.
  Non-Malaysian employees with valid travel documents and Temporary Employment Visitor's Passes (PLKS) issued by the Immigration Department of Malaysia (JIM) to work in Malaysia.

» Benefits

The benefits provided to Domestic Workers are the same as the benefits provided under the Employees' Social Security Act 1969 [Act 4] and the Employment Insurance Scheme Act 2017 [Act800].

AKTA KESELAMATAN SOSIAL SURI RUMAH 2022 [AKTA 838]
HOUSEWIVES' SOCIAL SECURITY ACT 2022 [ACT 838]

Skim Keselamatan Sosial Suri Rumah (SKSSR) yang diperkenal melalui Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] telah berkuatkuasa pada 1 Disember 2022. Skim ini bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilatan semasa menguruskan rumah tangga. SKSSR juga melindungi suri rumah yang ditimpa penyakit atau keuzuran.

The Housewives' Social Security Scheme which was introduced pursuant to the Housewives' Social Security Act 2022 [Act 838] came into force on 1st December 2022. This scheme was established to provide housewives with social security protection against domestic injuries and invalidity occurring in the course of managing their households. It also protects housewives who have been afflicted with illnesses or infirmity.

» Takrifan Suri Rumah

Seorang perempuan sama ada berkahwin atau belum, yang menguruskan rumah tangga secara sepenuh masa atau tidak; termasuk isteri, ibu, janda, balu atau ibu tunggal.

» Definition of Housewife

A housewife means any female, whether married or unmarried, who manages a household, on a full time basis or not, and includes a wife, mother, divorcee, widow or single mother.

» Caruman

Caruman RM120 bagi tempoh dua belas (12) bulan berturut-turut yang perlu dibayar terlebih dahulu. Caruman boleh dibuat oleh suami, suri rumah, keluarga atau mana-mana pihak ketiga bagi suri rumah tersebut. Prinsip *'once in, always in'* akan terpakai bagi suami yang memilih untuk membuat caruman bagi isterinya.

» Contribution

Contribution shall be in the sum of RM120 for a period of twelve (12) consecutive months which is payable in advance. Contributions may be made by the husband, the housewife herself, her family or any third party on her behalf. The principle of 'once in, always in' shall be applicable to husbands who choose to make contributions for their wives.

» Syarat Kelayakan

- Warganegara Malaysia / pemastautin tetap
- Suri rumah yang belum mencapai umur 55 tahun/ belum mencapai umur 54 tahun pada tarikh pertama kali hendak mencarum SKSSR
- Membayar caruman untuk tempoh 12 bulan yang dibayar terlebih dahulu

» Conditions for eligibility

- Malaysian citizen / permanent resident
- Housewife who has not reached the age of 55 years / not reached the age of 54 years on the date of first contribution under the scheme
- Payment of contributions for a period of 12 months, payable in advance

» Faedah yang disediakan / Benefits Provided

Faedah Perlindungan Bencana Domestik / Domestic Accident Protection Benefits

Faedah Perubatan Medical Benefit	Faedah Hilang Upaya Kekal Permanent Disablement Benefit	Elaun Layanan Sentiasa Constant Attendance Allowance
Faedah Pengurusan Mayat Funeral Benefit	Kemudahan Pemulihan Jasmani atau Dialisis Physical Rehabilitation or Dialysis Facilities	Pencen Penakat Survivors' Pension

» Faedah Perlindungan Keilatan / Invalidity Protection Benefits



Elaun Keuzuran
Morbid Allowance



Elaun Layanan Sentiasa
Constant Attendance Allowance



Kemudahan Pemulihan Jasmani atau Dialisis
Physical Rehabilitation or Dialysis Facilities



Faedah Pengurusan Mayat
Funeral Benefit



Pencen Penakat
Survivors' Pension

NILAI KORPORAT
CORPORATE VALUE

MISI, VISI, OBJEKTIF DAN MOTO PERKESO
MISSION, VISION, OBJECTIVE AND MOTTO OF PERKESO



MISI
MISSION

Memberi **Perlindungan** Keselamatan Sosial yang **Komprehensif** Demi Kesejahteraan Sosial Semua, **Sepanjang Hayat**

To provide **comprehensive** social **security** protection for the **lifelong** wellbeing of all.

Peneraju Keselamatan Sosial yang **Unggul**, **Komprehensif** dan **Dinamik**.

To be an **outstanding**, **comprehensive** and **dynamic** leader of social security.



VISI
VISION



OBJEKTIF
OBJECTIVE

Menyediakan **perlindungan** keselamatan sosial kepada semua **Orang Berinsurans** dan **tanggungan** mereka menerusi **skim-skim** keselamatan sosial berasaskan konsep **masyarakat penyayang** selaras dengan Dasar Perlindungan Sosial Malaysia

To provide social **security** protection to all **Insured Persons** and their dependants through social security **schemes** based on a **caring society** in line with the National Social Protection Policy

PERKESO itu **Prihatin, Prihatin** itu **PERKESO**

PERKESO is **caring, caring** is **PERKESO**



MOTO
MOTO

NILAI TERAS BERSAMA / **SHARED** CORE VALUES

TRANSFORMATIF / TRANSFORMATIVE

NILAI TERAS TRANSFORMATIF memberi gambaran kesediaan anggota PERKESO dalam menerima perubahan, keberanian di dalam meneroka peluang baharu **mengurus** risiko, cabaran dan **perubahan** serta **bijak** meneroka peluang demi **memastikan** organisasi terus relevan dengan keperluan semasa pihak **berkepentingan**.

The **TRANSFORMATIVE** core value gives a picture of the readiness of PERKESO staff in accepting change, courage in pioneering new opportunities, **managing** risks, challenges and **change**, as well as **brilliance** in exploring opportunities to **ensure** that the organisation continue to be relevant to the current needs of **interested** parties.

PRIHATIN / CARING

NILAI TERAS PRIHATIN adalah mencerminkan anggota PERKESO yang **berkebolehan** menyelami dan **memahami** perasaan atau emosi pelanggan, rakan sekerja dan pemegang taruh.

The **CARING core value** mirrors PERKESO staff who are **capable** in empathising with and **understanding** the feelings or emotions of their clients, colleagues and stakeholders.

KOMITED / COMMITTED

NILAI TERAS KOMITED pula amat penting dalam memacu **kualiti** anggota PERKESO selaku Pengamal Keselamatan Sosial ke tahap yang lebih tinggi. Ia membawa maksud **kesungguhan** dan **komitmen** setiap anggota PERKESO dalam memastikan Visi dan Misi organisasi yang diukur melalui Petunjuk Prestasi Utama **berjaya** dicapai pada tahap yang **melangkaui ekspektasi** pelanggan.

The **COMMITTED** core value is very important in driving the **quality** of PERKESO staff as practitioners of social security to a higher level. This means the **earnestness** and **commitment** of each PERKESO personnel in ensuring the vision and mission of the organisation, measured against the Key Performance Indicators, are **achieved** at a level that goes **beyond the expectation** of the clients.

SINERGISTIK / SYNERGISTIC

NILAI TERAS SINERGISTIK adalah merujuk kepada kombinasi komitmen sinergi setiap anggota PERKESO yang melangkaui maksud **kerjasama** dalam mencapai visi dan misi organisasi. Secara prinsipnya maksud sinergistik ini lebih luas berbanding kerja berpasukan kerana ia merujuk kepada **usaha** meraikan dan **memahami** kepelbagaian keupayaan, kepakaran, kemahiran dan pengetahuan setiap anggota dalam memastikan **penyelesaian** dan kualiti **penyampaian** perkhidmatan kepada pelanggan adalah yang **terbaik**. Secara mudahnya sinergistik ini bermaksud "cara saya dan cara awak menjadi cara ketiga yang lebih baik untuk mencapai apa yang dimatlamatkan oleh organisasi".

The **SYNERGISTIC CORE VALUE** refers to the combination of commitment and synergy of each PERKESO staff that goes beyond the meaning of **cooperation** in achieving the vision and mission of the organisation. In principle, the meaning of synergistic is wider than teamwork as it refers to the **effort** of celebrating and **understanding** the diversity of ability, expertise, skill and knowledge of each staff in ensuring the best **resolution** and quality of service **delivery** to clients. In simple terms, **synergistic** means "my way and your way combine to become a third way that is better to achieve the organisation's goals".

INTEGRITI / INTEGRITY

NILAI TERAS INTEGRITI merupakan tanggapan dan akuan pelanggan tentang **keupayaan** anggota PERKESO untuk bekerja secara **Adil, Cekap** dan **Tepat**. Berasaskan **keyakinan** pelanggan ini ia mampu menghilangkan rasa sangsi dan ragu-ragu akan **kredibiliti** terhadap setiap anggota PERKESO.

The **INTEGRITY CORE VALUE** is the perception and acknowledgement of clients with regards to the ability of PERKESO staff to work in a **Fair, Efficient** and **Accurate** manner. The clients' confidence can banish suspicion and doubts as to the **credibility** of each PERKESO staff.



PIAGAM PELANGGAN
CLIENT'S CHARTER

SKIM BENCANA PEKERJAAN DAN SKIM KEILATAN [AKTA 4]
EMPLOYMENT INJURY SCHEME AND INVALIDITY SCHEME [ACT 4]



JANJI KAMI
OUR PROMISE

Mendaftar majikan dan pekerja baru serta memberikan nombor kod majikan PERKESO dalam tempoh satu (1) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. **To register new employer and employee** as well as issue PERKESO employer code number within one (1) day after receiving all required information and document.	1 hari / days
Mengeluarkan surat akuan penerimaan aduan kepada pengadu dalam tempoh tiga (3) hari dari tarikh aduan diterima **To issue acknowledgement** of receipt of complaint to complainant within three (3) days from the date complaint is received.	3 hari / days
Membayar Faedah Pengurusan Mayat kepada waris pekerja yang layak dalam tempoh tiga (3) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima **To Pay Funeral Benefit** to next of kin of worker who qualifies, within three (3) days after receipt of all required information and documents.	3 hari / days
Membayar Faedah Hilang Upaya Sementara kepada pekerja yang terbencana dalam tempoh lima (5) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima **To Pay Temporary Disablement Benefit** to injured worker within five (5) days after receiving all required information and documents.	5 hari / days
Membayar Faedah Hilang Upaya Kekal kepada pekerja yang terbencana dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. **To Pay Permanent Disablement Benefit** to injured worker within seven (7) days after receiving all required information and documents.	7 hari / days
Membayar Faedah Orang Tanggungan kepada orang tanggungan dalam tempoh tujuh (7) hari semua maklumat dan dokumen yang diperlukan lengkap diterima. **To Pay Dependant's Benefit** to dependant within seven (7) after receiving all required information and documents.	7 hari / days
Membayar Faedah Pencen Ilat kepada pekerja yang layak dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima **To Pay Invalidity Pension** to worker who qualify within seven (7) days after receiving all required information and documents.	7 hari / days
Membayar Faedah Pencen Penakat kepada orang tanggungan dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima **To Pay Survivors' Pension** to dependant within seven (7) days after receiving all required information and documents.	7 hari / days



SKIM KESELAMATAN SOSIAL PEKERJAAN SENDIRI [AKTA 789]
SELF-EMPLOYMENT SOCIAL SECURITY SCHEME [ACT 789]



JANJI KAMI
OUR PROMISE

Membuat pendaftaran Orang Berinsurans Bekerja Sendiri yang layak serta memberi nombor kod pendaftaran dalam tempoh satu (1) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. **To register Self-Employed Insured Persons** who qualify and issue registration code number within one (1) day after receiving all required information and documents.	KPI **1** hari / days
Memproses dan membayar Faedah Pengurusan Mayat kepada waris Orang Berinsurans Bekerja Sendiri yang layak dalam tempoh tiga (3) hari selepas semua maklumat dan dokumen yang lengkap diterima. **To process and pay Funeral Benefit** to next of kin of Self Employed Insured Person who qualifies within three (3) days after receiving all required information and documents.	KPI **3** hari / days
Memproses dan membayar Faedah Hilang Upaya Sementara kepada Orang Berinsurans Bekerja Sendiri yang terbencana dalam tempoh lima (5) hari selepas semua maklumat dan dokumen yang lengkap diterima. **To process and pay Temporary Disablement Benefit** to injured Self Employed Insured Person within seven (7) days after receiving all required information and documents.	KPI **5** hari / days
Memproses dan membayar Faedah Hilang Upaya Kekal kepada Orang Berinsurans Bekerja Sendiri yang terbencana dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang lengkap diterima. **To process and pay Permanent Disablement Benefit** to Self-Employed Insured Persons who are injured within 7 days after receipt of all completed information and documents required.	KPI **7** hari / days
Memproses dan membayar Faedah Orang Tanggungan kepada Orang Tanggungan kepada Orang Berinsurans Bekerja Sendiri dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang lengkap diterima. **To process and pay Dependants' Benefit** to dependant of Self Employed Insured Person within seven (7) days after receiving all required information and documents.	KPI **7** hari / days



SISTEM INSURANS PEKERJAAN [AKTA 800]
EMPLOYMENT INSURANCE SYSTEM [ACT 800]

Memproses dan membayar Elaun Mencari Pekerjaan (EMP) kepada pemohon yang layak di bawah Skim Insurans Pekerjaan (SIP) dalam tempoh tujuh (7) hari selepas semua dokumen diperlukan lengkap diterima.
To process and pay Job Search Allowance to applicant who qualifies under the Employment Insurance Scheme within seven (7) days after receiving all required documents.

KPI **7** hari / days

Memproses dan membayar Elaun Pendapatan Berkurangan (EPB) kepada pemohon yang layak di bawah Skim Insurans Pekerjaan (SIP) dalam tempoh tujuh (7) hari selepas semua dokumen diperlukan lengkap diterima.
To process and pay Reduced Income Allowance to applicant who qualifies under the Employment Insurance Scheme within seven (7) days after receiving all required documents.

KPI **7** hari / days

Memproses dan membayar Elaun Bekerja Semula Awal (EBSA) kepada pemohon yang layak di bawah Skim Insurans Pekerjaan (SIP) dalam tempoh tujuh (7) hari selepas semua dokumen diperlukan lengkap diterima.
To process and pay Early Re-employment Allowance to applicant who qualifies under the Employment Insurance Scheme within seven (7) days after receiving all required documents.

KPI **7** hari / days

Memproses dan membayar Elaun Latihan (EL) kepada pemohon yang layak di bawah Skim Insurans Pekerjaan (SIP) dalam tempoh empat belas (14) hari selepas semua dokumen diperlukan lengkap diterima.
To process and pay Training Allowance to applicant who qualifies under the Employment Insurance Scheme within fourteen (14) days after receiving all required documents.

KPI **14** hari / days



JANJI KAMI
OUR PROMISE

Memproses Yuran Latihan (YL) kepada pemohon yang layak di bawah Skim Insurans Pekerjaan (SIP) dalam tempoh empat belas (14) hari selepas semua dokumen diperlukan lengkap diterima.
To process Training Fees for applicant who qualifies under the Employment Insurance Scheme within fourteen (14) days after receiving all required documents.

KPI **14** hari / days



SKIM KESELAMATAN SOSIAL SURI RUMAH [AKTA 838]
HOUSEWIVES' SOCIAL SECURITY SCHEME [ACT 838]



JANJI KAMI
OUR PROMISE

Membuat pendaftaran Orang Berinsurans Suri Rumah yang layak serta memberi nombor kod pendaftaran dalam tempoh satu (1) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. **To register Housewife Insured Person** who qualifies as well as issue registration code number within one (1) day after receiving all required information and documents.	KPI **1** hari / days
Memproses dan membayar Faedah Pengurusan Mayat kepada waris Orang Berinsurans Suri Rumah yang layak dalam tempoh tiga (3) hari selepas semua maklumat dan dokumen yang lengkap diterima. **To process and pay Funeral Benefit** to next of kin of Housewife Insured Person who qualifies within three (3) days after receiving all required information and documents.	KPI **3** hari / days
Memproses dan membayar Faedah Hilang Upaya Kekal kepada Orang Berinsurans Suri Rumah yang terbencana dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang lengkap diterima. **To process and pay Permanent Disablement Benefit** to injured Housewife Insured Person within seven (7) days after receiving all required information and documents.	KPI **7** hari / days
Membayar Faedah Elaun Keuzuran kepada Orang Berinsurans Suri Rumah yang layak dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. **To pay Morbid Allowance to Housewife** Injured Person who qualifies within seven (7) days after receiving all required information and documents.	KPI **7** hari / days
Membayar Faedah Pencen Penakat kepada orang tanggungan dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima. **To pay Survivors' Pension** to dependant within seven (7) days after receiving all required information and documents.	KPI **7** hari / days



PEJABAT PERKESO DI SELURUH NEGARA

54

PERKESO OFFICES NATIONWIDE

PUSAT SATELIT MYFUTUREJOBS

293

MYFUTUREJOBS SATELLITE CENTRE

PUSAT REHABILITASI PERKESO

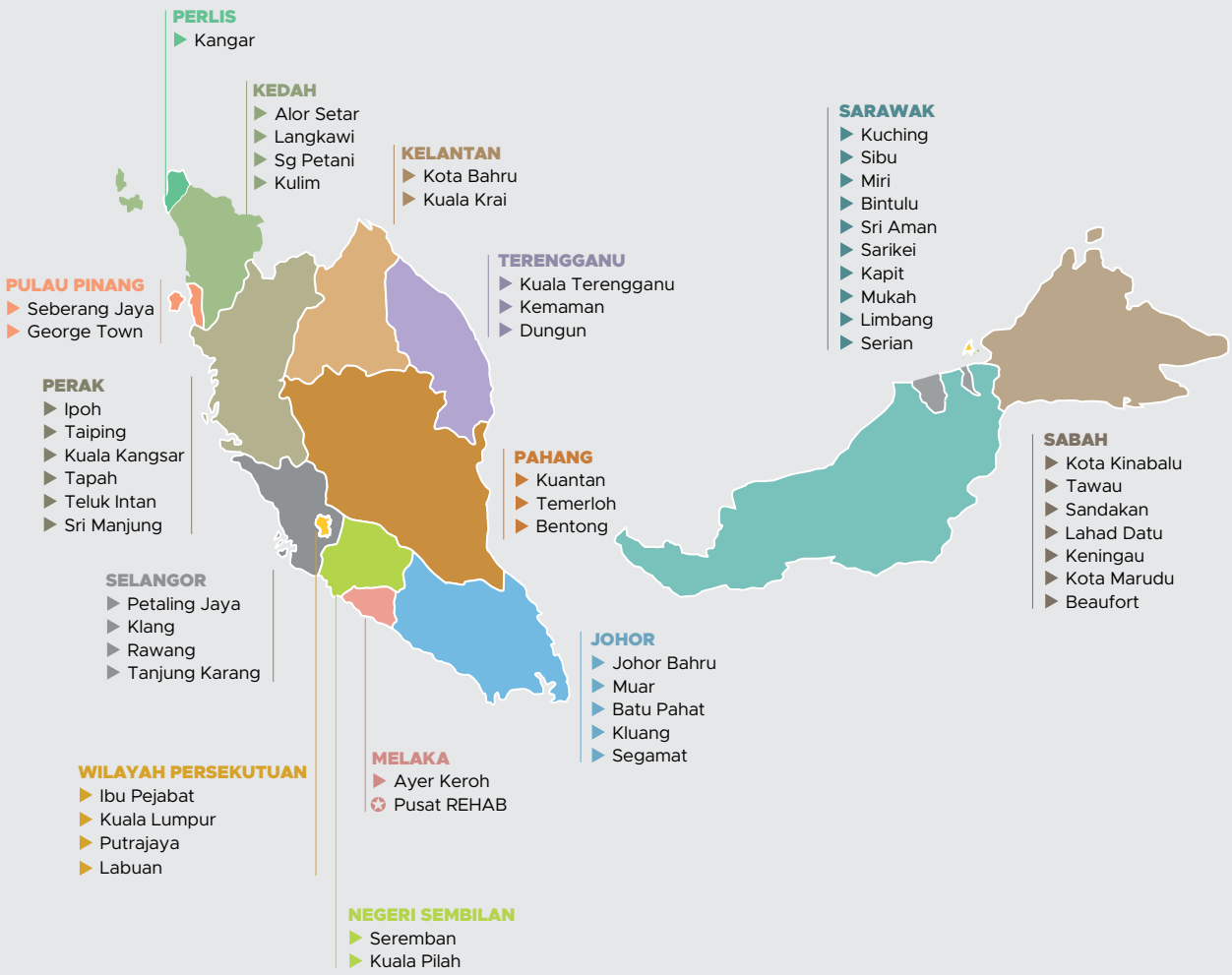
1

PERKESO REHABILITATION CENTRE

PUSAT REHABILITASI SATELIT PERKESO

4

PERKESO SATELLITE REHABILITATION CENTRE



DIREKTORI PEJABAT PERKESO
DIRECTORY OF PERKESO OFFICES



"Kami akan **Memberikan Perkhidmatan** Yang **Terbaik**"
"We will **Give** the **Best** Service"

54 Pejabat PERKESO di Seluruh Negara, **293** Pusat Satelite MyFutureJobs, **1** Pusat Rehabilitasi PERKESO, **4** Pusat Rehabilitasi Satelit PERKESO.
There are **54** PERKESO Offices Nationwide, **293** MyFutureJobs Satellite Centre **1** PERKESO Rehabilitation Centre and **4** PERKESO Satellite Rehabilitation Centres.

WILAYAH PERSEKUTUAN/ FEDERAL TERRITORY

IBU PEJABAT PERKESO/
PERKESO HEADQUARTERS
Menara PERKESO,
281 Jalan Ampang,
50538 Kuala Lumpur.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO PUTRAJAYA/
PUTRAJAYA PERKESO OFFICE
Menara PERKESO Putrajaya,
No. 6 Persiaran Perdana,
Presint 2,
62100 W. P Putrajaya.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO NEGERI KUALA LUMPUR/
KUALA LUMPUR STATE PERKESO OFFICE
Wisma PERKESO,
No. 155, Jalan Tun Razak,
50400 W. P Kuala Lumpur.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO LABUAN/
LABUAN PERKESO OFFICE
Tingkat 1, Bangunan Public Bank,
Jalan Merdeka, Peti Surat 80394,
87014 W.P Labuan.
: 1300 22 8000
: perkeso@perkeso.gov.my

PERLIS

PEJABAT PERKESO NEGERI PERLIS/
PERLIS STATE PERKESO OFFICE
No. 6A & 8A, Jalan Hospital,
01000 Kangar, Perlis.
: 1300 22 8000
: perkeso@perkeso.gov.my

KEDAH DARUL AMAN

PEJABAT PERKESO NEGERI KEDAH/
KEDAH STATE PERKESO OFFICE
Wisma PERKESO.
Lot 186, Jalan Teluk Wanjah,
05538 Alor Setar, Kedah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO LANGKAWI/
LANGKAWI PERKESO OFFICE
Lot 11, No 11G,11-1, 11-2 & 11-3
Mahacity, Jalan Mahawangsa
Kuah 07000 Langkawi
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SUNGAI PETANI/
SUNGAI PETANI PERKESO OFFICE
No. 30 & 31, Lengkok Cempaka 1,
Persiaran Cempaka,
Bandar Aman Jaya,
08000 Sg. Petani, Kedah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KULIM/
KULIM PERKESO OFFICE
Wisma PERKESO,
582 & 583, Lorong Kemuning 1,
Taman Kemuning,
09000 Kulim, Kedah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PULAU PINANG

PEJABAT PERKESO NEGERI PULAU PINANG/
PULAU PINANG STATE PERKESO OFFICE
Wisma PERKESO,
No. 3012, Lebuh Tenggiri 2,
13700 Seberang Jaya, Perai,
Pulau Pinang.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO GEORGE TOWN/
GEORGETOWN PERKESO OFFICE
Wisma PERKESO,
No. 269, Jalan Burma,
10538 Georgetown, Pulau Pinang.
: 1300 22 8000
: perkeso@perkeso.gov.my

PERAK DARUL RIDZUAN

PEJABAT PERKESO NEGERI PERAK/
PERAK STATE PERKESO OFFICE
Wisma PERKESO,
No. 83, Jalan Hospital,
30450 Ipoh, Perak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO TAIPING/
TAIPING PERKESO OFFICE
No. 33 & 35, Persiaran TBC
Taiping Business Centre
34000 Taiping, Perak
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KUALA KANGSAR/
KUALA KANGSAR PERKESO OFFICE
No. 8E/8F, Plot 3000 & 3001,
Jalan Raja Chulan,
33000 Kuala Kangsar, Perak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO TELUK INTAN/
TELUK INTAN PERKESO OFFICE
No. 8-10, Medan Sri Intan,
Jalan Sekolah,
36000, Teluk Intan, Perak
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO TAPAH/
TAPAH PERKESO OFFICE
Lot 5399, No. 6 & 7, Jalan Bidor,
35000 Tapah, Perak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SRI MANJUNG/
SRI MANJUNG PERKESO OFFICE
No 125 & 126 Jalan PPMP 3/3,
Pusat Perniagaan Manjung Point,
32040 Sri Manjung, Perak.
: 1300 22 8000
: perkeso@perkeso.gov.my

SELANGOR

PEJABAT PERKESO NEGERI SELANGOR/
SELANGOR STATE PERKESO OFFICE
Wisma PERKESO,
Lot 141, Seksyen 6, Jalan Selangor,
46990 Petaling Jaya, Selangor.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO RAWANG/
RAWANG PERKESO OFFICE
29, Jalan Setia Rawang 1,
KM 25, Jalan Ipoh,
48000 Rawang, Selangor.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KLANG/
KLANG PERKESO OFFICE
Wisma PERKESO
Tower C @ BBT One,
Lebuh Batu Nilam 3/KS 6
Bandar Bukit Tinggi
41200 Klang, Selangor.
: 1300 22 8000
: perkeso@perkeso.gov.my



PEJABAT PERKESO TANJUNG KARANG/
TANJUNG KARANG PERKESO OFFICE
No.38, Jalan Ria Mas,
Taman Ria Mas,
45500 Tanjung Karang, Selangor.
: 1300 22 8000
: perkeso@perkeso.gov.my

NEGERI SEMBILAN DARUL KHUSUS

PEJABAT PERKESO NEGERI, NEGERI SEMBILAN/
NEGERI SEMBILAN STATE PERKESO OFFICE
Wisma PERKESO,
Lot 3757, No. 52, Jalan Sungai Ujong,
70000 Seremban, Negeri Sembilan.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KUALA PILAH/
KUALA PILAH PERKESO OFFICE
No. 8 & 9, Jalan Melang 1,
Pusat Komersial Melang,
72000 Kuala Pilah, Negeri Sembilan.
: 1300 22 8000
: perkeso@perkeso.gov.my

MELAKA

PEJABAT PERKESO NEGERI MELAKA/
MELAKA STATE PERKESO OFFICE
Wisma PERKESO,
Jalan Persekutuan MITC, Ayer Keroh,
Hang Tuah Jaya,
75450 Melaka.
: 1300 22 8000
: perkeso@perkeso.gov.my

JOHOR DARUL TAKZIM

PEJABAT PERKESO NEGERI JOHOR/
JOHOR STATE PERKESO OFFICE
Wisma PERKESO,
No. 26, Jalan Susur 5 ,
Jalan Tun Abdul Razak, Larkin
80200 Johor Bahru, Johor.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO MUAR/
MUAR PERKESO OFFICE
No. 34 & 35, Jalan Pesta ½
Taman Tun Dr. Ismail Jalan Bakri,
84000 Muar, Johor.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO BATU PAHAT/
BATU PAHAT PERKESO OFFICE
No. 16 & 17, Jalan Setia Jaya,
Taman Setia Jaya,
83000 Batu Pahat, Johor.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KLUANG/
KLUANG PERKESO OFFICE
No. 28, Jalan Duku,
Jalan Kg Haji Manan,
86000 Kluang, Johor.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SEGAMAT/
SEGAMAT PERKESO OFFICE
No. 13, Jalan Emas,
Taman Batu Hampar,
85000 Segamat, Johor.
: 1300 22 8000
: perkeso@perkeso.gov.my

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PEJABAT PERKESO NEGERI PAHANG/
PAHANG STATE PERKESO OFFICE
Wisma PERKESO,
Jalan Mat Kilau,
25000 Kuantan, Pahang.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO TEMERLOH/
TEMERLOH PERKESO OFFICE
No. 19 & 21, Jalan Sudirman 3,
Bandar Baru Seri Semantan,
28000 Temerloh, Pahang.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO BENTONG/
BENTONG PERKESO OFFICE
P4, Pusat Perniagaan Ketari,
Jalan Ketari,
28700 Bentong, Pahang.
: 1300 22 8000
: perkeso@perkeso.gov.my

KELANTAN DARUL NAIM

PEJABAT PERKESO NEGERI KELANTAN/
KELANTAN STATE PERKESO OFFICE
Wisma PERKESO,
PT 304 - 307 Seksyen 22,
Jalan Kota Darul Naim,
15538 Kota Bahru, Kelantan.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KUALA KRAI/
KUALA KRAI PERKESO OFFICE
Lot 2441, Mukim Bandar Kuala Krai,
Bandar Kuala Krai,
18000, Kuala Krai, Kelantan..
: 1300 22 8000
: perkeso@perkeso.gov.my

TERENGGANU

PEJABAT PERKESO NEGERI TERENGGANU/
TERENGGANU STATE PERKESO OFFICE
Wisma PERKESO,
Lot 2467, Jalan Air Jernih,
20538 Kuala Terengganu, Terengganu.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KEMAMAN/
KEMAMAN PERKESO OFFICE
Lot PT 16086 & Lot PT 16087,
Taman Chukai Utama,
Jalan Kubang Kurus,
24000 Kemaman, Terengganu.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO DUNGUN/
DUNGUN PERKESO OFFICE
Lot 8433, Jalan Yahya Ahmad,
23000 Dungun, Terengganu.
: 1300 22 8000
: perkeso@perkeso.gov.my

SARAWAK

PEJABAT PERKESO NEGERI SARAWAK
SARAWAK STATE PERKESO OFFICE
Wisma PERKESO, Lot 436, Section 54,
No. 52, Travillion Commercial Centre,
Jalan Padungan,
93100 Kuching, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO MIRI
MIRI PERKESO OFFICE
Lot 1184 & 1185, Blok 9 M.C.L.D,
Miri Water Front Commercial Centre,
98000 Miri, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SRI AMAN
SRI AMAN PERKESO OFFICE
Lot 647, Sublot 4, Jalan Paya,
Peti Surat 301,
95000 Sri Aman, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO BINTULU
BINTULU PERKESO OFFICE
No. 180, Lot 3466,
Parkcity Commerce Square, Phase 1
Jalan Tun Ahmad Zaidi, P. O Box 957,
97008 Bintulu, Sarawak,
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SIBU
SIBU PERKESO OFFICE
No. 1–5, Lorong Pahlawan 7,
Jalan Pahlawan,
96000 Sibu, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KAPIT
KAPIT PERKESO OFFICE
Tingkat Bawah, Satu dan Dua,
Di Sublot 8, Lot 3125, Blok 13,
Menuan Land District,
Peti Surat 4351, 96800 Kapit, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SARIKEI
SARIKEI PERKESO OFFICE
No. 3, Sublot 5, Jalan Nenas,
96100 Sarikei, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO MUKAH
MUKAH PERKESO OFFICE
Sublot 6, Lot 2141,
New Township Extension,
Jalan Green,
96400 Mukah, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO LIMBANG
LIMBANG PERKESO OFFICE
Lot 1083, Jalan Buangsiol,
Limbang Town District,
98700 Limbang, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SERIAN
SERIAN PERKESO OFFICE
Sublot 9 & 10, Lot 372,
Serian Town District,
Serian By Pass Road
J94700 Serian, Sarawak.
: 1300 22 8000
: perkeso@perkeso.gov.my

SABAH

PEJABAT PERKESO NEGERI SABAH
SABAH STATE PERKESO OFFICE
Wisma PERKESO,
No. 11, Lorong Sempelang Tanjung Aru,
88100 Kota Kinabalu, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO TAWAU
TAWAU PERKESO OFFICE
No. 4294 & 4295,
Lot 1 & 2, Jalan Budi,
91000 Tawau, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO LAHAD DATU
LAHAD DATU PERKESO OFFICE
MDLD 3827 Fajar Centre,
Peti Surat 61193,
91120 Lahad Datu, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KENINGAU
KENINGAU PERKESO OFFICE
Tingkat 1 & 2, Lot 22
Blok C, Adika Commercial Complex
Peti Surat 704, 89008 Keningau, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO SANDAKAN
SANDAKAN PERKESO OFFICE
Lot 203 & 204, Blok 23,
Fasa 3, Bandar Prima , Batu 4,
90000 Sandakan, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO KOTA MARUDU
KOTA MARUDU PERKESO OFFICE
Blok A1, Lot No. 2,
Tingkat Bawah, 1 & 2,
Bandau Commercial Centre, Phase 1,
89108 Kota Marudu, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT PERKESO BEAUFORT
BEAUFORT PERKESO OFFICE
No.2, Ground Floor, - 3rd Floor
Block A, Beaufort Square Avenue 2,
89800 Beaufort, Sabah.
: 1300 22 8000
: perkeso@perkeso.gov.my

PEJABAT SISTEM INSURANS PEKERJAAN (SIP)
EMPLOYMENT INSURANCE SYSTEM OFFICE (EIS)

PEJABAT SISTEM INSURANS PEKERJAAN (SIP)
EMPLOYMENT INSURANCE SYSTEM OFFICE
Menara PERKESO Putrajaya,
No. 6, Persiaran Perdana,
Presint 2, 62100 Putrajaya.
: 03-8091 5300/5400
: 03-8091 5101
: pejabat.sip@perkeso.gov.my

PUSAT REHABILITASI PERKESO TUN ABDUL RAZAK
TUN ABDUL RAZAK PERKESO REHABILITATION CENTRE

PUSAT REHABILITASI PERKESO TUN ABDUL RAZAK
TUN ABDUL RAZAK PERKESO REHABILITATION CENTRE
Lot PT 7263, Bandar Hijau, Hang Tuah Jaya, 75450 Durian Tunggal, Melaka.
: 06-235 4000
: 06-253 5150
: rehab.perkeso@rehabmalaysia.com

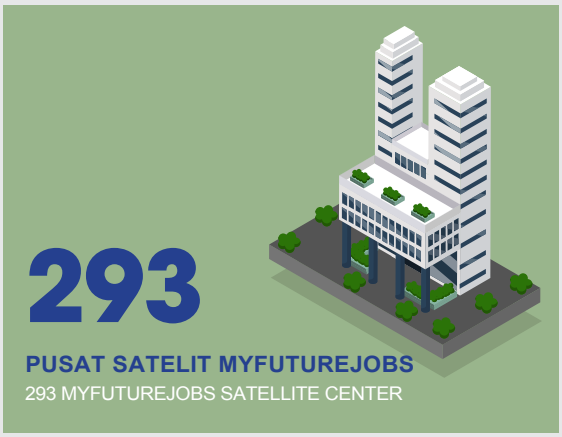
PUSAT REHABILITASI SATELIT PERKESO
PERKESO SATELLITE REHABILITATION CENTRE

PUSAT REHABILITASI PERKESO ARA DAMANSARA
ARA DAMANSARA PERKESO REHABILITATION CENTRE
Ward 3B, Level 3, Ara Damansara Medical Centre, Lot 2, Jalan Lapangan Terbang Subang, Seksyen U2,
40150 Shah Alam, Selangor.
: 03-7832 7595
: -
: rehab.perkeso@rehabmalaysia.com

PUSAT REHABILITASI PERKESO FIT-PORT TANJUNG PELEPAS
TANJUNG PELEPAS FIT-PORT PERKESO REHABILITATION CENTRE
G-5 Block B, Wisma PTP, Jalan Pelabuhan Tanjung Pelepas TST 504,
81560 Gelang Patah, Johor.
: 07-585 2666
: -
: rehab.perkeso@rehabmalaysia.com

PUSAT REHABILITASI PERKESO KUALA TERENGGANU
KUALA TERENGGANU PERKESO REHABILITATION CENTRE
No. 723, Permai Park Inn, Jalan Sultan Mahmud, 20400 Kuala Terengganu.
: 09-620 5545
: -
: rehab.perkeso@rehabmalaysia.com

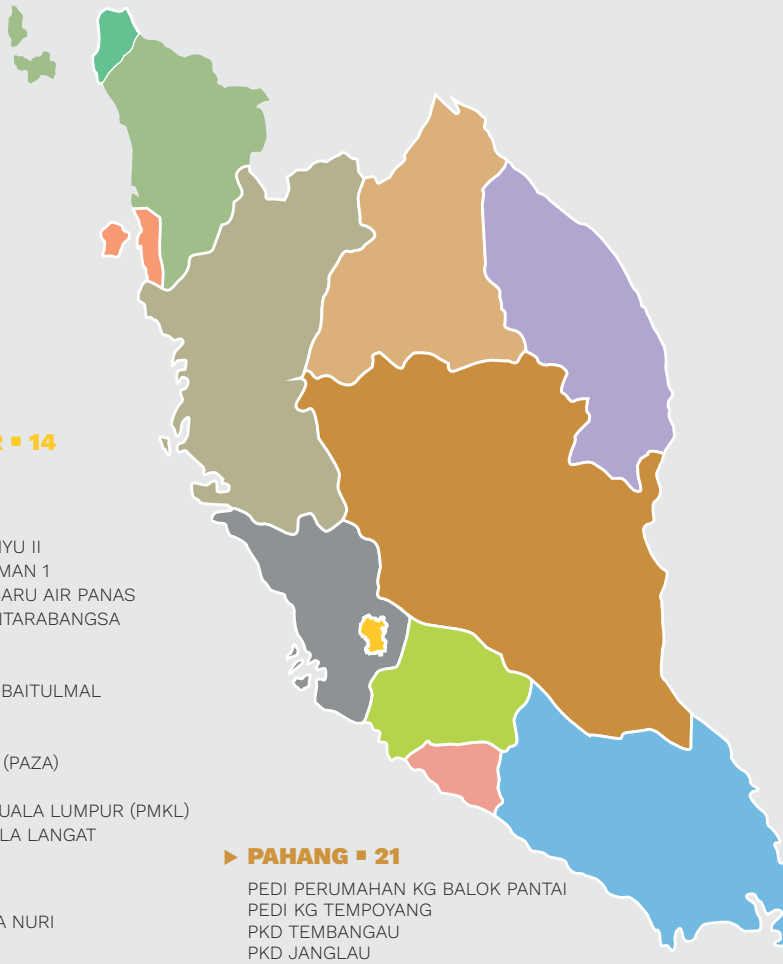
PUSAT REHABILITASI PERKESO QUILL CITY MALL
QUILL CITY MALL PERKESO REHABILITATION CENTRE
Lot 5-01, 5-02 & 5-02A, Level 5, Quill City Mall, Jalan Sultan Ismail, Bandar Wawasan, 54200 Kuala Lumpur.
: 03-2602 9879
: -
: rehab.perkeso@rehabmalaysia.com



293

PUSAT SATELIT MYFUTUREJOBS

293 MYFUTUREJOBS SATELLITE CENTER



▸ JOHOR ▪ 21

PEDI KG SEMANGAR DALAM
PKD TANJUNG SEDILI
PKD AIR MERAH
PKD MELAYU NYIOR
UTC JOHOR
POLITEKNIK IBRAHIM SULTAN (PIS)
POLITEKNIK MERSING JOHOR (PMJ)
POLITEKNIK METRO JOHOR BAHRU (PMJB)
POLITEKNIK TUN SYED NASIR
SYED ISMAIL (PTSN)
KOLEJ KOMUNITI LEDANG
KOLEJ KOMUNITI PAGOH
KOLEJ KOMUNITI MUAR
KOLEJ KOMUNITI SEGAMAT
KOLEJ KOMUNITI SEGAMAT 2
KOLEJ KOMUNITI BANDAR PENAWAR
KOLEJ KOMUNITI BANDAR TENGGARA
KOLEJ KOMUNITI PASIR GUDANG
KOLEJ KOMUNITI TANJUNG PIAI
KOLEJ KOMUNITI KOTA TINGGI
KOLEJ KOMUNITI BATU PAHAT
KOLEJ KOMUNITI KLUANG

▸ KEDAH ▪ 19

PEDI RP SEBERANG TERUS
PKD NAPOH
PKD SINGKIR LAUT
PKD PASIR PUTIH
PKD BAGAN SENA
PUSAT KHIDMAT WAKIL RAKYAT
BUKIT KAYU HITAM
PUSAT KHIDMAT WAKIL RAKYAT
PARLIMEN PENDANG DAN DUN TOKAI
UTC KEDAH
POLITEKNIK TUANKU SULTANAH
BAHIYAH (PTSB)
POLITEKNIK SULTAN ABDUL HALIM
MU'ADZAM SHAH (POLIMAS)
KOLEJ KOMUNTI BANDAR DARUL AMAN
KOLEJ KOMUNITI JERAI
KOLEJ KOMUNITI BANDAR BAHARU
LANGKAWI TOURISM ACADEMY (LTA)
@ KOLEJ KOMUNITI LANGKAWI
KOLEJ KOMUNITI KULIM
KOLEJ KOMUNITI SUNGAI PETANI
KOLEJ KOMUNITI BALING
KOLEJ KOMUNITI PADANG TERAP
KOLEJ KOMUNITI SIK

▸ KELANTAN ▪ 13

PEDI BULUH KUBU
PKD ALOR JERINGAU
PKD BUKIT TANDAK
PKD GUAL IPOH
PKD SG. SAM
KPTM KOTA BHARU
PUSAT KHIDMAT WAKIL RAKYAT DUN GALAS
UTC KELANTAN
POLITEKNIK KOTA BHARU (PKB)
POLITEKNIK JELI KELANTAN (PJK)
KOLEJ KOMUNITI PASIR MAS
KOLEJ KOMUNITI JELI
KOLEJ KOMUNITI KOK LANAS

▸ KUALA LUMPUR ▪ 14

PEDI PPR JELATEK
PEDI SERI ALAM 2
PEDI DESA PANDAN
PEDI PPR TAMAN WAHYU II
PEDI PPR PA SERI TIOMAN 1
PEDI PPR KAMPUNG BARU AIR PANAS
KOLEJ TEKNOLOGI ANTARABANGSA
CYBERNETICS
NEWTON UNIVERSITY
KOLEJ PROFESIONAL BAITULMAL
KUALA LUMPUR
UPM
PUSAT AGIHAN ZAKAT (PAZA)
UTC PUDU
POLITEKNIK METRO KUALA LUMPUR (PMKL)
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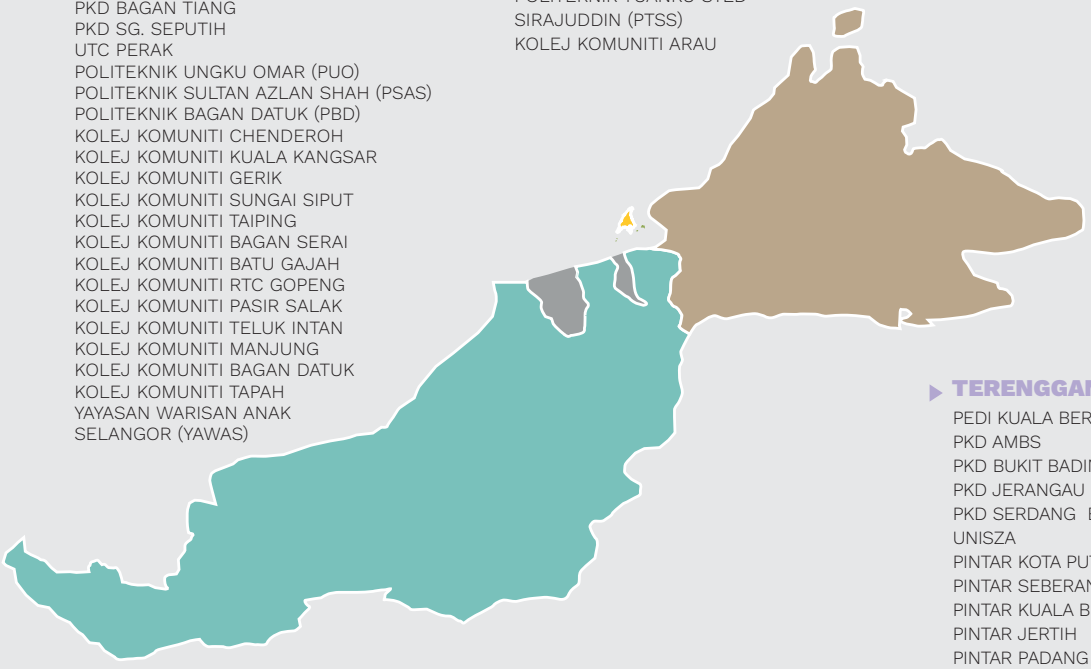
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DCC BINTANGOR
DCC MARUDI
DCC MATU
DCC PEKAN BATU KAWA
DCC SARATOK
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SARAWAK (PMBS)
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PKD SG. GUMUT
UNITAR
BAC
UNIVERSITI MALAYA (UM)
UPNM
PLPP BANGI
PUSAT BELIA MAHIR BANGI
YAPEIM
JPM KAJANG
UTC SELANGOR
POLITEKNIK SULTAN SALAHUDDIN
ABDUL AZIZ SHAH (PSA)
POLITEKNIK SULTAN IDRIS SHAH (PSIS)
POLITEKNIK BANTING SELANGOR (PBS)
KOLEJ KOMUNITI TANJUNG KARANG
KOLEJ KOMUNITI SABAK BERNAM
KOLEJ KOMUNITI KLANG
KOLEJ KOMUNITI HULU SELANGOR
KOLEJ KOMUNITI SELAYANG
KOLEJ KOMUNITI KELANA JAYA
KOLEJ KOMUNITI HULU LANGAT
KOLEJ KOMUNITI SHAH ALAM
KOLEJ KOMUNITI AMPANG



SALURAN KHIDMAT PELANGGAN / CUSTOMER SERVICE CHANNELS

1. Talian Khidmat Pelanggan Customer Service Hotline	**1 300 22 8000**
2. Laman Sesawang Website	**www.perkeso.gov.my**
3. Emel Email	**perkeso@perkeso.gov.my**
4. SISPAA (Sistem Pengurusan Aduan Awam) (Public Complaints Management System)	**perkeso.spab.gov.my**
5. Laman Sesawang Media Sosial Social Media Sites	***Facebook*: facebook.com/PERKESO.Official** ***Twitter*: twitter.com/PERKESOofficial** ***Instragram*: instagram.com/perkeso.official** ***YouTube*: Prihatin PERKESO**
6. Hari Bertemu Pelanggan Meet the Clients Day	**Setiap hari Khamis pertama setiap bulan di Ibu Pejabat dan semua Pejabat PERKESO** Every first Thursday each month at Headquarters and all PERKESO offices.
7. iperkeso	**Aplikasi ‘iperkeso’ melalui aplikasi ‘*Play Store*’ (versi android)** ‘iPerkeso’ application available from Play Store (android version)

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02

PERUTUSAN PENGERUSI
CHAIRMAN'S MESSAGE



"Ekonomi global menghadapi beberapa siri kejutan yang menggugat kestabilan dan menjejaskan pemulihan ekonomi global pada tahun 2022.

The global economy faced a series of surprises that threatened the stability and disrupted global economic recovery in 2022."

DATO' SRI SUBAHAN BIN KAMAL
PENGERUSI LEMBAGA
PERTUBUHAN KESELAMATAN SOSIAL
CHAIRMAN OF THE BOARD
SOCIAL SECURITY ORGANISATION



Assalamualaikum warahmatullahi wabarakatuh,
Salam Sejahtera dan Salam Sehati Sejiwa.

Bagi pihak Lembaga Pertubuhan Keselamatan Sosial (PERKESO), saya selaku Pengerusi Lembaga dengan sukacitanya membentangkan Laporan Tahunan dan Penyata Kewangan yang telah diaudit bagi tahun kewangan berakhir 31 Disember 2022.

SENARIO PERSEKITARAN EKONOMI

Perkembangan Global pada Tahun 2022

Ekonomi global menghadapi beberapa siri kejutan yang menggugat kestabilan dan menjejaskan pemulihan ekonomi global pada tahun 2022. Hala tuju ke arah pemulihan telah berubah, terutamanya disebabkan oleh perang di Ukraine yang membawa kepada ketidakseimbangan rantaian bekalan yang berpanjangan, kejutan harga komoditi, krisis tenaga di Eropah dan kadar inflasi yang tinggi sejak berdekad-dekad, merentasi kebanyakan ekonomi maju.

Peningkatan tekanan inflasi global mendorong pengetatan dasar monetari yang agresif oleh bank pusat utama untuk memulihkan kestabilan harga yang membawa kepada pengetatan mendadak keadaan kewangan global. Ini juga mengakibatkan kebimbangan mengenai peningkatan risiko kemelesetan dalam kedua-dua ekonomi maju (*AE*) dan pasaran ekonomi pesat membangun (*EMDE*). Selain itu, kelembapan ekonomi China yang berlatarbelakangkan gangguan berterusan berkaitan COVID-19 dan tekanan dalam pasaran hartanah turut menjejaskan ekonomi global. Dana Kewangan Antarabangsa (*IMF*) dalam Tinjauan Ekonomi Dunia pada Oktober 2022 meramalkan pertumbuhan global akan menurun kepada 3.2% pada tahun 2022 daripada 6.0% pada tahun 2021 sambil menyatakan bahawa negara-negara yang menyumbang sekurang-kurangnya satu pertiga daripada ekonomi global dijangka menguncup pada tahun 2022 atau tahun 2023.

On behalf of the Board of the Social Security Organisation (PERKESO), and as the Chairman, I am pleased to present the audited Annual Report and Financial Statement for the financial year ending 31st December 2022.

ECONOMIC ENVIRONMENT SCENARIO

Global Development in 2022

The global economy faced a series of surprises that threatened stability and disrupted global economic recovery in 2022. The direction towards recovery had changed, particularly caused by the war in Ukraine which resulted in the continued imbalance of the supply chain, shocking commodity prices, energy crisis in Europe and the highest inflation rate in decades, across most developed economies.

An increase in global inflation pressure led to the aggressive tightening of monetary policies by central banks in order to recover price stability, which in turn led to a sudden tightening in global financial conditions. The situation also gave rise to concerns on the increased risk of recession in both developed economies (DE) as well as emerging markets and developing economies (EMDE). In addition, the slowing down of the Chinese economy due to the continued disruptions related to COVID-19 and pressure in the real property markets also affected global economy. The International Monetary Fund (IMF), in the World Economic Survey in October 2022, predicted that global growth will decrease to 3.2% in 2022 from 6.0% in 2021, while also stating that countries that comprise at least one third of the global economy are expected to contract in 2022 or 2023.



Ekonomi Malaysia

Tahun 2022 memperlihatkan momentum pemulihan ekonomi negara berterusan meskipun berdepan persekitaran luaran tidak menentu yang dicetuskan oleh gangguan rantaian bekalan, dasar sifar COVID-19 di China dan konflik geopolitik. Sebagai ekonomi terbuka, Malaysia tidak dapat lari daripada terkesan dengan keadaan luaran yang tidak menentu. Peralihan kepada fasa endemik dan pembukaan semula sempadan antarabangsa pada 1 April 2022 adalah antara faktor memacu momentum pertumbuhan ekonomi sepanjang tahun 2022. Prestasi ekonomi yang memberangsangkan susulan pembukaan semula ekonomi selaras dengan peralihan ke fasa endemik COVID-19, kadar pengangguran juga bertambah baik dengan berkurangan kepada 3.6% pada Oktober 2022.

Peningkatan Kadar Inflasi

Tahun 2022 juga memperlihatkan peningkatan kadar inflasi pada peringkat global susulan kekangan bekalan dicetuskan konflik Ukraine-Russia, yang mendorong bank pusat di dunia menaikkan kadar faedah. Peningkatan kadar faedah Amerika Syarikat (AS) secara agresif bagi mengekang inflasi di negara itu mengukuhkan dolar AS.

Ia sekali gus memberi kesan ketara terhadap prestasi ringgit berbanding mata wang utama dunia itu, yang mana ringgit menyusut melepasi paras RM4.70 sedolar, paras terendah sejak Krisis Kewangan Asia 1997/1998. Kadar inflasi keseluruhan di negara ini juga masih berada pada paras tinggi, meskipun sudah menyederhana kepada 4.0% pada November lalu berikutan permintaan pengguna yang kukuh.

Ekonomi Malaysia mencatatkan pertumbuhan paling tinggi dalam tempoh 22 tahun sejak tahun 2000 apabila berkembang pantas 8.7% pada tahun 2022, sekali gus merekodkan pencapaian terbaik dalam kalangan negara Asia Tenggara.

Malaysian Economy

The year 2022 saw a continued momentum in the country's economic recovery despite facing volatile external conditions driven by disruption in the supply chain, the zero COVID-19 policy in China and geopolitical conflicts. As an open economy, Malaysia was not exempted from being affected by the volatile external conditions. The transition to the endemic phase and reopening of international borders on 1st April 2022 were among the factors driving the economic growth momentum throughout 2022. The encouraging economic performance following the reopening of the economy was consistent with the transition to the COVID-19 endemic phase, with unemployment rate reducing to 3.6% in October 2022.

Rise in Inflation Rate

The year 2022 also saw an increase in global inflation rate following supply constraints caused by the Ukraine-Russia Conflict, which led the central banks of the world to increase interest rates. The aggressive increase in interest rates in the United States of America to contain its inflation resulted in the strengthening of the dollar.

This led to an obvious impact on ringgit performance compared to the main global currencies, where the ringgit weakened to surpass RM4.70 against the dollar, the lowest that it has been since the Asian Financial Crisis of 1997/1998. The overall inflation rate in the country was also at a high level albeit levelling to 4.0% in November following solid consumer demands.

The Malaysian economy recorded its highest growth in 22 years since the year 2000, with a rapid growth of 8.7% in 2022, the best achievement amongst countries in South East Asia.

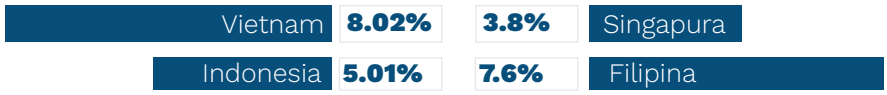
Ekonomi Malaysia meneruskan momentum pertumbuhan kukuh yang dicatatkan pada hujung tahun 2021, dengan berkembang 5.0% pada suku pertama tahun 2022. Momentum positif itu berterusan dengan memperlihatkan Keluaran Dalam Negara Kasar (KDNK) berkembang di luar jangkaan sebanyak 8.9% pada suku kedua dan terus berkembang pantas 14.2% pada suku ketiga tahun 2022. Pada suku terakhir tahun 2022, ekonomi negara berkembang 7.0% dipacu oleh permintaan dalam negeri yang kukuh, sekali gus menyokong pertumbuhan bagi keseluruhan tahun lalu mengatasi unjuran awal sekitar 6.5% hingga 7.0% iaitu pertumbuhan terbaik di Asia Tenggara.

It continued the strong momentum recorded at the end of 2021, with a growth of 5.0% in the first quarter of 2022. The positive momentum continued with an unexpected growth in the Gross Domestic Product (GDP) by 8.9% in the second quarter which subsequently rapidly grew to 14.2% in the third quarter. In the fourth quarter of 2022, the country's economy grew by 7.0%, largely driven by a strong domestic demand, thus supporting overall growth in the last year, beyond the early projection of between 6.5% to 7.0%, the best in South East Asia.

Secara umumnya, prestasi ekonomi Malaysia pada tahun lalu mengatasi Vietnam yang mencatat pertumbuhan 8.02%, Indonesia (5.01%), Singapura (3.8%), Filipina (7.6%) manakala Thailand diunjur berkembang 3.4%. Prestasi memberangsangkan ekonomi negara pada tahun lalu disokong oleh pengembangan berterusan dalam permintaan domestik, pemulihan utuh pasaran kerja dan permintaan kukuh bagi elektrik dan elektronik (E&E) serta pemulihan aktiviti perlancongan. Pengembangan berterusan dalam pekerjaan pula mendorong pengurangan kadar pengangguran. Aktiviti sektor swasta kekal menjadi pemacu utama pertumbuhan, disokong oleh penggunaan dan pelaburan swasta. Penggunaan swasta terus meningkat didorong terutamanya oleh keadaan pasaran pekerja yang bertambah baik.

In general, the Malaysian economy's performance in the last year overtook Vietnam which recorded 8.02% growth, Indonesia (5.01%), Singapore (3.8%),the Philippines (7.6%) and Thailand which was projected to grow by 3.4%. The encouraging economic performance in the last year was supported by continued growth in domestic demand, solid recovery of the labour market and strong demand for electric and electronic (E&E) products, as well as recovery in tourism activities. Private consumerism continued to increase, pushed specifically by the improving labour market.

PRESTASI EKONOMI MALAYSIA PADA TAHUN LALU MENGATASI /
MALAYSIAN ECONOMY'S PERFORMANCE IN THE LAST YEAR OVERTOOK



Keadaan Pasaran Pekerja Pada Tahun 2022

Sektor tenaga buruh negara semakin pulih pada Disember 2022 dengan mencatatkan kadar pengangguran yang lebih rendah iaitu 3.6% yang membabitkan 599,600 orang penganggur, manakala guna tenaga terus meningkat berdasarkan laporan Jabatan Perangkaan Malaysia (*DOSM*).

Inisiatif PERKESO menerusi program-program untuk meningkatkan peluang pekerjaan serta mengukuhkan pasaran buruh bagi menyokong momentum pertumbuhan sosioekonomi Malaysia telah memacu kepada prestasi pasaran buruh yang lebih baik. Bilangan tenaga buruh pada Disember 2022 meningkat 0.1%, sebanyak 16.73 juta orang berbanding 16.71 juta orang pada November 2022. Secara langsung, kadar penyertaan tenaga buruh (KPTB) adalah pada 69.8% berbanding bulan sebelumnya.

Labour Market Condition in 2022

The country's labour sector showed recovery in December 2022, recording a lower unemployment rate at 3.6%, involving 599,600 unemployed persons, whilst employment continued to increase based on the report issued by the Department of Statistics (DOSM).

The initiatives taken by PERKESO through programmes with the aim of increasing job opportunities and strengthening the labour market to support the country's socio-economic growth momentum have resulted in better labour market performance. The number of labour force in December 2022 recorded 0.1% increase, amounting to 16.73 million persons compared to 16.71 million persons in November 2022. The labour force participation rate stood at 69.8% compared to the previous month.

TENAGA BURUH
LABOUR FORCE



Disember / December 2022

0.1% ▲ **16.73** juta / million orang / person

November / November 2022

16.71 juta / million orang / person

Bilangan penduduk bekerja kekal pada trend positif, dengan peningkatan bulan ke bulan sebanyak 0.1% kepada 16.13 juta orang berbanding 16.11 juta orang pada bulan sebelumnya. Mengenai kedudukan guna tenaga, kategori pekerja kekal sebagai komposisi terbesar dalam jumlah penduduk pekerja, merangkumi 75.8% atau 12.23 juta orang pada Disember 2022. Berdasarkan sektor pula, perkhidmatan terus mencatatkan pertumbuhan positif dalam bilangan penduduk bekerja, terutamanya dalam aktiviti perdagangan borong dan runcit, perkhidmatan makanan dan minuman serta aktiviti maklumat dan komunikasi. Selain itu, sektor pertanian, pembuatan, pembinaan dan perlombongan serta pengkuarian turut mengekalkan trend positif. Sementara itu, penganggur aktif atau mereka yang bersedia untuk bekerja dan aktif mencari pekerjaan, merangkumi 80.8% daripada jumlah penganggur pada Disember 2022 berdasarkan laporan statistik Tenaga Buruh Malaysia, Disember dan Suku Keempat 2022.

The number of employed residents remained in a positive trend with month to month increase of 0.1% to 16.13 million persons compared to 16.11 million in the previous month. In terms of employment status, the permanent employee category forms the largest composition in the total number of employed residents, amounting to 75.8% or 12.23 million persons in December 2022. In terms of sectors, on the other hand, the services sector continued to record a positive growth in the number of employed residents, especially in wholesale and retail commercial activities, food and beverage services as well as information and communication activities. In addition, the agricultural, manufacturing, construction and mining sectors as well as quarrying sector also maintained positive trends. Meanwhile, active unemployed persons or those who are ready to work and actively seeking employment comprise 80.8% of the total number of unemployed persons as at December 2022 according to the statistic report issued by the Department of Labour, December and Fourth Quarter 2022.

Atas dasar keprihatinan Kerajaan terhadap majikan dan pekerja yang terjejas impak daripada pandemik COVID-19, initiatif tambahan telah diperkenalkan ketika negara melalui pasca endemik menerusi bajet pada tahun 2022. PERKESO telah berjaya melaksanakan peranan besar yang telah diberikan dalam melaksanakan program-program di bawah pakej rangsangan ekonomi yang diperkenalkan sebelum ini. Justeru, kejayaan besar ini telah mendorong Kerajaan untuk terus memberikan peranan kepada PERKESO untuk melaksanakan program membantu pekerja dan majikan seperti diumumkan dalam Belanjawan Tahun 2022.

PERKESO komited melaksanakan kesemua inisiatif Bajet 2022 yang melibatkan peruntukan sebanyak RM2 bilion untuk melaksanakan JaminKerja – Insentif Penggajian (JKIP) di bawah Sistem Insurans Pekerjaan JaminKerja - Insentif Penggajian (JKIP), SIP

As a mark of concern by the Government towards employers and employees who have been impacted by the COVID-19 pandemic, additional initiatives were introduced in the 2022 budget as the country went through the endemic phase. PERKESO had successfully carried out the large role that it was entrusted with in implementing programmes under the economic stimulus package previously introduced. Hence, this major achievement has pushed the Government to continue entrusting the organisation with the role of implementing programmes to assist employees and employers as announced in the 2022 Budget.

PERKESO remains committed towards implementing all initiatives under Budget 2022 which involves an allocation of RM2 billion, for the *JaminKerja* – Hiring Incentive (*JKIP*) under the Employment Insurance System, the *SIP Perantisan* (Apprenticeship) and SIP

Perantisan dan SIP Gig. Usaha ini bagi merealisasikan hasrat Kerajaan untuk menjamin penyediaan 600,000 peluang pekerjaan pada tahun 2022. PERKESO mensasarkan seramai 300,000 pencari kerja di seluruh negara bakal menerima manfaat daripada pelaksanaan program ini. Pelaksanaan insentif ini akan dapat merangsang lebih banyak pewujudan pekerjaan oleh para majikan, sekaligus menggalakkan penyertaan lebih ramai bagi kumpulan tumpuan seperti orang kelainan upaya (OKU), banduan, bekas tentera dan orang asli serta golongan wanita untuk kembali bekerja. Insentif ini juga dijangka dapat mewujudkan peluang pekerjaan yang lebih mapan menerusi tempoh pemberian insentif yang dilanjutkan. Selain itu, Kerajaan menerusi PERKESO turut melaksanakan Program Geran Penuh atau Padanan Caruman Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) bagi meneruskan usaha perluasan liputan perlindungan sosial di bawah PERKESO.

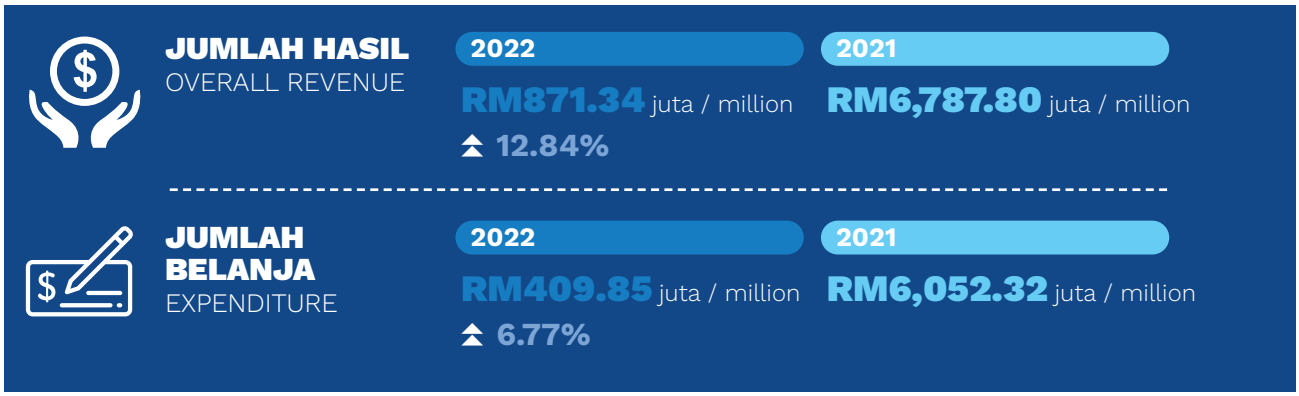
Gig. These initiatives were undertaken to realise the Government's goal of guaranteeing the provision of 600,000 job opportunities in 2022. PERKESO targets a total of 300,000 job seekers nationwide to benefit from the implementation of these programmes. These incentives will be able to stimulate the establishment of more jobs by employers, thus encouraging more participation from target groups such as the disabled, ex-convicts, ex-soldiers, the indigenous people as well as females returning to work. These incentives are expected to create more sustainable job opportunities with the extension of incentive period. The Government, through PERKESO, is also implementing the Full Grant or Matching Grant under the Self Employment Social Security Scheme in a bid to continue expanding social protection coverage under the organisation.

Prestasi Kewangan PERKESO

Secara keseluruhannya, jumlah hasil PERKESO bagi tahun 2022 meningkat sebanyak RM871.34 juta atau 12.84% kepada RM7,659.14 juta berbanding RM6,787.80 juta pada tahun 2021. Jumlah belanja PERKESO juga meningkat sebanyak RM409.85 juta atau 6.77% kepada RM6,462.17 juta berbanding RM6,052.32 juta pada tahun 2021. Dengan itu, lebihan PERKESO bagi tahun 2022 meningkat sebanyak RM461.49 juta atau 62.75% kepada RM1,196.97 juta berbanding RM735.48 juta pada tahun 2021.

Financial Performance of PERKESO

PERKESO's overall revenue for the year 2022 increased by RM871.34 million or 12.84% to become RM7,659.14 million compared to RM6,787.80 million in 2021. Its expenditure also increased by RM409.85 million or 6.77% to RM6,462.17 million compared to RM6,052.32 million in 2021. As such, PERKESO's surplus for the year 2022 increased by RM461.49 million or 62.75% to RM1,196.97 million compared to RM735.48 million in 2021.



Pendapatan caruman meningkat sebanyak RM694.27 juta atau 13.36% kepada RM5,889.39 juta berbanding RM5,195.12 juta pada tahun 2021 antaranya berikutan peningkatan had siling gaji baharu bagi maksud caruman Akta 4 dan Akta 800 daripada RM4,000 kepada RM5,000 sebulan berkuat kuasa mulai 1 September 2022. Selain itu, peningkatan kutipan caruman ini juga mencerminkan tahap kesedaran yang kian meningkat dalam kalangan majikan, pekerja dan orang bekerja sendiri

Income from contributions increased by RM694.27 million or 13.36% to RM5,889.39 million compared to RM5,195.12 million in 2021, following the raising of new salary ceiling for the purposes of contributions under Act 4 and Act 800 from RM4,000 to RM5,000 per month with effect from 1st September 2022. In addition, the increase in contributions collection also shows increasing awareness amongst employers, employees and self-employed persons of their responsibility to contribute to PERKESO following the

PENDAPATAN PELABURAN KASAR / GROSS INVESTMENT EARNINGS

RM212.15
juta / million
14.08%
2022

1,507.21
juta / million
2021

BELANJA TANGGUNGAN LIABILITIES EXPENDITURE

RM411.22
juta / million
8.69%
2022

RM4,733.16
juta / million
2021

BELANJA OPERASI OPERATIONAL EXPENDITURE

RM50.54
juta / million
5.59%
2022

RM904.00
juta / million
2021

mengenai tanggungjawab mereka untuk mencarum kepada PERKESO berikutan keberkesanan kempen kesedaran dan aktiviti penguatkuasaan yang dilaksanakan oleh PERKESO.

effectiveness of the awareness campaigns and enforcement activities carried out.

Pendapatan pelaburan kasar juga meningkat sebanyak RM212.15 juta atau 14.08% kepada RM1,719.36 juta berbanding RM1,507.21 juta pada tahun 2021 terutamanya berikutan peningkatan dalam pendapatan dividen, keuntungan penjualan bon dan pendapatan faedah serta peningkatan keuntungan belum realis atas pertukaran asing.

Gross investment earnings also rose by RM212.15 million or 14.08% to RM1,719.36 million compared to RM1,507.21 million in 2021, especially following the increase in dividend income, profit from the sale of bonds and interest earnings, as well as increase in unrealised profits on foreign exchange.

Sementara itu, belanja tanggungan meningkat sebanyak RM411.22 juta atau 8.69% kepada RM5,144.38 juta pada tahun 2022 berbanding RM4,733.16 juta pada tahun sebelumnya terutamanya berikutan peningkatan dalam bayaran faedah pencen penakat, hilang upaya sementara dan hilang upaya kekal. Belanja operasi turut meningkat sebanyak RM50.54 juta atau 5.59% kepada RM954.54 juta berbanding RM904.00 juta pada tahun 2021 berikutan peningkatan dalam perbelanjaan perkhidmatan dan bekalan serta kos anggota bagi tahun 2022. Kerugian penjejasan bersih bagi aset kewangan pula menurun sebanyak RM51.91 juta atau 12.50% kepada RM363.25 juta pada tahun 2022 berbanding RM415.16 juta pada tahun sebelumnya berikutan penurunan harga pasaran saham pada akhir tahun 2022 yang kurang signifikan berbanding tahun 2021.

Meanwhile, liabilities expenditure increased by RM411.22 million or 8.69% to RM5,144.38 million in 2022 compared to RM4,733.16 million in the preceding year, especially following the increase in payment of survivors' pension, temporary disablement benefit and permanent disablement benefit. Operational expenditure also increased by RM50.54 million or 5.59% to RM954.54 million compared to RM904.00 million in 2021 due to the increase in services and supplies expenses, as well as staff costs for the year 2022. Net impairment loss for financial assets decreased by RM51.91 million or 12.50% to RM363.25 million in 2022 compared to RM415.16 million in the previous year following the less significant decline in share market prices at the end of 2022 compared to 2021.

Pembukaan semula ekonomi secara berperingkat semasa pasca pandemik COVID-19 menyaksikan pemulihan yang kukuh dalam aktiviti-aktiviti ekonomi yang didorong oleh penggunaan dan pelaburan swasta yang tinggi. Permintaan terpendam dan kekangan penawaran memacu inflasi global kepada 8.8% pada tahun 2022, mendorong bank-bank pusat global mengawal inflasi dengan mengetatkan dasar monetari (Sumber: Tabung Kewangan Antarabangsa (*IMF*)).

The phased reopening of the economy post COVID-19 pandemic saw strong recovery in economic activities which were driven by high consumerism and private investment. Latent demand and supply constraints drove global inflation to 8.8% in 2022, pushing global central banks to control inflation by tightening their monetary policies (Source: International Monetary Fund (IMF)).

Bagi tahun 2022, jumlah aset pelaburan diuruskan PERKESO meningkat sebanyak 1.86% kepada RM31,827.54 juta. Pertumbuhan aset pelaburan tersebut disumbangkan oleh pendapatan pelaburan dan pertumbuhan dana Akta 800.

For the year 2022, the total investment asset managed by PERKESO increased by 1.86% to RM31,827.54 million. Investment earnings and Act 800 funds growth contributed to the said growth in investment assets.

Kadar Pulangan Pelaburan (ROI) kasar untuk kesemua dana meningkat kepada 5.49% daripada 5.15% pada tahun 2021 berikutan saiz dana yang lebih tinggi dan pengurusan pelaburan yang aktif. Pendapatan pelaburan kasar meningkat dengan signifikan sebanyak 11.78% kepada RM1,630.52 juta pada tahun 2022, berbanding RM1,458.74 juta pada tahun 2021.

Gross Returns On Investment (ROI) for all funds increased to 5.49% from 5.15% in 2021 following a larger funds size and active investment management. Gross investment income significantly increased by 11.78% to RM1,630.52 million in 2022 compared to RM1,458.74 million in 2021.

PENDAPATAN PELABURAN KASAR / GROSS INVESTMENT INCOME

RM1,630.52
juta / million
11.78%
2022

1,458.74
juta / million
2021

Kecemerlangan Operasi

Menyelusuri cabaran tahun 2022, PERKESO telah berjaya mengharungi cabaran getir tersebut dengan kejayaan cemerlang dalam pengoperasian menerusi beberapa indikator "*key performance indicator*" PERKESO (*KPI*). Pencapaian piagam pelanggan dalam pemprosesan semua jenis faedah melebihi 98%, keberkesanan dalam aktiviti penguatkuasaan dan program kesedaran, peningkatan dalam jumlah pendaftaran majikan dan pekerja bagi Akta 4, peningkatan peratus majikan yang aktif mencarum dalam Skim Bencana Kerja Pekerja Asing (SBKPA), peningkatan bilangan Orang Bekerja Sendiri (OBS) aktif mencarum, peningkatan jumlah majikan aktif di bawah Akta 800 dan majikan aktif di bawah Pekerja Domestik di bawah Akta 4 serta Akta 800. Pencapaian cemerlang dalam melaksanakan inisiatif-inisiatif Kerajaan telah memacu kepada lonjakan berganda kecemerlangan PERKESO secara keseluruhannya. Semoga PERKESO terus cemerlang menjadi antara agensi utama barisan hadapan memacu perlindungan keselamatan sosial yang dinamik, komprehensif dan inklusif di negara ini.

Operational Excellence

Traversing the challenges that the year 2022 presented, PERKESO has successfully emerged at the end with excellence in its operations, as shown by the organisation's key performance indicators (KPI). Among the successes include the clients' charter achievement with regards to processing all types of claims exceeding 98%, the effectiveness of enforcement activities and awareness programmes, increase in the number of registration of employers and employees under Act 4, increase in percentage of employers actively contributing towards the Foreign Workers' Employment Injury Scheme, increase in number of Self Employed Persons who actively contribute and increase in the number of active employers under Act 800 and active employers in relation to Domestic Workers under Acts 4 and 800. The outstanding achievement in carrying out Government initiatives has led to a surge in the organisation's overall excellence. It is hoped that PERKESO continues its excellence as one of the key frontline agencies in driving dynamic, comprehensive and inclusive social security protection in the country.

MAJIKAN MENCARUM (SBKPA) EMPLOYERS ACTIVELY CONTRIBUTING

▲ 19.82%

ORANG BEKERJA SENDIRI MENCARUM (OBS) CONTRIBUTING SELF EMPLOYED PERSONS

▲ 67.11%

2022

Liputan Perlindungan Keselamatan Sosial

Sehingga 31 Disember 2022, jumlah majikan aktif bagi Akta 4 telah meningkat sebanyak 5.79%, peratus majikan yang aktif mencarum dalam Skim Bencana Kerja Pekerja Asing (SBKPA) meningkat sebanyak 19.82%, bilangan Orang Bekerja Sendiri (OBS) aktif mencarum meningkat sebanyak 67.11%, jumlah majikan aktif di bawah Akta 800 meningkat sebanyak 11.11%, dan jumlah majikan aktif di bawah Pekerja Domestik di bawah Akta 4 dan Akta 800 meningkat sebanyak 18,115.

Social Security Protection Coverage

As at 31st December 2022, the number of active employers under Act 4 increased by 5.79%, the percentage of employers actively contributing towards the Foreign Workers' Employment Injury Scheme increased by 19.82% the number of actively contributing Self Employed Persons increased by 67.11%, the number of active employers under Act 800 increased by 11.11% and the number of active employers in relation to Domestic Workers under Acts 4 and 800 increased by 18,115.

Pertubuhan Keselamatan Sosial (PERKESO) telah menguatkuasakan kadar siling gaji baharu bagi maksud caruman daripada RM4,000 kepada RM5,000 sebulan. Langkah ini bertujuan menambah baik liputan keselamatan sosial PERKESO menerusi peningkatan kadar bayaran faedah sedia ada sehingga 25.3% seperti Faedah Hilang Upaya Sementara (FHUS), Faedah Hilang Upaya Kekal (FHUK), Faedah Orang Tanggungan (FOT), Pencen Penakat dan Pencen Ilat di bawah Akta 4 serta Elaun Mencari Pekerjaan (EMP), Elaun Pendapatan Berkurangan (EPB) dan Elaun Bekerja Semula Awal (EBSA) di bawah Akta 800. PERKESO telah melaksanakan pelarasan kos sara hidup bagi semua penerima faedah berkala dan kenaikan kadar pencen minimum di bawah Skim Keilatan PERKESO. Seramai 456,000 penerima faedah terlibat dengan pelarasan ini dengan kos perbelanjaan sebanyak RM234 juta. Menerusi pindaan ini, seramai 1.5 juta pekerja atau hampir 19% daripada keseluruhan pencarum PERKESO di seluruh negara terbabit dalam peningkatan siling gaji ini yang merangkumi pekerja tempatan dan pekerja asing. Peningkatan siling gaji ini dilaksanakan sejajar dengan usaha berterusan PERKESO ke arah menyediakan perlindungan sosial yang lebih komprehensif kepada pencarum dan orang tanggungan.

The Social Security Organisation (PERKESO) has enforced a new salary ceiling for the purposes of contribution, a raise from RM4,000 to RM5,000 per month. This measure was taken to improve PERKESO's social security coverage through increasing existing benefits payment by up to 25.3%. This include benefits such as the Temporary Disablement Benefit, Permanent Disablement Benefit, Dependants' Benefit, Survivors' Pension and Invalidity Pension under Act 4, as well as Job Search Allowance, Reduced Income Allowance and Early Re-employment Allowance under Act 800. PERKESO has also implemented an adjustment to the cost of living for all regular recipients of benefits and increase in the minimum pension rate under its Invalidity Scheme. A total of 456,000 benefits recipients were involved in this adjustment, with an expenditure of RM234 million. With this amendment, a total of 1.5 million workers or almost 19% of the overall PERKESO contributors nationwide are involved in the raising of the salary ceiling which encompasses local and foreign workers. The raising of salary ceiling is implemented in line with PERKESO's continued efforts towards the provision of a more comprehensive social security protection to contributors and their dependants.

Selain itu, Kerajaan menerusi PERKESO telah mewujudkan Skim Keselamatan Sosial Suri Rumah berkuatkuasa pada 1 Disember 2022. Kerajaan mengiktiraf peranan suri rumah dalam *core economy* yang turut membantu dalam penjanaan ekonomi negara. Selain terdedah dengan risiko bahaya semasa menguruskan hal-hal rumah tangga, hampir 5 juta wanita di Malaysia masih belum mempunyai liputan perlindungan sosial. Sehubungan itu, Skim Keselamatan Sosial Suri Rumah yang akan dilaksanakan oleh PERKESO adalah bertujuan untuk menjaga kebajikan dan melindungi golongan ini daripada bencana domestik dan keilatan seiring dengan frasa *"no one is left behind."*

The Government, through PERKESO, has also established the Housewives' Social Security Scheme which came into effect on 1st December 2022. The Government recognises the role of housewives in core economy, which contributes to the generation of the country's economy. In addition to being exposed to risks and dangers while carrying out their domestic tasks, almost 5 million women in Malaysia still do not have social security coverage. In relation thereto, the Housewives' Social Security Scheme implemented by PERKESO is intended to maintain the welfare and protect this group of women against domestic injury and invalidity consistent with the phrase "no one is left behind".

Tadbir Urus Korporat

Mengharungi tahun 2022 yang penuh mencabar, Lembaga Pengarah PERKESO bersama pengurusan tertinggi cakna dalam mengatur strategi yang lebih bersasar bagi melonjakkan keberhasilan pada setiap program yang dilaksanakan.

Lembaga mengesahkan komitmen dan kebertanggungjawaban terhadap sistem pengurusan risiko dan kawalan dalaman organisasi yang meliputi strategik, pelaburan, operasi dan kewangan serta mengkaji semula kecukupan, keberkesanan dan integriti sistem-sistem tersebut.

Corporate Governance

Faced with a very challenging 2022, the PERKESO Board of Directors together with its top management were very careful in devising a more targeted strategy in order to produce results in each programme carried out.

The Board affirmed its commitment and accountability towards the organisation's risk management system and internal controls which cover strategy, investment, operations and finance as well as reviewing the sufficiency, effectiveness and integrity of such systems.

Pengurusan bertanggungjawab untuk melaksanakan kawalan ini dan melaporkan secara berkala tentang risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan atau meminimumkan risiko tersebut. Jawatankuasa Governan, Etika, Audit dan Risiko (GEAR) Lembaga (*BGC*) yang terdiri daripada ahli Lembaga Pengarah bertanggungjawab ke atas proses kawalan dalaman, tadbir urus dan pengurusan risiko.

The management is responsible in implementing these controls and regularly reporting on the risks identified as well as actions taken to reduce or minimise such risks. The Governance, Ethics, Audit and Risk (GEAR) Board Committee (BGC) comprising members of the Board of Directors is responsible for the internal control, governance and risk management processes.

Sistem pengurusan risiko dan kawalan dalaman PERKESO direka bagi memenuhi keperluan khusus organisasi untuk menguruskan risiko dengan cekap dan berkesan yang boleh menghalang pencapaian objektif perniagaan organisasi dan untuk menyediakan maklumat untuk pelaporan yang tepat serta memastikan pematuhan terhadap keperluan peraturan dan undang-undang.

The risk management system and internal controls of PERKESO are designed to fulfil the organisation's specific needs in efficiently and effectively managing risks that may obstruct the achievement of its business objectives and to provide information for accurate reporting as well as ensuring compliance with regulations and laws.

Lembaga Pengarah sentiasa menilai proses berterusan untuk mengenal pasti, menilai, memantau dan mengurus risiko besar PERKESO sepanjang tahun. Ciri-ciri utama sistem kawalan dalaman PERKESO menerusi mekanisma berikut:

The Board of Directors continues to evaluate the processes put in place to identify, assess, monitor and manage the organisation's risks throughout the year. PERKESO's internal controls comprise the following mechanisms:

a. Lembaga Pengarah dalam melaksanakan tugasnya, telah menubuhkan beberapa jawatankuasa seperti berikut:

   i. Panel Pelaburan
   ii. Jawatankuasa GEAR Lembaga;
   iii. Jawatankuasa Lembaga Saraan dan Pencalonan;
   iv. Jawatankuasa Kewangan;
   v. Jawatankuasa Perjawatan;
   vi. Jawatankuasa Tatatertib;
   vii. Jawatankuasa Perolehan;
   viii. Jawatankuasa Pusat Pemulihan;
   ix. Jawatankuasa Pengurusan Prestasi;
   x. Jawatankuasa Skim Pekerjaan Sendiri;
   xi. Jawatankuasa Sistem Insurans Pekerjaan.

   Jawatankuasa Lembaga beroperasi mengikut terma rujukan, prosedur dan kuasa yang diwakilkan dan diluluskan oleh Lembaga dengan jelas, yang dikaji dari semasa ke semasa untuk memastikan ia relevan dan terkini.

a. The Board of Directors, in discharging its duties, have established several committees as follows:

   i. Investment Panel;
   ii. Board GEAR Committee;
   iii. Remunerations and Nominations Committee;
   iv. Finance Committee;
   v. Personnel Committee;
   vi. Disciplinary Committee
   vii. Procurement Committee;
   viii. Rehabilitation Centre Committee;
   ix. Performance Management Committee;
   x. Self Employment Scheme Committee;
   xi. Employment Insurance System Committee.

   The Board Committees operate according to the terms of reference, procedure and powers clearly assigned and approved by the Board, which are reviewed from time to time to ensure they are relevant and up-to-date.

b. Struktur Organisasi Dan Talian Pelaporan

b. Organisational Structure and Reporting Line

c. Dasar Teknologi Maklumat

c. Information Technology Policy

d. Fungsi Audit Dalam

d. Internal Audit Function

e. Dasar, Garis Panduan dan Prosedur

e. Policy, Guidelines and Procedures

f. Sistem Belanjawan dan Jangkaan Komprehensif

f. Budget and Comprehensive Expectation

g. Pemantauan, Pelaporan dan Semakan

g. Monitoring, Reporting and Review

Isu Dan Cabaran

Secara amnya, perlindungan sosial merangkumi semua dasar awam yang dirangka bagi menyediakan perlindungan kepada individu yang menghadapi kesukaran ekonomi dan sosial. Terdapat tiga jenis dasar di bawah perlindungan sosial, iaitu jaringan keselamatan sosial, insurans sosial, dan dasar pasaran pekerja aktif. Di samping mengurangkan pelbagai risiko ekonomi terhadap masyarakat, dasar perlindungan sosial juga berperanan sebagai alat penstabilan makroekonomi yang penting. Pandemik COVID-19 yang disusuli oleh krisis ekonomi telah mengakibatkan kesan yang buruk terhadap kehidupan dan sumber pendapatan penduduk di seluruh dunia termasuk Malaysia.

Sebagai tindak balas terhadap krisis kesihatan dan ekonomi tersebut, kebanyakan kerajaan di seluruh dunia telah memperkukuh dasar perlindungan sosial mereka. Sokongan yang sangat diperlukan telah disalurkan kepada golongan yang paling terjejas.

Walau bagaimanapun, kesan dan tahap kemudaratan pandemik yang belum pernah dialami sebelum ini telah memberikan tekanan kepada sistem perlindungan sosial di kebanyakan negara dan Malaysia juga tidak terkecuali, lantas memerlukan sokongan fiskal secara ad hoc untuk melengkapi sistem perlindungan sosial tersebut.

Issues and Challenges

In general, social protection covers all public policies designed to provide protection to individuals facing economic and social difficulties. There are three types of policies under social protection, namely, social security network, social insurance and active labour market policies. Apart from reducing various economic risks faced by the community, social protection policies also function as an important macroeconomic stabilisation tool. The COVID-19 pandemic, followed by the economic crisis, had adversely impacted the lives and sources of income of global citizens, including Malaysia.

As a reaction to the health and economic crises, most governments across the globe strengthened their social protection policies. Much needed support was channelled to the people most affected.

However, the effect and level of harm caused, which has never been seen before, has resulted in pressures on the social protection system of most countries, including Malaysia thus requiring ad hoc fiscal support in complementing such social protection system.



Sistem perlindungan sosial di Malaysia turut menghadapi cabaran ini. Pandemik ini telah mendedahkan isu struktur yang mendalam berkaitan dengan rangka kerja perlindungan sosial yang sedia ada di negara ini. Isu-isu yang kritikal termasuk program yang tidak bersepadu dan bertindih, jurang dalam liputan perlindungan keseluruhan, program bantuan yang tidak mencukupi untuk menangani kelemahan sosioekonomi secara komprehensif dan cabaran fiskal.

The social protection system in Malaysia also faced such a challenge. The pandemic has also exposed deep structural issues related to the existing social protection framework in the country. The critical issues include programmes that are not integrated and overlapping programmes, gap in the overall protection coverage, assistance programmes which are insufficient in comprehensively overcoming socioeconomic weaknesses and fiscal challenges.

Melangkah Ke Hadapan

PERKESO perlu terus memberikan tumpuan pada usaha menyokong pemulihan ekonomi yang mampan. Usaha ini berlatarkan antara lainnya keadaan yang pantas berubah dan ketidakpastian berhubung dengan perkembangan pasca endemik COVID-19, konflik geopolitik dan gangguan rantaian bekalan yang menjadi punca kesenjangan sosioekonomi rakyat khususnya golongan rentan dan B40 di negara ini. Sehubungan dengan itu, PERKESO perlu memainkan peranan yang penting dalam tadbir urus perlindungan keselamatan sosial yang adil dan saksama kepada pekerja sebagai pemangkin transformasi negara.

Melangkah ke hadapan, PERKESO perlu berani mengorak langkah sejajar dengan iltizam untuk menjadikan Malaysia Madani sebagai sebuah negara yang terus membangun secara mampan seiring dengan pengagihan ekonomi yang adil, saksama dan inklusif pada semua peringkat kumpulan pendapatan, etnik, wilayah dan kaum.

Moving Forward

PERKESO needs to continue to focus on the effort to support sustainable economic recovery. This effort is based, among others, on the rapidly changing situation and uncertainty with regards to the post COVID-19 endemic growth, geopolitical conflicts and disruption in the supply chain which is the source of socio-economic disparity among the people, particularly among the vulnerable and B40 groups in the country. Thus, PERKESO needs to play an important role in social security protection that is fair and just to workers, as a transformation catalyst in the country.

Moving forward, the organisation has to be brave in taking steps in line with the determination to transform Malaysia Madani into a country that continues to sustainably develop, hand-in-hand with fair, just and inclusive distribution of economy to all income, ethnic, regional and racial groups.

Penghargaan

Berlatarbelakangkan pelbagai kejayaan yang telah dicapai oleh PERKESO, saya bagi pihak Lembaga ingin mengucapkan setinggi-tinggi penghargaan kepada Ahli Lembaga dan Ahli Panel Pelaburan serta warga PERKESO atas komitmen berterusan dan sokongan padu yang diberikan. Saya percaya warga PERKESO akan terus memberikan sokongan dalam usaha memanfaatkan peluang dan menghadapi cabaran mendatang dalam landskap sosioekonomi dan keselamatan sosial warga pekerja demi menjaga kesejahteraan sosial pekerja dan orang tanggungan mereka.

Acknowledgment

On behalf of the Board and based on the various successes achieved by the organisation, I would like to record our highest appreciation to members of the Board of Directors, members of the Investment Panel and the whole of PERKESO staff, for their continued commitment and unwavering support. I believe that the PERKESO staff will continue to lend their support towards efforts to take advantage of the opportunity and face future challenges in the socio-economic and social security landscape in order to protect the social wellbeing of workers and their dependants.

Akhir kata, saya bagi pihak Lembaga dan seluruh warga PERKESO ingin merakamkan setinggi penghargaan kepada YB Tuan V. Sivakumar, Menteri Sumber Manusia dan YB Datuk Ts. Mustapha @ Mohd Yunus bin Sakmud, Timbalan Menteri Sumber Manusia di atas nasihat dan pandangan serta dorongan yang diberikan dalam memantapkan lagi peranan PERKESO sebagai peneraju perlindungan keselamatan sosial di Negara ini.

Finally, on behalf of the Board and PERKESO staff, I would like to record our highest appreciation to YB Tuan V. Sivakumar, Minister of Human Resources and YB Datuk Ts. Mustapha @ Mohd Yunus bin Sakmud, Deputy Minister of Human Resources for their advice and views, as well as encouragement in consolidating the role of PERKESO as the leader of social security protection in the country.



DATO' SRI SUBAHAN BIN KAMAL
Pengerusi Lembaga
PERTUBUHAN KESELAMATAN SOSIAL
Chairman of the Board
SOCIAL SECURITY ORGANISATION

AHLI LEMBAGA
BOARD MEMBERS

SENARAI AHLI LEMBAGA PERKESO / LIST OF MEMBERS OF THE BOARD

BIL.	NAMA / NAME	AHLI / WAKIL
1.	**Dato' Sri Subahan bin Kamal** mulai 4 Oktober 2022 / with effect from 4th October 2022	Pengerusi Lembaga PERKESO / Chairman of the PERKESO Board
2.	**Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah** sehingga 23 September 2022 / until 23rd September 2022	Pengerusi Lembaga PERKESO / Chairman of the PERKESO Board
3.	**Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed**	Ketua Pegawai Eksekutif Kumpulan Pertubuhan Keselamatan Sosial / Group Chief Executive Officer Social Security Organisation
4.	**Dato' Mohd Zafir bin Ibrahim**	Wakil Kementerian Kewangan / Representing the Ministry of Finance
5.	**Dr. Priya a/p Ragunath**	Wakil Kementerian Kesihatan / Representing the Ministry of Health
6.	**Datuk Muhd Khair Razman bin Mohamed Annuar**	Wakil Kementerian Sumber Manusia / Representing the Ministry of Human Resources
7.	**Dato' Nathan K Suppiah**	Wakil Majikan (Semenanjung Malaysia) / Representing Employers (Peninsular Malaysia)
8.	**Dato' Ahmad Nadzarudin bin Abdul Razak**	Wakil Majikan (Semenanjung Malaysia) / Representing Employers (Peninsular Malaysia)
9.	**Datin Hajah Rozilah binti Abdullah**	Wakil Majikan (Sabah) / Representing Employers (Sabah)
10.	**Encik Leong Pit Wee**	Wakil Majikan (Sarawak) / Representing Employers (Sarawak)
11.	**Dato' Haji Adnan bin Mat**	Wakil Orang Berinsurans (Semenanjung Malaysia) / Representing Insured Persons (Peninsular Malaysia)
12.	**Encik Mohd. Effendy bin Abdul Ghani**	Wakil Orang Berinsurans (Semenanjung) / Representing Insured Persons (Peninsular Malaysia)
13.	**Encik Awang Ali bin Ahmad Raji@Amat**	Wakil Orang Berinsurans (Sabah) / Representing Insured Person (Sabah)
14.	**Puan Margaret Paul**	Wakil Orang Berinsurans (Sarawak) / Representing Insured Persons (Sarawak)
15.	**Tan Sri Dato' Seri Mohd Annuar bin Zaini**	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial / Person with Experience in Social Security
16.	**Dr. Arul Raj a/l Rajoo**	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial / Person with Experience in Social Security
17.	**Dr. Tanaletchumy a/p Palanisamy**	Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial / Person with Experience in Social Security
18.	**Encik Wee Hock Kee**	Pemerhati / Observer

PROFIL AHLI LEMBAGA
PROFILE OF BOARD MEMBERS



DATO' SRI SUBAHAN BIN KAMAL
PENGERUSI LEMBAGA PERKESO
CHAIRMAN OF THE BOARD PERKESO

DATO' SRI SUBAHAN BIN KAMAL telah dilantik sebagai Pengerusi Pertubuhan Keselamatan Sosial (PERKESO), sebuah agensi kerajaan di bawah Kementerian Sumber Manusia pada 4 Oktober 2022.

Beliau memegang ijazah Sarjana Muda (Kepujian) Kewangan dan Ekonomi dari Universiti Southern Illinois, Carbondale, Illinois, Amerika Syarikat. Beliau seorang ahli Institut Insurans Malaysia.

Dato' Sri Subahan memulakan kerjayanya di Jabatan Perancangan Korporat, Bank Rakyat pada tahun 1989 sehingga 1994. Beliau menyertai sektor perkhidmatan awam pada tahun 1994 dan berkhidmat sebagai Setiausaha Sulit kepada Setiausaha Parlimen, Kementerian Kewangan (1994 hingga 1995). Seterusnya beliau berkhidmat sebagai Setiausaha Sulit Kanan kepada Timbalan Menteri Kewangan (1995 hingga 1998) dan Setiausaha Sulit Kanan kepada Timbalan Menteri Sumber Manusia (1999). Beliau kemudiannya meninggalkan perkhidmatan awam pada tahun 1999 dan memulakan perniagaan sendiri dalam bidang pembinaan. Dato' Sri Subahan mempunyai beberapa perniagaan berkaitan pembinaan, latihan dan pendidikan, pembangunan hartanah, pengurusan projek serta logistik.

Beliau adalah Presiden Konfederasi Hoki Malaysia, ahli Lembaga Perbadanan Stadium Malaysia, sebuah badan berkanun di bawah Kementerian Belia dan Sukan, Pengerusi Wawasan Qi Group dan ahli Badan Penasihat, Universiti Quest International, Perak. Dato' Sri Subahan juga pernah memegang jawatan Timbalan Presiden Persatuan Bola Sepak Malaysia dan Presiden Persatuan Bola Sepak Selangor, dari tahun 2016 hingga tahun 2018. Beliau memegang jawatan Pengurus Pasukan Bola Sepak Kebangsaan Malaysia dari tahun 2009 hingga tahun 2013.

Kini Dato' Sri Subahan merupakan Pengarah Eksekutif Gagasan Nadi Cergas Berhad, sebuah syarikat yang tersenarai sebagai ACE Market di Bursa Malaysia Securities Berhad. Beliau juga adalah Pengerusi Bukan Eksekutif Bebas syarikat Alcom Group Berhad yang tersenarai di Main Market Bursa Securities.

DATO' SRI SUBAHAN BIN KAMAL was appointed as Chairman of Social Security Organisation [(also known PERKESO) which is a government agency of the Ministry of Human Resources] since 4th October 2022.

He holds a Bachelor of Science (Honours) Degree in Finance and Minor in Economics from Southern Illinois University at Carbondale, Illinois, United States of America ("USA"). He is a member of the Malaysian Insurance Institute.

He started his employment career with Bank Rakyat Corporate Planning Department in 1989 to 1994. He joined the civil service sector in 1994. He served as Private Secretary to the Parliamentary Secretary, Ministry of Finance (1994 to 1995), Senior Private Secretary to the Deputy Minister of Finance (1995 to 1998) and Senior Private Secretary to the Deputy Minister of Human Resource (1999). He left the civil sector in 1999 to start his business in construction. He has several businesses involved in construction, training and education, property development, project management and logistics.

He is the President of the Malaysian Hockey Confederation; a board member of Perbadanan Stadium Malaysia, a statutory body under the Youth & Sports Ministry; Chairman of Wawasan Qi Group; and Member of Advisory Board, Quest International University Perak. He was the former Deputy President of Football Association of Malaysia and was also the President of Football Association of Selangor from 2016 to 2018 and the Manager of Malaysian National Football Team from 2009 to 2013.

He is Executive Director of Gagasan Nadi Cergas Berhad, which is listed on the ACE Market of Bursa Malaysia Securities Berhad ("Bursa Securities"). He is also an Independent Non-Executive Chairman of Alcom Group Berhad which is listed on the Main Market of Bursa Securities.

PROFIL AHLI LEMBAGA
PROFILE OF BOARD MEMBERS



DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED

KETUA PEGAWAI EKSEKUTIF KUMPULAN
PERTUBUHAN KESELAMATAN SOSIAL
GROUP CHIEF EXECUTIVE OFFICER
SOCIAL SECURITY ORGANISATION

DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED telah dilantik sebagai Ketua Pegawai Eksekutif Kumpulan PERKESO pada 6 April 2015. Beliau merupakan pemegang Ijazah Doktor Kehormat dalam Pengurusan Keselamatan dan Kesihatan Pekerjaan dari Kolej Universiti Sains Perubatan, Cyberjaya, Ijazah Sarjana Sains (Pengurusan Keselamatan dan Kesihatan Pekerjaan) dari Universiti Utara Malaysia (UUM), Sarjana Pentadbiran Perniagaan dari Oxford Business College, UK serta Sarjana Muda Perubatan dan Sarjana Muda Pembedahan dari Universiti Malaya (UM). Beliau kini merupakan "Profesor Adjung" di Pusat Pengajian Pengurusan Perniagaan, UUM dan Pusat Pengajian Pengurusan, Universiti Sains Malaysia. Beliau juga merupakan Pensyarah Pelawat kepada pelajar bidang Perubatan Komuniti di UM, Fakulti Perubatan dan Sains Kesihatan Universiti Putra Malaysia, serta Kolej Universiti Sains Perubatan Cyberjaya.

Beliau memulakan kerjayanya pada tahun 1993 sebagai doktor perubatan dan pada tahun 2001, beliau adalah doktor perubatan pertama yang diambil bekerja dengan PERKESO. Beliau telah dinaikkan pangkat sebagai Pengurus Besar Kanan Operasi pada tahun 2007 dan kemudiannya sebagai Timbalan Ketua Eksekutif (Operasi) pada tahun 2011 sehinggalah beliau dilantik sebagai Ketua Pegawai Eksekutif Kumpulan PERKESO pada tahun 2015. Beliau bertanggungjawab dalam penubuhan Pusat Rehabilitasi PERKESO yang serba canggih di samping memperkukuhkan komitmen PERKESO dalam keselamatan dan kesihatan pekerjaan, latihan kepada doktor am, pencegahan kemalangan, promosi kesihatan pekerja, pengurusan hilang upaya, program *Return-To-Work* dan perkhidmatan pekerjaan.

Beliau menjadi pemangkin pada perluasan jaringan perlindungan keselamatan sosial kepada individu di bawah sektor "*Care Economy*" menerusi liputan warga suri rumah di bawah Skim Keselamatan Sosial Suri Rumah (SKSSR) pada Disember 2022. Selain daripada perluasan jaringan perlindungan sosial PERKESO, Beliau juga memainkan peranan penting dalam menambahbaik kutipan caruman menerusi aktiviti pemeriksaan serta peningkatan pelaburan dalam aset terpilih. Beliau memperkenalkan konsep 'PERKESO Prihatin' dan 'S4P' untuk memantapkan penyampaian perkhidmatan PERKESO demi kesejahteraan pelanggan.

Daya kepimpinan, kebolehan dan sumbangan beliau turut diiktiraf di dalam negara dan peringkat antarabangsa. Tahun 2022 telah melakar sejarah apabila beliau menjadi rakyat Malaysia yang pertama dilantik bagi memegang jawatan tertinggi sebagai Presiden International Social Security Association (ISSA) yang ke-17 bagi sesi 2022 hingga 2025 sewaktu *World Social Security Forum* (*WSSF*) ke-6 di Marrakesh, Morocco atas sumbangan beliau dalam bidang keselamatan sosial dan penglibatan aktif dalam ISSA. Sebelum itu penglibatan aktif beliau meliputi sebagai Anggota Biro International Social Security Association (ISSA), Pengerusi Suruhanjaya Teknikal ISSA mengenai Organisasi, Inovasi & Pengurusan serta Naib Presiden International Section of the ISSA on Prevention in Transportation. Beliau juga adalah Ahli Majlis Vision Zero Global Alliance Council dan merupakan Ahli Lembaga International Association of Industrial Accident Boards and Commissions (IAIABC), Amerika Syarikat. IAIABC telah menganugerahkan beliau sebagai rakyat Malaysia yang pertama untuk menerima anugerah berprestij Frances Perkins Award.

DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED was appointed as the Group Chief Executive Officer PERKESO on 6th April 2015 He holds an Honorary Doctorate in Occupational Safety and Health Management from the Medical Science University College, Cyberjaya, a Master of Science (Occupational Safety and Health Management) degree from Universiti Utara Malaysia, a Master of Business Administration degree from Oxford Business College as well as a Bachelor of Medicine and Bachelor of Surgery from the University of Malaya. He is now an Adjunct Professor at the Business Management Studies Centre of Universiti Utara Malaysia and the Management Studies Centre of Universiti Sains Malaysia. He is also a Visiting Lecturer on Community Medicine at the University of Malaya, the Faculty of Medicine and Health Sciences of Universiti Putra Malaysia and the Cyberjaya Medical Science University College.

He began his career in 1993 as a medical doctor and in 2001 he became the first medical doctor to be employed by PERKESO. He was promoted to become the Senior General Manager of Operations in 2007 and later, the Deputy Chief Executive (Operations) in 2011 until his current appointment as the Chief Executive in 2015. Dato' Sri was responsible for the establishment of the sophisticated PERKESO Rehabilitation Centre in addition to strengthening PERKESO's commitment in occupational safety and health, training to general doctors, accident prevention, employee health promotion, disability management, the Return to Work programme and recruitment services.

He is the catalyst for the expansion of social security network to individuals under the 'care economy' sector through the coverage for housewives under the Housewives' Social Security Scheme in December 2022. In addition to the expansion of PERKESO's social security protection network, he also played an important role in improving contributions collections through inspection activities, as well as the increase in investments in selected assets. He also introduced the concept of 'PERKESO Prihatin' and 'S4P' to solidify the organisation's service delivery for its customers' wellbeing.

His leadership, talent and contribution was also recognised, locally and internationally. He made history in 2022 when he became the first Malaysian to be appointed as the 17th President of the International Social Security Association (ISSA) for the 2022 to 2025 session during the 6th World Social Security Forum in Marrakesh, Morocco for his contributions in the field of social security and active participation in ISSA. Prior to this appointment, he was also active as member of the International Bureau of ISSA, Chairman of ISSA Technical Commission on Organisation, Innovation & Management as well as the Vice President of the International Section of ISSA on Prevention in Transportation. He is also a member of the Global Alliance Council Vision Zero Council and a board member of the International Association of Industrial Accident Boards and Commissions (IAIABC). The IAIABC also awarded him with the prestigious Frances Perkins Award, the first Malaysian to receive such recognition.

PROF. TAN SRI DATUK DR. HJ. MOHAMED HANIFFA BIN HJ. ABDULLAH

Pengerusi Lembaga PERKESO
Chairman of the PERKESO



PROFESOR TAN SRI DATUK DR. MOHAMED HANIFFA BIN HJ. ABDULLAH dilantik menjadi Pengerusi Lembaga PERKESO, berkuat kuasa mulai 15 Jun 2020 sehingga 23/9/2022.

Perjalanan kerjaya beliau bermula daripada bidang perubatan sebelum mengorak langkah menceburi bidang perniagaan. Beliau juga turut terlibat aktif dalam aktiviti kemanusiaan.

Profesor Tan Sri Datuk Dr. Mohamed Haniffa merupakan pemegang Ijazah Sarjana Muda Perubatan dan Sarjana Muda Pembedahan (MBBS) dari University of Madras pada 1976 dan sebelum memulakan kerjayanya sebagai Pegawai Perubatan di Hospital Tengku Ampuan Rahimah Klang (HTAR) pada tahun 1977 dan di Hospital Sabak Bernam (1978). Setelah itu, beliau secara sukarela melibatkan diri dalam Angkatan Tentera (1978-1980).

Namun, setelah itu beliau memilih untuk bersara daripada berkhidmat di Sektor Awam dan mula menceburkan diri dalam dunia perniagaan dengan membuka klinik sendiri. Beliau merupakan Pengasas, Pro-Canselor dan Pengerusi Eksekutif Universiti MAHSA; Pengerusi Eksekutif Kumpulan MAHSA International School, MAHSA GROUP, MAHSA Grocer Sdn Bhd, MAHSA Dialysis Center dan MAHSA Hospital Sdn. Bhd.

Pada masa ini, beliau turut menyandang jawatan sebagai Pengerusi Pusat Perubatan Menara Telekom. Beliau juga turut terlibat dalam aktiviti sosial termasuk menjadi Ahli Majlis Anti-Dadah dan Narkotik Nasional Persatuan Perubatan Malaysia dan Pengerusi Eksekutif Badan Amal Islam yang bertindak menguruskan rumah anak yatim.

PROFESSOR TAN SRI DATUK DR. MOHAMED HANIFFA BIN HJ. ABDULLAH was appointed as Chairman of the PERKESO Board with effect from 15th June 2020 and held the post until 23rd September 2022.

His career path began in the medical field before dipping his toes in business. He is also active in humanitarian activities.

He holds a Bachelor of Medicine degree and a Bachelor of Surgery (MBBS) degree from the University of Madras in 1976 before beginning his career as a Medical Officer at the Tengku Ampuan Rahimah Hospital in Klang in 1977. He then served at the Sabak Bernam Hospital in 1978 after which he volunteered for the Armed Forces and served from 1978 to 1980.

However, he subsequently chose to retire from the public sector and ventured into business by opening his own clinic. He is the Founder, Pro-Chancellor and Executive Chairman of MAHSA University. He is Group Executive Chairman of MAHSA International School, MAHSA GROUP, MAHSA Grocer Sdn. Bhd., MAHSA Dialysis Centre and MAHSA Hospital Sdn. Bhd.

He is currently the Chairman of Menara Telekom Medical Centre. He is involved in social activities including serving as the member of the National Anti-Drugs and Narcotics Council, member of the Malaysian Medical Association and Executive Chairman of the Islamic Charitable Organisation managing orphanages.

DATO' MOHD ZAFIR BIN IBRAHIM
Wakil Kementerian Kewangan
Representing the Ministry of Finance



DATO' MOHD ZAFIR BIN IBRAHIM telah dilantik sebagai Ahli Lembaga Pengarah PERKESO (wakil Kementerian Kewangan Malaysia) mulai 1 Ogos 2021. Beliau berkelulusan Ijazah Sarjana Teknologi Maklumat dan Ijazah Sarjana Muda Pengajian Islam dari Universiti Kebangsaan Malaysia.

Dato' Mohd Zafir berpengalaman luas dalam bidang kewangan, perolehan, pengurusan sumber manusia, komunikasi dan protokol Kerajaan menerusi perkhidmatannya bertugas hampir 30 tahun dalam Perkhidmatan Awam di pelbagai Kementerian dan Agensi Kerajaan.

Selain PERKESO, Dato' Mohd Zafir turut dilantik sebagai Ahli Lembaga Pengarah bagi Universiti Kebangsaan Malaysia (UKM), Ahli Majlis di Majlis Agama Islam Wilayah Persekutuan (MAIWP), Ahli Lembaga Pengarah bagi Malaysian Research Accelerator for Technology and Innovation (MRANTI), Ahli Lembaga Pengarah bagi Perbadanan Kemajuan Ekonomi Negeri, Negeri Sembilan dan Ahli Lembaga Pengarah bagi Lembaga Pembangunan Langkawi (LADA), selain turut pernah berkhidmat sebagai Ahli Lembaga Pengarah bagi Universiti Malaysia Pahang (UMP). Pada masa ini beliau bertugas sebagai Setiausaha Bahagian di Bahagian Pengurusan Strategik Badan Berkanun, Kementerian Kewangan sejak tahun 2021.

DATO' MOHD ZAFIR IBRAHIM was appointed to the PERKESO Board (representing the Ministry of Finance) with effect from 1st August 2021. He holds a master's degree in information technology and a Bachelor of Islamic Studies degree from the National University of Malaysia.

He has extensive experience in the fields of finance, procurement, human resource management, communication and government protocol through his almost 30 years of service in the Public Service under various government ministries and agencies.

In addition to PERKESO, Dato' Mohd Zafir was also appointed as Member of the Board of Directors of the National University of Malaysia, member of the Wilayah Persekutuan Islamic Council (MAIWP), member of the Board of Directors of the Malaysian Research Accelerator for Technology and Innovation (MRANTI), member of the Board of Directors of the Negeri Sembilan State Economic Development Corporation, and member of the Board of Directors of Langkawi Development Authority (LADA). He has also served as member of the Board of Directors of Universiti Malaysia Pahang (UMP). He is currently serving as Division Secretary of the Statutory Body Strategic Management Division, Ministry of Finance, a post he has held since 2021.

DR. PRIYA A/P RAGUNATH
Wakil Kementerian Kesihatan
Representing the Ministry of Health



DR. PRIYA RAGUNATH merupakan Ketua Sektor Kesihatan Pekerjaan dan Alam Sekitar, Bahagian Kawalan Penyakit di Kementerian Kesihatan Malaysia (KKM) dan dilantik sebagai Ahli Lembaga PERKESO mewakili Kementerian Kesihatan. Beliau mempunyai kelulusan Sarjana Perubatan Kesihatan Awam (Kesihatan Pekerjaan) dari Universiti Malaya dan merupakan "*Fellow of the Faculty of Occupational Medicine*" di Royal College of Physicians, Ireland.

Dr. Priya turut memegang jawatan Pengerusi Persatuan Perubatan Kesihatan Pekerjaan dan Alam Sekitar (SOEM) di bawah Persatuan Perubatan Malaysia (MMA) dan Presiden bagi *Society of Occupational Physicians* (MSOP). Beliau juga adalah Ahli Majlis Negara bagi Keselamatan dan Kesihatan Pekerjaan (NCOSH) dan merupakan *Focal Point for Occupational Health for Malaysia in ASEAN Health Cluster 1*.

Dr Priya juga merupakan ahli Jawatankuasa Teknikal ISO/TC 283 "*Occupational Health and Safety Management*" di bawah International Organization for Standardization (ISO) dan juga ahli Jawatankuasa Standard Kebangsaan Occupational Safety and Health (NSC W) di Malaysia. Beliau juga merupakan *focal point* kesihatan bagi pelaksanaan Ex Gratia bagi perkhidmatan awam di Malaysia.

DR PRIYA RAGUNATH is the Head of the Occupational and Environmental Health Sector, Disease Control Division, Ministry of Health and is appointed to the Board of PERKESO representing the Ministry. She holds a Master of Public Health (Occupational Health) degree from the University of Malaya and is a Fellow of the Faculty of Occupational Medicine at the Royal College of Physicians, Ireland.

Dr Priya also holds the post of Chairman of the Occupational and Environmental Health Society under the Malaysian Medical Association. She is also the President of the Society of Occupational Physicians. She sits on the National Council of Occupational Safety and Health and is the focal point for occupational health for Malaysia in the ASEAN Health Cluster 1.

Dr Priya is a member of the Technical ISO/TC 283 "Occupational Health and Safety Management" Committee under the International Organisation for Standardisation (ISO) and a member of the National Occupational Safety and Health Standards Committee in Malaysia. She is the health focal point for the implementation of Ex Gratia for public services in Malaysia.

DATUK MUHD KHAIR RAZMAN BIN MOHAMED ANNUAR
Wakil Kementerian Sumber Manusia
Representing the Ministry of Human Resources

DATUK MUHD KHAIR RAZMAN BIN MOHAMED ANNUAR adalah Timbalan Ketua Setiausaha (Operasi) di Kementerian Sumber Manusia (KSM). Beliau adalah pemegang Ijazah Sarjana Muda Undang-undang Kepujian pada tahun 1992 dari Staffordshire University, United Kingdom dan menyambung pengajian lanjutan di bidang Sarjana Undang-undang Antarabangsa dari Southampton University, United Kingdom pada tahun 2006.

Sebelum bertugas di KSM, beliau pernah memberikan perkhidmatannya di beberapa Kementerian dan Jabatan Kerajaan yang lain merangkumi Pejabat Timbalan Perdana Menteri, Kementerian Luar Negeri, Kementerian Tenaga, Komunikasi dan Multimedia, Kementerian Hal Ehwal Dalam Negeri, Kementerian Dalam Negeri, Kementerian Perpaduan, Jabatan Tenaga Manusia dan Pejabat Daerah dan Tanah Daerah Barat Daya, Pulau Pinang.

DATUK MUHD KHAIR RAZMAN BIN MOHAMED ANNUAR is the Deputy Secretary General (Operations) of the Ministry of Human Resources and was appointed to the PERKESO Board representing the Ministry. He holds a Bachelor of Laws (Honours) degree from Staffordshire University, United Kingdom and a Master of International Laws degree from Southampton University, United Kingdom.

Prior to serving in the Ministry of Human Resources, he served in several other ministries and departments including the Office of the Deputy Prime Minister, the Foreign Ministry, the Home Ministry, Ministry of National Unity, the Department of Labour and the District and Land Office, South West District, Pulau Pinang.



DATO' NATHAN A/L K SUPPIAH
Wakil Majikan (Semenanjung Malaysia)
Representing Employers (Peninsular Malaysia)



DATO' NATHAN A/L K SUPPIAH dilantik sebagai Ahli Lembaga PERKESO mewakili Majikan (Semenanjung) mulai 2019 dan memiliki kelulusan Ijazah Sarjana Muda Undang-undang (Kepujian) dari University of Wales, Aberystwyth, United Kingdom Buat masa sekarang, beliau menjawat jawatan Pengarah di Isus JVC Industries Sdn Bhd sejak tahun 2006, Pengerusi Eksekutif di SVI Technologies Sdn. Bhd mulai 2008 dan Pengarah Australian Robotic Building Technology Sdn. Bhd sejak tahun 2019. Beliau pernah memegang jawatan sebagai Pengarah Eksekutif, Matsushita Display Devices sebuah anak syarikat penuh milik Kumpulan Panasonic pada tahun 1991 hingga 2020. Beliau juga memainkan peranan penting dalam penubuhan Pusat Latihan Sumber Manusia Panasonic dan pembinaan Pusat Sukan Panasonic di Seksyen 21 Shah Alam, Selangor serta berperanan dalam menubuhkan dana biasiswa tajaan Panasonic untuk pelajar yang layak di universiti tempatan. Dari tahun 1976 sehingga 1991, beliau telah menjawat beberapa jawatan penting seperti Pengurus Group Industrial Relations, Lion Group dan Assistant Personnel Manager di Mulpha International Trading Corporation.

Berteraskan pengalaman lebih tiga dekad dalam industri peruncitan dan pengeluaran, Dato' Nathan diberi mandat untuk menerajui beberapa jawatan penting antaranya Ahli Jawatankuasa Panel Pelaburan PERKESO, Pengerusi Jawatankuasa Tatatertib PERKESO, Independent Director German-Malaysia Institute (GMI) agensi di bawah Majlis Amanah Rakyat (MARA), Pengerusi Audit & Risk Management Committee German-Malaysia Institute (GMI), Ahli Majlis & Pengerusi Jawatankuasa Startegik, Majlis Pembangunan Kemahiran Kebangsaan (MPKK), Pengerusi Jawatankuasa Technical Standards, Jabatan Pembangunan Kemahiran, Ahli Majlis, Majlis Pertandingan Kemahiran Malaysia (MPKM), Co-Chairman, Human Capital Development Perbadanan Produktiviti Malaysia, Ahli Jawatankuasa Penilaian Permohonan, Malaysian Qualifications Agency (MQA) dan Ahli National Logistics Taskforce, Kementerian Pengangkutan Malaysia.

Dato' Nathan juga merupakan Naib Presiden dan merupakan anggota yang paling lama menabur khidmat dalam Majlis Persekutuan Pengilang Malaysia (FMM) sejak 1997 sehingga sekarang Beliau juga adalah Pengerusi FMM Human Resources Committee dan pernah dilantik sebagai Pengerusi Logistics Committee dan Intellectual Properties & Branding di FMM sejak 2014 hingga 2017. Beliau juga dilantik sebagai Ketua Setiausaha Malaysian National Shippers Council (MNSC) sejak 2014 sehingga sekarang. Beliau juga adalah Setiausaha Agung dalam Asian Shippers Alliance. Selain itu, beliau juga merupakan Ahli Jawatankuasa Tetap Pelaburan, Perindustrian & Perdagangan & Industri Kecil Dan Sederhana (IKS) Negeri Selangor sehingga 2017.

Beliau turut memegang jawatan kehormat di beberapa badan bukan kerajaan antaranya Presiden Persatuan Penganut Sri Maha Mariamman, Kota Kemuning Shah Alam dan Pengerusi Persatuan Penduduk Oncidium Heights, Kota Kemuning Shah Alam.

DATO' NATHAN A/L K SUPPIAH was appointed to the Board of PERKESO representing Employers (Peninsular Malaysia) in 2019. He holds a Bachelor of Laws (Hons.) degree from the University of Wales at Aberystwyth. He is currently a Director at Isus JVC Industries Sdn Bhd, a post he has held since 2006. He is also the Executive Chairman of SVI Technologies Sdn Bhd (since 2008) and Director of the Australian Robotic Building Technology Sdn Bhd (since 2019). He was the Executive Director of Matsushita Display Devices, a wholly-owned subsidiary of the Panasonic Group, from 1991 to 2020. He played an important role in the establishment of the Panasonic Human Resource Training Centre and the construction of the Panasonic Science Centre in Section 21, Shah Alam. He also played a role in establishing the Panasonic scholarship fund for students who qualify at local universities. He held several important positions from 1976 to 1991 such as Manager of Group Industrial Relations, Lion Group and Assistant Personnel Manager at Mulpha International Trading Corporation.

With more than three decades of experience in the retail and manufacturing industries, Dato' Nathan was given mandate to hold several important positions including Member of PERKESO Investment Panel, Chairman of PERKESO Disciplinary Committee, Independent Director of the German-Malaysia Institute (GMI), an agency under Majlis Amanah Rakyat (MARA), Chairman of the Audit & Risk Management Committee of the German-Malaysia Institute, Member and Chairman of the Strategic Committee, National Skills Development Council, Chairman of the Technical Standards Committee, Skills Development Department, member of the Malaysian Skills Competition Council, Co-Chairman of Human Capital Development, Malaysian Productivity Corporation, Member of the Applications Evaluation Committee, Malaysian Qualifications Agency and member of the National Logistics Taskforce, Ministry of Transport.

Dato' Nathan is the Vice President and longest serving member of the Federation of Malaysian Manufacturers (FMM), from 1997 to date. He is also Chairman of FMM Human Resources Committee and was once appointed as Chairman of its Logistics Committee as well as Intellectual Properties & Branding. He is the Secretary General of the Malaysian National Shippers Council, a post he has held since 2014. He is also the Secretary General of the Asian Shippers Alliance. In addition, he served as Permanent Member of the Investment, Industrial and Commercial Committee of the Small and Medium Sized Industries Selangor up until 2017.

He also holds honorary positions in several non-governmental organisations including the Sri Maha Mariamman Association of Kota Kemuning Shah Alam and Chairman of Oncidium Heights Residents' Association, Kota Kemuning, Shah Alam.

DATO' AHMAD NADZARUDIN BIN ABDUL RAZAK

Wakil Majikan (Semenanjung Malaysia)

Representing Employers (Peninsular Malaysia)



DATO' AHMAD NADZARUDIN BIN ABDUL RAZAK telah dilantik sebagai Ahli Lembaga PERKESO sebagai wakil majikan (Semenanjung) mulai 1 Ogos 2019. Sebagai Pengurus Kanan Profesioanl, beliau mempunyai pengalaman luas dalam pengurusan konglomerat dan Syarikat Berkaitan Kerajaan (GLC) seperti DRB-Hicom, UEM Group dan Renong. Beliau berkecimpung dalam industri perkayuan, penggergajian, pembuatan, perlombongan, pengurusan fasiliti, pengurusan sisa buangan, penghantaran ekspres, perkhidmatan pos, pembangunan bandar dan bank perdagangan.

Beliau pernah memegang jawatan sebagai Ketua Eksekutif Golden Pharos Berhad dari tahun 2017 hingga September 2021, sebuah GLC yang tersenarai sebagai sektor utama semula jadi yang berpusat di Terengganu, di mana beliau berjaya memulihkan kerugian Syarikat Pengilang Kayu. Beliau juga pernah berkhidmat sebagai Pengarah Urusan Kumpulan Panglima Group sejak tahun 2011 hingga 2017, dengan projek pelaburan bijih besi di Indonesia. Pada tahun 2011, beliau bersama-sama DRB-HICOM Berhad, bertanggungjawab dalam mengawasi prestasi syarikat induk perkhidmatan utama seperti Alam Flora, PUSPAKOM, HICOM Power dan KL Airport Services.

Dari tahun 2003 sehingga 2010, beliau berkhidmat di Pos Malaysia dan memegang jawatan Chief Operating Officer (COO) PosLaju, bertanggungjawab melaksanakan transformasi GLC berprestasi tinggi dengan memperluaskan pasaran syarikat penghantaran Nasional Malaysia. Antara tahun 1996 hingga 2003, beliau bersama Kumpulan UEM/Renong Group dengan memulakan kerjayanya daripada seorang Penolong Pengurus hingga menjawat jawatan Timbalan Pengurus Besar Portfolio termasuk pengurusan korporat, pembangunan perniagaan, khidmat pengurusan, kad tol pra-bayar dan perolehan rentas sempanan. Dari tahun 1993 hingga 1995, beliau bersama Asian International Merchant Banker berperanan sebagai penasihat eksekutif kewangan korporat syarikat dalam pengapungan di bursa saham dan pengumpulan dana. Beliau telah memulakan karier pada tahun 1991 sebagai akauntan di Gulf State Asphalt Co. Inc di Houston, Texas yang mana bertanggungjawab menjalankan fungsi perakaunan untuk sebuah syarikat pembuatan di Amerika Syarikat.

Dato' Nadza memperoleh Ijazah Sarjana Muda dalam Pentadbiran Perniagaan (Kewangan) dari University of Houston, Amerika Syarikat dan Ijazah Sarjana Pentadbiran Perniagaan dari University of Warwick, England. Beliau juga mempunyai sijil profesional daripada Institute of Corporate Directors Malaysia (ICDM) dan Human Resources Development Corporation (HRD Corp). Sumbangan dan kepemimpinan beliau membolehkannya menerima pengiktirafan seperti Anugerah CEO Masterclass Bumiputera of The Year 2019, Anugerah BestBrands daripada The BrandLauereate, Anugerah Kepimpinan Perniagaan Malaysia daripada Dewan Perniagaan Melayu Kuala Lumpur dan Anugerah Penyedia Perkhidmatan Ekspres daripada Frost & Sullivan.

DATO' AHMAD NADZARUDIN BIN ABDUL RAZAK was appointed to the PERKESO Board, representing employers (Peninsular Malaysia) with effect from 1st August 2019. As a Professional Senior Manager, he has extensive experience in the management of conglomerates and government-linked companies such as DRB-Hicom, UEM Group and Renong. He is involved in the timber, sawmill, manufacturing, mining, facilities management, waste management, express delivery, postal service, urban development and commercial banking industries.

He served as the Chief Executive of Golden Pharos Berhad from 2017 to September 2021, a GLC listed in the natural sector based in Terengganu, during which time he managed to recover losses of Timber Manufacturing Companies. He also served as the Managing Director of Kumpulan Panglima Group from 2011 to 2017, a company involved in iron ore investment in Indonesia. In 2011 when he was with DRB-Hicom Berhad, he was responsible in monitoring the performance of key services parent companies such as Alam Flora, PUSPAKOM, HICOM Power and KL Airport Services.

From 2003 to 2010, he served Pos Malaysia and was the Chief Operating Officer of PosLaju. He was responsible in implementing the transformation of high performing GLC by expanding the market for national delivery companies. He was employed by the UEM/Renong Group from 1996 to 2003 where he started as an Assistant Manager and subsequently became the Deputy General Manager of Portfolios which included corporate management, business development, management services, pre-paid toll cards and cross-sector procurement. While he was with Asian International Merchant Banker from 1993 to 1995, he served as the company corporate finance executive advisor in floating on the stock exchange and fundraising. He began his career in 1991 as an accountant at Gulf State Asphalt Co Inc. in Houston, Texas where he was responsible for its accounting functions.

Dato' Nadza holds a Bachelor's degree in Business Administration (Finance) from the University of Houston and a Master of Business Administration degree from the University of Warwick. He has professional certificates from the Institute of Corporate Directors Malaysia (ICDM) and the Human Resources Development Corporation. His contribution and leadership has resulted in recognition such as the Masterclass Bumiputera CEO of the Year 2019, Best Brands award from the Brands Laureate, Business Leadership Award from the Malay Chamber of Commerce and Express Service Provider Award from Frost & Sullivan.

DATIN HAJAH ROZILAH BINTI ABDULLAH
Wakil Majikan (Sabah)
Representing the Employers (Sabah)



DATIN HAJAH ROZILAH BINTI ABDULLAH @ BETTY PIANUS merupakan Pengarah Urusan Mama Best Food Manufacturer Sdn Bhd dan Pengarah DHARZ F&B LLP dan dilantik sebagai Ahli Lembaga mewakili majikan (Sabah). Beliau mempunyai Diploma dan Ijazah Sarjana Muda Pendidikan dalam Pengajaran Bahasa Inggeris Sebagai Bahasa Kedua (TESL).

Beliau juga merupakan Naib Pengerusi bagi pejabat perwakilan Persekutuan Pengilang Malaysia Sabah (FMM) dan pernah terlibat dengan Persatuan Majikan Sabah dalam mengkaji pindaan Ordinan Buruh Sabah. Beliau turut menyumbang kepada pembangunan Perusahaan Kecil dan Sederhana (PKS) melalui Persatuan Keusahawanan Sabah sebagai salah seorang ketua bagi Persatuan Usahawan Sabah, Dewan Perniagaan Usahawan Sabah dan SME @ Universiti Malaysia Sabah. Beliau juga terlibat secara meluas dalam mengambil bahagian dalam Misi Industri Perdagangan dan Program Pembangunan Perniagaan Keusahawanan yang dianjurkan oleh Kementerian Perindustrian Sabah dan MATRADE.

Selain itu juga, beliau merupakan Ahli Lembaga Pelawat PUSPEN Papar, Sabah dan menjadi wakil dalam Majlis Perunding Industri Politeknik Sabah serta Ahli Jawatan Kuasa Penasihat Kolej Komuniti Beaufort.

Datin Hajah Rozilan binti Abdullah @ Betty Pianus is the Managing Director of Mama Best Food Manufacturer Sdn Bhd and Director of DHARZ F&B LLP. She was appointed to the Board as a member representing employers (Sabah). She holds a Diploma and Bachelor's degree in Teaching of English as a Second Language (TESL).

She is the Vice Chairman of the Federation of Malaysian Manufacturers Sabah (FMM) and was involved in the Sabah Employers' Association in studying amendments to the Sabah Labour Ordinance. She also contributed to the development of Small and Medium Industries through the Sabah Entrepreneurial Association as one of the heads of the Sabah Entrepreneurs Association, the Sabah Entrepreneurs' Chamber of Commerce and SME @ Universiti Malaysia Sabah. She is also very much involved in the Commercial Industry Mission and Entrepreneurial Business Development programme organised by the Sabah Industrial Ministry and MATRADE.

She is also a Visiting Board Member of PUSPEN, Papar, Sabah and a representative in the Sabah Polytechnic Industrial Consultants Council as well as a member of the Beaufort Community College Advisory Committee.

ENCIK LEONG PIT WEE
Wakil Majikan (Sarawak)
Representing the Employers (Sarawak)



ENCIK LEONG PIT WEE memegang jawatan sebagai Pengarah Urusan Kumpulan G.K.K. Group of Companies di Sarawak dan mempunyai lebih daripada 30 tahun pengalaman.

Beliau memegang Ijazah Sarjana Pentadbiran Perniagaan (Kewangan) daripada Edinburgh Business School, Heriot-Watt University, Riccarton Campus, Edinburgh, Scotland (1998) dan Diploma in Real Estate (Econ & Valuation) dari College of Estate Management, University of Reading, Faculty of Urban & Regional Studies, Berkshire, England (2000). Beliau juga merupakan seorang setiausaha syarikat yang bertauliah, ahli IACS dan MAICSA. Encik Leong juga berkelulusan Diploma Teknikal dalam bidang senibina, Sijil Pentadbiran Perniagaan, Diploma Lanjutan Pentadbiran Perniagaan dari Edinburgh Business School, Heriot-Watt University.

Beliau disahkan sebagai Associate Fellow of the New Zealand Institute of Management pada tahun 1995 dan merupakan seorang Ahli Seumur Hidup Watt Club Alumni International.

Encik Leong sangat berminat dalam bidang hartanah, projek pembangunan hartanah, perancangan kewangan, analisa kebolehlaksanaan dan pencartaan strategi. Beliau juga menjalankan perniagaan C.K.K. Mortgage & Loan Sdn Bhd yang didaftar di bawah BIM menurut seksyen 21(1) BAFIA 1989. Beliau juga ahli Persatuan Syarikat Sewa Beli Malaysia. Sebagai ahli seumur hidup dan ahli majlis Persatuan Industri Kecil dan Sederhana Sarawak, Encik Leong memegang jawatan sebagai Penolong Ketua Setiausaha.

Dalam bidang khidmat masyarakat, Encik Leong berkhidmat sebagai Setiausaha Lions Club Serian dari tahun 1991 sehingga 1992 dan seterusnya memegan jawatan Presiden dari tahun 1994 sehingga 1995. Beliau berperanan penting dalam menubuhkan The Lions Nursing Home Kuching sebagai ahli jawatankuasa Pro-Tem. Beliau kemudiannya dilantik sebagai Pengerusi Daerah (Khidmat Alam Sekitar) Lions Club International District 308-A2 dari tahun 2010 sehingga 2011 dan seterusnya Pengerusi Daerah District Foundation 308-A2 dari tahun 2011 sehingga 2012. Beliau dilantik sebagai District Fellow pada tahun 2012.

Encik Leong memegang jawatan sebagai Quarter Master/Asset Inventories di dalam Persatuan Bulan Sabit Merah (Cawangan Serian) sejak tahun 2007 dan telah dianugerahkan Pingat Jasa Terpuji dan Pingat Kebaktian Terpilih oleh Persatuan tersebut.

Pada masa yang sama, Encik Leong berperanan amat penting dalam mendirikan Pusat Hemodialisis di Bandar Serian, di bawah Persatuan Kebajikan Mawar, pada tahun 2012. Persatuan tersebut adalah sebuah agensi kebajikan bebas yang menawarkan rawatan dialisis dan dapat menampung 66 pesakit setiap hari. Pada bulan Oktober 2019 Encik Leong menerima Darjah yang Amat Mulia Bintang Sarawak yang membawa gelaran Bentara Bintang Sarawak (B.B.S.)

MR. LEONG PIT WEE is the group executive director of G.K.K. Group of Companies base in Sarawak with more than 30 years of experience.

Mr. Leong holds a postgraduate degree in Master of Business Administration (Finance) from Edinburgh Business School, Heriot-Watt University, Riccarton Campus, Edinburgh, Scotland (Year 1998). Also, he possesses a Diploma in Real Estate (RE Econ & Valuation) from College of Estate Management, University of Reading, Faculty of Urban & Regional Studies, Berkshire, London, England (Year 2000), He is also a licensed inhouse Company Secretary, member of IACS & MAICSA (A/fil.). Mr Leong holds a Technical Diploma in Architecture, Certificate in Business Administration, Higher Diploma in Business Administration Edinburgh Business School, Heriot-Watt University.

He was certified as an Associate Fellow of The New Zealand Institute of Management Inc (NZIM) in year 1995 and also a Life Member of the Watt Club Alumni Interational since Year 1999.

Mr. Leong has great passion in real estate lands dealing, property development projects, financial planning, feasibility analyses and strategies charting. He is the business owner of C.K.K. Mortgage & Loan Sdn. Bhd., registered under BIM under a scheduled institution pursuant to section 21(1) of BAFIA 1989, and a member of Association of Hire Purchase Companies Malaysia (AHPCM). As a Life Member and Council Member of SME Association of Sarawak, Mr.Leong holds the position of Assistant Secretary General.

In terms of community service, Mr. Leong was the Secretary of Lions Club of Serian from 1991 to 1992, and subsequently assumed the post of President from 1994 to 1995. He was instrumental in setting up The Lions Nursing Home Kuching as a protem committee member. He was later appointed as District Chairman (Environmental Services Sarawak) of Lions Clubs International District 308-A2 from 2010 to 2011 and continued as District Chairman of District Foundation 308-A2 from 2011 to 2012. He was appointed as a District Fellow in 2012.

Mr. Leong holds the position of Quarter Master/Asset Inventories of Persatuan Bulan Sabit Merah (Serian Chapter), a position held since 2007 and received "Pingat Jasa Terpuji' (May, 2018) and "Pingat Kebaktian Terpilih" (August 2021) from Persatuan Bulan Sabit Merah Malaysia.

At the same time, Mr. Leong has been instrumental in the setting up of a Haemodialysis Centre in Serian Town under Persatuan Kebajikan Mawar, an independent non-profit charity agency running dialysis capable of accommodating a maximum of 66 patients per day. In October 2019, Mr. Leong was awarded the Darjah Yang Amat Mulia Bintang Sarawak which carries the title Bentara Bintang Sarawak (B.B.S.).

DATO' ADNAN BIN MAT
Wakil Orang Berinsurans (Semenanjung Malaysia)
Representing Insured Persons (Peninsular Malaysia)



DATO' HAJI ADNAN BIN MAT dilantik sebagai wakil Orang Berinsurans (Semenanjung). Beliau juga merupakan Presiden Kongres Kesatuan Pekerja-Pekerja Di Dalam Perkhidmatan Awam (CUEPACS) dan Presiden Kesatuan Kebangsaan Pekerja-Pekerja Pihak Berkuasa Tempatan Semenanjung Malaysia. Beliau mempunyai kelulusan dalam Diploma The Royal Society for the Promotion of Health (RSH London) dari Institut Kesihatan Umum Kuala Lumpur.

Beliau bertugas di Majlis Perbandaran Sungai Petani, Kedah. Beliau juga merupakan Pengerusi Majlis Bersama Kebangsaan Bagi Pekerja-Pekerja Sains & Teknologi Dalam Kumpulan Pelaksana. Beliau merupakan seorang anggota awam dengan rekod jejak kesatuan yang lama.

Selaku Presiden CUEPACS, beliau telah dilantik sebagai Ahli Tetap Majlis Penasihat Buruh Kebangsaan Kementerian Sumber Manusia Malaysia, Ahli Lembaga Keselamatan Sosial (PERKESO), Ahli Lembaga Pelawat Hospital Putrajaya dan Ahli Panel Perubatan Malaysia (MMA). Beliau juga terlibat secara aktif dalam gerakan Koperasi selaras dengan pelantikan beliau sebagai Setiausaha Koperasi KOSPETA Malaysia Berhad (Koop Negara No 66).

DATO' HAJI ADNAN BIN MAT was appointed as a member representing Insured Persons (Peninsular Malaysia). He is the President of CUEPACS and President of the Amalgamated National Union of Local Authority Employees (ANULAE) Peninsular Malaysia. He holds a Diploma from the Royal Society for the Promotion of Health, from the Institute of Public Health, Kuala Lumpur.

He works for the Sungai Petani Municipal Council and is the Chairman of the Joint National Council for Science & Technology Employees in the Implementing Team. Dato' Haji Adnan is a general member with a longstanding track record.

As President of CUEPACS, he was appointed as Permanent Member of the National Labour Advisory Council, Ministry of Human Resources, Member of PERKESO Board, Visiting Board Member of Putrajaya Hospital and Member of the Malaysian Medical Panel. He is also actively involved in the cooperative movement consistent with his appointment as the Secretary of KOSPETA Malaysia Berhad.

ENCIK MOHD EFFENDY BIN ABDUL GHANI
Wakil Orang Berinsurans (Semenanjung Malaysia)
Representing Insured Persons (Peninsular Malaysia)



ENCIK MOHD EFFENDY ABDUL GHANI adalah Presiden Kongres Kesatuan Sekerja Malaysia sejak Julai 2022. Beliau mempunyai pengalaman yang luas dalam bidang kesatuan sekerja setelah memegang jawatan Ketua Setiausaha Kesatuan Pekerja Perkeranian Pos Malaysia Behad dari tahun 2008 sehingga Januari 2020. Pada bulan Januari 2020 beliau dilantik sebagai Presiden, jawatan yang dipegang sehingga hari ini.

Beliau telah berkecimpung di dalam bidang kesatuan sekerja sejak tahun 1996 dan aktif dari tahun 2000 sehingga kini. Penglibatannya di dalam kesatuan sekerja bermula Ketika beliau memasuki Kongres Kesatuan Sekerja Malaysia (MTUC) dan UNI Malaysia Labour Centre pada tahun 2008.

Beliau mula memegang jawatan penting di UNI MLC apabila dilantik sebagai Penolong Ketua Setiausaha pada tahun 2011 dan seterusnya sebagai Ketua Setiausaha pada tahun 2019. Encik Mohd Effendy merupakan Ahli Majlis MTUC dari tahun 2013 sehingga 2016. Pada tahun 2017 beliau dilantik sebagai Setiausaha Kewangan MTUC, jawatan yang dipegangnya sehingga tahun 2019. Beliau akhir sekali dilantik sebagai Presiden, sehingga kini.

Penglibatannya pada peringkat kebangsaan termasuk sebagai Ahli Majlis (mewakili pekerja) National Labour Advisory Council Malaysia (NLAC), Mahkamah Industri Malaysia, Jawatankuasa Rayuan PERKESO dan National Wages Consultative Council (NWCC). Beliau dilantik sebagai Ahli Lembaga Pengarah PERKESO pada bulan Julai 2021.

Di peringkat antarabangsa, beliau mewakili MTUC di ASEAN Trade Union Council (ATUC) dan di International Trade Union Council (ITUC). Beliau juga aktif di dalam aktiviti International Labour Organisation (ILO). Encik Mohd Effendy telah dilantik sebagai ahli jawatankuasa UNI Asia Pacific Post & Logistic Asia dan juga UNI Global Union Post & Logistic.

Beliau terus meningkatkan profesionalismanya sebagai ahli di dalam bidang kesatuan sekerja di NUBE Labour Research Institute, Kuala Lumpur, dalam Professional Study of Trade Union (PSTU) dan di program ILO 'Organising & Collective Bargaining in MNEs' di International Training Centre (ITC), Turin, Italy dan program 'International Trade Unionism and Social Policy' di Universiti Ankara Haci Bayram Veli, Turki.

Beliau telah berkhidmat di Pos Malaysia sejak Ogos 1994 dan telah diberi kebenaran untuk berkerja sepenuh masa di kesatuan sekerja. Beliau kemudiannya dipinjamkan ke pejabat kesatuan sekerja pada tahun 2008 dan masih berkhidmat sehingga kini. Di Pos Malaysia, beliau berkhidmat sebagai Pengerusi Penyelarasan Kesatuan Pekerja Pos, mewakili 5 Kesatuan Pekerja Pos Malaysia termasuk Sabah dan Sarawak.

MOHD EFFENDY ABDUL GHANI is the President of Malaysian Trade Unions Congress (MTUC) a position held since July 2022. He has vast experiences as Unionist as he was the General Secretary of Union of Pos Malaysia Clerical (UPCW) from 2008 to January 2020. Later, in January 2020, he was elected as the President of UPCW Ill now.

He has been involved in the union movement since 1996 and he has been active in the trade union movement from 2000 until now. His involvement in the national labor movement when he joined the Malaysian Trades Union Congress (MTUC) and UNI Malaysia Labor Center (UNI MLC) in 2008.

He began holding key positions in the national labour trade union movement in UNI MLC as Assistant Secretary General in 2011 and was elected as Secretary General of UNI MLC in the 2019. He was a Member of the General Council MTUC from 2013 to 2016. In 2017, he was elected to the post of Financial Secretary of MTUC, a position held until 2019 and in the most recent election he was elected as the current President.

His involvement at national level include being the Member of the Council (representing employees) at the National Labour Advisory Council Malaysia (NLAC), Industrial Court of Malaysia, PERKESO Appellate Board (JKRS) and the National Wages Consultative Council (NWCC). He was appointed to the PERKESO Board of Directors in July 2021.

For internaIonal involvement, he also represents MTUC in the Asean Trade Union Council (ATUC) and the International Trade Union Council (ITUC) as well as actively involved in the activities of the International Labor Organization (ILO). He also has been appointed as a Commitiee Member of UNI Asia Pacific Post & Logistic in Asia as well as UNI Global Union Post & Logistic in the world.

He continued furthering and enhancing his professionalism as Unionist from the NUBE Labour Research Institute, Kuala Lumpur in Professional Study Trade Union (PSTU) and in the ILO programme in Organizing & Collective Bargaining in MNEs at International Training Centre (ITC), Turin, Italy and International Trade Unionism and Sosial Policy Program (TUSP) in Ankara Haci Bayram Veli University, Ankara, Turkey.

He has served Pos Malaysia since August 1994 and has been given leave to work full -time in the union. He was seconded to the Union office in 2008 where he still serves. He is also the Coordination Chairman of Pos Malaysia Unions, representing 5 Pos Malaysia Unions including Sabah and Sarawak.

ENCIK AWANG ALI BIN AHMAD RAJI @ AMAT
Wakil Orang Berinsurans (Sabah)
Representing Insured Person (Sabah)



ENCIK AWANG ALI BIN AHMAD RAJI @ AMAt merupakan wakil Orang Berinsurans (Sabah) dan berkhidmat di Bahagian Operasi, Lembaga Pelabuhan-Pelabuhan Sabah. Beliau mula menyertai Syarikat Sabah Ports Sdn Bhd sebagai Penyelia Operasi setelah Lembaga Pelabuhan-Pelabuhan Sabah diswastakan sepenuhnya Beliau juga berpengalaman luas dalam berkesatuan sejak berkhidmat dengan Kerajaan dan terlibat secara langsung dalam penubuhan Kesatuan Pekerja-Pekerja Sabah Ports Sdn Bhd (KPPSPSB). Beliau telah dipilih sebagai Penolong Setiausaha, kemudiannya sebagai Timbalan Presiden dan seterusnya menjadi Presiden KPPSPSB.

Beliau telah berkhidmat sebagai Pengerusi Kongres Kesatuan Sekerja Malaysia (MTUC) dan pernah dilantik oleh Kementerian Sumber Manusia (KSM) sebagai Ahli Majlis Penasihat Buruh Kebangsaan (NLAC) mewakili Sabah, Ahli Jemaah Rayuan Keselamatan Sosial (JRKS) Sabah mewakili pekerja, Ahli Panel Mahkamah Perusahaan Sabah serta Ahli Jawatankuasa Penilaian Permohonan Penundaan Perlaksanaan Perintah Gaji Minimum 2012.

ENCIK AWANG ALI BIN AHMAD RAJI @ AMAT represents Insured Persons (Sabah) and serves in the Operations Division of the Sabah Ports Board. He joined Syarikat Sabah Ports Sdn Bhd as an Operations Supervisor after the fully privatisation of the Sabah Ports Board. He has extensive experience in unions after having served the government and being directly involved in the establishment of Union of Sabah Ports Sdn Bhd Employees. He as appointed as the Assistant Secretary, then the Deputy President and subsequently President of the union.

He has served as Chairman of MTUC and was once appointed by the Ministry of Human Resources as Member of the National Labour Advisory Council (representing Sabah), member of the Sabah Social Security Appellate Board (representing employees), member of the Sabah Industrial Court Panel, and member of the Committee to Evaluate Applications to Postpone Implementation of the Minimum Salary Order 2012.

PUAN MARGARET PAUL
Wakil Orang Berinsurans (Sarawak)
Representing Insured Persons (Sarawak)



PUAN MARGARET PAUL dilantik sebagai Ahli Lembaga PERKESO mewakili Orang Berinusrans (Sarawak) dan beliau merupakan Naib Presiden kepada Kesatuan Pekerja-Pekerja Syarikat Sesco Berhad (KPPSSB) bagi tempoh 2023-2025, yang merupakan ahli gabungan di bawah naungan Kongres Kesatuan Sekerja Malaysia (MTUC).

Beliau yang pernah berkhidmat dengan Syarikat Sesco Berhad (kini dikenali sebagai Sarawak Energy Berhad), sangat aktif dalam hal-hal Kesatuan dan pernah mewakili Kesatuan sehingga ke peringkat antarabangsa. Beliau juga telah dilantik sebagai Penimbang Tara untuk Kesatuan yang lain di Bumi Kenyalang.

MADAM MARGARET PAUL was appointed to PERKESO Board as member representing Insured Persons (Sarawak). She is the Vice President of Sesco Berhad Employees' Union, a union under the patronage of MTUC, for the period 2023-2025.

She has served Syarikat Sesco Berhad (now known as Sarawak Energy Berhad) and is very active in unions. She has represented the union at international level and was appointed as an arbitrator for other unions in Sarawak.

TAN SRI DATO' SERI MOHD ANNUAR BIN ZAINI

Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial

Person with Experience in Social Security



TAN SRI DATO' SERI MOHD ANNUAR BIN ZAINI dilahirkan pada 16 October 1951, berkelulusan Ijazah Master of Arts in Law & Diplomacy dari The Fletcher School of Law & Diplomacy, University Tufts, Amerika Syarikat dan Ijazah Sarjana Muda Sastera (Ekonomi) Kepujian dari Universiti Kebangsaan Malaysia. Beliau merupakan Ahli Lembaga PERKESO mewakili Orang Yang Berpengalaman dalam Keselamatan Sosial.

Memulakan kerjaya dalam perkhidmatan kerajaan sebagai Pegawai Tadbir dan Diplomatik pada tahun 1977. Berkhidmat di beberapa kementerian dan jabatan kerajaan di peringkat Persekutuan serta Kerajaan Negeri Perak, dipinjamkan sebagai Pengurus Besar Yayasan Perak antara tahun 1993-1999. Pada tahun 1999, beliau memilih bersara secara pilihan daripada jawatan kerajaan untuk menceburkan diri dalam sektor swasta.

Beliau diperkenankan lantikan oleh Duli Yang Maha Mulia Paduka Seri Sultan Perak Darul Ridzuan sebagai Ahli Dewan Negara Perak pada Februari 2004, sebagai Ahli Majlis Agama Islam dan Adat Melayu Perak pada tahun 2008 disusuli dengan lantikan sebagai Yang Di Pertua Majlis pada Januari 2021. Beliau juga dilantik sebagai Distinguished Fellow Institut Kajian Strategik dan Hubungan Antarabangsa sejak 2000, dilantik sebagai Pengerusi Metropolitan Utilities Sdn Bhd (sejak 1993), ahli Lembaga Pengampunan Negeri Perak sejak 2018, ahli Lembaga Pengarah PERKESO pada tahun 2020, ahli Lembaga Pemegang Amanah Yayasan Waqaf Malaysia (pada tahun 2021), Pengerusi MRCB Land Sdn Bhd (pada tahun 2022), Pengerusi UDA Holdings Berhad pada Mac 2023 dan menganggotai lembaga pengarah beberapa syarikat sendirian berhad.

Beliau pernah diamanahkan tanggungjawab sebagai Pengarah Eksekutif Berjaya Corporation Berhad (2001-2004), Pengerusi BERNAMA (Februari 2004 - Januari 2010), Ahli Lembaga Pengarah The Royal Perak Medical College (2005-2011), Ahli Lembaga Pengarah Malaysia Airline System Berhad (2005-2011), Penasihat dan Ketua Eksekutif Pihak Berkuasa Pelaksanaan Koridor Utara (2007-2009), PLUS Expressways Berhad (2007-2012), Tropicana Corporation Berhad (2010-2015), Ahli Lembaga Pengarah (Bebas dan Bukan Eksekutif) Manulife Holdings Berhad, Manulife Insurance Berhad dan Manulife Investment Management (M) Berhad (2011-2020). Ahli Lembaga Pengarah Universiti Malaya (2014-2019), Pengerusi International University of Malaya Wales (2014-2019), Pengerusi University Malaya Specialist Centre (2015-2019) dan Ahli Lembaga Pengarah Universiti Malaya Holding (2017-2019).

TAN SRI DATO' SERI MOHD ANNUAR BIN ZAINI was born on 16th October 1951. He earned a Master of Arts degree in Law & Diplomacy from the Fletcher School of Law & Diplomacy, Tufts University, United States of America. He also holds a Bachelor of Arts (Economy) (Hons.) degree from the National University of Malaysia. He is a member of the PERKESO Board as a Person with Experience in Social Security.

He began his career in government service, as an Administrative and Diplomatic Officer, in 1977. He served in several ministries as well federal and Perak government departments. He was seconded to Yayasan Perak as its General Manager from 1993 to 1999. He opted for retirement to later serve in the private sector.

He was elected to the Perak State Assembly in February 2004 and was subsequently appointed to the Perak Islamic and Malay Ritual Council in 2008, followed by an appointment to become the Yang DiPertua in January 2021. He was also appointed as a Distinguished Fellow of the Institute of Strategic Studies and International Relations (2000), Chairman of Metropolitan Utilities Sdn Bhd (1992), member of the Perak Pardons Board (2018), member of PERKESO Board (2020), member of the Board of Trustees of Yayasan Waqaf Malaysia (2021), Chairman of MRCB Land Sdn Bhd (2022), Chairman of UDA Holdings Berhad (March 2023) and member of the boards of several private limited companies.

He was entrusted with responsibilities as the Executive Director of Berjaya Corporation (2001-2004), Chairman of BERNAMA (February 2004-January 2010), member of the Board of Directors of Royal Perak Medical College (2005-2011), member of the Board of Malaysia Airlines System Berhad (2005-2011), advisor and Chief Executive of the Northern Corridor Implementing Authority (2007-2009), PLUS Expressways Berhad (2007-2012), Tropicana Corporation Berhad (2010-2015), Board Member (Independent and Non-Executive) of Manulife Holdings Berhad, Manulife insurance Berhad and Manulife Investment Management (M) Berhad (2011-2020), Board Member of the University of Malaya (2014-2019), Chairman of the International University of Malaya Wales (2014-2019), Chairman of the University of Malaya Specialist Centre (2015-2019) and Board Member of University Malaya Holding (2017-2019).

DR. ARUL RAJ A/L RAJOO

Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial

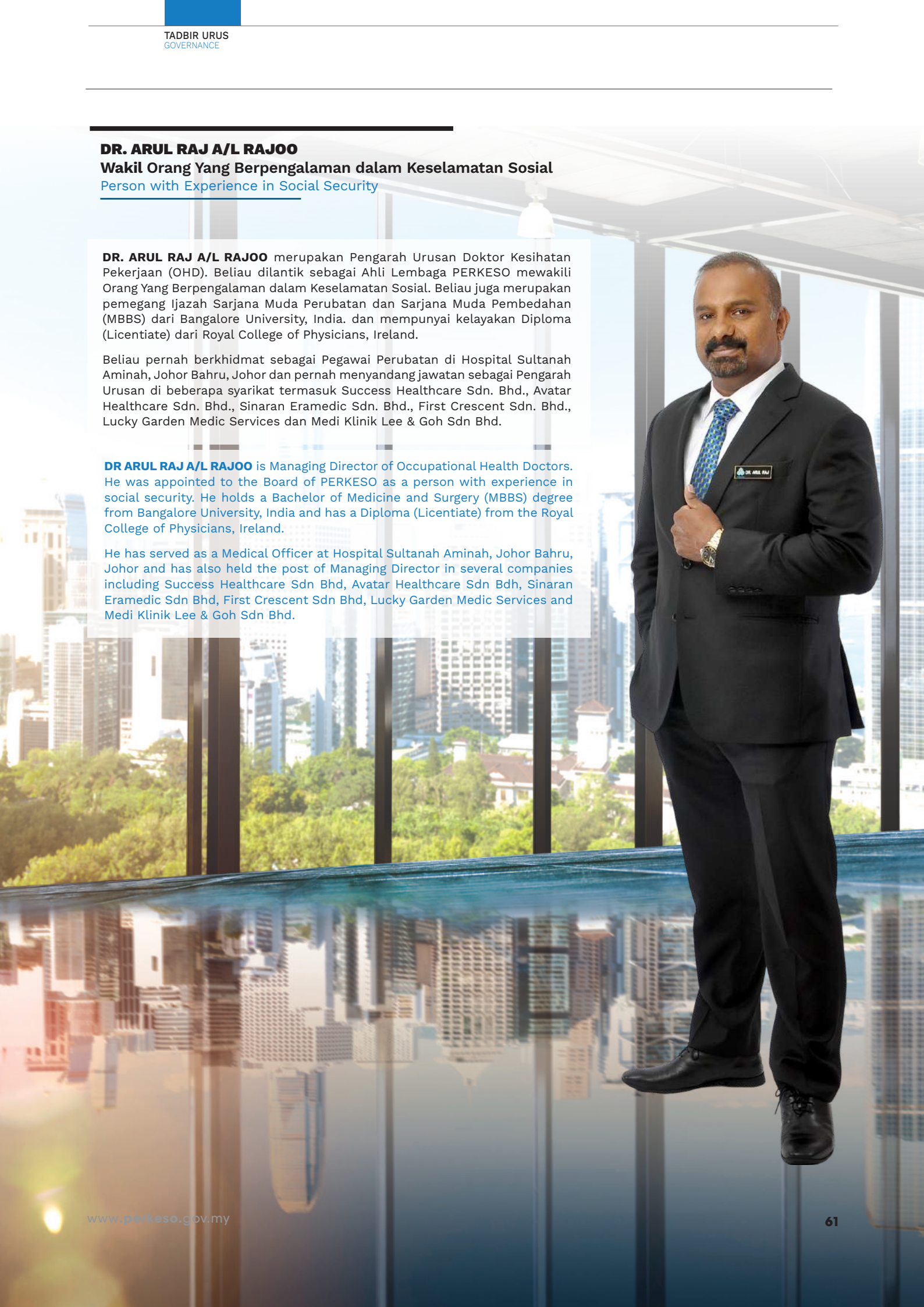
Person with Experience in Social Security

DR. ARUL RAJ A/L RAJOO merupakan Pengarah Urusan Doktor Kesihatan Pekerjaan (OHD). Beliau dilantik sebagai Ahli Lembaga PERKESO mewakili Orang Yang Berpengalaman dalam Keselamatan Sosial. Beliau juga merupakan pemegang Ijazah Sarjana Muda Perubatan dan Sarjana Muda Pembedahan (MBBS) dari Bangalore University, India. dan mempunyai kelayakan Diploma (Licentiate) dari Royal College of Physicians, Ireland.

Beliau pernah berkhidmat sebagai Pegawai Perubatan di Hospital Sultanah Aminah, Johor Bahru, Johor dan pernah menyandang jawatan sebagai Pengarah Urusan di beberapa syarikat termasuk Success Healthcare Sdn. Bhd., Avatar Healthcare Sdn. Bhd., Sinaran Eramedic Sdn. Bhd., First Crescent Sdn. Bhd., Lucky Garden Medic Services dan Medi Klinik Lee & Goh Sdn Bhd.

DR ARUL RAJ A/L RAJOO is Managing Director of Occupational Health Doctors. He was appointed to the Board of PERKESO as a person with experience in social security. He holds a Bachelor of Medicine and Surgery (MBBS) degree from Bangalore University, India and has a Diploma (Licentiate) from the Royal College of Physicians, Ireland.

He has served as a Medical Officer at Hospital Sultanah Aminah, Johor Bahru, Johor and has also held the post of Managing Director in several companies including Success Healthcare Sdn Bhd, Avatar Healthcare Sdn Bdh, Sinaran Eramedic Sdn Bhd, First Crescent Sdn Bhd, Lucky Garden Medic Services and Medi Klinik Lee & Goh Sdn Bhd.



DR. TANALETCHUMY A/P PALANISAMY
Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial
Person with Experience in Social Security



DR. TANALETCHUMY PALANISAMY merupakan seorang pakar Pergigian yang kini berkhidmat di Surgeri Pergigian Seremban, Negeri Sembilan. Beliau merupakan Wakil Orang Yang Berpengalaman dalam Keselamatan Sosial Beliau merupakan pemegang Ijazah Sarjana Muda Sains (Kimia) dan Ijazah Sarjana Muda Pembedahan Pergigian dari University of Madras, India serta memperoleh Ijazah Sarjana dalam Pembedahan Pergigian dari Universiti of New South Wales, Australia.

Aktif dalam arena politik, beliau juga memegang beberapa jawatan seperti Ahli Majlis Tertinggi MIC Kebangsaan, Ketua Wanita MIC Teluk Kemang dan merupakan Mantan Ketua Wanita MIC Negeri Sembilan. Beliau turut menyandang beberapa jawatan lain seperi Pengerusi Biro Kebajikan Pertubuhan Wanita Negeri Sembilan (NSWO) dan Pengerusi Pertubuhan Wanita INDIA Negeri Sembilan. Sebelum ini, beliau merupakan Mantan Ahli Majlis Perbandaran Nilai dan Mantan Ahli Majlis Perbandaran Port Dickson.

DR TANALETCHUMY PALANISAMY is a Dental specialist currently serving at Surgeri Pergigian Seremban, Negeri Sembilan. She is a person with experience in social security. She holds a Bachelor of Science (Chemistry) degree and a Bachelor of Dental Surgery from the University of Madras, India. She obtained a Master's degree in Dental Surgery from the University of New South Wales, Australia.

Being active in the arena of politics, she holds several positions such as member of the High Council of MIC and Wanita MIC Teluk Kemang Chief. She was the MIC Negeri Sembilan Wanita Chief. She also serves as Chairman of the Welfare Bureau of the Negeri Sembilan Women's Organisation and Chairman of the Negeri Sembilan Indian Women's Organisation. She was previously a member of the Nilai and Port Dickson Municipality Councils.

ENCIK WEE HOCK KEE (AUDIT)
Pemerhati
Observer



ENCIK WEE HOCK KEE merupakan Akauntan bertauliah yang diiktiraf oleh Institut Akauntan Malaysia (MIA). Beliau juga Fellow Bertauliah Institut Audit Dalaman Malaysia (IIAM) dan memperolehi Certified Risk Management Assurance (CRMA) daripada IIA (US) pada tahun 2012.

Selain pernah berkhidmat sebagai Presiden IIAM dan ACIIA (Asian Confederation of Insititute of Internal Auditors), beliau merupakan mantan Pengerusi bagi Internal Audit Working Group di bawah MIA. Beliau juga telah berkhidmat di beberapa syarikat multinasional termasuk sebagai Pengarah Audit Serantau di Asia Tenggara, Timur Tengah dan Afrika untuk AstraZeneca Plc (UK).

Di samping itu, beliau telah berucap di pelbagai persidangan antarabangsa, serantau dan kebangsaan yang dianjurkan oleh badan - badan profesional sepanjang tempoh kerjayanya. Beliau merupakan Ahli Fakulti dan Felow Institut Pengarah Korporat Malaysia (ICDM), serta ahli Institut Pengarah Singapura (SID). Sebelum ini juga, beliau merupakan Felow Penyelidikan di Sekolah Siswazah ELM, Universiti HELP, Malaysia. Malahan, beliau pernah memenangi Anugerah Audit Dalaman Terbaik bagi tahun 2001.

Encik Wee telah menjadi Ahli Lembaga dan Pengerusi Jawatankuasa Risiko Audit MIMOS Berhad dari 2016 – 2021. Kini, Beliau adalah Ahli Jawatankuasa bagi Perlesenan dan Hak Trafik Udara, Suruhanjaya Penerbangan Malaysia (MAVCOM) dan Pengerusi Jawatankuasa Tadbir Urus, Etika, Audit dan Risiko Pertubuhan Keselamatan Sosial (PERKESO). Pada bulan Januari 2022, Encik Wee telah dilantik sebagai Ahli Lembaga 9 R Limited yang disenaraikan pada Bursa Saham Singapura (SGX).

MR WEE HOCK KEE is an accredited accountant recognised by the Malaysian Institute of Accountants. He is also an Accredited Fellow of the Institute of Internal Audit Malaysia and obtained a Certified Risk Management Assurance (CRMA) qualification from IIA (US) in 2012.

In addition to serving as President of IIAM and the Asian Confederation of Institute of Internal Auditors, he is also the former Chairman of the Internal Audit Working Group under MIA. He has also worked for several multinational companies including as Regional Audit Director in South East Asia, the Middle east and Africa for AstraZeneca Plc. (UK).

He has also spoken at various international, regional national conferences organised by professional bodies throughout his career. He is a Member of Faculty and Fellow of the Institute of Corporate Directors Malaysia as well as a member of the Singapore Institute of Directors. He was also a Research Fellow at the EMP Graduate School, HELP University, Malaysia. In fact, he won the Best Internal Audit Award in 2001.

Mr Wee served on the Board and was Chairman of Audit Risk Committee of MIMOS Berhad from 2016 to 2021. He is currently a Committee Member for Licencing and Air Traffic Rights, Malaysian Aviation Commission and Chairman of the Governance, Ethics, Audit and Risk Committee of PERKESO. In January 2022, Mr Wee was appointed to the Board of 9R Limited, a company listed on the Singapore Stock Exchange (SGX).

AHLI PANEL PELABURAN
INVESTMENT PANEL MEMBERS



DATO' SRI SUBAHAN BIN KAMAL
Pengerusi Panel Pelaburan
Chairman of Investment Panel
Dilantik mulai
4 Oktober 2022
Appointed effective
from 4th October 2022



PROF. TAN SRI DATUK DR. HJ. MOHAMED HANIFFA BIN HJ. ABDULLAH
Pengerusi Panel Pelaburan
Chairman of Investment Panel
Tamat Perkhidmatan
23 September 2022
Completion of service
23rd September 2022



DATUK MUHD KHAIR RAZMAN BIN MOHAMED ANNUAR
Pengerusi Panel Pelaburan
Chairman of Investment Panel
Dilantik mulai
26 September 2022
hingga 3 Oktober 2022
Appointed effective from
26th September–3rd October 2022



DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED
Ketua Pegawai
Eksekutif Kumpulan PERKESO
Group Chief Executive Officer



PUAN AFIDAH AZWA BINTI ABDUL AZIZ
Wakil Kementerian Kewangan
Representative of
Ministry of Finance
Dilantik mulai
3 Februari 2022
Appointed effective
from 3rd February 2022



ENCIK LEONG PIT WEE
Wakil Majikan
Representative of Employers



DATO' HAJI ADNAN BIN MAT
Wakil Orang Berinsurans
Representative of Insured Persons



DATUK IDRIS BIN ABDULLAH
Wakil Orang Berpengalaman dalam Perniagaan dan Kewangan
Representative of Persons Experienced in Business and Finance



DR. S.P. SAKTHIVELOO A/L PALANIVELOO
Wakil Orang Berpengalaman dalam Perniagaan dan Kewangan
Representative of Persons Experienced in Business and Finance



CIK WAN IZZANA FATIMAH ZABEDAH BINTI MOHAMAD SALLEH
Wakil Orang Berpengalaman dalam Perniagaan dan Kewangan
Representative of Persons Experienced in Business and Finance

AHLI JAWATANKUASA LEMBAGA DAN PANEL PELABURAN
BOARD COMMITTEE AND INVESTMENT PANEL MEMBERS

Jawatankuasa Lembaga
Board Committee

1. Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah
2. Dato' Sri Subahan bin Kamal
3. Dato' Sri Dr. Mohammed Azman bin Dato' Aziz Mohammed
4. Datuk Muhd. Khair Razman bin Mohamed Annuar
5. Dr. Priya a/p Ragunath
6. Dato' Mohd Zafir bin Ibrahim
7. Dato' Nathan K Suppiah
8. Dato' Ahmad Nadzarudin bin Abdul Razak
9. Datin Hajah Rozilah binti Abdullah
10. Encik Leong Pit Wee
11. Dato' Haji Adnan bin Mat
12. Encik Mohd Effendy bin Abdul Ghani
13. Encik Awang Ali bin Ahmad Raji @ Amat
14. Puan Margaret Paul
15. Tan Sri Mohd Annuar bin Zaini
16. Dr. Arul Raj a/l Rajoo
17. Dr. Tanaletchumy a/p Palanisamy
18. Encik Wee Hock Kee (AUDIT) Pemerhati

Nota / Note:

Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah sehingga / until 23.9.2022
Dato' Sri Subahan Kamal dilantik / appointed 4.10.2022

Panel Pelaburan 2022
Investment Panel 2022

1. Dato' Sri Subahan bin Kamal
2. Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah
3. Datuk Muhd Khair Razman bin Mohamed Annuar
4. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
5. Puan Afidah Azwa binti Abdul Aziz
6. Encik Leong Pit Wee
7. Dato' Haji Adnan bin Mat
8. Datuk Idris bin Abdullah
9. Dr. S.P. Sakthiveloo a/l Palaniveloo
10. Cik Wan Izzana Fatimah Zabedah binti Mohamad Salleh

Nota / Note:

Dato' Sri Subahan bin Kamal dilantik / appointed 4.10.2022
Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah sehingga / until 23.09.2022
Datuk Muhd Khair Razman bin Mohamed Annuar sehingga / until 3.10.2022
Puan Afidah Azwa binti Abdul Aziz dilantik / appointed 3.2.2022

Jawatankuasa Kewangan 2022
Finance Committee 2022

1. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
2. Dato' Mansor bin Jusoh
3. Encik Mohd Hazli bin Ahmad @ Adnan
4. Encik John Riba Anak Marin
5. Encik Ahmad Nazli bin Othman Mohd

Jawatan Kuasa Governan, Etika, Audit dan Risiko (GEAR) 2022
Governance, Ethics, Audit and Risk Committee 2022

1. Encik Wee Hock Kee
2. Dato' Ahmad Nadzarudin bin Abdul Razak
3. Datin Hjh Rozilah binti Abdullah
4. Puan Margaret Paul
5. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
6. Encik Hasnol bin Mohamed Hussein
7. Encik Rahim bin Mohamad (SUL)

Jawatankuasa Perolehan 2022
Procurement Committee 2022

1. Datuk Muhd Khair Razman bin Mohamed Annuar
2. Dato' Mansor bin Jusoh
3. Encik Mohd Hazli bin Ahmad @ Adnan
4. Dato' Zafir bin Ibrahim
5. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
6. Encik John Riba Marin
7. Encik Edmund Cheong Peck Huang
8. Sr. Zawiyah binti Kassim
9. Sr. Khairil Nisaak binti Osman
10. Sr. Mohammad Harith bin Mohd Yunos

Nota / Note:

Dato' Mansor bin Jusoh sehingga / until 20.07.2022

Jawatankuasa Perjawatan 2022
Personnel Committee Meeting 2022

1. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
2. Encik Mohd Hazli bin Ahmad @ Adnan
3. Encik Che Hamid bin Che Ahmad

Jawatankuasa Pusat Rehabilitasi 2022
Rehabilitation Centre Committee 2022

1. Datuk Abu Huraira bin Abu Yazid
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Datin Dr. Rameezan Begam binti Abd Rahim
4. Tuan Borhan bin Osman
5. Puan Bathmavathi a/p K Krishnan

Jawatankuasa Tatatertib 2022
Disciplinary Committee 2022

1. Dato' Nathan K. Suppiah
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Dato' Haji Adnan bin Mat
4. Encik Leong Pit Wee
5. Encik Che Hamid bin Che Ahmad
6. Encik Mohd Razmi bin Khalid
7. Encik Kamarulzaman bin Mansor
8. Puan Yusrina binti Yusoff
9. Tuan Borhan bin Osman

Jawatankuasa Lembaga Saraan dan Pencalonan 2022
Remuneration and Nomination Board Committee 2022

1. Tan Sri Dato' Seri Mohd Annuar bin Zaini
2. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
3. Encik Leong Pit Wee
4. Encik Mohd Effendy bin Abdul Ghani
5. Encik Che Hamid bin Che Ahmad
6. Encik Borhan bin Osman
7. Encik Mohd Shahar bin Ismail
8. Tuan Azman bin Tuan Yaacob

Jawatankuasa Pengurusan Prestasi 2022
Performance Management Committee 2022

1. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
2. Dato' Ahmad Nadzarudin bin Abdul Razak
3. Encik Mohd Effendy bin Abdul Ghani
4. Dr. Arul Raj a/l Rajoo
5. Dr. Tanaletchumy a/p Palanisamy
6. Encik Edmund Cheong Peck Huang
7. Puan Rohana binti Mohamad

Jawatankuasa Kenaikan Pangkat (Kumpulan 1) 2022
Promotions (Group 1) Committee 2022

1. Datuk Muhd Khair Razman bin Mohamed Annuar
2. Dato' Haji Adnan bin Mat
3. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
4. Encik Che Hamid bin Che Ahmad

Jawatankuasa Kenaikan Pangkat (Kumpulan 2) 2022
Promotions (Group 2) Committee 2022

1. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
2. Puan Nor Hamiza binti Jelani
3. Encik Ahmad Nazli bin Othman Mohd
4. Encik Che Hamid bin Che Ahmad

Jawatankuasa Skim Pekerjaan Sendiri 2022
Self Employment Scheme Committee 2022

1. Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah
2. Dato' Sri Subahan bin Kamal
3. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
4. Datuk Muhd Khair Razman bin Mohamed Annuar
5. Dato' Haji Ahmad bin Saad@Yahaya
6. Dato' Norsabrina binti Mohd Noor
7. Datuk Nadzim bin Johan
8. Puan Nor Hazlina binti Ab Aziz
9. Encik Harisrajudin bin Alaudin
10. Tuan Haji Abdul Hamid bin Bahari
11. Encik Faqroul Hafeez bin Saipuddin
12. Encik Zulhelmi bin Mansor
13. Encik Masrizal bin Mahidin

- **Jawatankuasa Sistem Insurans Pekerjaan 2022**
  Employment Insurance System Committee 2022

1. Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah
2. Dato' Sri Subahan bin Kamal
3. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed
4. Encik A. Maniam
5. Dr. Nirwan bin Noh
6. Encik Luqman bin Ahmad
7. Dato' Asri bin Ab. Rahman
8. Encik Wan Zulkfli bin Wan Setapa
9. Encik Awang Raduan bin Awang Omar
10. Encik Khalid bin Jali
11. Puan Betty binti Hasan
12. Datuk Mohamed Shafie bin Pakiri Mammal
13. Encik Raveendra Kumar Mallan
14. Encik Ng Choo Seong
15. Encik Matkar bin Siwang
16. Encik Wang Heng Suan
17. Datuk Noraini binti Soltan
18. Tan Sri Dato' Low Kian Chuan
19. Encik Chin Chee Seong
20. Prof. Datuk Dr. Norma binti Mansor
21. Tuan Haji Ishsam bin Shahrudin
22. Encik Vijaymohan a/l Karuppiah



Jadual 1: Kehadiran Mesyuarat Lembaga Tahun 2022
Table 1: Board Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Subahan bin Kamal	2 / 6
2	Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	4 / 6
3	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	6 / 6
4	Datuk Muhd Khair Razman bin Mohamed Annuar	2 / 6
5	Dato' Mohd Zafir bin Ibrahim	5 / 6
6	Dr. Priya a/p Ragunath	3 / 6
7	Dato' Nathan K Suppiah	6 / 6
8	Dato' Ahmad Nadzarudin bin Abdul Razak	5 / 6
9	Datin Hajah Rozilah binti Abdullah	6 / 6
10	Encik Leong Pit Wee	6 / 6
11	Dato' Hj Adnan bin Mat	4 / 6
12	Encik Mohd Effendy bin Abdul Ghani	6 / 6
13	Encik Awang Ali bin Ahmad Raji @ Amat	6 / 6
14	Puan Margaret Paul	5 / 6
15	Tan Sri Dato' Seri Mohd Annuar bin Zaini	6 / 6
16	Dr. Arul Raj a/l Rajoo	6 / 6
17	Dr. Tanaletchumy a/p Palanisamy	5 / 6
18	Encik Wee Hock Kee	4 / 6

Nota / Note:

Dato' Sri Subahan bin Kamal	Dilantik / Appointed 4.10.2022
Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	Sehingga / Until 23.9.2022

Jadual 2: Kehadiran Mesyuarat Khas Lembaga 2022
Table 2: Special Board Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Subahan bin Kamal	1 / 2
2	Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	1 / 2
3	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
4	Datuk Muhd Khair Razman bin Mohamed Annuar	2 / 2
5	Dato' Mohd Zafir bin Ibrahim	2 / 2
6	Dr. Priya a/p Ragunath	2 / 2
7	Dato' Nathan K Suppiah	2 / 2
8	Dato' Ahmad Nadzarudin bin Abdul Razak	2 / 2
9	Datin Hajah Rozilah binti Abdullah	2 / 2
10	Encik Leong Pit Wee	2 / 2
11	Dato' Hj Adnan bin Mat	2 / 2
12	Encik Mohd Effendy bin Abdul Ghani	2 / 2
13	Encik Awang Ali bin Ahmad Raji @ Amat	2 / 2
14	Puan Margaret Paul	2 / 2
15	Tan Sri Dato' Seri Mohd Annuar bin Zaini	2 / 2
16	Dr. Arul Raj a/l Rajoo	2 / 2
17	Dr. Tanaletchumy a/p Palanisamy	2 / 2
18	Encik Wee Hock Kee	2 / 2

Nota/Note:

Dato' Sri Subahan bin Kamal	Dilantik / Appointed 4.10.2022
Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	Sehingga / Until 23.9.2022

Jadual 3: Kehadiran Mesyuarat Panel Pelaburan 2022
Table 3: Investment Panel Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Subahan bin Kamal	2 / 2
2	Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	4 / 4
3	Datuk Muhd Khair Razman bin Mohamed Annuar	1 / 1
4	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	6 / 7
5	Puan Afidah Azwa binti Abdul Aziz	5 / 6
6	Encik Leong Pit Wee	7 / 7
7	Dato' Hj. Adnan bin Mat	5 / 7
8	Datuk Idris bin Abdullah	3 / 7
9	Dr. S.P. Sakthiveloo a/l Palaniveloo	5 / 7
10	Cik Wan Izzana Fatimah Zabedah binti Mohamad Salleh	6 / 7

Nota/Note:

Dato' Sri Subahan bin Kamal	Dilantik / Appointed 4.10.2022
Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	Sehingga / Until 23.9.2022
Datuk Muhd Khair Razman bin Mohamed Annuar	Sehingga / Until 3.10.2022
Puan Afidah Azwa binti Abdul Aziz	Dilantik / Appointed 3.2.2022

Jadual 4: Kehadiran Mesyuarat Khas Panel Pelaburan 2022
Table 4: Special Investment Panel Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	1 / 1
2	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	1 / 1
3	Puan Afidah Azwa binti Abdul Aziz	1 / 1
4	Encik Leong Pit Wee	1 / 1
5	Dato' Hj. Adnan bin Mat	1 / 1
6	Datuk Idris bin Abdullah	1 / 1
7	Dr. S.P. Sakthiveloo a/l Palaniveloo	0 / 1
8	Cik Wan Izzana Fatimah Zabedah binti Mohamad Salleh	1 / 1

Nota/Note :

Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah — Sehingga / Until 23.9.2022
Puan Afidah Azwa binti Abdul Aziz — Dilantik / Appointed 3.2.2022

Jadual 5: Kehadiran Mesyuarat Jawatan Kuasa Governan, Etika, Audit dan Risiko (GEAR) Lembaga PERKESO Tahun 2022
Table 5: PERKESO Governance, Ethics, Audit and Risk (GEAR Board Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Encik Wee Hock Kee	4 / 4
2	Dato' Ahmad Nadzarudin bin Abdul Razak	3 / 4
3	Datin Hjh Rozilah binti Abdullah	4 / 4
4	Puan Margaret Paul	4 / 4
5	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	3 / 4
6	Encik Hasnol bin Mohamed Hussein	4 / 4
7	Encik Rahim bin Mohamad (SUL)	4 / 4

Jadual 6: Kehadiran Mesyuarat Khas Jawatan Kuasa Governan, Etika, Audit dan Risiko (GEAR) Lembaga PERKESO Tahun 2022
Table 6: Special PERKESO Governance, Ethics, Audit and Risk (GEAR) Board Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Encik Wee Hock Kee	3 / 3
2	Dato' Ahmad Nadzarudin bin Abdul Razak	1 / 3
3	Datin Hjh Rozilah binti Abdullah	3 / 3
4	Puan Margaret Paul	4 / 4
5	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 3
6	Encik Hasnol bin Mohamed Hussein	3 / 3
7	Encik Rahim bin Mohamad (SUL)	3 / 3

Jadual 7: Kehadiran Mesyuarat Jawatankuasa Kewangan 2022
Table 7: Finance Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	4 / 4
2	Dato' Mansor bin Jusoh	2 / 4
3	Encik Mohd Hazli bin Ahmad @ Adnan	2 / 4
4	Encik John Riba Anak Marin	4 / 4
5	Encik Ahmad Nazli bin Othman Mohd	4 / 4

Jadual 8: Kehadiran Mesyuarat Jawatankuasa Perolehan 2022
Table 8: Procurement Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Muhd Khair Razman bin Mohamed Annuar	7 / 9
2	Dato' Mansor bin Jusoh *sehingga / until 20/7/2022	1 / 9
3	Encik Mohd Hazli bin Ahmad @ Adnan	1 / 9
4	Dato' Zafir bin Ibrahim	6 / 9
5	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	9 / 9
6	Encik John Riba Marin	0 / 9
7	Encik Edmund Cheong Peck Huang	9 / 9
8	Sr. Zawiyah binti Kassim	8 / 9
9	Sr. Khairil Nisaak binti Osman	1 / 9
10	Sr. Mohammad Harith bin Mohd Yunos	0 / 9

Nota/Note :

Dato' Jamil bin Rakon	Sehingga / Until 31.07.2021
Dato' Shahrol Anuwar bin Sarman	Sehingga / Until 31.07.2021
Datuk Muhd Khair Razman bin Mohamed Annuar	Dilantik / Appointed July 2021
Dato' Mohd Zafir bin Ibrahim	Dilantik / Appointed July 2021

Jadual 9: Kehadiran Mesyuarat Jawatankuasa Pengurusan Prestasi 2022
Table 9: Performance Management Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	1 / 2
2	Dato' Ahmad Nadzarudin bin Abdul Razak	2 / 2
3	Encik Mohd Effendy bin Abdul Ghani	1 / 2
4	Dr. Arul Raj a/l Rajoo	2 / 2
5	Dr. Tanaletchumy a/p Palanisamy	2 / 2
6	Encik Edmund Cheong Peck Huang	2 / 2
7	Puan Rohana binti Mohamad	2 / 2

Jadual 10: Kehadiran Mesyuarat Lembaga Kenaikan Pangkat (Kumpulan 1) 2022
Table 10: Promotions (Group 1) Board Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Muhd Khair Razman bin Mohamed Annuar	1 / 1
2	Dato' Haji Adnan bin Mat	1 / 1
3	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	1 / 1
4	Encik Che Hamid bin Che Ahmad	1 / 1

Jadual 11: Kehadiran Mesyuarat Lembaga Kenaikan Pangkat (Kumpulan 2) 2022
Table 11: Promotions (Group 2) Board Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
2	Puan Nor Hamiza binti Jelani	2 / 2
3	Encik Ahmad Nazli bin Othman Mohd	2 / 2
4	Encik Che Hamid bin Che Ahmad	2 / 2

Jadual 12: Kehadiran Mesyuarat Jawatankuasa Lembaga Saraan dan Pencalonan PERKESO 2022
Table 12: PERKESO Remuneration and Nomination Board Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Tan Sri Dato' Seri Mohd Annuar bin Zaini	2 / 2
2	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
3	Encik Leong Pit Wee	2 / 2
4	Encik Mohd Effendy bin Abdul Ghani	2 / 2
5	Encik Che Hamid bin Che Ahmad	1 / 2
6	Encik Borhan bin Osman	2 / 2
7	Encik Mohd Shahar bin Ismail	1 / 2
8	Tuan Azman bin Tuan Yaacob	2 / 2

Jadual 13: Kehadiran Mesyuarat Jawatankuasa Perjawatan PERKESO Tahun 2022
Table 13: PERKESO Personnel Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
2	Encik Mohd Hazli bin Ahmad @ Adnan	2 / 2
3	Encik Che Hamid bin Che Ahmad	2 / 2

Jadual 14: Kehadiran Mesyuarat Jawatankuasa Tatatertib Tahun 2022
Table 14: Disciplinary Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Dato' Nathan K. Suppiah	4 / 4
2	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	3 / 4
3	Dato' Haji Adnan bin Mat	1 / 4
4	Encik Leong Pit Wee	4 / 4
5	Encik Che Hamid bin Che Ahmad	2 / 4
6	Encik Mohd Razmi bin Khalid	2 / 4
7	Encik Kamarulzaman bin Mansor	3 / 4
8	Puan Yusrina binti Yusoff	1 / 4
9	Tuan Borhan bin Osman	4 / 4

Jadual 15: Kehadiran Mesyuarat Lembaga Pusat Rehabilitasi PERKESO Tun Abdul Razak 2022
Table 15: Tun Abdul Razak PERKESO Rehabilitation Centre Board Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	7 / 7
2	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	7 / 7
3	Datin Dr. Rameezan Begam binti Abd Rahim	2 / 7
4	Tuan Borhan bin Osman	7 / 7
5	Puan Bathmavathi a/p K Krishnan	7 / 7

Jadual 16: Kehadiran Mesyuarat Khas Lembaga Pusat Rehabilitasi 2022
Table 16: Special Rehabilitation Centre Board Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	4 / 4
2	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	4 / 4
3	Datin Dr. Rameezan Begam binti Abd Rahim	2 / 4
4	Tuan Borhan bin Osman	2 / 4
5	Puan Bathmavathi a/p K Krishnan	2 / 4

Jadual 17: Kehadiran Mesyuarat Jawatankuasa Skim Pekerjaan Sendiri 2022
Table 17: Self-Employment Scheme Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	2 / 2
2	Dato' Sri Subahan bin Kamal	0 / 0
3	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	2 / 2
4	Datuk Muhd Khair Razman bin Mohamed Annuar	2 / 2
5	Dato' Haji Ahmad bin Saad@Yahaya	2 / 2
6	Dato' Norsabrina binti Mohd Noor	2 / 2
7	Datuk Nadzim bin Johan	1 / 2
8	Puan Nor Hazlina binti Ab Aziz	1 / 2
9	Encik Harisrajudin bin Alaudin	2 / 2
10	Tuan Haji Abdul Hamid bin Bahari	2 / 2
11	Encik Faqroul Hafeez bin Saipuddin	2 / 2
12	Encik Zulhelmi bin Mansor	2 / 2
13	Encik Masrizal bin Mahidin	2 / 2

Jadual 18: Kehadiran Mesyuarat Jawatankuasa Insurans Pekerjaan Tahun 2022
Table 18: Employment Insurance Committee Meeting Attendance 2022

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	2 / 2
2	Dato' Sri Subahan bin Kamal	2 / 2
3	Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed	4 / 4
4	Encik A. Maniam	1 / 4
5	Dr. Nirwan bin Noh	2 / 4
6	Encik Luqman bin Ahmad	2 / 2
7	Dato' Asri bin Ab. Rahman	2 / 4
8	Encik Wan Zulkfli bin Wan Setapa	4 / 4
9	Encik Awang Raduan bin Awang Omar	2 / 4
10	Encik Khalid bin Jali	2 / 4
11	Puan Betty binti Hasan	3 / 4
12	Datuk Mohamed Shafie bin Pakiri Mammal	4 / 4
13	Encik Raveendra Kumar Mallan	1 / 3
14	Encik Ng Choo Seong	2 / 3
15	Encik Matkar bin Siwang	1 / 1
16	Encik Wang Heng Suan	1 / 1
17	Datuk Noraini binti Soltan	4 / 4
18	Tan Sri Dato' Low Kian Chuan	4 / 4
19	Encik Chin Chee Seong	4 / 4
20	Prof. Datuk Dr. Norma binti Mansor	3 / 4
21	Tuan Haji Ishsam bin Shahrudin	3 / 4
22	Encik Vijaymohan a/l Karuppiah	3 / 4

Nota / Note:

Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah	Sehingga / Until 23.9.2022
Dato' Sri Subahan bin Kamal	Dilantik / Appointed 4.10.2022
Encik Matkar bin Siwang	Dilantik / Appointed 1.10.2022
Encik Wang Heng Suan	Dilantik / Appointed 1.10.2022



ULASAN TABIR URUS KORPORAT CORPORATE GOVERNANCE

PENGENALAN

Di Pertubuhan Keselamatan Sosial ("PERKESO"), Lembaga Pengarah ("Lembaga") komited untuk mengekalkan sistem pengurusan risiko dan kawalan dalaman yang berkesan seterusnya menegakkan dan melaksanakan budaya dan persekitaran yang kukuh bagi membolehkan objektif organisasi tercapai.

TANGGUNGJAWAB LEMBAGA

Lembaga mengesahkan komitmen dan kebertanggungjawaban terhadap sistem pengurusan risiko dan kawalan dalaman organisasi yang meliputi strategik, pelaburan, operasi dan kewangan serta mengkaji semula kecukupan, keberkesanan dan integriti sistem-sistem tersebut.

Pengurusan bertanggungjawab untuk melaksanakan kawalan ini dan melaporkan secara berkala tentang risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan/atau meminimumkan risiko tersebut. Jawatankuasa Governan, Etika, Audit dan Risiko (GEAR) Lembaga ("*BGC*") yang terdiri daripada ahli Lembaga Pengarah bertanggungjawab ke atas proses kawalan dalaman, tadbir urus dan pengurusan risiko.

Sistem pengurusan risiko dan kawalan dalaman PERKESO direka bagi memenuhi keperluan khusus organisasi, untuk menguruskan risiko dengan cekap dan berkesan yang boleh menghalang pencapaian objektif perniagaan organisasi, dan untuk menyediakan maklumat untuk pelaporan yang tepat dan memastikan pematuhan terhadap keperluan peraturan dan undang-undang.

INTRODUCTION

In Social Security Organisation (“PERKESO”), the Board of Directors (“Board”) is committed in maintaining a sound system of risk management and internal control whilst continuing to uphold and implementing a strong culture and environment for the proper conduct of its business operations.

BOARD RESPONSIBILITY

The Board affirms its commitment and responsibility for the organisation’s risk management and internal control systems covering strategic, investment, operational and financial as well as reviewing the adequacy, effectiveness and integrity of these systems.

The implementation of these control is undertaken by the Management which regularly reports on the risks identified and actions taken to mitigate and/or minimise such risks. The oversight of these critical areas is carried out by the Board Governance, Ethics, Assurance and Risk (GEAR) Committee (“BGC”) which comprise Board members. BGC is responsible in advocating on the internal controls, governance processes and risk management.

PERKESO’s risk management and internal control systems are designed to meet the organisation’s particular needs, to efficiently and effectively manage risks that may impede the achievement of the organisation’s business objectives, and to provide information for accurate reporting and ensure compliance with regulatory and statutory requirements.

Proses untuk mengenal pasti, menilai, memantau dan mengurus risiko yang signifikan yang boleh menjejaskan objektif perniagaan organisasi telah dilaksanakan sepanjang tahun dan dinilai secara berkala oleh Lembaga.

Lembaga memahami bahawa sistem-sistem ini direka untuk memastikan risiko diuruskan dengan berkesan untuk mencapai objektif PERKESO mengikut tahap risiko (*risk appetite*) yang ditetapkan oleh Lembaga dan Pengurusan. Oleh itu, sistem ini hanya dapat memberikan jaminan yang munasabah dan bukannya jaminan secara mutlak. Konsep munasabah ini juga mengiktiraf prosedur kawalan supaya kos tidak melebihi jangkaan faedah.

TANGGUNGJAWAB PENGURUSAN

Pengurusan bertanggungjawab untuk melaksanakan dasar dan prosedur Lembaga yang melibatkan risiko dan kawalan, merangkumi peranan-peranan berikut:

a) Mengenalpasti risiko yang relevan dalam mencapai objektif dan strategi PERKESO.
b) Mereka bentuk, melaksana dan memantau rangka kerja pengurusan dan kawalan dalaman selaras dengan visi strategi dan tahap risiko (*risk appetite*) keseluruhan PERKESO.
c) Mengenal pasti perubahan kepada risiko atau risiko yang bakal muncul, mengambil tindakan yang sesuai dan seterusnya memaklumkan kepada Lembaga tepat pada waktunya.

SISTEM PENGURUSAN RISIKO & KAWALAN DALAMAN

PERKESO mempunyai sistem pengurusan risiko dan kawalan dalaman untuk menguruskan risiko dan kawalan dalaman yang menjejaskan operasi perniagaannya. Realisasi pengurusan risiko dan sistem kawalan dalaman dijalankan oleh pihak Pengurusan. Laporan tetapmengenai risiko yang dikenal pasti dan tindakan yang diambil untuk mengurangkan dan/atau meminimumkan risiko dan jurang dalam sistem kawalan dalaman dibentangkan kepada BGC dan akhirnya kepada Lembaga.

Ciri-ciri utama sistem ini adalah lima baris pertahanan dengan tanggungjawab fungsional yang mantap dan jelas dan bertanggungjawab untuk pengurusan risiko dan kawalan dalaman.

The process for the identification, evaluation, monitoring and managing of significant risks that may materially affect the organisation's business objectives has been in place throughout the year under review and regularly appraised by the Board.

The Board recognises that these systems are designed to manage and mitigate, rather than eliminate the risk of failure to achieve PERKESO's objectives within the risk appetite established by the Board and the Management. These systems can therefore provide only reasonable and not absolute assurance against material misstatement, loss or fraud. The organisation's concept of reasonable assurance also recognises that the cost of control procedures should not exceed the expected benefits.

MANAGEMENT RESPONSIBILITY

The Management is responsible for implementing the Board's policies and procedures on risks and controls, comprising these roles:

a) Identifying relevant risks in achieving the PERKESO's objectives and strategies.
b) Designing, implementing, and monitoring the risk management and internal control framework in accordance with the PERKESO's strategic vision and overall risk appetite.
c) Identifying changes to risks or emerging risks, taking appropriate actions and keeping the Board informed on a timely basis.

RISK MANAGEMENT & INTERNAL CONTROL SYSTEMS

PERKESO has in place risk management and internal control systems for managing risks and internal controls affecting its business operations. The realisation of risk management and internal control systems is undertaken by Management. Regular reports on risks identified and actions taken to mitigate and/or minimise such risks and gaps in the internal control systems are presented to the BGC and ultimately to the Board.

The key features of these systems are the five lines of defence with established and clear functional responsibilities and accountability for the management of risks and internal controls.

Barisan Pertama First Line	Barisan Kedua Second Line	Barisan Ketiga Third Line	Barisan Keempat Fourth Line	Barisan Kelima Fifth Line
PENGURUSAN **MANAGEMENT**		**JAMINAN** **ASSURANCE**	**PENGAWALSELIAAN** **OVERSIGHT**	
Bertanggungjawab menguruskan risiko dan kawalan dalaman di peringkat operasi Responsible for managing risk and internal controls at the operational level	Pemantauan risiko dan kawalan dalaman yang ditetapkan oleh Pengurusan Risk monitoring and internal controls set by Management	Memberi tahap objektiviti dan keyakinan bebas kepada Pengurusan Tertinggi dan Ahli Lembaga Pengarah mengenai keberkesanan pengurusan risiko Provide a level of objectivity and independent confidence to Top Management and Board Members on the effectiveness of risk management	Memberi pandangan holistik kepada Lembaga mengenai keberkesanan pengurusan barisan hadapan dan jaminan bebas Provide a holistic view to the Board on the effectiveness of frontline management and independent assurance	Mengawal selia tadbir urus korporat dan hala tuju Kawalan Risiko Tadbir Urus (*GRC*) Lembaga Regulating the corporate governance and the direction of the Board's Governance Risk Control (GRC)
Operasi **Operations**	**Ibu Pejabat** **Headquarters**	**Audit dan Risiko** **Audit and Risk**	**Jawatankuasa Lembaga** **Board Committee**	**Lembaga PERKESO** **PERKESO Board**

PENGURUSAN RISIKO

Rangka Kerja Pengurusan Risiko (*ERM*) PERKESO bertujuan untuk menyediakan pendekatan bersepadu dan teratur secara meluas. Ia menggariskan metodologi *ERM* yang selaras dengan Prinsip dan Garis Panduan ISO31000: Pengurusan Risiko, terutamanya menggalakkan pemilikan risiko dan pemantauan berterusan terhadap risiko utama yang dikenal pasti.

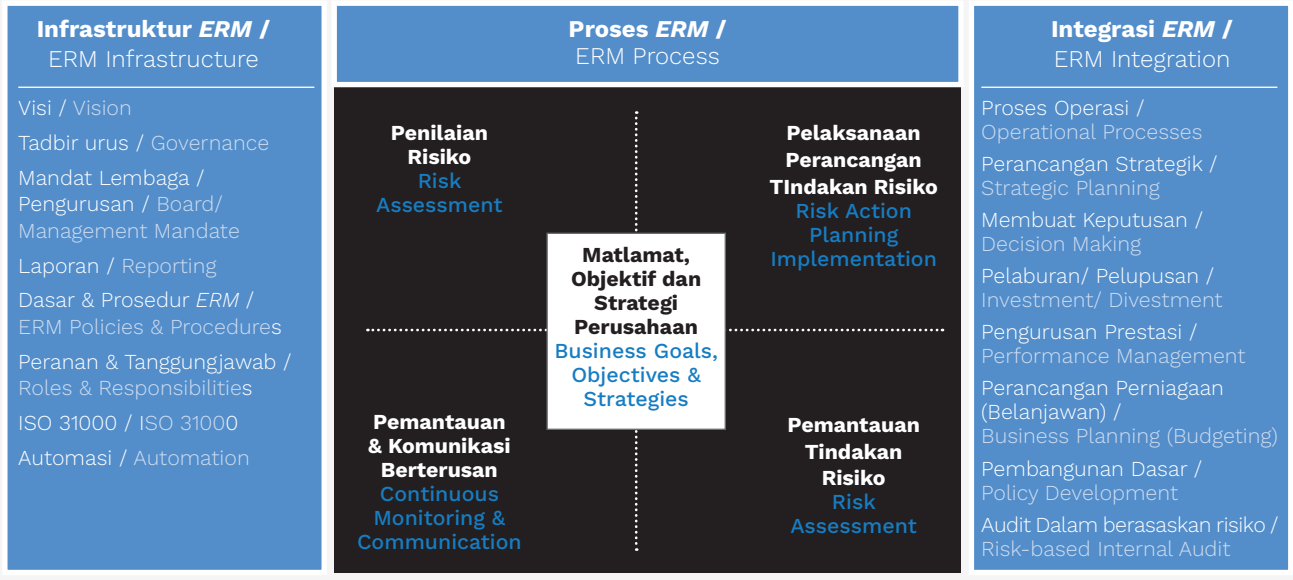
Rangka Kerja *ERM* PERKESO diringkaskan seperti berikut:

RISK MANAGEMENT

PERKESO Enterprise Risk Management (ERM) framework aims to provide an integrated and organised approach organisation wide. It outlines the ERM methodology which is in line with the Principles and Guidelines of ISO31000: Risk Management, mainly promoting risk ownership and continuous monitoring of key risks identified.

PERKESO's ERM Framework is summarised as follows:

Rangka Kerja Pengurusan Risiko / Enterprise Risk Management Framework



Model/ Pendidikan Kompetensi *ERM* / ERM Competency Model/ Education

Komunikasi Communication	**Kesedaran/ Latihan** Awareness/ Training	**Penambahbaikan berterusan** Continuous Improvement	**Pengurusan Perubahan** Change Management

» 1. Pengawalseliaan Pengurusan Risiko

Peranan pengawasan pengurusan risiko dijalankan oleh *BGC* dan Lembaga. *BGC* dan Lembaga menetapkan hala tuju strategik untuk peranan risiko, tanggungjawab dan struktur pelaporan risiko. Pelaporan berkala kepada *BGC* dan Lembaga mengenai aktiviti pengurusan risiko yang dijalankan oleh Pengurusan melalui Jawatankuasa Pengurusan Risiko & Kemampanan Kewangan (*RMSC*), memastikan *BGC* dan Lembaga menilai dan menasihati semua aspek *ERM*, dan kawasan risiko yang ketara dan trend risiko.

RMSC terdiri daripada ahli-ahli dari Ketua Bahagian masing-masing. *RMSC* mengekalkan pengawasan risiko dalam organisasi di peringkat Pengurusan, seperti yang digariskan dalam Rangka Kerja *ERM*. Di peringkat Lembaga, *BGC* mengambil alih pengawasan dan peranan strategik untuk ERM. Sebagai tambahan kepada keperluan pelaporan kepada *BGC* dan Lembaga, *RMSC* mempunyai tanggungjawab khusus termasuk, antara lain, untuk merumuskan dan melaksanakan mekanisme *ERM* untuk mematuhi keperluan dasar *ERM* dan untuk menyatakan dan mencabar penarafan risiko.

Tahap penyertaan dan pelaporan Lembaga dan Pengurusan ditunjukkan di bawah:

» 1. Risk Management Oversight

The oversight role of risk management is carried out by the BGC and the Board. The BGC and the Board sets the strategic direction for risk roles, responsibilities and risk reporting structures. The periodic reporting to both the BGC and the Board on risk management activities undertaken by Management via Management Risk Committee ("MRC") which currently known as the Risk Management & Sustainability Committee ("RMSC") keeps the BGC and the Board apprised and advised of all aspects of ERM, and significant risk areas and risk trends.

The RMSC comprises members from the respective Head of Divisions. The RMSC maintains the risk oversight within the organisation at the Management level, as outlined in the ERM Framework. At the Board level, the BGC assumes the oversight and strategic role for ERM. In addition to the reporting requirements to the BGC and the Board, the RMSC has specific responsibilities which include, amongst others, to formulate and implement the ERM mechanism to comply with the requirements of the ERM policy and to articulate and challenge risk ratings.

The level of Board and Management participation and reporting structure is shown below:



RMSC dibantu oleh Cawangan Pengurusan Risiko (CPR), Bahagian Audit dan Risiko (BAR) yang peranan utamanya adalah untuk memastikan pelaksanaan rangka kerja pengurusan risiko, program dan pendidikan berkaitan risiko yang berkesan merentasi organisasi, dan penyediaan penilaian bebas dan objektif risiko serta pelaporan tepat pada masanya kepada *RMSC*, *BGC* dan Lembaga.

The RMSC is assisted by the Risk Management Section ("CPR"), Audit and Risk Division ("BAR") whose primary role is to ensure effective implementation of the risk management framework, programmes and risk-related education across the organisation, and provision of independent and objective assessment of risks as well as timely reporting to the RMSC, the BGC and the Board.

» 2. Dasar Pengurusan Risiko

Lembaga menyedari bahawa risiko adalah sebahagian daripada perniagaan organisasi, menyampaikan ancaman dan peluang. Untuk mencapai matlamat korporat dan memenuhi jangkaan pemegang saham, Lembaga perlu membuat keputusan yang akan melibatkan beberapa tahap risiko. Dasar risiko berikut memberikan panduan tentang pengurusan risiko dan terpakai di semua Bahagian dan Anak Syarikat:

- Mengintegrasikan pengurusan risiko ke dalam budaya PERKESO, aktiviti perniagaan dan proses membuat keputusan.
- Untuk menguruskan risiko secara pragmatik, ke tahap yang boleh diterima memandangkan keadaan setiap keadaan.
- Untuk menghendaki semua cadangan yang dikemukakan kepada Lembaga oleh Pengurusan berkaitan strategi, projek utama, tindakan penting atau pelaburan mesti memasukkan laporan penilaian risiko terperinci.
- Melaksanakan rangka kerja pengurusan risiko yang mantap dan mampan yang sejajar dengan visi dan misi PERKESO serta mengikut amalan terbaik.

» 2. Risk Management Policy

The Board recognises that risk is an inherent part of the organisation's business, presenting both threats and opportunities. In order to achieve corporate goals and meet shareholders' expectations, the Board would have to make decisions which will involve some degree of risk. The following risk policy provides guidance as to the management of risks and applies across all Divisions and Subsidiary:

- To integrate risk management into PERKESO culture, business activities and decision-making processes.
- To manage risks pragmatically, to an acceptable level given the circumstances of each situation.
- To require that all proposals submitted to the Board by the Management relating to strategy, key projects, significant action or investment must include a detailed risk assessment report.
- To implement a robust and sustainable risk management framework that is aligned with the PERKESO's vision and mission and in accordance with best practices.

» 3. Proses Pengurusan Risiko

Rangka Kerja *ERM* PERKESO mempunyai proses berstruktur untuk Bahagian dan Anak Syarikat untuk mengenal pasti, menganalisis, menilai, merawat, berkomunikasi dan memantau risiko mereka. Risiko dikenal pasti berdasarkan matlamat dan objektif PERKESO dan dinilai berdasarkan parameter risikonya. Risiko dinilai semula dan dipantau secara berterusan untuk memastikan tindakan sewajarnya diambil untuk menguruskan risiko tersebut. Prosedur peningkatan risiko mengenai perubahan ketara kepada risiko sedia ada dan risiko yang muncul juga telah ditubuhkan untuk meningkatkan risiko untuk tindakan penuaan.

» 3. Risk Management Process

PERKESO ERM Framework has a structured process for Divisions and Subsidiary to identify, analyse, evaluate, treat, communicate and monitor their risks. The risks are identified based on PERKESO's goals and objectives and assessed against its risk parameters. Risks are reassessed and monitored on an ongoing basis to ensure appropriate actions are taken to manage such risks. Risk escalation procedure on significant changes to existing risks and emerging risks has also been established to escalate the risks for Management action.

Terdapat pengkategorian tahap risiko (*risk appetite*) yang jelas. Risiko individu diukur terhadap tahap toleransi yang ditetapkan. Parameter risiko yang konsisten telah ditakrifkan pada asas 3 peringkat dan profil risiko disatukan dan diagregatkan dari peringkat ini untuk memudahkan pandangan yang disatukan mengenai pendedahan risiko di peringkat organisasi.

There is a clear categorisation of the risk appetite. Individual risks are measured against set tolerance levels. Consistent risk parameters have been defined on a 3-tier basis and risk profiles are consolidated and aggregated from these tiers to facilitate a consolidated view of the risk exposure at the organisation level.

» 4. Pengurusan Risiko Strategik, Operasi dan Pelaburan

Konteks di mana PERKESO menguruskan risiko dan fokus utama akauntabiliti adalah seperti berikut;

- **Risiko strategik** adalah risiko terutamanya disebabkan oleh peristiwa yang berada di luar organisasi tetapi mempunyai kesan yang signifikan terhadap keputusan atau aktiviti strategiknya. Oleh itu, akauntabiliti untuk menguruskan risiko strategik terletak pada Lembaga Pengarah dan Ketua Eksekutif. Manfaat menguruskan risiko strategik dengan berkesan adalah bahawa organisation dapat meramalkan dengan lebih baik dan cepat menyesuaikan diri dengan perubahan tuntutan yang diletakkan. Ini juga bermakna bahawa organisasi kurang berkemungkinan terjejas oleh beberapa peristiwa luaran yang memerlukan perubahan ketara.
- **Risiko operasi** adalah wujud dalam aktiviti yang berterusan dalam Bahagian dan Anak Syarikat PERKESO yang berlainan. Biasanya, beberapa risiko meliputi reputasi, modal insan, teknologi, dll. Akauntabiliti untuk menguruskan risiko operasi terletak pada Ketua Bahagian dan Anak Syarikat.
- **Risiko pelaburan** adalah kebarangkalian menanggung kerugian ke atas pelaburan organisasi yang boleh memberi kesan negatif terhadap pulangan. Pengurusan risiko pelaburan PERKESO terbahagi kepada dua kategori utama iaitu Risiko Pasaran dan Risiko Kredit.

» 4. Management of Strategic, Operational and Investment Risks

The context within which PERKESO manages the risks and key focus of accountability is as follows:

- **Strategic risks** are risks primarily caused by events that are external to the organisation but have a significant impact on its strategic decisions or activities. Accountability for managing strategic risks therefore rests with the Board and the Chief Executive. The benefit of effectively managing strategic risks is that the organisation can better forecast and quickly adapt to the changing demands that are placed upon. It also means that the organisation is less likely to be affected by some external event that calls for significant change.
- **Operational risks** are inherent in the ongoing activities within the different Divisions and Subsidiary of PERKESO. Typically, some of the risks cover reputational, human capital, technology, etc. Accountability for managing operational risks rests with the Heads of Divisions and Subsidiary.
- **Investment risk** is the probability of incurring losses on the organisation's investments that can have a negative impact towards returns. PERKESO's investment risk management is divided into two main categories which are Market Risk and Credit Risk Management.

» 5. Laporan Risiko

Rangka Kerja *ERM* PERKESO menyediakan semakan dan pelaporan secara berkala. Laporan termasuk profil risiko, pelan tindakan risiko ("*RAPs*") dan kemas kini status serta ringkasan Laporan Kemajuan Pengurusan mengenai Pelaburan Kritikal. Pada tahun yang dikaji, laporan-laporan ini telah dibentangkan kepada dan dipertimbangkan di *RSMC* dan *BGC* dan seterusnya dibentangkan kepada Lembaga Pengarah.

» 5. Risk Reporting

The PERKESO ERM Framework includes regular review and reporting of risk status updates and activities. These reports were presented to and deliberated at the RMSC and the BGC during the year under review, and ultimately presented to the Board.

» 6. Aktiviti Pengurusan Risiko

Sebagai sebahagian daripada usaha PERKESO untuk memupuk budaya pengurusan risiko dan pemilikan yang proaktif, aktiviti-aktiviti berikut telah dijalankan sepanjang tahun yang dikaji:

- Sebagai sebahagian daripada usaha PERKESO untuk memupuk budaya pengurusan risiko dan pemilikan yang proaktif, aktiviti-aktiviti berikut telah dijalankan sepanjang tahun yang dikaji.
- Memberi khidmat nasihat risiko dan penilaian bebas serta bengkel semakan Kad Skor Risiko Bahagian dan Kad Skor Risiko Cawangan yang melibatkan peserta di seluruh PERKESO.
- Penambahbaikan sistem depositori risiko bagi tujuan pengesanan dan pemantauan risiko

Sepanjang tahun ini, *BGC* telah meluluskan transformasi fungsi pengurusan risiko dalam PERKESO. Salah satu Pelan Transformasi *CPR* ialah penggunaan Pengurusan Risiko Perusahaan COSO - Mengintegrasikan dengan Strategi dan Prestasi (dikemas kini pada tahun 2017) yang menekankan pentingnya mempertimbangkan risiko dalam kedua-dua proses penetapan strategi dan dalam memacu prestasi. Falsafah asas Rangka Kerja ERM yang disemak semula ialah nilai dimaksimumkan apabila Pengurusan menetapkan strategi dan objektif untuk mencapai keseimbangan optimum antara matlamat pertumbuhan dan pulangan dan risiko yang berkaitan, dan dengan cekap dan berkesan menggunakan sumber dalam mengejar objektif entiti. Selepas itu, Rangka Kerja *ERM* Versi 4.0 yang dikemas kini telah diluluskan oleh *BGC* dan Lembaga masing-masing pada September dan November.

» 6. Risk Management Activities

As part of PERKESO's effort to instil a proactive risk management culture and ownership, the following activities were undertaken during the year under review:

- Held discussions with the Heads Divisions/ Sections/ Units/ Offices to obtain endorsement of their key risks.
- Provided risk advisory and independent assessment as well as facilitated Divisional Risk Scorecards and Branch Risk Scorecards review workshops involving participants across PERKESO.
- Refinement of the risk depository system for purposes of risk tracking and monitoring.

During the year, BGC has approved for the transformation of risk management function in PERKESO. One of the CPR Transformation Plan is the adoption of COSO Enterprise Risk Management – Integrating with Strategy and Performance (updated in 2017) which highlights the importance of considering risk in both the strategy-setting process and in driving performance. The underlying philosophy of the revised ERM Framework is that value is maximised when Management sets strategy and objectives to strike an optimal balance between growth and return goals and related risks, and efficiently and effectively deploys resource in pursuit of the entity's objectives. Subsequently, the updated ERM Framework Version 4.0 was approved by the BGC and the Board in September and November respectively.



Sebagai sebahagian daripada Pelan Transformasi CPR, ia telah menerima dan melaksanakan inisiatif-inisiatif berikut:

- Memberi tumpuan kepada bidang-bidang seperti Strategik, Alam Sekitar, Sosial & Tadbir Urus (*ESG*) dan Pandangan Masa Depan, dan bukannya isu-isu harian operasi yang dikendalikan oleh pasukan kesinambungan perniagaan. Bidang strategik dikenal pasti secara aktif melalui pemahaman strategi PERKESO dan pandangan terkini negara dan dunia yang mempunyai kesan langsung/ tidak langsung kepada PERKESO.
- Penggunaan Pengurusan Risiko COSO Enterprise – Mengintegrasikan dengan Strategi dan Prestasi
- Dilantik sebagai penasihat dalam jawatankuasa pengurusan yang berkaitan dan memberi khidmat perundingan mengenai risiko dan pelan tindakan yang akan dikenal pasti dan diselesaikan secara aktif. Dengan menjadi Rakan Strategik dalam aktiviti ini, CPR menyokong PERKESO dalam melaksanakan strategi utama mereka.
- Alat Analisis Data yang digunakan seperti *Power BI, excel* lanjutan ke bahagian risiko kuantiti apabila diperlukan.
- Menjalankan penilaian risiko bagi projek-projek kritikal, tender kritikal dan bernilai tinggi (iaitu, keputusan terdahulu bagi jenis anugerah dan/ atau penganugerahan tender).
- Menggabungkan Jawatankuasa Pengurusan Risiko (*RMC*) dengan Jawatankuasa Kemampanan dan dikenali sebagai Jawatankuasa Pengurusan Risiko & Kemampanan Kewangan (*RMSC*).

As part of CPR Transformation Plan, it has embraced and implemented the following initiatives:

- Focused on areas such as Strategic, Environmental, Social & Governance (ESG) and Future Outlook, rather than operational day-to-day issues that are being handled by the business continuity team. Strategic areas are actively identified by understanding PERKESO strategy and latest outlook of the country and world that has direct/ indirect impact to PERKESO.
- Adoption of COSO Enterprise Risk Management – Integrating with Strategy and Performance.
- Appointed as advisor in the relevant management committees and provide consultancy on risks and action plans which would be actively identified and resolved. By becoming Strategic Partners in these activities, CPR supports PERKESO in the implementation of their key strategies.
- Used Data Analytics tool such as Power BI, advanced excel to quantity risk areas where required.
- Conducted risk assessment for critical projects, critical and high value tenders (i.e., prior decision for award type and/or tender award).
- Merged MRC with the Sustainability Committee and known RMSC.

CIRI-CIRI UTAMA KAWALAN DALAMAN

Lembaga Pengarah sentiasa menilai proses berterusan untuk mengenal pasti, menilai, memantau dan mengurus risiko besar PERKESO sepanjang tahun. Ciri-ciri utama sistem kawalan dalaman PERKESO diterangkan di bawah:

a. Jawatankuasa Lembaga dan Lembaga Pengarah

i. Panel Pelaburan
ii. Jawatankuasa GEAR Lembaga
iii. Jawatankuasa Lembaga Saraan dan Pencalonan
iv. Jawatankuasa Kewangan
v. Jawatankuasa Perjawatan
vi. Jawatankuasa Tatatertib
vii. Jawatankuasa Perolehan
viii. Jawatankuasa Pusat Pemulihan
ix. Jawatankuasa Pengurusan Prestasi
x. Jawatankuasa Skim Pekerjaan Sendiri
xi. Jawatankuasa Sistem Insurans Pekerjaan

Jawatankuasa Lembaga beroperasi mengikut terma rujukan, prosedur dan kuasa yang diwakilkan dan diluluskan oleh Lembaga dengan jelas, yang dikaji dari semasa ke semasa untuk memastikan ia relevan dan terkini.

Lembaga dan Jawatankuasa Lembaga bermesyuarat secara berjadual dan mesyuarat tambahan boleh dipanggil oleh Pengerusi Jawatankuasa apabila diperlukan.

b. Struktur Organisasi dan Talian Pelaporan

PERKESO mempunyai struktur organisasi yang jelas dan sejajar dengan keperluan perniagaan dengan perwakilan tanggungjawab yang jelas kepada Lembaga Pengarah, Jawatankuasa Lembaga Pengarah dan Pengurusan, yang menggalakkan akauntabiliti.

Lembaga dan Jawatankuasa Lembaga disokong secara operasi oleh Jawatankuasa Pengurusan yang terdiri daripada Pengurusan Kanan yang diketuai oleh Ketua Eksekutif.

MAIN FEATURES OF INTERNAL CONTROL

The Board regularly appraises ongoing processes for identifying, evaluating, monitoring and managing significant risks of PERKESO throughout the year. The main features of PERKESO's internal control systems are described below:

a. The Board, in discharging its duties, has established several committees namely:

i. Investment Panel
ii. Board GEAR Committee
iii. Board Remuneration and Nomination Committee
iv. Finance Committee
v. Personnel Committee
vi. Disciplinary Committee
vii. Procurement Committee
viii. Rehabilitation Centre Committee
ix. Performance Management Committee
x. Self-Employment Scheme Committee
xi. Employment Insurance System Committee

The Board Committees operate within clearly defined terms of reference, procedures and authority delegated and approved by the Board, which are reviewed from time to time to ensure that they are relevant and up to date.

The Board and Board Committees meet on a scheduled basis and additional meetings may be called by the Chairman of the Committees when required.

b. Organisation Structure and Reporting Lines

PERKESO has a well-defined organisation structure that is aligned to business requirements with clearly defined delegation of responsibilities to the Board, the Board Committees and the Management, which promotes accountability.

The Board and the Board Committees are supported operationally by the Management Committee which consists of Senior Management headed by the Chief Executive.

Pada tahun 2022, Jawatankuasa Pengurusan telah bermesyuarat sebanyak dua belas (12) kali secara berjadual bagi membincangkan agenda strategik perniagaan sekali gus menyalurkan input yang bersesuaian kepada Lembaga untuk pengawasan operasi PERKESO dan penyelenggaraan kawalan yang berkesan. Struktur organisasi dan delegasi tanggungjawab disampaikan di seluruh PERKESO yang menetapkan, antara lain, tahap kebenaran, pengasingan tugas dan prosedur risiko dan kawalan yang lain.

In 2022, the Management Committee met twelve (12) times on a scheduled basis to discuss its strategic business agenda thus channelling appropriate inputs to the Board for its oversight of PERKESO's operations and maintenance of effective control. The organisation structure and delegation of responsibilities are communicated throughout PERKESO which set out, amongst others, authorisation levels, segregation of duties and other risk and control procedures.

c. Dasar Teknologi Maklumat (*"IT"*)

Teknologi maklumat PERKESO ditadbir oleh Dasar *IT*. Dasar-dasar ini menetapkan penggunaan semua kemudahan IT dalam PERKESO yang merangkumi tetapi tidak terhad kepada Polisi Keselamatan Siber, Dasar E-Mel, Dasar Anti-Virus, Dasar Penggunaan Perisian dan Dasar Sandaran.

Risiko Utama *IT* dikenal pasti melalui proses pengurusan risiko dan diuruskan oleh Cawangan Teknologi Maklumat dan Komunikasi (*ICT*), Bahagian Strategik & Transformasi.

Risiko utama yang meliputi bidang Gangguan *IT*, Keselamatan Siber dan Pemulihan Bencana dilaporkan kepada Lembaga Pengarah oleh Seksyen *ICT*.

Projek *IT* utama kini dipantau melalui Jawatankuasa Kerja *ICT* (JKICT). JKICT juga ditugaskan untuk mengetengahkan sebarang isu tadbir urus, risiko dan kawalan kepada Jawatankuasa Pemandu *ICT* (JPICT). Fungsi utama JPICT adalah untuk mengambil tanggungjawab terhadap kebolehlaksanaan, kes perniagaan dan pencapaian hasil projek untuk PERKESO.

c. Information Technology ("IT") Policies

PERKESO's information technology is governed by the IT Policies. These policies prescribed the use of all IT facilities within PERKESO which include but not limited to Cyber Security Policies, E-Mail Policies, Anti-Virus Policies, Software Usage Policies and Backup Policies.

IT Key Risks were identified through risk management process and managed by Information and Communication Technology (ICT) Section, Strategic & Transformation Division.

These key risks which cover the areas of IT Disruption, Cyber Security and Disaster Recovery are reported to the Board by ICT Section.

Key IT projects are now monitored through the ICT Working Committee (JKICT). The JKICT is also tasked to highlight any governance, risk and control issues to the ICT Steering Committee (JPICT). JPICT's primary function is to take responsibility for the feasibility, business case and the achievement of outcomes of the projects for PERKESO.

d. Fungsi Audit Dalam

PERKESO mempunyai sumber yang mencukupi BAR; sebelum ini dikenali sebagai Bahagian GEAR yang merupakan sebahagian daripada sistem kawalan dalaman, pengurusan risiko dan proses tadbir urus PERKESO.

Sepanjang tahun ini, Lembaga telah meluluskan penstrukturan semula Bahagian GEAR yang mana Bahagian Anti-Fraud, Etika dan Integriti (AFEI) menjadi bahagian bebas yang melapor terus kepada Ketua Eksekutif. AFEI akan membentangkan sebarang

d. Internal Audit Function

PERKESO has an adequately resourced BAR; previously known as GEAR Division which is an integral part of PERKESO's internal controls system, risk management and governance processes.

During the year, the Board has approved the restructuring of GEAR Division which Anti-Fraud, Ethics and Integrity Division (AFEI) became an independent division reporting directly to the Chief Executive. AFEI will present any of its activities to the

penemuannya kepada *BGC* setiap suku tahun sebagai jemputan tetap. Berikutan penstrukturan semula ini, berkuatkuasa 1 April 2022 Bahagian GEAR telah ditukar nama kepada BAR.

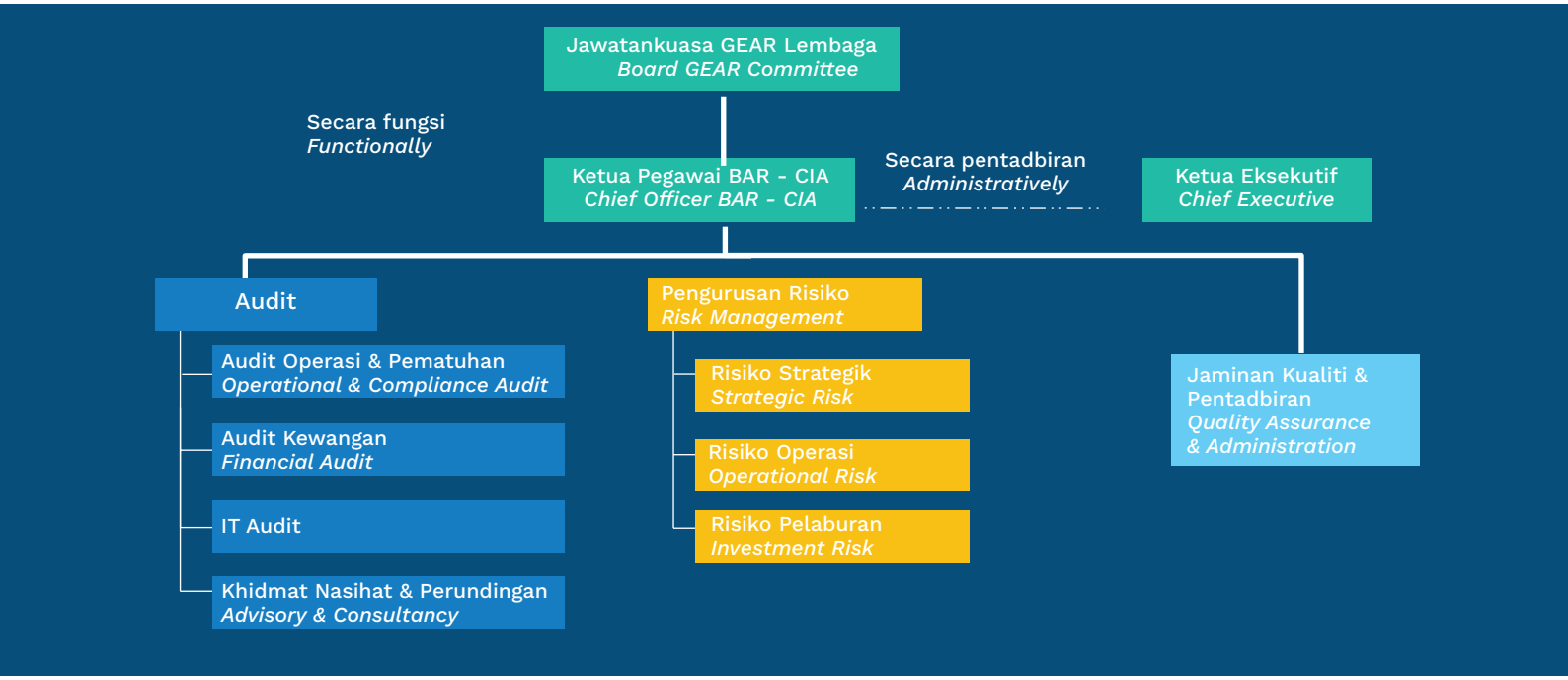
BGC every quarter as a permanent invitee. Following the restructuring, effective 1 April 2022 GEAR Division was renamed to BAR.

BAR adalah sebuah audit dalam tersendiri yang berfungsi di PERKESO, yang bebas daripada operasi perniagaan dan mempunyai mandat yang dinyatakan dalam Piagam Audit yang diluluskan oleh *BGC*. Ia menyediakan Lembaga Pengarah, melalui *BGC*, dengan jaminan yang munasabah mengenai kecukupan dan keberkesanan sistem pengurusan risiko dan kawalan dalaman, dan proses tadbir urus dalam PERKESO.

BAR is an in-house internal audit function of PERKESO, which is independent of the business operations and has a mandate set out in its Audit Charter approved by BGC. It provides the Board, through the BGC, with reasonable assurance on the adequacy and effectiveness of the risk management and internal control system, and governance processes within PERKESO.

Struktur organisasi BAR adalah seperti berikut;

BAR organisational structure is as follows:



BAR melapor terus kepada *BGC* dan memberikan jaminan bebas, munasabah dan objektif selain perkhidmatan perundingan yang direka untuk menambah nilai dan meningkatkan kecekapan operasi PERKESO.

BAR reports directly to the BGC and provides independent, reasonable and objective assurance in addition to consulting services designed to add value and improve efficiency of PERKESO's operations.

BAR menggunakan pendekatan berasaskan risiko dalam membangunkan pelan auditnya berdasarkan profil risiko PERKESO dan menjalankan audit berkala ke atas anak syarikat dan bidang utama operasi dalam PERKESO. Ia bagi memastikan sistem kawalan dalaman PERKESO kekal berkesan dan cekap, dipantau dan dipertingkatkan secukupnya apabila terdapat keperluan. Audit juga meliputi sistem maklumat dan aplikasi utama PERKESO.

BAR adopts a risk-based approach in developing its audit plan based on PERKESO's risks profile and conducts regular audits on subsidiary and principal areas of operations within PERKESO. It ensures that PERKESO's system of internal control remains effective and efficient, is adequately monitored and enhanced when the need arises. The audit also covers PERKESO's major information systems and applications.

BAR juga memantau pelaksanaan pelan tindakan yang disyorkan untuk menambah baik bahagian di mana kekurangan kawalan dikenal pasti sepanjang tahun. Setiap suku tahun, BAR akan mengemukakan laporannya mengenai penemuan utama dan isu kawalan penting yang diperhatikan semasa semakan audit, bersama-sama dengan maklum balas Pengurusan dan pelan tindakan yang dicadangkan, kepada *BGC* untuk semakannya dan jika diperlukan, untuk mengesyorkan tindakan yang sesuai untuk mengukuhkan kawalan.

BAR also monitors the implementation of action plans recommended to improve on areas where control deficiencies were identified during the year. On quarterly basis, BAR will submit its reports on major findings and significant control issues observed during the audit reviews, together with the Management's response and proposed action plans, to the BGC for its review and where needed, to recommend appropriate actions to strengthen controls.

Bagi tempoh yang dikaji, BAR diketuai oleh Zainal Akbar SK MD Abdul Kader, yang melapor secara fungsi kepada *BGC* dan secara pentadbiran kepada Ketua Eksekutif. BAR kini dikendalikan oleh 19 anggota; Majoriti daripada mereka mempunyai kelayakan dan pengalaman kerja yang relevan dengan pelbagai latar belakang. Anggota BAR digalakkan untuk terus meningkatkan pengetahuan, kemahiran dan kecekapan mereka melalui pensijilan profesional yang relevan, seminar, kursus dan latihan di tempat kerja.

For the period under review, BAR is headed by Zainal Akbar SK MD Abdul Kader, who reported functionally to the BGC and administratively to the Chief Executive. BAR is currently manned by 19 staff; the majority of whom have relevant qualifications and work experience with diverse background. BAR staff are encouraged to continuously enhance their knowledge, skills and competencies through relevant professional certifications, seminars, courses and on-the-job training.

Bagi tahun kewangan berakhir 31 Disember 2022, audit telah dijalankan mengikut Pelan Audit yang diluluskan. Pengauditan telah dijalankan dengan memberi tumpuan kepada bidang risiko utama dan siasatan/ kajian khas/ perundingan telah dilaksanakan apabila diperlukan. Audit Dalam melaporkan terus kepada *BGC* mengenai penemuan utama dan sebarang isu dan kebimbangan kawalan yang ketara.

For the financial year ended 31st December 2022, audits were carried out as per the Approved Audit Plan. The audits were carried out focusing on principal risk areas and investigative/ special review/ consultancy were performed as and when required. Internal Audit reports directly to the BGC on major findings and any significant control issues and concerns.

Audit Dalam bekerjasama dengan fungsi pengurusan risiko untuk mengkaji dan menilai kecukupan dan keberkesanan rangka kerja tadbir urus risiko dan proses pengurusan risiko PERKESO.

Internal Audit works collaboratively with the risk management function to review and assess the adequacy and effectiveness of the risk governance framework and risk management processes of PERKESO.

Sebagai sebahagian daripada Pelan Transformasi Audit Dalam, ia telah menerima dan melaksanakan inisiatif-inisiatif berikut:

As part of Internal Audit's Transformation Plan, it has embraced and implemented the following initiatives:

- Menyeragamkan dan mengoptimumkan proses audit serta menghapuskan ketidakcekapan dengan mendigitalkan dan mendigitalkan prosedur audit.
- Mengenal pasti dan memasukkan pernyataan punca untuk menangani isu-isu yang diketengahkan kepada resolusi dalam Laporan Audit Dalam.
- Memulakan sistem pengurusan audit atas talian menggunakan alat kerjasama *Microsoft Office*

- Standardising and optimising audit processes as well as eliminating inefficiencies by digitising and digitalising audit procedures.
- Identifying and including root cause statement to address the highlighted issues to the resolutions in the Internal Audit Report.
- Embarking on an online audit management system using Microsoft Office 365 collaboration

365, iaitu *Microsoft Teams, Microsoft OneNote* dan *Microsoft Forms*.

- Meningkatkan cadangan nilai dengan memudahkan penyampaian daripada laporan audit yang besar kepada dek pembentangan yang dipermudahkan.
- Mewujudkan Manual Audit Dalam berpandukan Rangka Kerja Amalan Profesional Antarabangsa (*IPPF*) sebagai panduan kepada Juruaudit Dalam.

tools, i.e. Microsoft Teams, Microsoft OneNote and Microsoft Forms.

- Increasing value propositions by simplifying deliverables from voluminous audit reports to a simplified presentation deck.
- Establishing Internal Audit Manual as guided by the International Professional Practices Framework (IPPF) for guidance to the Internal Auditors.

Ringkasan aktiviti fungsi audit dalam pada tahun dibawah semakan adalah seperti berikut:

- Menjalankan audit berjadual, memberi tumpuan terutamanya kepada keberkesanan operasi dan sistem kawalan dalaman dan mengesyorkan penambahbaikan yang boleh memberi kesan yang besar kepada PERKESO, jika perlu.
- Menyediakan khidmat nasihat dan perundingan untuk menambah nilai dan meningkatkan operasi PERKESO seperti yang diminta oleh *BGC* atau Pengurusan.
- Mengkaji semula sistem kawalan dalaman dan proses operasi utama berdasarkan pelan tahunan yang diluluskan dengan mengguna pakai pendekatan berasaskan risiko dan penambahbaikan yang disyorkan kepada sistem kawalan sedia ada.
- Menjalankan semakan susulan untuk memantau dan mengesan isu-isu audit bagi kemajuan dan status pelan tindakan Pengurusan bagi laporan audit dalam yang telah dikeluarkan sebelum ini.
- Menjalankan penyiasatan *ad hoc*/ ulasan khas yang diminta oleh *BGC* atau Pengurusan.

A summary of activities of the internal audit function in the year under review is as follows:

- Conducted scheduled audits, focusing primarily on the effectiveness of operations and systems internal controls and recommend improvements which could have a significant impact on PERKESO, where necessary.
- Performed consultancy and advisory services to add value and improve PERKESO's operations as requested by BGC or Management.
- Reviewed the system of internal controls and key operating processes based on the approved annual plan by adopting a risk-based approach and recommended improvements to the existing system of controls.
- Conducted follow-up reviews to monitor and track audit issues for progress updates and status of Management action plans for previously issued internal audit reports.
- Carried out ad-hoc investigative/ special reviews requested by BGC or Management.

e) Dasar, Garis Panduan dan Prosedur

» Dasar dan Garis Panduan

Dasar dan garis panduan dalaman yang jelas dan didokumenkan telah diwujudkan melalui piagam, terma rujukan, struktur organisasi, had kuasa yang sesuai dan arahan pentadbiran.

Dasar dan garis panduan PERKESO telah dimaklumkan kepada seluruh PERKESO untuk pelaksanaan dan pematuhan. Dasar dan garis panduan ini diluluskan oleh Lembaga Pengarah dan sentiasa dikemas kini untuk mencerminkan perubahan keperluan perniagaan. Selain itu, dasar dan garis panduan ini juga digunakan sebagai asas untuk membangunkan prosedur operasi standard di seluruh PERKESO.

e) Policies, Guidelines and Procedures

» Written Policies and Guidelines

Clearly defined and documented internal policies and guidelines have been established through the relevant charters, terms of reference, organisational structures, appropriate authority limits and administrative instructions.

PERKESO's policies and guidelines have been communicated throughout PERKESO for implementation and compliance. These policies and guidelines are approved by the Board and regularly updated to reflect changing business requirements. Furthermore, these policies and guidelines are also used as a basis to develop standard operating procedures across PERKESO.

» Had Kuasa dan Tanggungjawab

Garis dan had kuasa, tanggungjawab dan akauntabiliti yang jelas dan didokumenkan telah diwujudkan oleh PERKESO dalam bentuk Matriks Autoriti (Matriks).

Matriks menggariskan kuasa Lembaga dan Jawatankuasanya dan Pengurusan untuk transaksi utama dan untuk memastikan pematuhan terhadap undang-undang dan peraturan yang mempunyai implikasi kewangan yang ketara. Matriks juga sentiasa dikemas kini untuk mencerminkan risiko yang berubah-ubah dan/atau untuk menangani kekurangan operasi.

» Prosedur Operasi Standard

Prosedur juga disediakan untuk memastikan aset tertakluk kepada kawalan fizikal yang betul dan organisasi kekal tersusun untuk memastikan pengasingan tugas yang sesuai. Prosedur yang dibangunkan oleh Pengurusan ini adalah berdasarkan kepada Dasar dan Garis Panduan PERKESO dan digunakan dalam mengawal operasi perniagaan harian dalam organisasi.

f) Sistem Belanjawan dan Jangkaan Komprehensif

PERKESO melaksanakan langkah belanjawan dan jangkaan tahunan yang komprehensif termasuk pembangunan strategi perniagaan dan petunjuk prestasi utama yang dipertimbangkan dan diluluskan oleh Lembaga setiap tahun.

Semasa sesi pelan perniagaan, setiap Bahagian dan anak syarikat melaksanakan penilaian kendiri kritikal yang melibatkan analisis kekuatan, kelemahan, peluang, masalah dan ancaman bersama-sama dengan pelan tindakan untuk menangani isu-isu yang dikenal pasti.

Belanjawan yang disediakan oleh Bahagian dan anak syarikat sentiasa dikemas kini dan penjelasan mengenai varians dimasukkan dalam laporan pengurusan yang disediakan dan dilaporkan setiap suku tahun kepada Lembaga. Laporan pengurusan ini menganalisis dan menerangkan perbezaan terhadap pelan dan laporan pencapaian petunjuk prestasi utama selepas mempertimbangkan perubahan dalam keadaan pasaran dan risiko perniagaan yang ketara.

PERKESO menggunakan rangka kerja ganjaran dan pengiktirafan yang berasaskan pencapaian petunjuk

» Limits of Authority and Responsibility

Clearly defined and documented lines and limits of authority, responsibilities and accountability have been established by PERKESO in the form of the Authority Matrix (Matrix).

The Matrix outlines the authority of the Board and its Committees and that of Management for major transactions and for ensuring compliance with laws and regulations that have significant financial implications. The Matrix is also regularly updated to reflect changing risks and/or to address operational deficiencies.

» Standard Operating Procedures

Procedures are also in place to ensure that assets are subject to proper physical controls and that the organisation remains structured to ensure appropriate segregation of duties. These procedures which are developed by Management are based on PERKESO Policies and Guidelines and used in governing the day-to-day business operations within the organisation.

f) Comprehensive Budgeting and Forecasting System

PERKESO performs a comprehensive annual budgeting and forecasting exercise including the development of business strategies and key performance indicators which are deliberated and approved by the Board each year.

During the business planning session, each Division and a subsidiary performs a critical self-assessment which involves analysis of strengths, weaknesses, opportunities, problems and threats together with action plans to address issues identified.

Budgets prepared by Divisions and subsidiary are regularly updated and explanations on variances are incorporated in management reports which are prepared and reported on a quarterly basis to the Board. These management reports analyse and explain variances against plan and report on the achievement of the key performance indicators after considering the changes in market conditions and significant business risks.

PERKESO employs a reward and recognition framework which is based on the achievement of the

prestasi utama yang mengukur matlamat dan sasaran bagi setiap Bahagian selaras dengan objektif dan strategi perniagaan PERKESO.

key performance indicators that measures the goals and targets for each individual Division in alignment with PERKESO's business objectives and strategies.

g) Pemantauan, Pelaporan dan Semakan

Keberkesanan sistem pengurusan risiko dan kawalan dalaman PERKESO dipantau melalui kajian semula pengurusan bulanan keputusan kewangan dan operasi, proses perniagaan, keadaan kawalan dalaman dan profil risiko perniagaan oleh Ketua Bahagian masing-masing dan dilaporkan kepada Jawatankuasa Pengurusan.

Sebagai tambahan kepada pelaporan bulanan, Ketua Eksekutif menjalankan kajian perniagaan jangka pertengahan ke atas semua Bahagian dan memulakan langkah-langkah pembetulan jika diperlukan. Selain itu, lawatan dalaman secara berkala juga dibuat di setiap Bahagian dan anak syarikat oleh Pengurusan Kanan untuk memantau pematuhan dasar dan menilai prestasi. Lembaga Pengarah dikemas kini mengenai prestasi perniagaan setiap suku tahun.

Ulasan ini ditambah dengan kajian komprehensif yang dijalankan oleh BAR mengenai kawalan yang dilaksanakan di setiap unit perniagaan individu. Laporan mengenai ulasan yang dijalankan oleh BAR dikemukakan secara tetap kepada Pengurusan dan *BGC*. Laporan ini menilai kesan isu kawalan dan mengesyorkan tindakan yang sesuai diambil untuk mengukuhkan kawalan. Laporan susulan bulanan mengenai kemas kini status pelan tindakan Pengurusan telah dibentangkan kepada *BGC*.

g) Monitoring, Reporting and Reviewing

The effectiveness of PERKESO's systems of risk management and internal controls are monitored through monthly management review of financial and operating results, business processes, the state of internal controls and business risk profile by the respective Heads of Divisions and reported to the Management Committee.

In addition to the monthly reporting, the Chief Executive undertakes a mid-term business review on all Divisions and initiates corrective measures where needed. Apart from that, regular internal visits are also made within each Division and subsidiary by Senior Management to monitor compliance with policies and to assess performance. The Board is updated on the business performance on a quarterly basis.

These reviews are supplemented by a comprehensive review undertaken by BAR on the controls implemented at each individual business unit. Reports on the reviews carried out by BAR are submitted on a regular basis to the Management and the BGC. These reports assess the impact of control issues and recommend appropriate actions to be taken to strengthen the controls. Monthly follow-up reports on status updates of Management action plans were presented to the BGC.





Kepimpinan dan Professionalisme
Leadership and Professionalism

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03

PERUTUSAN KETUA PEGAWAI EKSEKUTIF KUMPULAN PERKESO
GROUP CHIEF EXECUTIVE OFFICER MESSAGE



“...di samping menyusun semula ekonomi dan pasaran pekerja, COVID-19 telah memberikan peluang kepada Malaysia untuk menambahbaik sistem perlindungan sosial negara secara menyeluruh setelah mengalami krisis, yang juga dinyatakan sebagai “The Great Reset” dalam ruang lingkup dasar.”

“...in addition to restructuring the economy and labour market, the pandemic has proven to be an opportunity for the country to comprehensively improve its social protection system after experiencing the crisis. This is deemed to be “the Great Reset” in the context of policy.”

DATO’ SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED
KETUA PEGAWAI EKSEKUTIF KUMPULAN
PERTUBUHAN KESELAMATAN SOSIAL
GROUP CHIEF EXECUTIVE OFFICER
SOCIAL SECURITY ORGANISATION



Assalamualaikum warahmatullahi wabarakatuh dan Salam Sejahtera.

Saya berbesar hati membentangkan Laporan Tahunan PERKESO bagi tahun kewangan berakhir 31 Disember 2022.

I am honoured to present the PERKESO Annual Report for the financial year ending 31st December 2022.

Setelah dua tahun berlalu, Pandemik COVID-19 telah cukup memberikan pengajaran kepada kita bahawa negara perlu membangunkan serta membiayai secukupnya sistem perlindungan keselamatan sosial yang kukuh dan berdaya tahan. Insiden kemiskinan negara telah meningkat daripada 5.6% sebelum pandemic COVID-19 kepada 8.4% pada tahun 2021, sebelum menurun semula ke 6.2% pada tahun 2022. Antaranya, perlindungan keselamatan sosial merupakan kaedah yang efektif untuk negara menangani kemelutan kemiskinan, mengurangkan impak negatif apabila berhadapan dengan risiko serta menggalakkan kemakmuran bersama di dalam masyarakat.

Over the past two years, the COVID-19 pandemic has taught us a sound lesson that our country needs to sufficiently develop and fund a strong and resilient social security protection system. The country's incident of poverty has increased from 5.6% pre-pandemic to 8.4% in 2021, before eventually decreasing to 6.2% in 2022. Social security protection is an effective method for the country in overcoming the problem of poverty, in reducing negative impact when facing risks as well as promoting collective wellbeing within the community.

Sehubungan itu, disamping menyusun semula ekonomi dan pasaran pekerja, COVID-19 telah memberikan peluang kepada Malaysia untuk menambahbaik sistem perlindungan sosial negara secara menyeluruh setelah mengalami krisis, yang juga dinyatakan sebagai "*The Great Reset*" dalam ruang lingkup dasar. Pada tahun lepas, PERKESO melaksanakan strategi *Retention* (Pengekalan) dan *Relief* (Bantuan) dalam merencana dasar perlindungan sosial dan pasaran tenaga kerja.

Hence, in addition to restructuring the economy and labour market, the pandemic has proven to be an opportunity for the country to comprehensively improve its social protection system after experiencing the crisis. This is deemed to be "The Great Reset" in the context of policy. In the past year, PERKESO established its Retention and Relief strategy in planning social protection and labour market policies.

Susulan itu, pada tahun 2022, PERKESO telah menyesuaikan dasar *Recovery* (Pemulihan) bagi mempertingkatkan daya tahan dan ketangkasan ekosistem perlindungan sosial selari dengan perubahan dinamik pasaran buruh apabila negara memasuki fasa endemik. Strategi ini juga turut memperkukuh perlindungan kepada rakyat Malaysia apabila berdepan dengan cabaran selain COVID-19 seperti kenaikan kadar inflasi dan kos sara hidup.

Subsequently in 2022 the organisation adapted its Recovery policy to increase the resilience and agility of the social protection ecosystem consistent with the dynamic changes in the labour market as the country entered the endemic phase of COVID-19. This strategy also solidifies the protection provided to the people of Malaysia when facing challenges other than the COVID-19 pandemic such as increasing rate of inflation and rising cost of living.

Bagi memperluas liputan keselamatan sosial kepada semua lapisan masyarakat, PERKESO telah meneruskan inisiatif SPS Padanan Caruman dan SPS Madani bagi meluaskan liputan perlindungan keselamatan

In a bid to extend social security coverage to people of all walks of life, PERKESO has continued its *SPS Padanan Caruman* (matching of contributions) and *SPS Madani* initiatives to include self-employed persons,

Manakala pada masa yang sama, keadaan pasaran pekerja dijangka bertambah baik pada masa hadapan namun isu-isu struktur bersama-sama jangkaan pemulihan ekonomi yang tidak sekata boleh merencatkan fasa pemulihan yang kukuh sepenuhnya.

Concurrently, the labour market is expected to improve in the future. However, structural issues together with uneven projected economic recovery may slow down the recovery phase that is fully solid.

sosial kepada golongan pekerja sendiri menerusi pembiayaan caruman. Pekerja sendiri yang merupakan golongan teruk terjejas akibat kesan ekonomi daripada pandemik dan mempunyai kurang perlindungan, adalah berpotensi tinggi untuk jatuh ke tahap kemiskinan.

through funding of contributions. Self-employed people were the group of people most adversely affected by the economic implications of the pandemic. This group of people had less protection and were at high risk of falling into poverty.

PERKESO turut responsif terhadap keperluan menyediakan perlindungan kepada individu dalam sektor penjagaan (*care economy*). Menerusi pengenalan Skim Keselamatan Sosial Suri Rumah Akta 838 (SKSSR), sumbangan para suri rumah yang menjadi tunggak utama penyediaan perkhidmatan penjagaan ahli keluarga, khususnya sewaktu mengharungi pandemik COVID-19, akhirnya mendapat perhatian dan penghargaan sewajarnya.

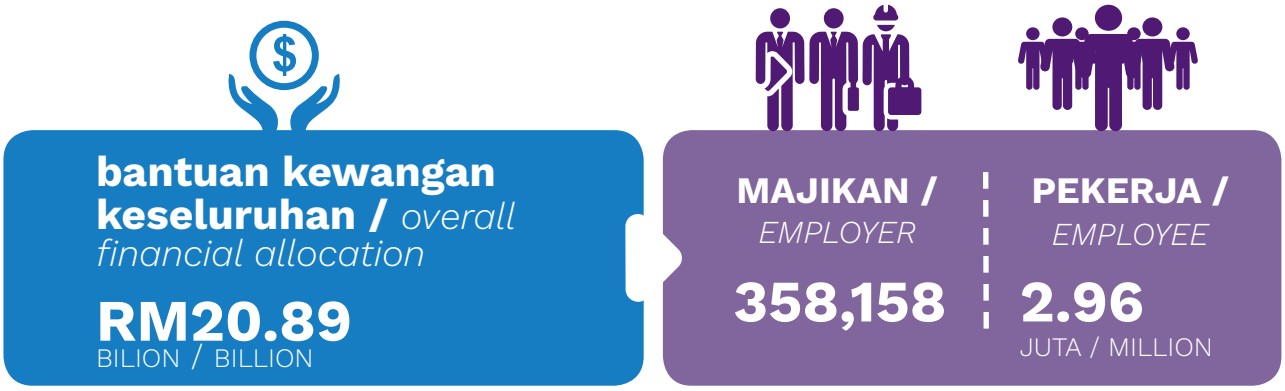
The organisation was also responsive towards the need for providing protection to individuals in the care economy. With the introduction of the Housewives' Social Security Scheme under Act 838, the contribution of housewives, the main pillars in providing care for family members especially during the COVID-19 pandemic, finally received much deserved attention and recognition.

Manakala pada masa yang sama, keadaan pasaran pekerja dijangka bertambah baik pada masa hadapan namun isu-isu struktur bersama-sama jangkaan pemulihan ekonomi yang tidak sekata boleh merencatkan fasa pemulihan yang kukuh sepenuhnya. Dalam satu laporan terkini, Pertubuhan Buruh Antarabangsa (*International Labour Organization, ILO. 2021*) turut memberikan amaran mengenai gangguan yang ketara terhadap pasaran pekerja, serta kesannya kepada segmen pekerja yang mudah terjejas kesan daripada tahap pemulihan ekonomi yang tidak menentu dan tidak lengkap.

At the same time, the labour market is expected to improve in the future. However, structural issues together with uneven projected economic recovery may slow down the recovery phase that is fully solid. In its latest report, the International Labour Organisation (ILO. 2021) warned of obvious disruptions to the labour market as well as their effect on the segment of workers who may be vulnerable to the uncertain and incomplete economic recovery status.

Kerajaan telah menubuhkan Majlis Pekerjaan Kebangsaan (*National Employment Council, NEC*), bertujuan untuk menyelaraskan dan mengharmonikan dasar berkaitan dengan pasaran pekerja selain memberikan tumpuan utama dalam mewujudkan peluang pekerjaan. Inisiatif utama yang digariskan oleh NEC termasuklah pelan strategik jangka panjang untuk mewujudkan peluang

The Government established the National Employment Council (NEC) for the purposes of coordinating and harmonising policies related to the labour market, in addition to primarily focusing on creating employment opportunities. The key initiative outlined by NEC included a long term strategic plan to create employment opportunities which encompassed issues related to the lack of skilled



pekerjaan yang meliputi isu berkaitan kekurangan pekerja yang berkemahiran dan peluang yang sama rata untuk kumpulan yang mudah terjejas. Melalui seliaan *NEC*, PERKESO telah diberikan mandat untuk melaksanakan dasar buruh aktif seperti program Subsidi Upah Bersasar (PSU 5.0) bagi membantu majikan yang terkesan daripada segi ekonomi akibat COVID-19 supaya dapat meneruskan operasi dan mengekalkan pekerja. PSU 5.0 merupakan pengakhiran bagi siri-siri Program Subsidi Upah yang dilaksanakan oleh Kerajaan menerusi PERKESO melibatkan bantuan kewangan keseluruhan sebanyak RM20.89 bilion kepada 358,158 majikan dan 2.96 juta pekerja di bawah Pakej Rangsangan Ekonomi.

workers and equal opportunity for the vulnerable group. PERKESO has been given the mandate, under the supervision of NEC, to implement active labour policies such as the Targeted Wage Subsidy (PSU 5.0) programme to aid employers who have been affected in terms of economy by the pandemic, enabling them to continue operating and maintaining their employees. PSU 5.0 is the conclusion of the series of Wage Subsidy Programmes carried out by the Government through PERKESO which involved an overall financial allocation of RM20.89 billion to 358,158 employers and 2.96 employees under the Economic Stimulus Package.

Kerajaan menitikberatkan keperluan melaksanakan pembaharuan struktur berkaitan pasaran pekerja dalam jangka panjang bagi membangunkan ekosistem pasaran pekerja untuk merangsang transformasi ekonomi, meningkatkan kemahiran serta sistem latihan dan pendidikan, menambah baik Dasar Pasaran Pekerja Aktif (*Active Labour Market Policies, ALMP*) dan menggalakkan hasil pasaran pekerja yang inklusif. Selain itu, pelan untuk mengurangkan pergantungan pada pekerja asing bagi membolehkan industri untuk membuat penyesuaian dan peralihan secara beransur-ansur daripada model pengeluaran kos rendah. Seterusnya adalah permintaan untuk pekerja berkemahiran tinggi bagi mengurangkan isu lebihan siswazah dalam pasaran pekerja pada masa ini. Dasar-dasar ini harus disokong oleh penggerak utama seperti penyertaan sektor swasta yang aktif, penyediaan data pasaran pekerja yang komprehensif, serta rangka kerja perundangan dan keupayaan pentadbiran yang bersesuaian.

The government places great importance on the need to implement structural changes with regards to the labour market in the long run, in order to develop an ecosystem that stimulates economic transformation, improves skills, training system and education, improves the Active Labour Market Policies and encourages an inclusive labour market results. Additionally, it is also important that plans be designed to reduce dependence on foreign workers to enable industries in adapting and transitioning, in stages, from low-cost production models. Another important aspect is the demand for highly-skilled workers to overcome the issue of the current glut of graduates in the labour market. These policies must be supported by key movers such as active participation of the private sector, preparation of comprehensive labour market data as well as the appropriate legal framework and administrative capacity.

Selain itu, usaha meningkatkan kemahiran dan memudahkan penempatan semula pekerja dalam bidang pertumbuhan tinggi yang lebih berdaya tahan dan produktif perlu dipergiatkan, dengan lebih tumpuan perlu diberikan pada aspek 'masa hadapan pekerjaan'. Usaha ini melibatkan ekosistem pendidikan dan latihan, selain inisiatif untuk menambah baik mekanisme pemadanan dalam pasaran pekerja. Penambahbaikan dalam pelaksanaan *ALMP* dan keupayaan perkhidmatan pekerjaan negara (*national employment services*) akan mempermudah penyesuaian oleh syarikat dan pekerja kepada perubahan keadaan pasaran pekerja.

Additionally, the effort to improve skills and facilitate redeployment of employees in high growth fields that are more resilient and productive must be increased, with more focus to be given on the aspect of 'future of employment'. This effort involves educational and training ecosystem in addition to initiatives to improve the match mechanism in the labour market. Improvements to the implementation of Active Labour Market Policies and national employment services capabilities will facilitate adaptation by companies and employees to changes in labour market conditions.

Terdapat juga jurang dalam liputan program latihan, latihan semula dan peningkatan kemahiran. Dalam kaji selidik ekonomi oleh *Organisation for Economic Co-operation and Development* (OECD, 2022) melaporkan bahawa mereka yang berusia, pekerja dalam perusahaan mikro, pekerja dalam sektor tidak formal dan golongan wanita mempunyai akses yang terhad kepada peluang latihan. Banyak lagi pekerja lain yang tidak mempunyai akses kepada dana dan skim latihan. Memandangkan perlindungan sosial dan pasaran pekerja saling berkait, justeru, dengan meningkatkan daya tahan pasaran pekerja, secara tidak langsung dapat meningkatkan kelestarian dan keseluruhan liputan perlindungan sosial, dan sebaliknya.

A gap exists in the coverage of training programmes, re-training and upskill training. In a study of the economy conducted by the Organisation for Economic Co-operation and Development (OECD, 2022), it was reported that older people, employees in micro enterprises, people in the informal sector and women have limited access to training opportunities. Many other workers have no access to training funds and schemes. As social protection and the labour market are inter-related, improving labour market resilience can indirectly improve sustainability and the overall social protection coverage and vice-versa.

REFLEKSI TAHUN 2022

» Perlindungan Keselamatan Sosial Yang Inklusif

Tahun 2022, PERKESO mengorak langkah dalam memastikan jaringan keselamatan sosial negara ditambahbaik seiring dengan peredaran semasa agar tiada golongan yang keciciran (*no one left behind*) mendapat perlindungan. Oleh itu, PERKESO telah menggubal Akta yang sedia ada dan menyediakan Akta yang baharu bagi tujuan memantapkan dan menambah baik pentadbiran skim dan faedah keselamatan sosial serta menyediakan perkhidmatan perlindungan keselamatan sosial yang inklusif untuk manfaat Orang Berinsurans, antaranya termasuklah:

REFLECTIONS OF 2022

» Social Security Protection that is Inclusive

In the year 2022, PERKESO made its move in ensuring the country's social security network is upgraded to adapt to current environment so that no one gets left behind in getting protection. Hence, the organisation took the initiative to amend existing statutes and draft new legislation for the purposes of consolidating and improving the administration of social security schemes and benefits as well providing social security protection services that is inclusive for the benefit of Insured Persons, as follows:

Menaikkan had siling gaji

daripada RM4,000.00 kepada RM5,000.00 bagi Akta Keselamatan Sosial Pekerja 1969 [Akta 4] dan Akta Sistem Insurans Pekerjaan 2017 [Akta 800];

Pewartaan bagi Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838]

yang telah mula berkuat kuasa pada 1 Disember 2022;

Menetapkan gaji bulanan purata minimum

bagi tujuan menaikkan kadar bayaran Pencen Ilat dan Pencen Penakat minimum daripada RM475.00 kepada RM550.00 sebulan; dan

Pewartaan Peraturan-Peraturan Keselamatan Sosial Pekerja (Perbekalan) 2022],

Peraturan-Peraturan Keselamatan Sosial Pekerjaan Sendiri (Perbekalan) 2022 dan Peraturan-Peraturan Sistem Insurans Pekerjaan (Perbekalan) 2022.

Raising the salary ceiling

from RM4,000.00 to RM5,000 under the Employees' Social Security Act 1969 [Act 4] and the Employment Insurance System Act 2017 [Act 800];

Enacting the Housewives' Social Security Act 2022 [Act 838]

with effect from 1st December 2022;

Determining the minimum average monthly salary

for the purposes of increasing minimum rate of Invalidity Pension and Survivors' Pension from RM475.00 to RM550.00 per month; and

Gazetting the Employees' Social Security Regulations (Supplies) 2022,

the Self-Employment Social Security Regulations (Supplies) 2022 and the Employment Insurance System Regulations (Supplies) 2022.

» Pemulihan Kadar Pengangguran

Meskipun krisis kesihatan semasa kini mula reda, namun inisiatif pemulihan pasaran buruh tetap diteruskan bagi menampung pertumbuhan ekonomi domestik yang sederhana.

Kadar pengangguran negara mencatatkan penurunan tahun ke tahun sebanyak 0.7 mata peratusan kepada 3.6 peratus, berbanding 4.3 peratus pada tahun sebelumnya. Dari sisi positif, bilangan dan kadar pengangguran perlahan-lahan kembali menuju kepada 3.3 peratus sewaktu pre-pandemik.

Ke arah mencapai sasaran tersebut, kita perlu meneruskan komitmen untuk menangani isu pasaran tenaga kerja meliputi ekosistem pasaran tenaga kerja secara menyeluruh, merangkumi penawaran tenaga kerja, pasaran kerja dan permintaan tenaga kerja pada masa depan. Tumpuan kepada meningkatkan penawaran tenaga kerja melalui pemerkasaan kumpulan fokus seperti B40, M40, wanita dan belia. Kerajaan telah berjaya mengurangkan impak kejutan ekonomi kepada pasaran pekerja daripada pelbagai langkah yang diambil untuk mengurangkan beban ekonomi isi rumah, perniagaan dan pekerja.

» Recovery of Unemployment Rate

Although the health crisis has abated, labour market recovery initiatives are still continued to support the average domestic economic growth.

The country's unemployment rate recorded a year on year decrease by 0.7% to 3.6% compared to the 4.3% recorded the previous year. Looking at it positively, the number and rate of unemployment are slowly moving towards the 3.3% recorded pre-pandemic.

In order to achieve the said target, we need to maintain our commitment in managing labour market issues, comprehensively covering the labour market ecosystem including labour supply, labour market and demand in the future. Focus must be given towards increasing labour supply by strengthening focus groups such as the B40, M40, women and youths. The government has been successful in reducing the impact of economic shocks on the labour market through the various measures taken to reduce household, business and employee economic burden.

Sokongan dasar Kerajaan yang berterusan menerusi pelaksanaan inisiatif di bawah pakej PRIHATIN, PENJANA, Belanjawan 2021, PERMAI, PEMERKASA dan PEMULIH termasuk Program Subsidi Upah PSU 1.0 hingga 5.0, peningkatan akses kepada Skim Kredit Mikro dan geran khas mikroPKS, serta insentif pengambilan pekerja yang ditambah baik di bawah inisiatif PENJANA Kerjaya termasuk Belanjawan 2022 adalah untuk mengelakkan renjatan yang berpanjangan kepada ekonomi dan pasaran pekerja sementara ekonomi pulih daripada pandemik.

The continued government policy support through initiatives under packages such as *PRIHATIN, PENJANA*, Budget 2021, *PERMAI, PEMERKASA* and *PEMULIH*, including the Wage Subsidy Programmes PSU 1.0 to 5.0, increased access to microcredit schemes and the microPKS special grant as well as hiring incentive which was improved under the *PENJANA Kerjaya* initiative and Budget 2022 is taken to avoid prolonged shocks to the economy and labour market while it recovers from the pandemic.

Pada tahun 2022, PERKESO telah diamanah dan dipertanggungjawab untuk memperkenal dan melaksanakan pelbagai program Dasar Pasaran Pekerja Aktif (*Active Labour Market Programs, ALMP*) bagi memastikan membantu pencari kerja mendapatkan peluang latihan semula dan peningkatan kemahiran, perantisan, latihan vokasional dan kemahiran, dan akhirnya pekerjaan.

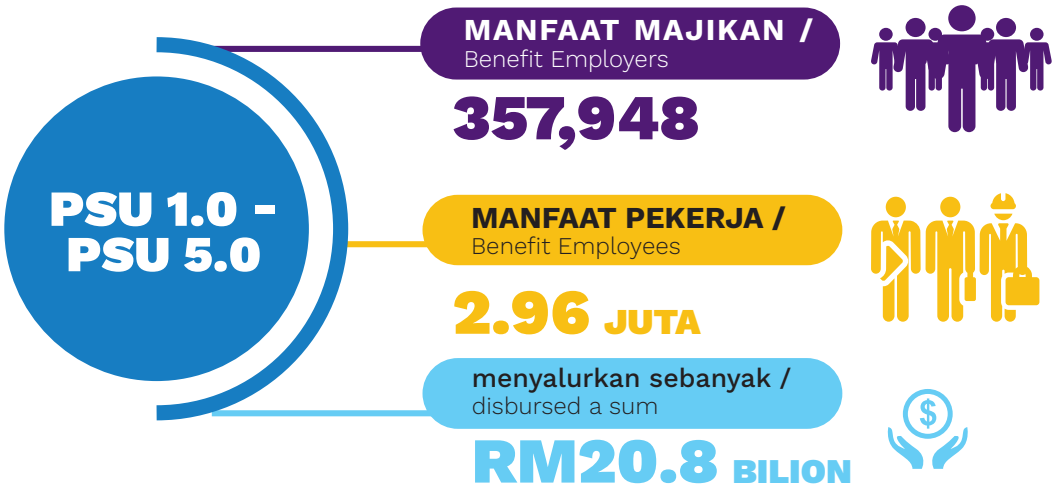
In 2022, PERKESO was entrusted with and given the responsibility to introduce and implement various Active Labour Market Policies providing job seekers with opportunities for retraining, upskilling, apprenticeships, vocational and skills training which will eventually lead to employment.

» Program Subsidi Upah (PSU)

Program Subsidi Upah (PSU) mula diperkenalkan sejak 1 April 2020. PSU telah dilanjutkan kepada Program Subsidi Upah 5.0 (PSU5.0) di bawah Belanjawan 2022 dengan lebih bersasar bagi meneruskan bantuan kewangan kepada majikan sektor pelancongan. Sejak program ini dilaksanakan sehingga 31 Disember 2022, PSU 5.0 telah membantu sejumlah 8,201 majikan dari seluruh negara dan memberikan manfaat kepada seramai 128,159 pekerja. Secara keseluruhan sepanjang program ini dilaksanakan daripada PSU 1.0 sehingga PSU 5.0, PERKESO telah memberi manfaat kepada 357,948 majikan yang melibatkan seramai 2.96 juta pekerja dan telah menyalurkan sebanyak RM20.8 bilion.

» Wage Subsidy Programme (PSU)

The Wage Subsidy Programme was first introduced on 1st April 2020 and has been extended to become the Wage Subsidy Programme 5.0 (PSU 5.0) under the 2022 Budget. The programme is more targeted in continuing financial aid to employees in the tourism sector. Since its inception and as at 31st December 2022, PSU 5.0 has helped a total of 8,201 employers nationwide, to the benefit of 128,159 employees. Throughout its implementation from PSU 1.0 to PSU 5.0, PERKESO has benefited 357,948 employers, involving 2.96 million employees and has disbursed a sum of RM20.8 billion.



» SIP EMP+

SIP EMP+ yang diperuntukkan di bawah Belanjawan 2022 merupakan bantuan kewangan dengan memberi Elaun Mencari Pekerjaan (EMP) kepada pencarum dan bukan pencarum yang sedang dan aktif mencari pekerjaan baharu. SIP EMP+ bertujuan untuk menyalurkan bantuan kewangan kepada bukan pencarum yang tidak dilindungi khususnya dari kalangan graduan, lepas sekolah dan pekerja sektor tidak formal sebagi menyokong usaha mereka untuk mencari pekerjaan baharu dalam tempoh COVID-19. Sehingga 31 Disember 2022, PERKESO telah membantu seramai 21,861 penerima dengan jumlah bayaran yang diluluskan sebanyak RM25.84 juta.

» Program JaminKerja-Insentif Penggajian (JKIP)

Program JaminKerja-Insentif Penggajian (JKIP) merupakan program kepada para majikan yang membuat pengambilan pekerja baharu dalam kalangan perantis, graduan dan golongan mudah terjejas seperti OKU, bekas tentera dan bekas banduan. Program Jamin Kerja merupakan salah satu daripada program pemulihan ekonomi kerajaan yang diamanahkan kepada PERKESO bagi mengurangkan kadar pengangguran. Program ini menyediakan 66,980 peluang pekerjaan bagi tahun 2022 melibatkan bayaran sebanyak RM211,89 juta.

» SIP GIG

Insentif kewangan khas RM600 hingga RM800 dibayar untuk tempoh maksimum 6 bulan untuk membantu individu yang bekerja di sektor tidak formal sebagai pekerjaan jangka pendek. Insentif ini disediakan khusus untuk individu yang sedang bercuti tanpa gaji, diberhentikan kerja dan pencari kerja daripada golongan mudah terjejas. Seramai 33,439 rakyat Malaysia mendapat manfaat daripada inisiatif ini dengan bayaran berjumlah RM19.91 juta.

» SPS Khidmat

SPS Khidmat adalah perlindungan di bawah Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) PERKESO. Kerajaan menyediakan bantuan pembiayaan bayaran penuh caruman (100%) di bawah Pelan Kedua iaitu sebanyak RM232.80 kepada 4 (empat) kumpulan sasar Orang Bekerja Sendiri (OBS) iaitu kepada Anggota Sukarelawan APM, ATM, Maritim, PDRM, BOMBA, RELA, Pekhidmat Rumah Ibadat Islam (JAKIM), Penyelia dan Petugas Pemulihan Komuniti (JKM) dan juga kepada pekerja di sektor awam yang berstatus *contract for*

» SIP EMP+

The SIP EMP+, a programme for which allocation was made under Budget 2022, is a financial aid that provides Job Search Allowance to contributors and non-contributors who are actively seeking new employment. The goal of the programme was to channel financial aid to non-contributors who were not protected, particularly graduates, school leavers and workers in the informal sector in support of their efforts to seek new jobs during the COVID-19 pandemic. As at 31st December 2022, the organisation has helped 21,861 recipients with a total approved payment of RM25.84 million.

» *JaminKerja*-Hiring Incentive Programme (JKIP)

The *JaminKerja*-Hiring Incentive is a programme designed for employers who employ new workers from amongst apprentices, graduates and the vulnerable group such as the disabled, ex-soldiers and ex-convicts. The programme is one of the government's economic recovery programmes entrusted to PERKESO in a bid to reduce unemployment. The programme has opened up 66,980 job opportunities in 2022, involving a total payment of RM211,89 million.

» SIP GIG

Special financial incentives of between RM600 to RM800 are paid for a maximum period of 6 months to assist individuals working in informal sectors as short term employment. This incentive is offered specifically to individuals who are on unpaid leave, who have been retrenched and job seekers from among the vulnerable group. A total of 33,439 Malaysians have benefited from the initiative with a total payment of RM19.91 million.

» *SPS Khidmat*

The *SPS Khidmat* programme provides protection under PERKESO's Self-Employment Social Security Scheme. The government provides funding for full payment (100%) of contribution under the Second Plan, of RM232.80 for four target groups of Self-Employed Persons, namely, volunteers of the Civil Defence Force, the Armed Forces, Maritime, the Royal Malaysian Police, *BOMBA, RELA*, Muslim Houses of Worship (*JAKIM*), supervisors and workers of Community Rehabilitation (Welfare Department) and to workers in the public sector who are employed under a contract for service.

KECEMERLANGAN OPERASI

MAJIKAN AKTIF BAGI AKTA 4
ACTIVE EMPLOYERS UNDER ACT 4

5.79%

MAJIKAN AKTIF MENCARUM DALAM SKIM BENCANA KERJA PEKERJA ASING (SBKPA) /
active employers contributing under the Foreign Workers' Employment Injury Scheme

19.82%

ORANG BEKERJA SENDIRI (OBS) AKTIF MENCARUM
SELF-EMPLOYED PERSONS ACTIVELY CONTRIBUTING

67.11%

MAJIKAN AKTIF BAGI AKTA 800 /
ACTIVE EMPLOYERS UNDER ACT 800

11.11%

JUMLAH KUTIPAN CARUMAN
TOTAL CONTRIBUTIONS COLLECTION

12.66%

service. Pelan caruman yang dibiayai sepenuhnya oleh Kerajaan Seramai 96,160 OBS telah dilindungi di bawah program ini dengan jumlah caruman sebanyak RM23.57 juta.

» SPS Padanan Caruman

SPS Padanan Caruman adalah pembiayaian padanan caruman khusus untuk Orang Bekerja Sendiri (OBS) yang terdiri daripada lapan (8) kumpulan sasaran iaitu SPS Asal, SPS Gig, SPS Jaja, SPS Lain Upaya, SPS Lancong, SPS Seni, SPS Tani dan SPS Usahawanita. Pembiayaian caruman adalah di bawah Pelan Kedua iaitu sebanyak RM232.80 setahun yang mana Kerajaan akan menanggung kadar caruman sebanyak 80% atau RM186.20, manakala baki caruman sebanyak RM46.60 dibayar oleh OBS. Berdasarkan statistik seramai 355,783 OBS dilindungi di bawah skim ini dan melibatkan jumlah caruman sebanyak RM82.83 juta.

» Kecemerlangan Operasi

Menyelusuri cabaran tahun 2022, PERKESO berjaya mengharungi cabaran getir dengan kejayaan cemerlang dalam pengoperasian menerusi beberapa "*key performance indicator*" (KPI) PERKESO. Pencapaian piagam pelanggan dalam pemprosesan semua jenis faedah melebihi 98%, peningkatan jumlah majikan aktif bagi Akta 4 sebanyak 5.79%, majikan aktif mencarum dalam Skim Bencana Kerja Pekerja Asing (SBKPA) meningkat sebanyak 19.82%, bilangan Orang Bekerja Sendiri (OBS) aktif mencarum meningkat sebanyak 67.11%, jumlah majikan aktif bagi Akta 800 meningkat sebanyak 11.11%, jumlah majikan aktif Pekerja Domestik di bawah Akta 4 dan Akta 800 meningkat sebanyak 18,115, peningkatan sebanyak 12.66% dalam jumlah kutipan caruman serta pencapaian cemerlang dalam melaksanakan inisiatif-inisiatif Kerajaan telah memacu kepada kecemerlangan PERKESO.

Contribution is fully funded by the Government. A total of 96,160 Insured Persons have been protected under this programme with a total contribution of RM23.57 million.

» SPS Padanan Caruman

This programme involves funding of contribution specifically for Self-Employed Persons consisting of eight (8) target groups, namely, *SPS Asal*, *SPS Gig*, *SPS Jaja*, *SPS Lain Upaya*, *SPS Lancong*, *SPS Seni*, *SPS Tani* and *SPS Usahawanita*. The funding of contribution comes under the Second Plan amounting to RM232.80 per year whereby the Government funds 89% of the contribution rate or RM186.20 with the balance of RM46.60 to be paid by the Self-Employed Person. Statistics show that a total of 355,783 Self-Employed Persons have been protected under this scheme which involves a total contribution of RM82.83 million.

» Operational Excellence

Traversing the challenges in 2022, PERKESO has overcome severe hardships with its excellent success in operations as reflected by several key performance indicators. The achievement of its client's charter in processing all types of benefits exceeded 98% together with an increase in the number of active employers under Act 4 by 5.79%. The number of active employers contributing under the Foreign Workers' Employment Injury Scheme increased by 19.82% and the number of Self-Employed Persons actively contributing increased by 67.11%. The number of active employers under Act 800 increased by 11.11% and the number of active employers with regards to Domestic Workers under Acts 4 and 800 increased by 18,115, equivalent to 12.66% in the total contributions collection. All these as well as excellent achievement in implementing Government initiatives have contributed towards the organisation's excellence.

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» Pengurusan Strategi Dan Prestasi

Perancangan pengurusan strategik & prestasi PERKESO bagi 2022 ditentu ukur berdasarkan perspektif *Balanced Scorecard (BSC)* bagi memastikan organisasi terus dipacu selaras Visi dan Misi PERKESO. Empat (4) Teras Strategik utama iaitu "Pengaktifan Pasaran Buruh", "Transformasi Operasi", "Pemerkasaan Modal Insan" dan "Pemantapan Aspek Keselamatan & Kesejahteraan Sosial" menjadi agenda utama halatuju strategik PERKESO selari dengan aspirasi Kerajaan menjadikan Malaysia Madani sebuah negara yang makmur dan sejahtera. Kecemerlangan pencapaian prestasi pada tahun 2021 diteruskan lagi dengan pencapaian yang cemerlang bagi tahun 2022 iaitu pada skor 4.63 dengan peratusan 96.30% merangkumi keseluruhan objektif strategik yang terkandung dalam empat (4) perspektif utama *BSC*.

» Strategic and Performance Management

The strategic and performance management planning of PERKESO for the year 2022 is measured against the Balanced Scorecard (BSC) to ensure it continues to be driven in line with the organisation's Vision and Mission. Four (4) Strategic Cores, namely, the Activation of Labour Market, Operational Transformation, Strengthening of Human Capital as well as Consolidation of Social Security and Wellbeing, form the main agenda of PERKESO strategic direction, in line with the government's aspiration of bringing Malaysia Madani to become a peaceful and prosperous nation. The excellent performance recorded in 2021 is followed up with more excellent achievements in 2022, with a score of 4.63 at 96.30% encompassing the overall strategic objectives comprised in the four (4) main perspectives of BSC.

» Pengurusan Perhubungan Pelanggan

Ketika negara beralih dari fasa pandemik ke fasa endemik pada April 2022, PERKESO kekal relevan sebagai *essential services* dengan terus menyampaikan perkhidmatan kepada pencarum dan pemegang taruh selaras dengan moto "PERKESO itu Prihatin, Prihatin itu PERKESO". Selain itu, turut mengorak langkah menjangkau sasaran golongan muda dengan mewujudkan pelayaran aplikasi *chatbot* (*chatting bot*) iaitu "Tanya Hanna".

» Management of Customer Relation

As the country transitions from the pandemic phase to the endemic phase in April 2022, PERKESO remains relevant as one of the essential services by continuing to render its service to contributors and stakeholders, in line with the motto *"PERKESO itu Prihatin, Prihatin itu PERKESO"* (PERKESO is Caring, Caring is PERKESO). The organisation has also moved towards reaching out to the youths by establishing a chatbot (chatting bot) application called "Ask Hanna".

Statistik pelanggan pada tahun 2022 menunjukkan "Hanna" telah menerima kunjungan seramai 6,654,258 pelanggan dan perkhidmatan melalui '*Live Agent*' berjumlah 10,166 berbanding tahun 2021 iaitu 5,952,622 kunjungan pelanggan dan perkhidmatan melalui '*Live Agent*' berjumlah 3,970 pada tahun 2021.

Customer statistics for 2022 show that "Hanna" has received visits from 6,654,258 customers while the "Live Agent' service received 10,166 hits. In 2021, the chatbot received 5,952,622 visits while the "Live Agent" service received 3,970 hits.

» Skuad PERKESO Prihatin Dan Program Sosial Sinergi

Skuad PERKESO Prihatin ditubuhkan sebagai sebuah wadah aspirasi prihatin untuk melaksanakan langkah proaktif bagi mengesan dan melaksanakan pemprosesan faedah dengan segera melalui pelbagai saluran seperti media cetak, elektronik dan sosial. Pada tahun 2022, bilangan kes yang diterima adalah sebanyak 4,987 kes dengan pencapaian peratus kes selesai dalam tempoh 3 hari adalah 98.72%.

» PERKESO *Prihatin* Squad and Social Synergy Programme

The PERKESO *Prihatin* Squad was established as an aspirational vehicle to implement proactive measures in tracking and processing benefits expediently, utilising various channels such as print, electronic and social media. In 2022, the squad received 4,987 cases, 98.72% of which were resolved within a period of 3 days.

Program *Social Synergy* pula merupakan inisiatif yang inovatif dan diperakukan sebagai "*Good Practices*" di peringkat antarabangsa oleh *International Social Security Association* (ISSA). Program ini menyediakan platform Sistem MySynergy yang mengintegrasikan rangkaian penyaluran maklumat bagi kes-kes keselamatan sosial kepada agensi yang menjadi ahli di bawah Program *Social Synergy* dan merupakan program pertama di Malaysia. Program ini menggabungkan tiga (3) entiti keselamatan sosial iaitu Insurans Sosial, Bantuan Sosial dan Intervensi Pasaran Kerja. Sehingga kini sejumlah lebih 30 agensi dan lebih 190 pemimpin masyarakat yang menyediakan perkhidmatan keselamatan sosial di seluruh negara telah menyertai program ini.

The Social Synergy programme, on the other hand, is an innovative initiative that has been acknowledged as a "good practice" by the International Social Security Association (ISSA). The programme provides the MySynergy System, a platform that integrates a network channeling information on social security cases to agencies that are members of the Social Synergy programme. This programme is the first of its kind in Malaysia, which combines three (3) social security entities being Social Insurance, Social Aid and Labour Market Intervention. To date, more than 30 agencies and 190 community leaders providing social security services nationwide have participated in the programme.

» Khidmat Pelanggan

Selain menguruskan pelanggan di peringkat kaunter dan melalui telefon di 54 pejabat PERKESO di seluruh negara termasuk Ibu Pejabat PERKESO, PERKESO turut menyediakan pelbagai saluran komunikasi untuk memudahkan urusan pelanggan seperti talian khidmat pelanggan; 1-300-22-8000 atau SMS ke 15888, perkhidmatan mySMS ADUAN PERKESO dan e-mel: perkeso.gov.my. Perkhidmatan atas talian yang disediakan ialah Sistem Pengurusan Aduan Awam (SISPAA) yang boleh diakses melalui http://perkeso.spab.gov.my, laman sesawang sosial seperti Instagram: https://www.instagram.com/perkeso.official, *Twitter*: www.twitter.com/perkeso dan *Facebook*: www.facebook.com/perkeso. Pada tahun 2022, sistem temujanji secara atas talian yang dipanggil sistem MyTemujanji PERKESO digunakan

» Customer Service

In addition to managing customers at counters and through the telephone at 54 PERKESO offices throughout the country including at the PERKESO Headquarters, the organisation also provides various communication channels to facilitate customer dealings such as the customer hotline at 1-300-22-800 or SMS service at 15888, the *mySMS ADUAN PERKESO* (complaints) service as well as through email at perkeso.gov.my. Other online services on offer include the Public Complaints Management System (SISPAA) which may be accessed through http://perkeso.spab.gov.my, social media applications such as Instagram at https://www.instagram.com/perkeso.official, Twitter at www.twitter.com/perkeso and Facebook at www.facebook.com/perkeso. In 2022, the MyTemujanji PERKESO, an online

bagi memastikan perkhidmatan pelanggan berjalan lancar di samping arahan-arahan dan *SOP* yang ditetapkan oleh MKN dapat dipatuhi.

» Pengurusan Tuntutan Faedah

Pengurusan tuntutan faedah dikendalikan mengikut Piagam Pelanggan dan *Standard Q* yang mengambilkira pengukuran berdasarkan peratus pencapaian dan purata hari. Pendekatan ini dilaksanakan bagi menjamin penyampaian perkhidmatan yang diberikan memenuhi ekspektasi pelanggan. Pada tahun 2022, pencapaian prestasi piagam pelanggan dalam tempoh pemprosesan faedah mengikut purata hari adalah 2.03 hari secara purata bagi kesemua jenis tuntutan faedah berbanding 2.20 hari pada tahun 2021. Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan Peratusan tahun 2022 di tahap cemerlang iaitu di tahap 99%.

» Pengurusan Aduan

Pada tahun 2022, PERKESO telah menerima sejumlah 2,177 kes aduan, daripada jumlah tersebut sebanyak 2,062 kes aduan atau 94.72% adalah aduan terhadap pihak ketiga melibatkan majikan, Jemaah Doktor, Jemaah Doktor Rayuan atau pihak ketiga yang lain. Daripada jumlah tersebut, 99.90% kes telah dapat diselesaikan. Manakala daripada jumlah 2,177 kes aduan, sebanyak 115 kes aduan atau 4.70% adalah melibatkan aduan langsung terhadap PERKESO dan 99.13% kes tersebut dapat diselesaikan berdasarkan tempoh ditetapkan.

» Indeks Kepuasan Pelanggan

Secara keseluruhannya, indeks kepuasan pelanggan bagi Fasa 1/2022 dan Fasa 2/2022 menunjukkan pencapaian yang cemerlang dengan pencapaian keseluruhan adalah 93.72% bagi Fasa 1/2022 dan 94.00% bagi Fasa 2/2022 iaitu melepasi sasaran 85% yang ditetapkan oleh Organisasi. Pencapaian indeks kepuasan pelanggan bagi tahun 2022 adalah merupakan pencapaian yang tertinggi pernah dicatatkan sejak 10 tahun yang lalu. Manakala pencapaian Indeks Kepuasan Perkhidmatan Pelanggan melalui *Mystery Shopping* untuk Siri 1 melibatkan *Branch Walk-In* dan *Branch Mystery Call* masing-masing adalah 93.9% dan 83.54%. Manakala pencapaian *CRM Mystery Call* adalah 99.06%. Pencapaian Siri 2, *Branch Walk In* adalah 93.80% dan *Branch Mystery Call* pula adalah 87.90% manakala bagi *CRM Mystery Call* adalah 99.01%.

appointment system, is used to ensure customer service is run smoothly, in addition to compliance with the directives and SOP stipulated by National Security Council.

» Benefits Claims Management

Claims for benefits are managed in accordance with the Client's Charter and Standard Q which take into account measurement based on achievement percentage and average days. This approach is adopted to guarantee the services rendered meet clients' expectations. In 2022, the client's charter achievement for processing of benefits in accordance to average day was 2.03 days for all types of benefits claims, compared to 2.20 days in 2021. The client's charger performance (processing period) based on percentage for the year 2022 achieved excellence at 99%.

» Complaints Management

PERKESO received 2,177 complaints in 2022, 94.72% of which (2,062 cases) were complaints against third parties such as employers, panel of doctors, Medical Appellate Panel or other third parties. 99.90% of the cases were resolved. Meanwhile, of the said 2,177 cases, 115 cases of 4.70% involved direct complaints against PERKESO, 99.13% of which were resolved within the stipulated period.

» Customer Satisfaction Index

The customer satisfaction index for Phase 1/2022 and Phase 2/2022 showed an overall excellent achievement at 93.72% and 94.00% respectively, exceeding the 85% target determined by the organisation. This achievement in the year 2022 is the highest one recorded in the past decade. The Customer Satisfaction Index recorded through series 1 of Mystery Shopping reached 93.9% and 83.54% for Branch Walk-In and Branch Mystery Call respectively. The CRM Mystery Call achieved 99.06%. For series 2, the Branch Walk-In recorded 93.80% while Branch Mystery Call achieved 87.90. The CRM Mystery Call achieved 99.01%.

» Anugerah Dan Pengiktirafan

PERKESO terus menempa kejayaan dengan meraih pelbagai anugerah dan pengiktirafan di peringkat kebangsaan dan antarabangsa. Antara pengiktirafan yang telah diterima adalah:

» Awards and Recognition

PERKESO continues to attain success with various awards and recognition, both at national and international levels. Among the recognition given to the organisation include the following:



ANUGERAH MALAYSIA TOP ACHIEVERS AWARD (MATA) 2022 bagi Kecemerlangan Industri dalam Perkhidmatan Awam (*Industy Excellence in Public Services*).

The Malaysia Top Achievers Awards (MATA) 2022 for Industry Excellence in Public Service.

ANUGERAH *LIFETIME ACHIEVEMENT Award for Business Revival 2022*

The Lifetime Achievement Award for Business Revival 2022.

ASEAN SOCIAL SECURITY ASSOCIATION RECOGNITION AWARD
for MYFutureJobs Satellite Centre Outreach Program

KETUA EKSEKUTIF PERKESO telah dilantik menjadi *Presiden International Social Security Association (ISSA)* yang ke-17 bagi sesi 2022 hingga 2025.

Appointment of PERKESO Chief Executive as the 17th President of the International Social Security Association (ISSA) for the 2022-2025 session.

TIGA (3) TEAM EXCELLENCE PERKESO telah berjaya mendapat Anugerah *Gold Award* di *International Convention on Quality Control Circle (ICQCC).*

Gold Award to three of PERKESO Excellence Team at the International Convention on Quality Control Circle (ICQCC).

MEMPEROLEH EMPAT (4) PERSIJILAN ANTARABANGSA iaitu MS ISO 9001:2015 Sistem Pengurusan Kualiti, MS ISO 37001:2016 *Anti Bribery Management System (ABMS), MS ISO 39001:2013 Road Traffic Safety Management Systems (RTSM),* dan *MS ISO 45001:2018 Occupational Health and Safety Management Systems.*

Four International Certifications, namely, MS ISO 9001:2015 Quality Management System, MS ISO 37001: 2016 Anti Bribery Management System (ABMS), MS ISO 39001:2013 Road Traffic Safety Management Systems (RTSM) and MS ISO 45001:2018 Occupational Health and Safety Management Systems.

CABARAN DAN MELANGKAH KE HADAPAN

» Memantapkan Jaringan Keselamatan Sosial Yang Progresif Dan Komprehensif Kepada Seluruh Lapisan Pekerja

Liputan perlindungan sosial kepada pekerja tidak formal merupakan isu yang paling diberikan penekanan oleh komuniti antarabangsa, khususnya selepas pandemik COVID-19. Pekerja tidak formal meliputi lebih 60 peratus daripada tenaga pekerja dunia, mewakili dua bilion individu. Malah, PERKESO hanya melindungi 9.4 juta daripada 16 juta pekerja buruh aktif di dalam pasaran. Selebihnya dikecualikan daripada menerima sebarang bentuk perlindungan sosial kerana merupakan pekerja informal. Ini bermakna apabila terdapat krisis yang melanda, hanya minoriti pekerja tidak formal yang dapat mengakses gantian pendapatan menerusii perlindungan sosial.

» Menangani Perubahan Terhadap Pasaran Pekerjaan

Menyorot isu-isu struktur utama yang mengekang pasaran pekerja di Malaysia pertamanya terdapat pergantungan yang berlebihan pada model pengeluaran kos rendah. Kedua, bekalan siswazah baharu yang jauh melebihi pekerjaan berkemahiran tinggi dan ketiga, ketidakpadanan kemahiran yang ketara antara siswazah dengan keperluan industri. Kesan COVID-19 sememangnya memburukkan lagi isu-isu struktur yang sekian lama dihadapi ini.

Kemajuan baharu dalam teknologi dan aplikasi kepada Revolusi 4.0 akan menghapuskan kelebihan kos buruh yang kompetitif daripada ekonomi membangun seperti Malaysia. Perubahan yang disebabkan oleh pandemik mungkin mempercepat impak kemajuan teknologi, yang mungkin mempunyai implikasi terhadap pemulihan pekerjaan serta jenis pekerjaan yang akan diwujudkan pada masa hadapan. Krisis kesihatan dan ekonomi yang berpunca daripada pandemik COVID-19 boleh dilihat sebagai titik tolak mengorak perubahan. Dalam jangka panjang, dasar ekonomi perlu dijuruskan ke arah pembangunan pekerjaan berkemahiran tinggi dengan pendapatan tinggi dan fokus memajukan peningkatan kemahiran, menambah baik mekanisme pencarian dan pemadanan dalam pasaran pekerja serta menggalakkan lebih banyak hasil yang lebih inklusif untuk segmen yang mudah terjejas dalam pasaran pekerja.

CHALLENGES AND MOVING FORWARD

» Establishing a Progressive and Comprehensive Social Security Network for All Levels of Employees

Social security coverage for informal workers is an issue that is given most emphasis by the international community, particular after the COVID-19 pandemic. Informal workers make up more than 60 percent of global workforce, representing two billion individuals. In fact, PERKESO only protects 9.4 million of the overall 16 million active workers in the market. The remaining workers are excluded from receiving any form of social protection as they are informal workers. Consequently, during a crisis only a minority of informal workers have access to replacement of income through social protection.

» Managing Changes in Labour Market

Focusing on the key issues that restrict the labour market in Malaysia, it is firstly found that there is an overdependence on low-cost production model. Secondly, the supply of new graduates far exceed the number of high-skill jobs and thirdly, there is an obvious disparity between the skills of graduates and industry needs. These structural issues are further compounded by the effects of the COVID-19 pandemic.

New developments in technology and applications to Revolution 4.0 will eliminate the advantage of competitive labour cost from developing economies such as Malaysia. Changes arising from the pandemic may further escalate the impact of technological advancements which, in turn, may have implications on job recovery as well as types of occupation to be established in the future. The health and economic crisis following the COVID-19 pandemic may be seen as a launch pad for change. In the long-run, economic policies need to be streamed towards development of high-skill occupation with high income and focused on improving skills, upgrading the search and match mechanism in the labour market as well as promoting more inclusive results for the vulnerable segment.

Keadaan Pasaran Pekerja Muda Yang Sangat Mencabar

Kadar pengangguran belia yang tinggi selama ini telah meningkat lagi daripada 10.9% pada tahun 2019 kepada 12.5% semasa PKP pada suku kedua tahun 2021, dan kekal tinggi sepanjang tahun 2022. Pemulihan yang rendah didorong isu kekangan yang dihadapi oleh pekerja yang lebih muda dalam pasaran pekerja. Pertama, golongan muda kurang pengalaman bekerja serta mempunyai rangkaian kerjaya yang terhad, dan terpaksa bergantung pada mekanisme pemadanan kerja seperti portal pencarian kerja, pusat kerjaya dan perkhidmatan pekerjaan. Kedua, pekerja yang lebih muda tidak mempunyai kemahiran bekerja dan memerlukan pelaburan lebih tinggi daripada pihak majikan untuk latihan permulaan menyebabkan mereka kurang menarik untuk diambil bekerja. Ketiga, isu peluang pekerjaan yang semakin berkurang, jumlah kekosongan yang lebih rendah dan tekanan kewangan terhadap perniagaan dalam tempoh krisis menyebabkan pencarian dan pengekalan pekerjaan semakin sukar bagi pekerja yang lebih muda.

Berdasarkan statistik Jabatan Perangkaan Malaysia (2022), 97.7% daripada pekerja gig di Malaysia tediri daripada belia dan 39.5% daripada pekerja gig pula mempunyai kelayakan setakat Sijil Pelajaran Malaysia (SPM). Kajian oleh Khazanah Research Institute juga mendapati pada tahun 2019, hampir 60% siswazah menganggur adalah daripada isi rumah yang mempunyai pendapatan kurang daripada RM4,000 sebulan. Selain itu, statistik pada tahun 2019 menunjukkan 72% daripada belia bekerja dalam pekerjaan berkemahiran sederhana manakala golongan dewasa dianggarkan sebanyak 58%. Pandemik pula telah menyebabkan kehilangan bersih sebanyak kira-kira 176,900 pekerjaan berkemahiran sederhana. Pengangguran yang berpanjangan dalam segmen belia menyebabkan pelbagai isu timbul, termasuk ketidakpadanan kemahiran dan atrofi kemahiran, yang akhirnya menjejaskan prospek pendapatan jangka panjang mereka.

Impak Pandemik yang Tidak Seimbang ke atas Pekerja Wanita

Kemelesetan yang disebabkan oleh pandemik ini menyebabkan lebih ramai kaum wanita kehilangan pekerjaan berbanding dengan kaum lelaki. Pada tahun 2020, guna tenaga wanita mencatatkan kadar pertumbuhan negatif 0.1% manakala guna tenaga

Challenging Environment in the Youth Labour Market

The high unemployment rate amongst youths has further increased from 10.9% in 2019 to 12.5% during the Movement Control Order (MCO) in the second quarter of 2021 and remained high throughout the year 2022. Low recovery is pushed by issues of constraint faced by younger workers in the job market. Firstly, young workers lack job experience and have limited career networking. They have to depend on job matching mechanisms such as job search portals, career centres and employment services. Secondly, younger workers do not have working skills and require more investment from employers towards their initial training leading them to be less attractive for employment. Thirdly, the issue of declining job opportunities, lower vacancy numbers and financial pressure on business during the crisis had made it more difficult for the younger people to obtain and sustain employment.

According to statistics issued by the Department of Statistics Malaysia (2022), 97.7% of gig workers in Malaysia are youths. Further, 39,5% of the gig workers have up to Malaysian Certificate of Education qualification. A study by Khazanah Research Institute also found that in 2019, almost 60% of unemployed graduates were from households with income of less than RM4,000 per month. In addition, statistics in 2019 showed that 72% of youths were employed in medium-skill jobs. It is estimated that 58% of adults are engaged in medium-skill jobs. The pandemic has caused a net loss of approximately 176,900 medium-skill jobs. Prolonged unemployment in the youth segment has given rise to various issues including skill mismatch and skill atrophy which eventually affect their long term earning prospects.

Imbalanced Impact of Pandemic on Female Workers

The recession caused by the pandemic has resulted in more women losing their jobs compared to men. In 2020, female employment recorded 0.1% negative growth while male employment recorded 0.3% positive growth. Although the level of male

lelaki mencatatkan pertumbuhan positif 0.3%. Walaupun tahap guna tenaga lelaki kembali pulih pada suku keempat 2020, guna tenaga wanita masih belum pulih ke tahap sebelum krisis. Tambahan pula, kadar penyertaan tenaga kerja wanita, yang selama ini jauh lebih rendah daripada kadar penyertaan tenaga kerja lelaki (purata tahun 2010-2019 bagi wanita: 52.5%; lelaki: 80.3%), menurun dengan ketara pada permulaan krisis dan terus kekal pada tahap yang lebih rendah walaupun selepas sekatan pergerakan ditamatkan. Sekiranya keadaan ini tidak ditangani, ia boleh merencatkan kemajuan usaha untuk menggalakkan penyertaan tenaga kerja wanita yang lebih tinggi dalam pasaran buruh. Selain itu, Kajian oleh Khazanah Research Institute (2021) juga mendapati dianggarkan hanya 37% penduduk dalam umur bekerja (15-64) mencarum dalam skim insurans bencana kerja, manakala hanya 30% penduduk mencarum dalam skim insurans pekerjaan. Dalam kalangan Wanita umur bekerja pula, hanya 40% mempunyai majikan yang dipertanggungjawabkan untuk membayar cuti bersalin.

employment recovered in the fourth quarter of 2020, female employment has yet to recover to its pre-crisis level. Furthermore, the participation rate of the female workforce which has long been lower than that of the male workforce (annual average for 2010-2019 for women: 52.5%, men: 80.3%), drastically reduced at the start of the crisis and remained at a lower level even after the end of the movement control. If this situation is not properly managed, it may inhibit the efforts to encourage higher participation of the female workforce in the labour market. A study by Khazanah Research Institute (2021) also found that only an estimated 37% of residents within the working age (15-64) contributed towards any employment injury insurance scheme, while only 30% residents contributed to the employment insurance scheme. Among females of working age on the other hand, only 40% have employers who are accountable for paid maternity leave.

» Pemulihan Tidak Sekata Antara Sektor

Meskipun kegiatan ekonomi kian pulih setelah pandemik berjaya dibendung, namun pemulihan mungkin tidak sekata antara sektor, terutamanya subsektor perkhidmatan dan subsektor berkaitan pelancongan yang perjalanan kadar pemulihannya adalah lebih perlahan. Kadar pemulihan tidak sekata antara sektor boleh memberikan implikasi dalam tempoh terdekat atau sederhana terhadap kadar peningkatan pengangguran jangka masa Panjang.

» Uneven Recovery Between Sectors

Although there has been an upturn in economic activities after the pandemic is contained, recovery may be uneven between sectors, especially the services subsector and subsectors related to tourism for which the rate of recovery is slower. This uneven rate of recovery between sectors may have short or medium term implications on the increase in unemployment in the long run.

Berdasarkan perspektif jangka panjang, pandemik COVID-19 juga berpotensi mendorong peralihan struktur dalam ekonomi dan pasaran pekerja, terutamanya dari aspek pencepatan penggunaan teknologi, pendigitalan dan transformasi organisasi. Peralihan ini boleh menyebabkan pemulihan guna tenaga yang lebih perlahan daripada jangkaan menyebabkan pengangguran berterusan dan memberikan kesan kepada pendapatan dan upah.

Based on the long-term perspective, the COVID-19 pandemic also has the potential to spur structural transitions within the economy and labour market especially in terms of acceleration of technology use, digitalisation and organisational transformation. These transitions may give rise to slower than expected recovery of employment, leading to continued unemployment which then affects income and wages.

» Peningkatan Kecekapan

Dalam keadaan kemelesetan ekonomi, proses pengeluaran yang sudah lapuk serta unit pengeluaran yang menggunakan teknologi rendah lebih cenderung digantikan dengan proses dan unit pengeluaran yang lebih moden dan cekap. Anjakan ketara dalam kaedah dan proses pengeluaran ini boleh membawa kepada pertumbuhan guna tenaga

» Efficiency Improvement

In an economic recession, outdated production processes and low-technology production units are more likely to be replaced with more modern and efficient production processes and units. This significant shift in production methods and processes may lead to slower growth in employment post-crisis employment should the increase in

yang lebih perlahan selepas krisis, jika peningkatan kecekapan ini menyebabkan penggantian pekerja dengan penggunaan jentera atau penerapan teknologi.

efficiency lead to replacement of workers with the use of machines or the application of technology.

» Polarisasi Pekerjaan

Polarisasi pekerjaan lazimnya berlaku apabila peningkatan tumpuan guna tenaga dalam pekerjaan berkemahiran paling tinggi dan paling rendah, manakala peluang pekerjaan dalam kategori berkemahiran sederhana lenyap berikutan anjakan struktur dalam ekonomi.

» Job Polarisation

Job polarisation typically occurs when there is an increase in focus on employment within the highest and lowest skill jobs, while job opportunities in the medium skill category disappear following structural shift in the economy.



Kerja-kerja rutin selalunya tertumpu pada jenis pekerjaan berkemahiran sederhana, yang mungkin lebih terjejas oleh automasi dan penggunaan teknologi. Polarisasi pekerjaan juga dikatakan sebagai satu lagi faktor penyumbang kepada pemulihan tanpa pekerjaan memandangkan pekerjaan berkemahiran sederhana merupakan segmen terbesar tenaga kerja dalam kebanyakan ekonomi.

Routine tasks are usually focused in jobs requiring medium skills which may be more affected by automation and use of technology. Job polarisation is also said to be another factor contributing to jobless recovery since medium skill jobs form the largest segment of the workforce in most economies.

Selain itu, mobiliti pekerja juga dikaitkan dengan penstrukturan semula sumber ekonomi iaitu modal dan pekerja daripada aktiviti dan sektor yang mempunyai produktiviti rendah kepada sektor yang mempunyai produktiviti tinggi. Penempatan semula pekerja merentas sektor melibatkan kos yang tinggi

In addition, worker mobility is also linked to the restructuring of economic sources i.e. capital and worker, from low productivity activities and sectors to high productivity sectors. Redeployment of workers across sector involve high cost in terms of time and resources. Issues arise when the

dari segi masa dan sumber untuk menyelesaikannya. Isu apabila kemahiran pekerja yang dibina daripada pekerjaan terdahulunya dalam sektor yang sedang menguncup tidak sepadan dengan pekerjaan dan kemahiran yang dikehendaki oleh sektor yang sedang berkembang. Penyelesaian isu untuk mencari pekerjaan yang sepadan dengan set kemahiran semasa disebabkan peluang pekerjaan yang sangat terhad. Selain itu, sumber untuk menyediakan program latihan semula kemahiran atau peningkatan kemahiran berskala besar dalam keadaan terdapat keutamaan lain yang lebih mendesak secara langsung menyebabkan pertumbuhan guna tenaga yang lebih perlahan berikutan impak krisis pandamik COVID-19.

worker's skills developed from his previous job in a shrinking sector do not match the job and skills required in the growing sector. Solving such issues of matching jobs to existing skill sets is difficult due to very limited job opportunities. Further, the resources required to provide large-scale retraining or upskilling programmes in a situation where other priorities are more pressing directly result in slower employment growth following the impact of the COVID-19 pandemic.

» Kejutan Ekonomi Kepada Pasaran Pekerja

Selain itu, kos sara hidup yang semakin meningkat mengekang pendapatan boleh guna isi rumah dan disebabkan dua pertiga daripada pendapatan isi rumah adalah daripada gaji yang dibayar, lonjakan kos sara hidup akan memperlahankan perbelanjaan penggunaan dan menjejaskan pertumbuhan dari aspek permintaan. Indeks Harga Pengguna (IHP) untuk makanan dan minuman bukan alkohol telah meningkat secara mendadak sebanyak lebih 4.0 peratus sejak Mac 2022 berbanding kadar biasa. Walaupun kadar pengangguran merosot daripada 4.2 peratus pada Januari kepada 3.6 peratus pada November 2022, terendah sejak Februari 2020. Kadar tersebut masih tinggi daripada paras sebelum krisis (3.3% pada tahun 2019). Oleh itu, kenaikan harga makanan dan minuman pastinya memberi kesan besar kepada pendapatan isi rumah rendah terutamanya bagi golongan rentan, B40 dan M40.

» Economic Shock to Labour Market

Additionally, the rising cost of living constrains household disposable income, and since two thirds of household income is from wages paid, the surge in cost of living will curtail consumer spending and affect growth in terms of demand. The Consumer Price Index for food and non-alcoholic beverages has drastically increased by more than 4.0% since March 2022 compared to the usual rate. Although the unemployment rate declined from 4.2% in January to 3.6% in November 2022, the lowest since February 2020, the said rate is still higher than it was prior to the crisis (3.3% in 2019). As such, the rise in food and beverage prices definitely has great impact on lower income households, especially the vulnerable group, B40 and M40.

Justeru tindakan dalam bentuk campur tangan yang tuntas dan menyeluruh oleh Kerajaan adalah diperlukan untuk meningkatkan lagi impak daripada penawaran tenaga kerja. Melalui pendekatan pelbagai dimensi sebagai insentif untuk rakyat bekerja selain melaras semula kemahiran dan kecekapan pekerja bagi memenuhi keperluan industri yang menjadi teras untuk menyokong pengeluaran ekonomi. Selain itu, menangani isu pengangguran belia, kebolehpasaran siswazah, perlindungan keselamatan sosial pekerja dan pembangunan bakat atau tenaga kerja dengan memanfaatkan teknologi tinggi dan pertumbuhan berasaskan digital yang dapat memperkukuh aspek meningkatkan tenaga kerja berkemahiran tinggi serta taraf hidup perlu menjadi keutamaan dasar melangkah ke hadapan.

Hence, action in the form of absolute and comprehensive intervention by the Government is needed to further increase the impact in terms of labour supply. Multi-dimensional approaches shall be taken as incentive for the working population in addition to readjusting workers' skills and efficiency to meet industry needs that form the supporting core to production. Moving forward, managing the issues of unemployment amongst youths, marketability of graduates, employees' social security protection and talent or workforce development by taking advantage of high technology and digital based growth which can reinforce improvements in terms of highly-skilled workforce as well as standard of living needs to be prioritised.

» Kesan Pandemik COVID-19 Terhadap Sosio-Ekonomi Penduduk Malaysia

Secara purata, pendapatan bulanan kasar isi rumah menurun sebanyak 10.3% manakala median menunjukkan penurunan sebanyak 11.3% (Jabatan Perangkaan Malaysia, 2021). Taraf sosio-ekonomi penduduk Malaysia berubah secara drastik ekoran pandemik COVID-19. Sebanyak 88.5% isi rumah pekerja bergaji daripada kumpulan T20 beralih kepada kumpulan M40 manakala 74.2% isi rumah pekerja bergaji beralih daripada kumpulan M40 kepada kumpulan B40. Kadar kemiskinan mutlak mencapai paras 8.4% pada tahun 2020, peningkatan sebanyak 2.8% pada tahun 2020 berbanding tahun sebelumnya. Sebanyak 638,000 isi rumah berada di dalam kemiskinan mutlak. Kadar kemiskinan tegar pula telah meningkat sebanyak 0.8% menjadikan 76,000 isi rumah di dalam kemiskinan tegar. Secara purata, pendapatan bulanan kasar isi rumah menurun sebanyak 10.3% manakala median menunjukkan penurunan sebanyak 11.3% (Jabatan Perangkaan Malaysia,2021).

Mendepani cabaran alaf baharu dalam ketidaktentuan geo-ekonomi dan politik global serta renjatan ekonomi akibat Pandemik COVID-19 telah memberi kesan terhadap landskap perlindungan keselamatan sosial di Malaysia. Pelaksanaan pembaharuan bagi merapatkan jurang dan kesenjangan ekosistem keselamatan sosial yang menyeluruh, komprehensif dan inklusif adalah sangat penting bagi menangani isu asas yang menjejaskan sebilangan besar rakyat dan penduduk di Malaysia.

Ketika ini, masih wujud jurang dan ketidakpatuhan dalam skim mandatori dan kadar penyertaan yang rendah dalam skim sukarela menyebabkan jurang dalam perlindungan sosial untuk individu bekerja. Walaupun Skim Bencana Kerja dan Keilatan telah tersedia kepada lebih 13.3 juta pekerja menerusi Akta 4 dan Akta 789 dan yang terkini Akta Keselamatan Sosial Suri Rumah [Akta 838], namun hanya terdapat 8.5 juta pencarum iaitu 63.6% daripada kumpulan sasaran yang boleh menerima perlindungan jika berlaku kemalangan bencana kerja dan keilatan. Selain itu juga, perlindungan untuk kehilangan pekerjaan juga tersedia kepada lebih kurang 9 juta pekerja rakyat Malaysia melalui Skim Insurans Pekerjaan [Akta 800], namun hanya 6.8 juta iaitu 76.3% daripada kumpulan sasaran pekerja sektor swasta yang mencarum.

» Effect of COVID-19 Pandemic on the Socio-Economy of the Malaysian People

On average, the gross monthly household income decreased by 10.3% while median shows a decrease of 11.3% (Department of Statistics Malaysia, 2021). The socio-economic status of Malaysians drastically changed consequent to the COVID-19 pandemic. A total of 88.5% of salaried workers' households from the T20 group moved to the M40 group, while 74.2% of salaried workers' households moved from the M40 group to the B40 group. Absolute poverty level reached 8.4% in 2020, an increase of 2.8% compared to the previous year. A total of 638,000 households fall within absolute poverty. The extreme poverty rate, on the other hand, increased by 0.8%, amounting to 76,000 households which fall within the category. On average, the gross household monthly income decreased by 10.3% while the median shows a decrease of 11.3% (Department of Statistics Malaysia, 2021).

Facing the challenges of the new millennium in global geo-economic and political uncertainties as well as economic shocks due to the COVID-19 pandemic has had an impact on the social security protection landscape in Malaysia. The implementation of reforms to bridge the gap and disparity in a comprehensive and inclusive social security ecosystem is very important in addressing the fundamental issues that affect a large number of people in Malaysia.

To date, there still exist gaps and non-compliances in the mandatory schemes and low participation rate in voluntary schemes, resulting in gaps in social protection for working individuals. Although the Employment Injury and Invalidity Schemes are available to more than 13.3 million workers through Act 4 and Act 789, as well as the latest Housewives' Social Security Act [Act 838], only 8.5 million contributors or 63.6% of the target group are eligible for protection in the event of occupational accident, injury and invalidity. Protection against loss of employment is also available to approximately 9 million Malaysian workers through the Employment Insurance Scheme [Act 800]. However, only 6.8 million or 76.3% of the targeted private sector workers contribute to the scheme.



“Cabaran besar seterusnya adalah Malaysia dijangka akan mencatatkan dua kali ganda saiz warga emas yang berumur lebih 65 tahun daripada 7% pada 2020 kepada 14% pada 2045.”

“The next great challenge is that Malaysia is expected to record twice the number of people aged more than 65 years old, from 7% in 2020 to 14% in 2045.”

Cabaran besar seterusnya adalah Malaysia dijangka akan mencatatkan dua kali ganda saiz warga emas yang berumur lebih 65 tahun daripada 7% pada 2020 kepada 14% pada 2045. Peralihan yang pantas daripada status “masyarakat menua” daripada “masyarakat tua” dalam tempoh 25 tahun. Tidak seperti negara maju lain, Malaysia menjadi tua sebelum menjadi kaya, realiti berdasarkan pendapatan per kapita yang lebih rendah di Malaysia semasa peratus penduduk dalam umur boleh kerja mencapai puncak berbanding dengan negara maju lain.

The next great challenge is that Malaysia is expected to record twice the number of people aged more than 65 years old, from 7% in 2020 to 14% in 2045. This is a swift transition from being an ageing society to becoming an old society within a period of 25 years. Unlike other developed countries, Malaysia will become old before it becomes wealthy. This is the reality based on the lower per capita income in Malaysia at the time when the percentage of people within working age reaches its peak, compared to other developed nation.

PERKESO perlu cakna mengarap lanskap perubahan dengan tuntutan semasa. Langkah ini akan memperkukuh asas bagi membina sistem perlindungan sosial yang berdaya tahan pada masa hadapan dan membantu individu mendapatkan akses kepada peluang yang lebih baik bagi melindungi dan meningkatkan kesejahteraan hidup mereka. Sehubungan itu, Kementerian menerusi PERKESO sedang meneliti untuk memperkasa sistem perlindungan sosial negara kepada semua golongan perkerja termasuk perlindungan sosial '*Age Care*' agar golongan pekerja khususnya sektor swasta dan bekerja sendiri yang telah mencapai umur pesaraan (warga emas) tetap mendapat perlindungan sosial. PERKESO akan memperhalusi untuk mengkaji kebolehlaksanaan bagi mewujudkan Skim Warga Emas untuk golongan pekerja yang telah mencapai umur pesaraan. Pembaharuan ini juga akan menambah baik dasar kitaran bagi ekonomi dalam menghadapi kejutan kesihatan, alam sekitar, sosial dan ekonomi pada masa hadapan.

PERKESO needs to be aware in aligning the landscape of change with current demands. This will strengthen the foundation for building a resilient social protection system in the future and helping individuals access better opportunities to protect and improve their well-being. In this regard, the Government, through PERKESO, is looking to strengthen the country's social protection system for all working groups including 'Age Care' social protection so that workers, specifically in the private and self-employed sector, who have reached retirement age (senior citizens) will continue to receive social protection. PERKESO will conduct a detailed study on the feasibility of establishing a Senior Citizen Scheme for those who have reached retirement age. These reforms will also improve cyclical policies for the economy in the face of health, environmental, social and economic shocks in the future.

PENGHARGAAN

PERKESO juga giat aktif dalam menjalin kerjasama di peringkat antarabangsa. Tahun 2022 manjadi satu tahun yang signifikan dimana saya diberi mandat sebagai *Presiden International Social Security Association (ISSA)*.

ISSA menjadi satu platform untuk PERKESO berkongsi pengetahuan dan meningkatkan keupayaannya dalam merancang, melaksana dan menguatkuasakan inisiatif perlindungan sosial di Malaysia. Menerusi kunjungan saya ke negara-negara seperti Azerbaijan, Singapura dan Laos, pencapaian Malaysia dalam menguruskan sistem perlindungan sosial di negara kita dapat dikongsikan di kalangan pengamal perlindungan sosial antarabangsa. Di samping itu, PERKESO turut menerima perkongsian amalan terbaik oleh negara yang dilawati menerima beberapa kunjungan delegasi daripada luar negara, sekaligus dapat mengharumkan nama PERKESO dan negara di persada dunia.

Dengan berlatarbelakangkan pelbagai kejayaan yang telah dicapai oleh PERKESO, saya mengucapkan setinggi-tinggi penghargaan kepada Lembaga Pengarah dan Panel Pelaburan PERKESO serta warga kerja atas komitmen dan sokongan padu yang berterusan di atas dedikasi mereka menjadikan organisasi ini terus berdaya saing. Saya menaruh keyakinan semua lapisan warga PERKESO akan

ACKNOWLEDGMENT

PERKESO is active in establishing cooperation at international level. The year 2022 was a significant one where I was given mandate as President of the International Social Security Association (ISSA).

ISSA is a platform upon which PERKESO can participate in the sharing of knowledge and improve its capacity in planning, implementing and enforcing social protection initiatives in Malaysia. During my visits to countries such as Azerbaijan, Singapore and Laos, we were able to share Malaysia's achievements in managing our social protection system with other international social protection practitioners. In addition, PERKESO also received sharing of best practices from the countries visited, as well as during visits from foreign delegations. This also brings glory to PERKESO and to the country on the world stage.

With a background of the various successes achieved by the organisation, I would like to convey my highest appreciation to the Board of Directors and to the Investment Panel, as well as to all the staff for their continued commitment, unwavering support and dedication towards ensuring the organisation remains competitive. I am confident that all PERKESO staff will continue to increase their

terus meningkatkan usaha dan sokongan untuk menghadapi cabaran mendatang. Berusaha gigih meneruskan kecemerlangan dan pencapaian organisasi untuk terus memberi impak dan lonjakan berganda dalam memartabatkan agenda memberi perlindungan keselamatan sosial pekerja yang dinamik dan inklusif di negara ini.

effort and support in facing future challenges. Work hard to continue the organisation's excellence and achievement in making impact by leaps and bounds in upholding the agenda of providing dynamic and inclusive social security protection in the country.

Akhir kata, saya dan seluruh warga PERKESO ingin merakamkan setinggi penghargaan kepada kepada YB Tuan V. Sivakumar, Menteri Sumber Manusia dan YB Datuk Ts. Mustapha @ Mohd Yunus bin Sakmud, Timbalan Menteri Sumber Manusia, Pengerusi serta Ahli Lembaga PERKESO khususnya di atas nasihat dan pandangan serta dorongan yang diberikan dalam memantapkan lagi peranan PERKESO sebagai salah satu agensi peneraju perlindungan keselamatan sosial pekerja di negara ini untuk terus memacu kecemerlangan dan menjadi penanda aras kepada negara-negara lain di peringkat antarabangsa.

In conclusion, I and all of PERKESO staff would like to record our highest appreciation to YB Tuan V. Sivakumar, Minister of Human Resources and YB Datuk Ts. Mustapha @ Mohd Yunus bin Sakmud, Deputy Minister of Human Resources, Chairman and Members of the Board of Directors, especially for their advice, views and encouragement in further consolidating PERKESO role as one of the leaders in social security protection in the country, to continue driving towards excellence and becoming the benchmark for other countries on the world stage.

Sekian dan terima kasih.

Thank you.

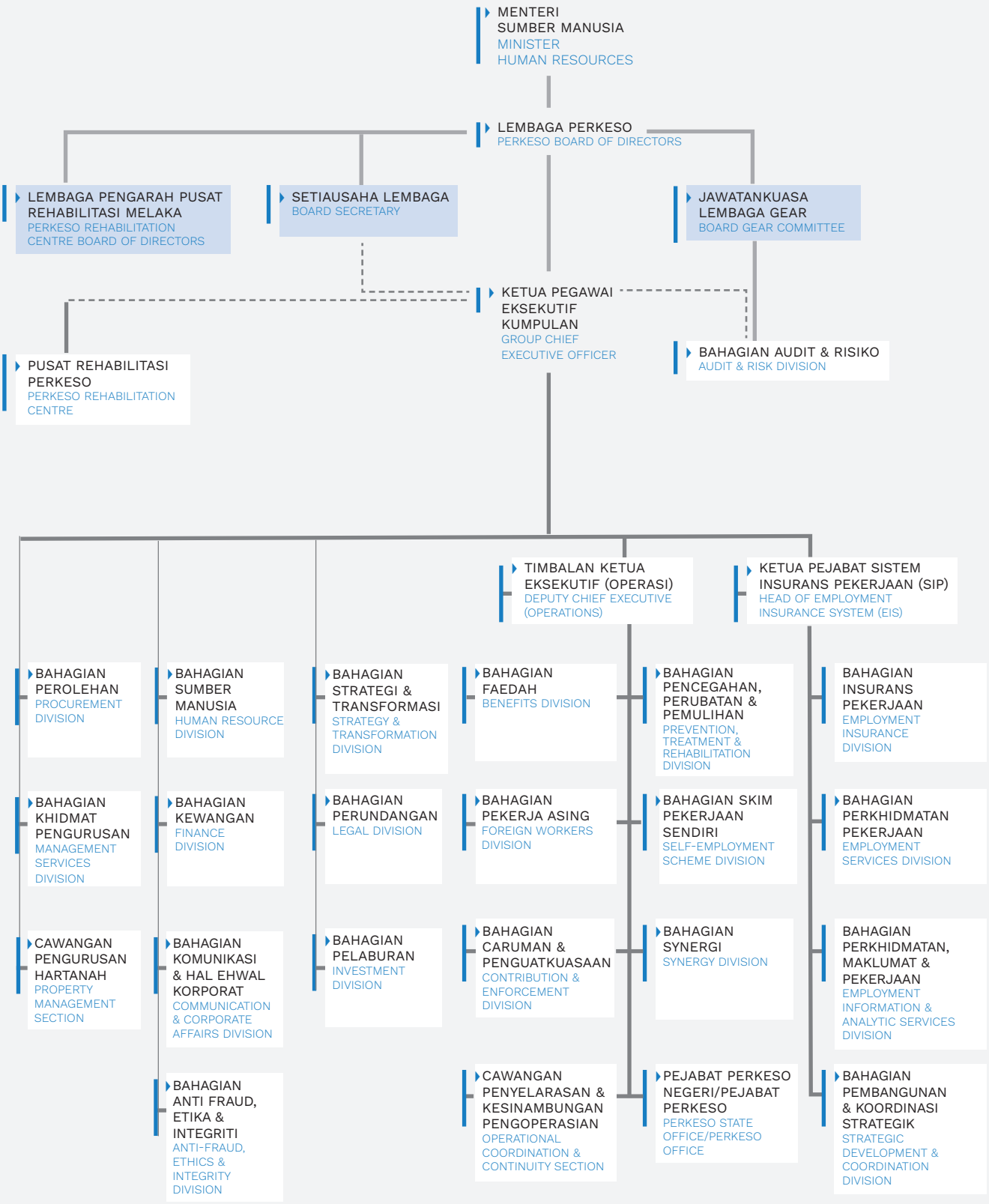


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KETUA PEGAWAI EKSEKUTIF KUMPULAN
PERTUBUHAN KESELAMATAN SOSIAL
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CARTA ORGANISASI
ORGANISATION CHART

PERKESO

Carta Organisasi PERKESO Sehingga Disember 2022
PERKESO Organisation Chart



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- Akauntan Bersekutu, Institut Akauntan Malaysia (No. Ahli 15374)
- Ahli Bersekutu, Institut Percukaian Malaysia (No.Ahli 2021)
- Ahli Persatuan Perancang Kewangan Malaysia (No. Ahli 002465)

Academic Qualifications
- Bachelor of Accounting, Universiti Utara Malaysia
- Associate Accountant, Malaysian Institute of Accountants (Member no. 15374)
- Associate Member, Malaysian Institute of Taxation ((Member no. 2021)
- Member of the Malaysian Association of Financial Planners (Member no. 002465)

AZMEEN BIN ADNAN
Ketua Pegawai Pelaburan
Chief Investment Officer

Kelayakan Akademik
- Ijazah Sarjana Muda Pentadbiran Perniagaan

Academic Qualifications
- Bachelor of Business Administration

ZAINAL AKBAR BIN S.K.MD. ABDUL KADER
Ketua Pegawai Governan, Etika, Audit dan Risiko
Chief Governance, Ethics, Audit and Risk Officer

Kelayakan Akademik
- Ijazah Perdagangan (Perakaunan), Curtin University of Technology, Western Australia
- Diploma Perdagangan, Curtin University of Technology
- Sijil Pengurusan Risiko (Insurans), The Institute of Internal Auditors Malaysia
- Ahli Profesional The Institute of Internal Auditors Malaysia
- Sijil Amalan Perakaunan (Australia)

Academic Qualifications
- Degree in Commerce (Accounting), Curtin University of Technology, Western Australia
- Diploma in Commerce, Curtin University of Technology
- Risk Management (Insurance) Certificate, Institute of Internal Auditors Malaysia
- Professional Member of Institute of Internal Auditors Malaysia
- Accountancy Practising Certificate (Australia)



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM

MUHAMMAD AMYZADDIN BIN RAYA
Ketua Pegawai Komunikasi
Chief Communications Officer
Mulai 08.04.2022 /
With effect from 8th April 2022

Kelayakan Akademik
- Ijazah Sarjana Muda, UiTM Komunikasi Massa (Perhubungan Awam)
- Penerima Anugerah Kecemerlangan DiRaja untuk kecemerlangan akademik dan kualiti kepimpinan ulung, Universiti Teknologi MARA (2002)
- Mewakili Malaysia dalam Program Felo Antarabangsa untuk Pemimpin Muda, East-West Centre, University of Hawaii (2004)

Academic Qualifications
- Bachelor of Mass Communication (Public Relations), UiTM
- Recipient of Royal Excellence Award for academic excellence and leadership quality, MARA University of Technology (2002)
- Represented Malaysia in the International Fellowship Programme for Young Leaders, East-West Centre, University of Hawaii (2004)

HASNOL BIN MOHAMED HUSSEIN @ SUNG GUN KANG
Ketua Bahagian Anti-Fraud, Etika Dan Integriti
Head of Anti-Fraud, Ethics and Integrity Division

Kelayakan Akademik
- Ijazah Sarjana Muda Finance, Editcowan University
- Ijazah Sarjana Forensic Accounting & Financial Criminology, UiTM Universiti Teknologi MARA
- Diploma Perdagangan, Universiti Teknologi MARA [UiTM]

Academic Qualifications
- Bachelor of Finance, Edith Cowan University
- Master of Forensic Accounting & Financial Criminology, UiTM
- Diploma in Commerce, UiTM

DR. AZLAN BIN DARUS
Ketua Bahagian Pencegahan, Perubatan dan Pemulihan
Head of Prevention, Medical and Rehabilitation Division

Kelayakan Akademik
- Ijazah Sarjana Muda Perubatan & Pembedahan, Universiti Otago New Zealand
- Ijazah Sarjana Kesihatan Awam, Universiti Malaya
- Ijazah Sarjana Kesihatan Awam (Kesihatan Pekerjaan), Universiti Malaya
- Ahli kepada Faculty of Occupational Medicine, Royal College of Physicians, Ireland
- Certified of Independent Medical Examiner, ABIME USA
- Certified of Disability Management Professional, Canada

Academic Qualifications
- Bachelor of Medicine & Surgery, University of Otago, New Zealand
- Master of Public Health, University of Malaya
- Master of Public Health (Occupational Health), University of Malaya
- Member of the Faculty of Occupational Medicine, Royal College of Physicians, Ireland
- Certified Independent Medical Examiner, ABIME USA
- Certified Disability Management Professional, Canada



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM

ROSHAIMI BIN MAT ROSELY
Ketua Bahagian
Perkhidmatan Pekerjaan
Head of Employment Services Division

Kelayakan Akademik
- Sarjana Muda Kerja Sosial, Universiti Utara Malaysia
- Ijazah Sarjana Muda Komunikasi, Universiti Sains Malaysia

Academic Qualifications
- Bachelor of Social Work, Universiti Utara Malaysia
- Bachelor of Communications, Universiti Sains Malaysia

DR. PONNIAH A/L RAMAN
Ketua Bahagian Insurans
Pekerjaan
Head Employment Insurance Division

Kelayakan Akademik
- Ijazah Doktor Falsafah (PhD) Pengurusan, Universiti Putra Malaysia
- Ijazah Sarjana Teknologi Maklumat, Universiti Kebangsaan Malaysia
- Ijazah Sarjana Muda Matematik, Universiti Kebangsaan Malaysia

Academic Qualifications
- Doctor of Management, Universiti Putra Malaysia
- Master of Information Technology, National University of Malaysia
- Bachelor of Mathematics, National University of Malaysia

UMMAR JAI KUMAR BIN ABDULLAH
Ketua Bahagian Perkhidmatan
Maklumat dan Analisa Pekerjaan
Head of Employment Information and Analytics Services Division

Kelayakan Akademik
- Ijazah Sarjana Muda Pentadbiran Perniagaan (Dengan Kepujian) Universiti Kebangsaan Malaysia (UKM)

Academic Qualifications
- Bachelor of Business Administration (Hons.), National University of Malaysia



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM

ENCIK RAHMAT BIN ISMAIL
Ketua Bahagian Pembangunan & Koordinasi Strategik
Head of Strategic Development & Coordination Division

Kelayakan Akademik
- Ijazah Sarjana Muda Science in Business Administration, Northeastern University
- Ijazah Sarjana Muda Business Admin, Mara Community College-American Associate

Academic Qualifications
- Bachelor of Science in Business Administration, Northeastern University
- Bachelor of Business Administration, MARA Community College – American Associate

HAIRIRI BIN HARUN
Ketua Bahagian Pekerja Asing
Head of Foreign Workers Division

Kelayakan Akademik
- Ijazah Sarjana Muda Pentadbiran Perniagaan (Kepujian), Universiti Kebangsaan Malaysia
- Diploma Pentadbiran Awam, Universiti Teknologi MARA

Academic Qualifications
- Bachelor of Business Administration (Hons.) National University of Malaysia
- Diploma in Business Administration, MARA University of Technology

JAZLINA BINTI ALIAS
Ketua Bahagian Caruman & Penguatkuasaan
Head of Contribution and Enforcement Division

Kelayakan Akademik
- Ijazah Sarjana Muda Perakaunan, Universiti Teknologi MARA [UiTM]
- Diploma Perakaunan, Universiti Teknologi MARA [UiTM]

Academic Qualifications
- Bachelor of Accountancy, MARA University of Technology
- Diploma in Accountancy, MARA University of Technology



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM

HAJAH FADHILAH BINTI HAMIL
Ketua Bahagian Perolehan
Head of Procurement Division

Kelayakan Akademik
- Ijazah Sarjana Muda Undang-Undang, Universiti Malaya

Academic Qualifications
- Bachelor of Laws, Universiti Malaya

MOHD SHAHAR BIN ISMAIL
Ketua Bahagian Pengurusan Korporat
Head of Corporate Affairs Division
Sehingga 17.04.2022 /
Until 17th April 2022

Kelayakan Akademik
- Diploma Undang-Undang (Setaraf Ijazah Am) ITM, Shah Alam

Academic Qualifications
- Diploma in Laws (Equivalent to General Degree) MARA Institute of Technology

TN HJ ZAINAL BIN ISMAIL
Ketua Bahagian Khidmat Pengurusan
Head of Management Services Division
Sehingga 20.09.2022
Until 20th September 2022

Kelayakan Akademik
- Ijazah Sarjana Muda Pentadbiran Awam, Universiti Malaya

Academic Qualifications
- Bachelor of Public Administration, University of Malaya



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM



WAN KEFLI BIN HAMID
Ketua Bahagian Khidmat Pengurusan
Head of Management Services Division
Mulai 21.09.2022 /
With effect from 21st September 2022

Kelayakan Akademik
- Ijazah Sarjana Muda Pentadbiran Perniagaan Universiti Kebangsaan Malaysia
- Diploma Perniagaan Tani, Universiti Putra Malaysia [UPM]

Academic Qualifications
- Bachelor of Business Administration, National University of Malaysia
- Diploma in Agricultural Business, Universiti Putra Malaysia

HJ AZHAR BIN MD NADZRI
Ketua Bahagian Skim Bencana Kerja Pekerjaan Sendiri
Head of Self-Employment Social Security Scheme Division
Sehingga 09.10.2022
Until 9th October 2022

Kelayakan Akademik
- Ijazah Sarjana Muda Sains Pertanian, Universiti Putra Malaysia (UPM)

Academic Qualifications
- Bachelor of Agricultural Science, Universiti Putra Malaysia

MOHAMAD HARON BIN OTHMAN
Ketua Bahagian Skim Bencana Kerja Pekerjaan Sendiri
Head of Self-Employment Social Security Scheme Division
Mulai 10.10.2022 /
With effect from 10th October 2022

Kelayakan Akademik
- Ijazah Sarjana Muda (Kepujian) Pentadbiran Korporat (Setiausaha Syarikat), Universiti Teknologi MARA
- Diploma Pentadbiran Awam, Institut Teknologi Mara

Academic Qualifications
- Bachelor of Corporate Administration (Company Secretary) (Hons.), MARA University of Technology
- Diploma in Public Administration, MARA Institute of Technology

KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM

ISMAIL BIN ABI HASHIM
Ketua Bahagian Sinergi
Head of Synergy Division
Mulai 08.12.2022 /
With effect from 8th December 2022

Kelayakan Akademik
- Diploma In Mass Communication, Universiti Teknologi MARA

Academic Qualifications
- Diploma in Mass Communication, MARA University of Technology

IR. MOHD NOOR BIN HASHIM
Ketua Cawangan
Pengurusan Hartanah
Head of Property Management

Kelayakan Akademik
- Ijazah Sarjana Muda (Kepujian) Kejuruteraan Mekanikal, Universiti Teknologi MARA
- Jurutera Profesional (Mekanikal) dengan Sijil Kelayakan Praktik
- Ahli Lembaga Jurutera Malaysia

Academic Qualifications
- Bachelor of Engineering (Hons) Mechanical, University of Technology MARA
- Professional Engineer (Mechanical) with Practicing Certificate
- Member of Board of Engineer Malaysia

HAIRUL AFFANDY BIN ISMAIL
Ketua Cawangan Penyelarasan & Kesinambungan Pengoperasian
Head of Operational Coordination & Continuity Section

Kelayakan Akademik
- Ijazah Sarjana Muda Science in Business Administration, Northeastern University
- Ijazah Sarjana Muda Business Admin, Mara Community College-American Associate

Academic Qualifications
- Bachelor of Science in Business Administration, Northeastern University
- Bachelor of Business Administration, MARA Community College – American Associate



PUSAT REHABILITASI PERKESO
PERKESO REHABILITATION CENTRE



DATUK DR HAFEZ BIN HUSSAIN
Pengarah Eksekutif,
Pusat Rehabilitasi PERKESO
Executive Director
PERKESO Rehabilitation Centre

Kelayakan Akademik

- Ijazah Sarjana Muda Perubatan, Universiti Sumatera Utara
- Sarjana Perubatan, Universiti Sumatera Utara
- Ijazah Sarjana Clinical Rehabilitation, Flinders University, South Australia
- Master Of Clinical Rehabilitation – Rehabilitation, Flinders University, South Australia

Academic Qualifications

- Bachelor of Medicine, University of North Sumatera
- Master of Clinical Rehabilitation Flinders University, South Australia
- Member of ISPRM (International Society of Physical Rehabilitation Medicine)
- Return To Work Expert by ISSA Academy

PENGARAH NEGERI
STATE DIRECTORS

BASHARUDIN BIN KHALID
Semasa / Current
PPN PERLIS

RAFIDAH BINTI ABDUL RAHIM
Mulai 10 Oktober 2022
With effect from 10th October 2022

MOHAMAD HARON BIN OTHMAN
Sehingga 9 Oktober 2022
Until 9th October 2022
PPN KEDAH

MUSTAFA BIN DRAMAN
Mulai 15 Ogos 2022
With effect from 15th August 2022

OTHMAN BIN MOHD NORDIN
Sehingga 21 Mei 2022
Until 21st May 2022
PPN PULAU PINANG

HAJI ZAINAL BIN ISMAIL
Mulai 21 September 2022
With effect from 21st September 2022

NOORHANITA BINTI MOHAMAD
Sehingga 21 September 2022
Until 21st September 2022
PPN PERAK

ISMAIL BIN ABI HASHIM
Mulai 8 Disember 2022
With effect from 8th December 2022

ZAINOL BIN ABU
Sehingga 7 Disember 2022
Until 7th December 2022
PPN SELANGOR

MOHAMAD ASRI BIN NGOSMAN
Mulai 15 Ogos 2022
With effect from 15th August 2022

MUSTAFA BIN DRAMAN
Sehingga 14 Ogos 2022
Until 14th August 2022
PPN KUALA LUMPUR

NUR MOHAMMAD BAKHTIR BIN MOHAMAD AKHIR
Mulai 20 Jun 2022
With effect from 20th June 2022

FUAD BIN ALIAS
Sehingga 16 Jun 2022
Until 16th June 2022
PPN NEGERI SEMBILAN

ABD RAZAK BIN OMAR
Semasa / Current
PPN MELAKA

TONG SING CHUANG
Semasa / Current
PPN JOHOR

TARMIZI BIN MUKHTAR
Semasa / Current
PPN PAHANG

NORA BINTI YAACOB
Semasa / Current
PPN KELANTAN

FARIHAH BINTI CHE HUSIN
Semasa / Current
PPN TERENGGANU

TAN PHANG CHIA
Mulai 19 Disember 2022
With effect from 19th December 2022

PHILLIP SANGKAN
Sehingga 16 Disember 2022
Until 16th December 2022
PPN SARAWAK

DR. MOHD ALI BIN HINDIA
Semasa / Current
PPN SABAH

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04

PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS



AHMAD NAZLI BIN OTHMAN NORDIN
Ketua Pegawai Kewangan
Chief Financial Officer

Jumlah hasil / Total income 2022

RM**871.34** juta/million

12.84%

Jumlah belanja / Total expenses 2022

RM**409.85** juta/million

6.77%

Lebihan / Increased 2022

RM**461.49** juta/million

62.75%

Secara keseluruhannya, jumlah hasil PERKESO bagi tahun **2022** meningkat sebanyak **RM871.34 juta** atau **12.84%** kepada **RM7,659.14** juta berbanding R**M6,787.80 juta** pada tahun **2021**. Jumlah belanja PERKESO juga meningkat sebanyak **RM409.85 juta** atau **6.77%** kepada **RM6,462.17 juta** berbanding **RM6,052.32 juta** pada tahun **2021**. Dengan itu, lebihan PERKESO bagi tahun **2022** meningkat sebanyak **RM461.49 juta** atau **62.75%** kepada **RM1,196.97 juta** berbanding **RM735.48 juta** pada tahun **2021**.

Overall, PERKESO's revenue for the year 2022 increased by **RM871.34 million** or **12.84%** to **RM7,659.14 million** compared to **RM6,787.80 million** in 2021. The organisation's expenditure also rose by **RM409.85 million** or **6.77%** to **RM6,462.17 million** compared to **RM6,052.32** million in 2021. Thus, PERKESO's surplus for the year 2022 increased by **RM461.49 million** or **62.75%** to **RM1,196.97 million** compared to **RM735.48 million** in 2021.

ULASAN PRESTASI KEWANGAN
FINANCIAL PERFORMANCE REVIEW

Pendapatan caruman meningkat sebanyak RM694.27 juta atau 13.36% kepada RM5,889.39 juta berbanding RM5,195.12 juta pada tahun 2021 antaranya berikutan peningkatan had siling gaji baharu bagi maksud caruman Akta 4 dan Akta 800 daripada RM4,000 kepada RM5,000 sebulan berkuat kuasa mulai 1 September 2022. Selain itu, peningkatan kutipan caruman ini juga mencerminkan tahap kesedaran yang kian meningkat di kalangan majikan, pekerja dan orang bekerja sendiri mengenai tanggungjawab mereka untuk mencarum kepada PERKESO berikutan keberkesanan kempen kesedaran dan aktiviti penguatkuasaan yang dilaksanakan oleh PERKESO.

Contributions income increased by RM694.27 million or 13.36% to RM5,889.39 million compared to RM5,195.12 million in 2021 among them due to the increase of the new salary ceiling for the purpose of Act 4 and Act 800 contributions from RM4,000 to RM5,000 per month with effect from 1 September 2022. The increase in collection of contributions also reflects the increasing level of awareness among employers, employees and self-employed person about their responsibilities to contribute to PERKESO due to the effectiveness of awareness campaigns and enforcement activities implemented by PERKESO.

2022
Pendapatan caruman
Contributions income
RM**694.27**
juta/million
13.36%

Pendapatan pelaburan kasar juga meningkat sebanyak RM212.15 juta atau 14.08% kepada RM1,719.36 juta berbanding RM1,507.21 juta pada tahun 2021 terutamanya berikutan peningkatan dalam pendapatan dividen, keuntungan penjualan bon dan pendapatan faedah serta peningkatan keuntungan belum realis atas pertukaran asing.

Gross investment income also increased by RM212.15 million or 14.08% to RM1,719.36 million in comparison to RM1,507.21 million in 2021 mainly due to an increase in dividend income, gains from disposal of bonds, interest income as well as an increase in unrealised gains on foreign exchange.

2022
Pendapatan pelaburan kasar
Gross investment income
RM**212.15**
juta/million
14.08%

Sementara itu, belanja tanggungan meningkat sebanyak RM411.22 juta atau 8.69% kepada RM5,144.38 juta pada tahun 2022 berbanding RM4,733.16 juta pada tahun sebelumnya terutamanya berikutan peningkatan dalam bayaran faedah pencen penakat, hilang upaya sementara dan hilang upaya kekal.

Meanwhile, benefits expenses increased by RM411.22 million or 8.69% to RM5,144.38 million in 2022 in comparison to RM4,733.16 million in the previous year mainly due to the increase in benefits payments for survivors' pension, temporary disablement benefit and permanent disablement benefit.

2022
Belanja tanggungan
Benefits expenses
RM**411.22**
juta/million
8.69%

Belanja operasi turut meningkat sebanyak RM50.54 juta atau 5.59% kepada RM954.54 juta berbanding RM904.00 juta pada tahun 2021 berikutan peningkatan dalam perbelanjaan perkhidmatan dan bekalan serta kos anggota bagi tahun 2022.

Operating expenses also increased by RM50.54 million or 5.59% to RM954.54 million compared to RM904.00 million in 2021 mainly due to the increase in services and supplies expenses as well as staff cost in 2022.

Kerugian penjejasan bersih bagi aset kewangan pula menurun sebanyak RM51.91 juta atau 12.50% kepada RM363.25 juta pada tahun 2022 berbanding RM415.16 juta pada tahun sebelumnya berikutan penurunan harga pasaran saham pada akhir tahun 2022 adalah kurang signifikan berbanding 2021.

Net Impairment losses for financial assets decreased by RM51.91 million or 12.50% to RM363.25 million in 2022 in comparison to RM415.16 million in the previous year due to the decline in stock market prices at the end of 2022 was less significant than in 2021.

JADUAL 19: RINGKASAN STATISTIK KEWANGAN 2021 - 2022
TABLE 19: FINANCIAL STATISTICS SUMMARY 2021 - 2022

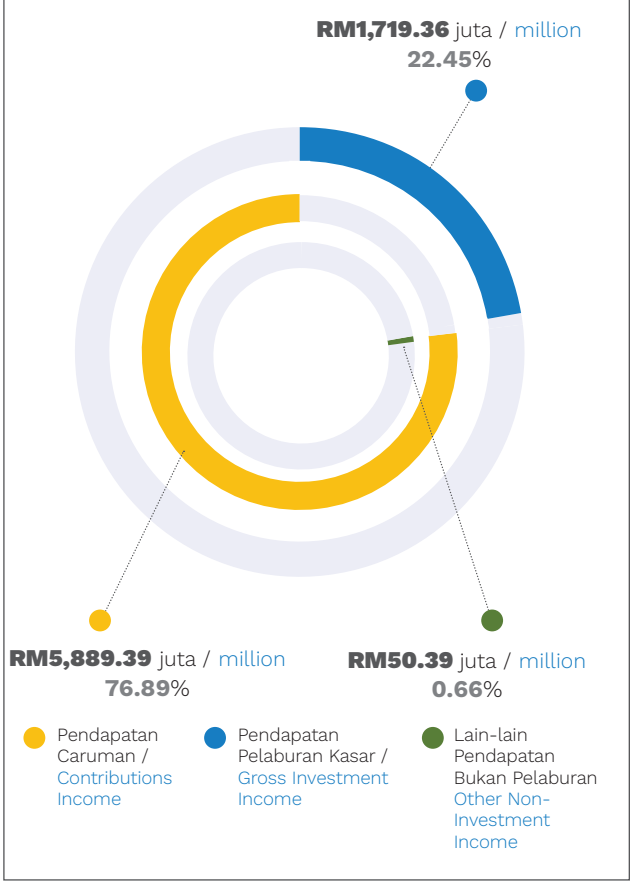
PERKARA / TAHUN / ITEM / YEAR	2021 RM JUTA / MILLION	2022 RM JUTA / MILLION
Pendapatan Caruman / Contributions Income	5,195.12	5,889.39
Pendapatan Pelaburan Kasar / Gross Investment Income	1,507.21	1,719.36
Lain-lain Pendapatan Bukan Pelaburan / Other Non-Investment Income	85.47	50.39
Jumlah Hasil / Total Revenue	**6,787.80**	**7,659.14**
Belanja Tanggungan / Benefits Expenses	4,733.16	5,144.38
Belanja Operasi / Operating Expenses	904.00	954.54
Kerugian Penjejasan Bersih Bagi Aset Kewangan / Nett Impairment Loss for Financial Asset	415.16	363.25
Jumlah Belanja / Total Expenditure	**6,052.32**	**6,462.17**
Lebihan Bagi Tahun / Surplus for Year	735.48	1,196.97
Rizab Keselamatan Sosial / Social Security Reserve	31,247.02	31,487.70
Rizab Keselamatan Sosial	31,247.02	31,487.70

Prestasi kewangan PERKESO adalah seperti di Jadual 19, Carta 1 dan 2.

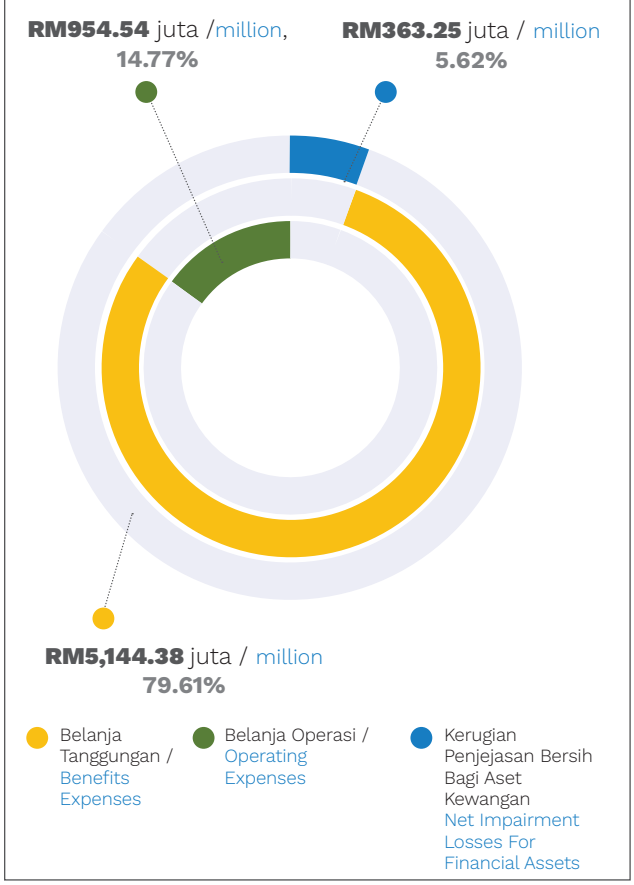
PERKESO's financial performance is shown in Table 19, Chart 1 and 2.

CARTA KOMPONEN HASIL PERKESO 2022
PERKESO REVENUE COMPONENTS CHART 2022

CARTA 1: KOMPONEN HASIL 2022
CHART 1: REVENUE COMPONENTS 2022



CARTA 2: KOMPONEN BELANJA 2022
CHART 2: EXPENSES COMPONENTS 2022



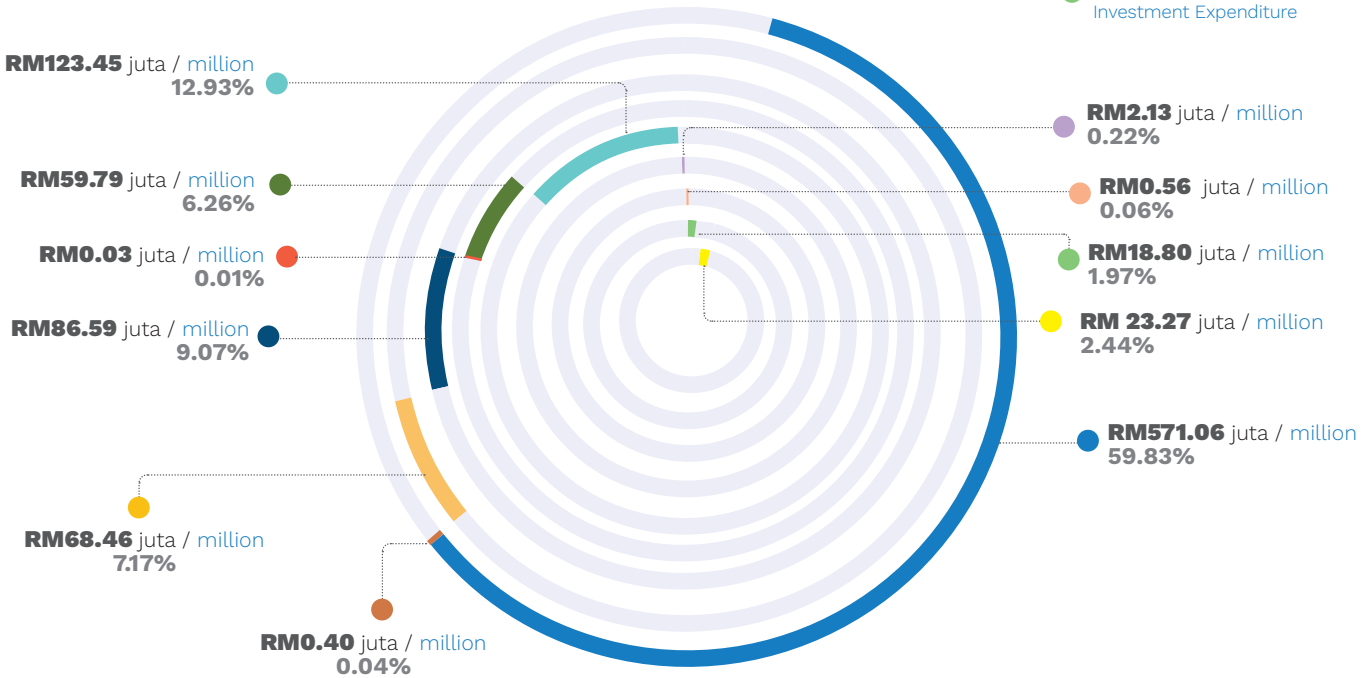
JADUAL 20: KOMPONEN BELANJA OPERASI 2021 - 2022
TABLE 20: OPERATING EXPENSES COMPONENTS 2021 - 2022

KOMPONEN / COMPONENTS	2021	2022	PERUBAHAN CHANGES
	RM Juta Million	RM Juta Million	%
Kos Anggota / Staff Costs	470.92	571.06	21.26
Bayaran Audit / Audit Fees	0.83	0.40	(51.81)
Susut Nilai Hartanah Dan Peralatan / Depreciation Of Property And Equipment	64.98	68.46	5.36
Pelunasan Perisian Komputer / Amortisation Of Computer Software	57.96	86.59	49.40
Kerugian Daripada Pelupusan Hartanah Dan Peralatan / Losses From Disposal Of Property And Equipment	0.01	0.03	200.00
Perbelanjaan Sewa / Rental Expenses	153.94	59.79	(61.16)
Perkhidmatan Dan Bekalan / Services And Supplies	112.78	123.45	9.46
Harta Perbekalan / Supplies Items	2.97	2.13	(28.28)
Pemberian Dan Bayaran Tetap / Grants And Fixed Payments	0.44	0.56	27.27
Perbelanjaan Pelaburan / Investment Expenditure	20.33	18.80	(7.53)
Lain-lain Perbelanjaan Operasi / Other Operating Expenditure	18.84	23.27	23.51
Jumlah / Total	904.00	954.54	5.59

BELANJA OPERASI/
OPERATING EXPENSE:
RM954.54 JUTA/ MILLION
(2021: RM904.00 JUTA)

MENINGKAT /
INCREASED BY
5.59%

CARTA 3: KOMPONEN BELANJA OPERASI 2022
CHART 3: OPERATING EXPENSES COMPONENTS 2022

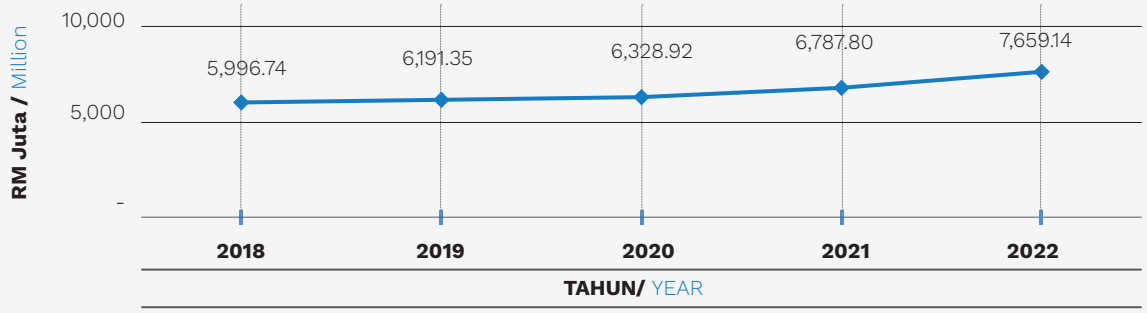


RINGKASAN PETUNJUK PRESTASI KEWANGAN
FINANCIAL PERFORMANCE INDICATORS SUMMARY

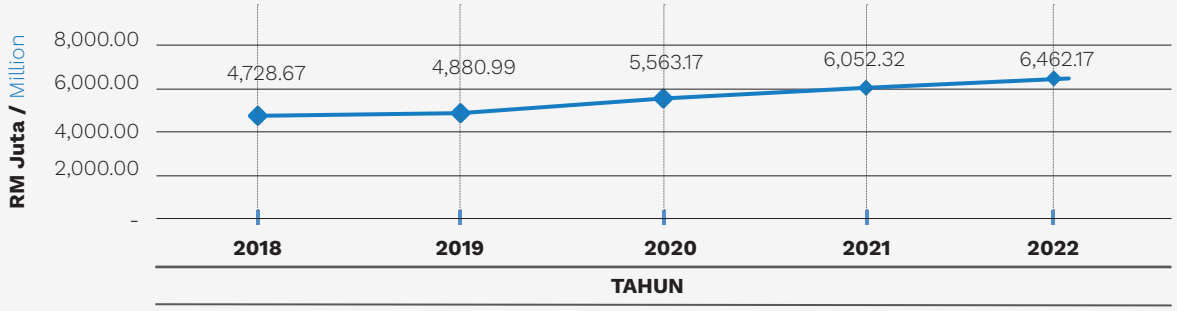
Pada keseluruhannya, petunjuk prestasi kewangan PERKESO bagi tempoh 2018 - 2022 adalah seperti di Graf 1 - 5.

PERKESO's overall financial performance indicators for 2018 - 2022 are shown in Graph 1 - 5.

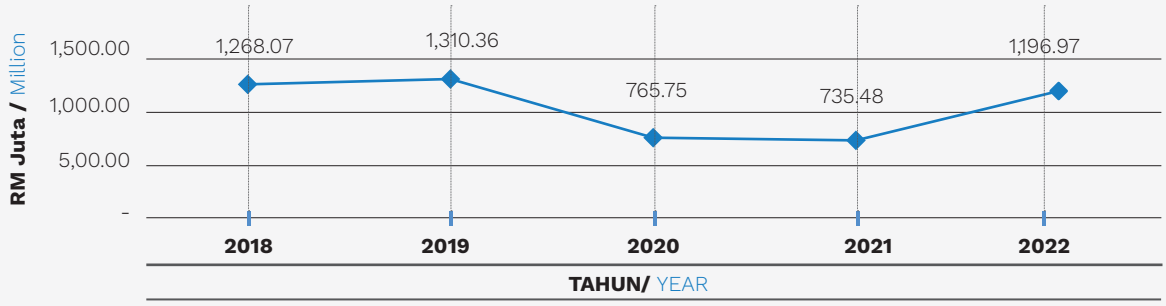
GRAF 1: JUMLAH HASIL 2018 - 2022
GRAPH 1: TOTAL REVENUE 2018 - 2022



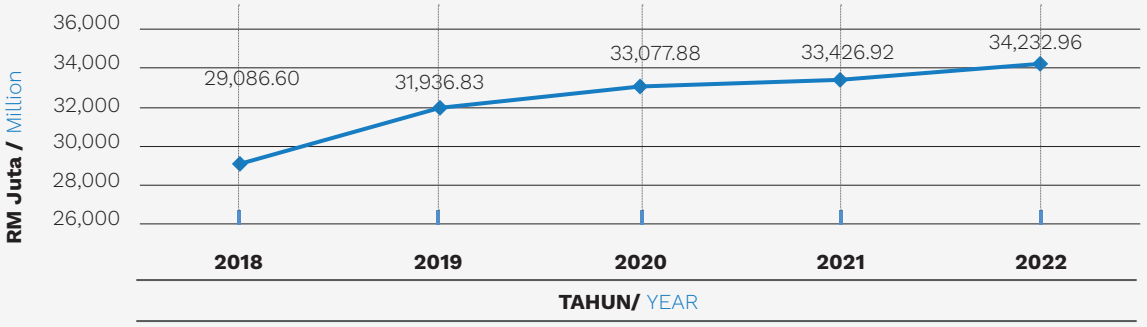
GRAF 2: JUMLAH BELANJA 2018 - 2022
GRAPH 2: TOTAL EXPENSES 2018 - 2022



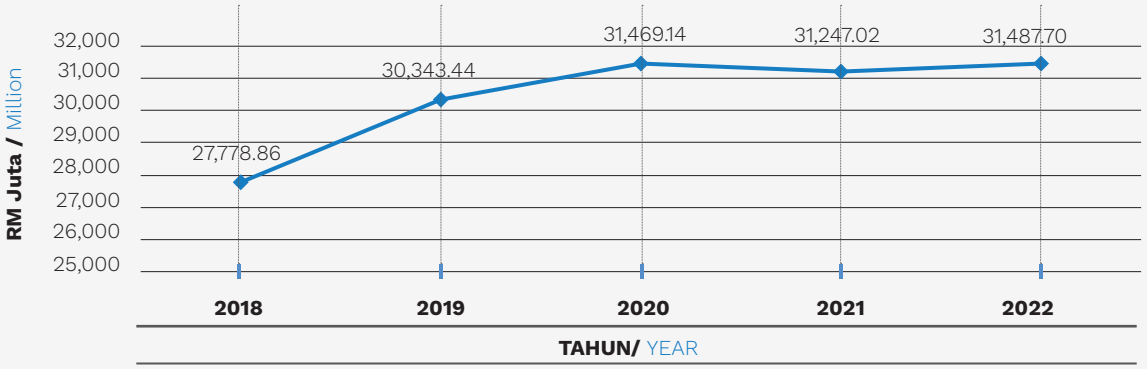
GRAF 3: LEBIHAN 2018 - 2022
GRAPH 3: SURPLUS 2018 - 2022



GRAF 4: JUMLAH ASET 2018 - 2022
GRAPH 4: TOTAL ASSETS 2018 - 2022



GRAF 5: RIZAB PERKESO 2018 - 2022
GRAPH 5: PERKESO'S RESERVE 2018 - 2022



PETUNJUK UTAMA PRESTASI OPERASI
KEY OPERATION PERFORMANCE INDICATORS



JOHN RIBA ANAK MARIN
Timbalan Ketua Eksekutif (Operasi)/
Chief Executive Officer (Operation)

“Negara dijangka memasuki fasa endemik selepas mencapai 80 peratus kadar vaksinasi lengkap dapat dicapai menjelang hujung bulan depan. Rakyat diseru agar bersedia untuk hidup bersama COVID-19 dalam transisi fasa endemik.”

“The country is expected to enter into the endemic phase after achieving 80% full vaccination rate by the end of next month. The people are urged to be ready to live with COVID-19 in the transition into the endemic phase.”

Keputusan kerajaan Persekutuan meletakkan negara memasuki fasa peralihan ke endemik bermula 1 April 2020, disifatkan sebagai pemacu bagi merancakkan semula sektor perniagaan. Langkah itu turut membuktikan bahawa Kerajaan Persekutuan prihatin dan cakna terhadap kesukaran yang dialami oleh rakyat serta komuniti perniagaan yang terpaksa mengharungi cabaran ketika tempoh pandemik berkenaan. Kehidupan rakyat terjejas teruk manakala perniagaan pula terpaksa menanggung rugi sehinggakan ramai yang terpaksa bertindak menamatkan operasi perniagaan masing-masing. Oleh itu, fasa peralihan ke endemik ini merupakan penggerak dalam memacu kesejahteraan rakyat dan perniagaan, pelaksanaan fasa peralihan ini dijangka membantu memulihkan perniagaan apabila waktu operasi masing-masing kembali kepada asal. Secara langsung dapat mengurangkan kesenjangan

The Federal government’s decision to classify the country as transitioning into the endemic phase with effect from 1st April 2020 is deemed to be a catalyst for the re-enlivening of the business sector. The measure taken also proves that the Federal Government is caring and aware of the difficulties faced by the people as well as the business community who have had to experience hardships during the pandemic. People’s lives have been severely affected whilst businesses have suffered losses such that many have had to cease operations. Therefore, the move into the endemic phase is a push towards the well-being and prosperity of the people and businesses. The implementation of this transitional phase is expected to help businesses to recover when their operating hours return to normal. This will directly lessen the

sosioekonomi rakyat dan negara impak daripada pandemik COVID-19 yang melanda".

Justeru, tiba masanya untuk semua pihak turut sama menyertai usaha fasa peralihan endemik agar rakyat dapat kembali kepada kehidupan biasa selepas mengharungi cabaran pandemik selama dua tahun. keadaan sekarang sebagai bertepatan dalam usaha untuk mencapai keseimbangan antara keselamatan kesihatan awam dan kelangsungan ekonomi.

Susulan pembentangan Bajet Tahun 2022, PERKESO komited melaksanakan kesemua inisiatif Bajet 2022 yang melibatkan agensi ini. Sebanyak RM2 bilion telah diperuntukkan kepada PERKESO untuk melaksanakan JaminKerja – Insentif Penggajian (JKIP) di bawah Sistem Insurans Pekerjaan JaminKerja - Insentif Penggajian (JKIP), SIP Perantisan dan SIP Gig dalam usaha merealisasikan hasrat Kerajaan untuk menjamin penyediaan 600,000 peluang pekerjaan pada tahun 2022, PERKESO mensasarkan seramai 300,000 pencari kerja di seluruh negara bakal menerima manfaat bantuan pengambilan pekerja ini. Pelaksanaan insentif ini akan merangsang lebih banyak pewujudan pekerjaan oleh para majikan, sekaligus menggalakkan penyertaan lebih ramai kumpulan tumpuan seperti orang kelainan upaya (OKU), banduan, bekas tentera dan orang asli serta golongan wanita untuk kembali bekerja. Insentif ini juga dijangka dapat mewujudkan peluang pekerjaan yang lebih mapan menerusi tempoh pemberian insentif yang dilanjutkan. Selain itu, Kerajaan menerusi PERKESO akan melaksanakan Program Geran Penuh atau Padanan Caruman Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) bagi meneruskan usaha perluasan liputan perlindungan sosial di bawah PERKESO.

Menyelusuri cabaran tahun 2022, PERKESO telah berjaya mengharungi cabaran getir tersebut dengan kejayaan cemerlang dalam pengoperasian menerusi beberapa indikator "*key performance indicator*" PERKESO(KPI). Pencapaian piagam pelanggan dalam pemprosesan semua jenis faedah melebihi 98%, keberkesanan dalam aktiviti penguatkuasaan dan program kesedaran, peningkatan dalam jumlah pendaftaran majikan dan pekerja, peningkatan jumlah majikan aktif bagi Akta 4 sebanyak 5.79%, peratus majikan yang aktif mencarum dalam Skim Bencana Kerja Pekerja Asing (SBKPA) meningkat sebanyak 19.82%, bilangan Orang Bekerja Sendiri (OBS) aktif mencarum meningkat sebanyak 67.11%, jumlah majikan aktif di bawah Akta 800 meningkat sebanyak 11.11%, jumlah majikan aktif di bawah Pekerja Domestik di bawah Akta 4 dan Akta 800 meningkat sebanyak 18,115, peningkatan sebanyak 12.66% dalam jumlah kutipan caruman serta pencapaian cemerlang dalam melaksanakan inisiatif-inisiatif Kerajaan telah memacu kepada kecemerlangan PERKESO. Secara keseluruhannya, PERKESO telah mencapai pencapaian prestasi KPI yang cemerlang bagi tahun 2022 iaitu pada skor 4.63 dengan peratusan 96.30% dalam perspektif utama BSC. Pencapaian cemerlang ini secara langsung telah meningkatkan indeks kepuasan pelanggan PERKESO iaitu berada pada tahap 93.72% bagi Fasa 1/2022 dan 94.00% bagi Fasa 2/2022. Pencapaian indeks kepuasan pelanggan bagi tahun 2022 adalah merupakan pencapaian yang tertinggi pernah dicatatkan sejak 10 tahun yang lalu. Semoga PERKESO terus cemerlang mennjadi antara agensi utama barisan hadapan memacu perlindungan keselamatan sosial yang dinamik dan inklusif di negara ini.

socio-economic gap of the people and the country as a result of the COVID-19 pandemic".

Hence, it is now time for all parties to work together during this endemic phase so that the people can return to normal lives after facing the challenges of the pandemic for two years. The is now is appropriate to put in the effort to achieve a balance between public health and economic continuity.

Following the tabling of Budget 2022, PERKESO is committed towards implementing all the initiatives therein that involves the organisation. A total of RM2 billion has been allocated to PERKESO to implement *JaminKerja – Insentif Penggajian* (*JaminKerja* – Hiring Incentive) under the Employment Insurance System (EIS), Apprenticeship EIS and Gig EIS in the effort to realise the Government's goal of guaranteeing the provision of 600,000 job opportunities in 2022. The organisation targets a total of 300,000 job seekers nationwide who will benefit from this hiring incentive. The implementation of this incentive will encourage the creation of more jobs by employers, thus promoting the participation of more people from the target groups such as the disabled, former convicts, ex-soldiers, indigenous people and women to return to work. This incentive is also expected to create more sustainable job opportunities through the extension of the incentive period. In addition, the Government, through PERKESO, will carry out the Full Grant or Matching Contribution Programme under the Self-Employment Social Security Scheme in the effort to continue expanding social protection coverage under PERKESO.

Traversing the challenges in 2022, PERKESO has overcome severe hardships with excellent success in operations as reflected by several key performance indicators. The achievement of its client's charter in processing all types of benefits exceeded 98%. The effectiveness of the enforcement as well as awareness programmes carried out is reflected in the increase in the number of registration of employers and workers, as well as the increase in the number of active employers under Act 4, by 5.79%. The number of active employers contributing under the Foreign Workers' Employment Injury Scheme increased by 19.82% and the number of Self-Employed Persons actively contributing increased by 67.11%. The number of active employers under Act 800 increased by 11.11% and the number of active employers with regards to Domestic Workers under Acts 4 and 800 increased by 18,115, equivalent to 12.66% in the total contributions collection. All these as well as excellent achievement in implementing Government initiatives have catapulted PERKESO's excellence. The organisation, has achieved excellent overall KPI for 2022, with a score of 4.63 or 96.30% in the key BSC perspective. This outstanding achievement has directly improved PERKESO's customer satisfaction index to 93/72% in Phase 1/2022 and 94.00% in Phase 2/2022. This is the highest ever achievement recorded in the last 10 years. It is hoped that the organisation continue its excellence thus becoming the key frontline agency that drives a dynamic and inclusive social security protection in the country.

MAJIKAN AKTIF DAN PEKERJA AKTIF
ACTIVE EMPLOYERS AND ACTIVE EMPLOYEES

MAJIKAN AKTIF DAN PEKERJA AKTIF [AKTA 4]

» SKIM BENCANA PEKERJAAN DAN SKIM KEILATAN

Pada tahun 2022, jumlah majikan aktif bagi Akta 4 telah meningkat sebanyak 27,749 majikan kepada 507,374 majikan berbanding tahun sebelumnya iaitu 479,625 majikan dengan kadar kenaikan sebanyak 5.79%. Jumlah pekerja aktif bagi Akta 4 juga meningkat sebanyak 4.85% kepada 7.63 juta pekerja berbanding 7.26 juta pada tahun 2021.

ACTIVE EMPLOYERS AND ACTIVE EMPLOYEES [ACT 4]

» EMPLOYMENT INJURY SCHEME AND INVALIDITY SCHEME

In 2022 the umber of active employers pursuant to Act 4 increased by 27,749 to 507,374 compared to the previous year's total of 479,625, at a rate of 5.79%. The number of active employees pursuant to Act 4 also rose by 4.85% to 7.63 million employees compared to the 7.26 million in 2021.

2022
majikan aktif/
active employers

507,374 ▲ **5.79%**

2021
majikan aktif/
active employers

479,625

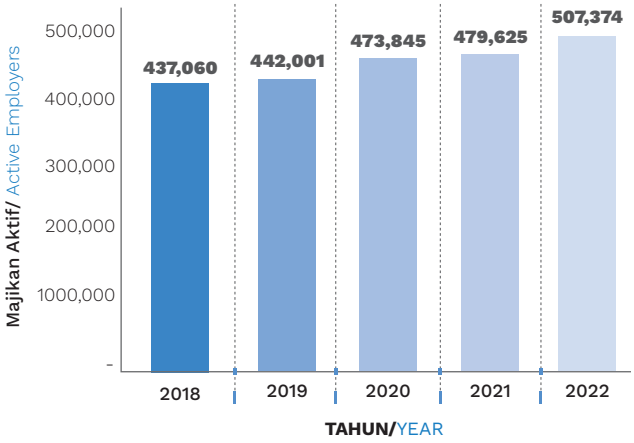
2022
pekerja aktif/
active employees

7.63 juta/million ▲ **4.85%**

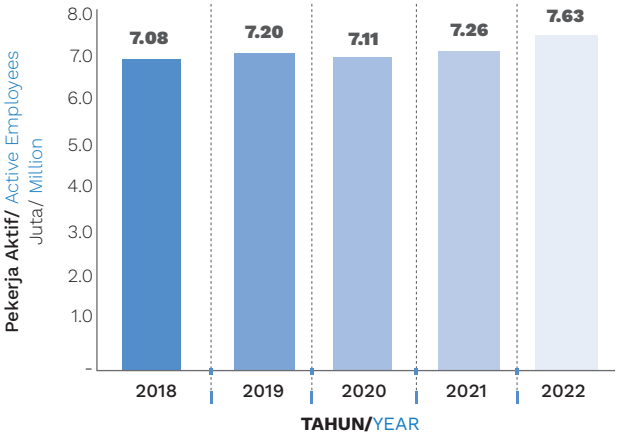
2021
pekerja aktif/
active employees

7.26 juta/million

BILANGAN MAJIKAN AKTIF [AKTA 4], 2018 – 2022
NUMBER OF ACTIVE EMPLOYERS [ACT 4] 2018 – 2022



BILANGAN PEKERJA AKTIF [AKTA 4], 2018 – 2022
NUMBER ACTIVE EMPLOYEES [ACT 4], 2018 – 2022



SKIM BENCANA KERJA PEKERJA ASING (SBKPA)

Bermula 1 Januari 2019, semua majikan dikehendaki mendaftar pekerja asing yang diambil bekerja (kecuali pekhidmat rumahtangga) untuk perlindungan Skim Bencana Kerja PERKESO di bawah Akta 4.

Pada tahun 2022, peningkatan peratus majikan yang aktif mencarum iaitu 19.82% kepada 98,860 berbanding tahun 2021 sebanyak 82,506 majikan.

Bilangan pekerja asing aktif mencarum pada tahun 2022, mencatatkan peningkatan sebanyak 9.72% kepada 1.58 juta daripada 1.44 juta orang pada tahun 2021.

FOREIGN WORKERS' EMPLOYMENT INJURY SCHEME

With effect from 1st January 2019, all employers are required to register the foreign workers hired (except domestic workers) for protection under the PERKESO Employment Injury Scheme pursuant to Act 4.

In 2022, the number of actively contributing employers increased by 1982% to 98,860 compared to the 82,506 employers in 2021.

The number of actively contributing foreign workers recorded an increase of 9.72% in 2022 to become 1.58 million compared to 1.44 million in 2021.

2022
majikan aktif /
active employers

98,860 ▲ **19.82%**

2021
majikan aktif /
active employers

82,506

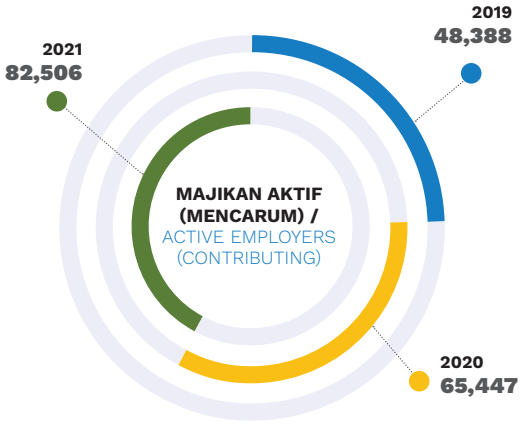
2022
pekerja aktif /
active employees

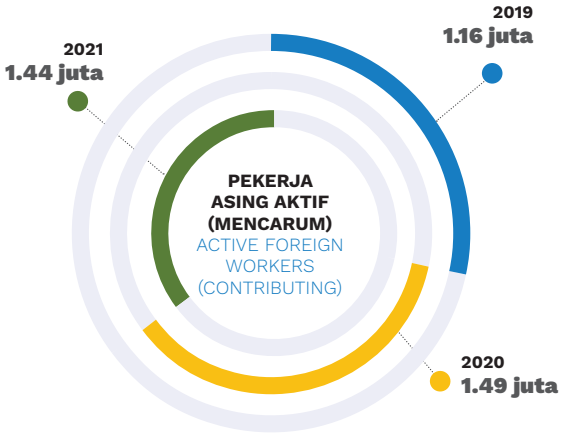
1.58 juta/million ▲ **9.72%**

2021
pekerja aktif /
active employees

1.44 juta/million

BILANGAN MAJIKAN AKTIF DAN PEKERJA AKTIF PEKERJA ASING
NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES OF FOREIGN WORKERS

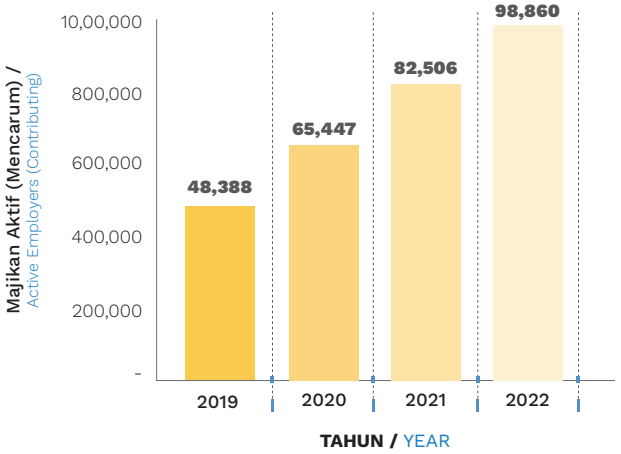




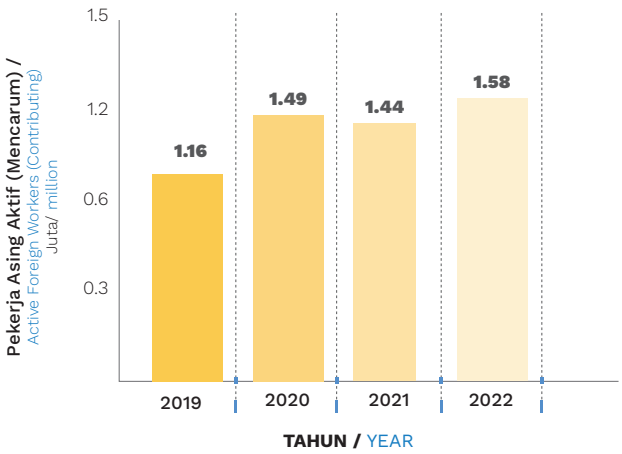
Jumlah majikan aktif dan pekerja aktif (SBKPA) pada tahun 2019 hingga 2022 adalah sepertimana dalam carta 4 berikut.

The number of active employers and active employees (foreign workers' employment injury scheme) from 2019 to 2022 is set out in the following chart 4:

BILANGAN MAJIKAN AKTIF, 2019 – 2022
NUMBER OF ACTIVE EMPLOYERS 2019 – 2022



BILANGAN PEKERJA AKTIF], 2019 – 2022
NUMBER OF ACTIVE EMPLOYEES, 2019 – 2022



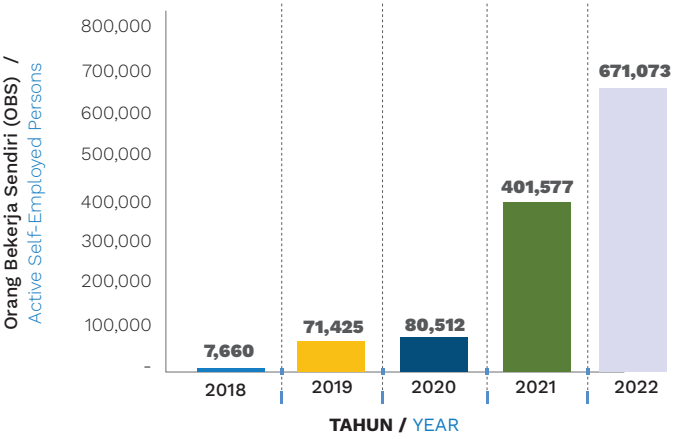
» SKIM BENCANA KERJA PEKERJAAN SENDIRI [AKTA 789]

Bilangan orang bekerja sendiri (OBS) aktif mencarum pada tahun 2022 mencatatkan peningkatan sebanyak **67.11%** yang menjadikan jumlah keseluruhan OBS aktif mencarum adalah seramai **671,073** orang pada tahun 2022 berbanding hanya **401,577** pada tahun 2021.

» SELF-EMPLOYMENT INJURY SCHEME [ACT 789]

The number of actively contributing self-employed persons in 2022 recorded an increase of **67.11%** to become a total of **671,073** compared to only **401,577** in 2021.

BILANGAN OBS AKTIF, 2018 – 2022 /
NUMBER OF ACTIVE SELF-EMPLOYED PERSONS, 2018-2022



Bilangan orang bekerja sendiri (OBS) aktif mencarum /
The number of actively contributing self-employed persons

671,073	401,577
2022	2021

peningkatan
Increased
67.11%

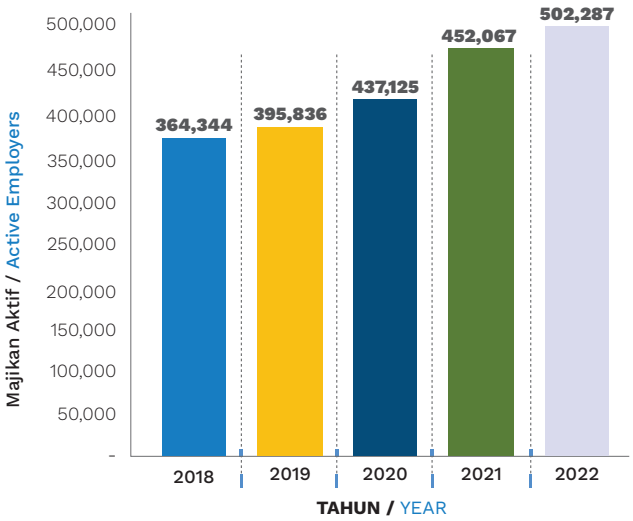
» SISTEM INSURANS PEKERJAAN [AKTA 800]

Pada tahun 2022, jumlah majikan aktif di bawah Sistem Insurans Pekerjaan [Akta 800] menunjukkan peningkatan sebanyak **11.11%** pada tahun **2022** kepada **502,287** majikan berbanding **452,067** majikan pada tahun **2021**. Bilangan pekerja aktif pada tahun **2022** sedikit menurun sebanyak **-1.74%** iaitu daripada **6.78 juta** pekerja berbanding **6.90 juta** pada tahun **2021**.

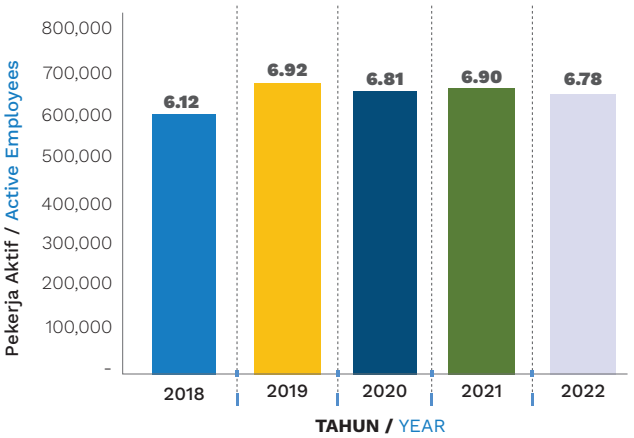
» EMPLOYMENT INSURANCE SYSTEM [ACT 800]

In 2022, the number of active employers under the Employment Insurance System [Act 800] showed an increase of **11.11%** to become **502,287** employers compared to the **452,067** in **2021**. The number of active employees, on the other hand, slightly decreased by **-1.74%** to **6.78** million employees compared to **6.90 million** in **2021**.

BILANGAN MAJIKAN AKTIF [AKTA 800], 2018 – 2022
NUMBER OF ACTIVE EMPLOYERS 2018 – 2022



BILANGAN PEKERJA AKTIF [AKTA 800], 2018 – 2022
NUMBER OF ACTIVE EMPLOYEES 2018 – 2022



Pekerja Domestik

Pada tahun 2022, jumlah majikan aktif di bawah Pekerja Domestik di bawah Akta 4 dan Akta 800 adalah sebanyak 18,115 majikan dan pekerja aktif sebanyak 19,646 orang pekerja.

Domestic Workers

In 2022, the number of active employers in terms of Domestic Workers pursuant to Act 4 and 800 amounted to 18,115 employers while the number of active workers amounted to 19,646 workers.

» SKIM KESELAMATAN SOSIAL SURI RUMAH 2022 (AKTA 838)

Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] berkuat kuasa pada 1 Disember 2022 bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilatan semasa melakukan urusan berkaitan rumah tangga. Bilangan suri rumah aktif adalah seramai 170,861 orang dengan jumlah caruman sebanyak RM1.689 juta.

» HOUSEWIVES' SOCIAL SECURITY SCHEME 2022 (ACT 838)

The Housewives' Social Security Act 2022 [Act 838] came into effect on 1st December 2022 with the aim of providing social security protection to housewives against domestic accidents and invalidity in the course of performing their household duties and affairs. The number of active housewives amounted to 170,861 with a total contribution of RM1.689 million.

Kutipan Caruman

Kutipan caruman pada tahun 2022 meningkat sebanyak 12.66% kepada RM5,837.38 juta berbanding RM5,180.09 juta pada tahun sebelumnya. Kenaikan ini selaras dengan peningkatan dalam jumlah pendaftaran majikan dan pekerja serta peluasan perlindungan keselamatan sosial kepada pekerja domestik bermula 1 Jun 2021.

Contribution Collection

The total contributions collected in 2022 increased by 12.66% to RM5,837.38 million compared to RM5,180.09 million in the previous year. This increase is consistent with the increase in number of employer and employee registrations, as well as the expansion of social security protection to include domestic workers with effect from 1st June 2021.

Peningkatan dalam kutipan caruman ini disumbangkan oleh pelaksanaan pakej-pakej rangsangan ekonomi seperti Program Subsidi Upah (PSU), KerjayaGig, SPS Lindung dan SPS Prihatin Wanita yang diperkenalkan. Di bawah Akta 789, jumlah kutipan caruman telah meningkat sebanyak 80.75% iaitu sebanyak RM38.98 juta berbanding tahun 2021 sebanyak RM48.27 juta.

The increase in collection of contributions is largely due to the implementation of economic stimulus packages such as the Wage Subsidy Programme, KerjayaGig, *SPS Lindung* and *SPS Prihatin Wanita*. Under Act 789, the total contributions collected increased by 80.75%, amounting to RM38.98 million compared to the RM48.27 million in 2021.

JADUAL 21: JUMLAH KUTIPAN CARUMAN MENGIKUT AKTA, 2018 – 2022
TABLE 21: TOTAL CONTRIBUTIONS COLLECTION, 2018 – 2022

AKTA / ACT	TAHUN/JUMLAH (RM JUTA) / YEAR/TOTAL (RM MILLION)				
	2018	2019	2020	2021	2022
Akta 4 / Act 4	3,739.48	3,991.25	4,056.93	4,138.68	4,684.24
Akta 789 / Act 789	1.42	5.69	11.06	46.65	88.50
Akta 800 / Act 800	560.79	651.58	652.85	673.85	769.50
Akta 4 (SBKPA) / Act 4 (Foreign Workers' Injury Scheme)	-	134.38	323.23	335.94	345.47
Akta 838/ Act 838					1.69
Jumlah Keseluruhan / Overall Total	**4,301.69**	**4,782.91**	**5,044.07**	**5,195.12**	**5,889.40**

Selain itu, keberkesanan aktiviti promosi dan program kesedaran yang dijalankan telah meningkatkan kesedaran majikan dan pekerja mengenai kepentingan mencarum dengan PERKESO.

In addition, the effectiveness of the promotional activities and awareness programmes conducted has improved awareness amongst employers and employees of the importance of contributing with PERKESO.

PENGURUSAN TUNTUTAN FAEDAH

Pengurusan tuntutan faedah dikendalikan mengikut Piagam Pelanggan dan Standard Q yang mengambilkira pengukuran berdasarkan peratus pencapaian dan purata hari. Pendekatan ini dilaksanakan bagi menjamin penyampaian perkhidmatan yang diberikan memenuhi ekspektasi pelanggan.

BENEFIT CLAIMS MANAGEMENT

Management of benefits claims is conducted in accordance with the Client's Charter and Standard Q which takes into account measurement based on achievement percentage and average days. This approach is taken as a means to ensure that the service delivered meets the client's expectations.

Piagam Pelanggan (Purata Hari)

Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan Purata Hari tahun 2022 berbanding tahun sebelumnya adalah seperti Jadual 22 di bawah:

Client's Charter (Average Days)

The Client's Charter performance (processing period) based on Average Days for the year 2022 compared to previous years is shown in Table 22 below:

JADUAL 22: PRESTASI PIAGAM PELANGGAN (PURATA HARI) 2020 – 2022
TABLE 22: CLIENT'S CHARTER PERFORMANCE (AVERAGE DAYS) 2020 – 2022

TAHUN / YEAR	FHUS 5 Hari / Days	FHUK 7 Hari / Days	FOT 7 Hari / Days	P.ILAT 7 Hari / Days	P.PKT 7 Hari / Days	FPM 3 Hari / Days
2020	2.0	2.6	2.3	3.0	2.3	1.6
2021	2.0	2.9	2.1	2.9	2.0	1.3
2022	1.8	2.5	2.1	2.4	2.0	1.4

Piagam Pelanggan (Peratusan)

Prestasi Piagam Pelanggan (tempoh pemprosesan) berdasarkan Peratusan tahun 2022 berbanding tahun sebelumnya adalah seperti Jadual 23 di bawah.

Client's Charter (Percentage)

The Client's Charter performance (processing period) based on Percentage for the year 2022 compared to previous years is shown in Table 23 below:

JADUAL 23: PRESTASI PIAGAM PELANGGAN (PERATUSAN) 2020 – 2022
TABLE 23: CLIENT'S CHARTER PERFORMANCE (PERCENTAGE) 2020 – 2022

TAHUN / YEAR	FHUS 5 Hari / Days (%)	FHUK 7 Hari / Days (%)	FOT 7 Hari / Days (%)	P.ILAT 7 Hari / Days (%)	P.PKT 7 Hari / Days (%)	FPM 3 Hari / Days (%)
2020	98.79	99.39	98.81	98.86	99.30	98.83
2021	99.6	99.4	99.6	99.1	99.8	99.3
2022	99.44	99.60	99.71	99.22	99.65	99.47

Standard Q (Purata Hari)

Prestasi Standard Q berdasarkan (Purata Hari) pada 2022 berbanding tahun 2020 dan 2021 adalah seperti di Jadual 24 di bawah.

Standard Q (Average Days)

The Standard Q performance based on Average Days for the year 2022 compared to the years 2020 and 2021 is shown in Table 24 below:

JADUAL 24: PRESTASI STANDARD Q (PURATA HARI) 2020 – 2022
TABLE 24: STANDARD Q PERFORMANCE (AVERAGE DAYS) 2020 – 2022

TAHUN / YEAR	FHUS *45 Hari / Days	FHUS(PK) 120 Hari / Days	FHUK 100 Hari / Days	FOT 60 Hari / Days	P.ILAT 100 Hari / Days	P.PKT 60 Hari / Days
2020	15.36	77.77	19.83	8.51	43.12	11.59
2021	13.4	91.9	23.8	6.2	59	9.1
2022	22.74	54.28	25.02	9.42	44.07	12.03

*Nota / Note:
FHUS - Tidak termasuk Penyakit Khidmat / Temporary disablement benefit – not incuding occupational disease

Standard Q (Peratusan)

Prestasi Standard Q berdasarkan (Peratusan) pada 2022 berbanding tahun 2020 dan 2021 adalah seperti di Jadual 25 di bawah.

Standard Q (Percentage)

The Standard Q performance based on percentage for the year 2022 compared to the years 2020 and 2021 is shown in Table 25 below:

JADUAL 25: PRESTASI STANDARD Q (PERATUSAN) 2020 – 2022
TABLE 25: STANDARD Q PERFORMANCE (PERCENTAGE) 2020 – 2022

TAHUN / YEAR	FHUS *45 Hari / Days (%)	FHUS(PK) 120 Hari / Days (%)	FHUK 100 Hari / Days (%)	FOT 60 Hari / Days (%)	P.ILAT 100 Hari / Days (%)	P.PKT 60 Hari / Days (%)
2020	93.67	81.76	97.70	98.87	91.52	98.31
2021	95.8	67.9	95.6	98.6	81.2	98.8
2022	85.87	88.56	96.12	98.25	89.26	97.42

Prestasi Bayaran Pertama

Mengemukakan kes tuntutan FHUK, FOT, ILT dan PKT (Bayaran Pertama) ke Bahagian Kewangan untuk proses bayaran faedah dalam tempoh tujuh (7) hari selepas semua maklumat dan dokumen lengkap diterima.

First Payment Performance

Submission of claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidity Benefit and Survivors' Pension (First Payment) to the Finance Division for processing of benefit payment within seven (7) days after receiving all the required information and documents.

PRESTASI (BAYARAN PERTAMA) 2022 / PERFORMANCE (FIRST PAYMENT) 2022	FAEDAH / BENEFIT			
	FHUK/PDB	FOT/ DB	ILT/ Invalidity Pension	PKT/ Survivors' Pension
Terima / Received	3,098	327	3,915	5,686
Selesai / Completed	3,098	327	3,915	5,686
Selesai Dalam Tempoh 7 Hari / Completed within 7 days	3,075	309	3,778	5,622
% Pencapaian / Achievement	99.26%	94.50%	96.50%	98.87%

Prestasi pemprosesan kes tuntutan FHUK, FOT, ILT dan PKT (Bayaran Pertama) bagi tahun 2022 adalah seperti di atas.

The performance for processing of claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidity Pension and Survivors' Pension (First Payment) in the year 2022 is shown above.

Prestasi Hitung Semula & Ulangkaji

Mengemukakan kes tuntutan FHUK, FOT, ILT dan PKT (Hitung Semula & Ulangkaji) ke Bahagian Kewangan untuk proses bayaran faedah dalam tempoh 14 hari selepas semua maklumat dan dokumen lengkap diterima.

Recalculation & Review Performance

Submission of claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidity Pension and Survivors' Pension (Recalculation & Review) for processing of benefit payment within fourteen (14) days after receiving all the required information and documents.

PRESTASI (HITUNG SEMULA & ULANGKAJI) 2022 / RECALCULATION & REVIEW PERFORMANCE 2022	FAEDAH / BENEFIT			
	FHUK/PDB	FOT/DB	ILT/Invalidity Pension	PKT/Survivors' Pension
Terima / Received	1,945	1,190	300	10,021
Selesai / Completed	1,945	1,190	300	10,021
Selesai Dalam Tempoh 14 Hari (Completed within 14 days)	1,937	1,186	295	9,973
% Pencapaian / Achievement	99.59%	99.66%	98.33%	99.52%

Prestasi pemprosesan kes tuntutan FHUK, FOT, ILT dan PKT (Hitung Semula & Ulangkaji) bagi tahun 2022 adalah seperti di atas.

The performance for processing of claims for Permanent Disablement Benefit, Dependant's Benefit, Invalidity Pension and Survivors' Pension (Recalculation & Review) in the year 2022 is shown in above.

Penerima Faedah Akta 4

Bilangan penerima semua jenis faedah di bawah Akta 4 pada tahun 2022 adalah seramai 884,880 orang berbanding pada tahun 2021 seramai 678,329.

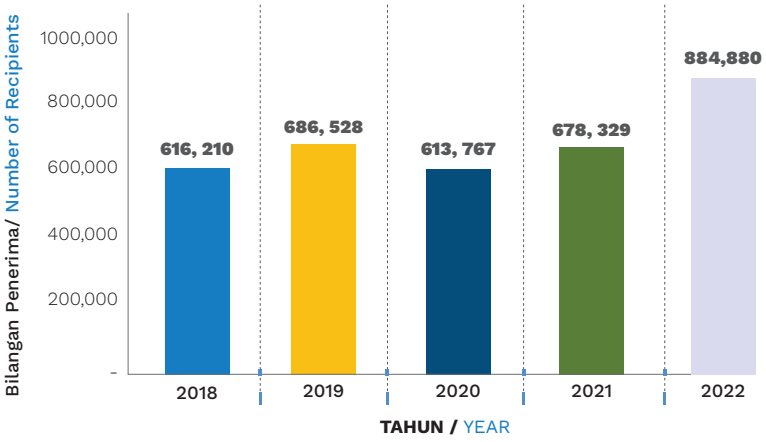
Benefit Recipients Act 4

The number of benefit recipients of all types of benefits under Act 4 in 2022 amounted to 884,880 persons compared to 678,329 persons in 2021

JADUAL 26: BILANGAN PENERIMA FAEDAH 2021-2022 AKTA 4
TABLE 26: NUMBER OF BENEFIT RECIPIENTS 2021-2022 ACT 4

JENIS FAEDAH / TYPE OF BENEFIT	PENERIMA FAEDAH / BENEFIT RECIPIENTS	
	2021	2022
Faedah Hilang Upaya Sementara / Temporary Disablement Benefit	103,018	244,864
Faedah Hilang Upaya Kekal / Permanent Disablement Benefit	33,580	38,717
Faedah Orang Tanggungan / Dependant's Benefit	46,072	46,278
Faedah Pengurusan Mayat / Funeral Benefit	22,702	23,103
Faedah Perubatan / Medical Benefit	2,282	4,570
Elaun Layanan Sentiasa / Constant Attendance Allowance	7,645	7,748
Pencen dan Bantuan Ilat / Invalidity Pension and Grant	73,680	77,468
Pencen Penakat / Survivors' Benefit	339,609	357,359
Pemulihan Jasmani dan Vokasional / Physical and Vocational Rehabilitation	33,459	41,770
Rawatan Dialisis / Dialysis Treatment	16,157	15,851
Program Saringan Kesihatan / Health Screening Programme	125	27,152
JUMLAH / TOTAL	**678,329**	**884,880**

CARTA 5: BILANGAN PENERIMA FAEDAH 2018-2022 AKTA 4
CHART 5: NUMBER OF BENEFIT RECIPIENTS 2018-2022 ACT 4



Penerima Faedah Akta 4
Benefit Recipients Act 4

Jumlah Penerima Faedah
Number Benefit Recipients

2021
678,329
penerima/ recipients

2022
884,880
penerima / recipients

Penerima Faedah Akta 789

Bilangan penerima semua jenis faedah bagi Akta 789 pada tahun 2022 adalah seramai 4,724 berbanding pada tahun 2021 seramai 1,993 seperti di Jadual 27 dan Carta 6.

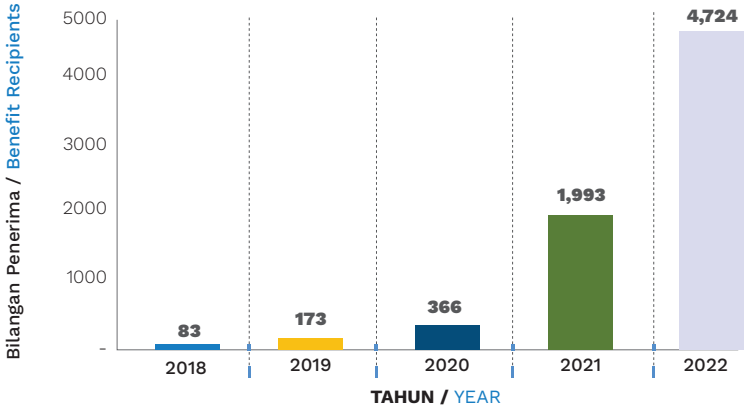
Benefit Recipients Act 789

The number of recipients of all types of benefits under Act 789 in 2022 amounted to 4,724 compared to 1,993 in 2021 as shown in Table 27 and Chart 6.

JADUAL 27: BILANGAN PENERIMA FAEDAH 2021-2022 AKTA 789
TABLE 27: NUMBER OF BENEFIT RECIPIENTS 2021-2022 ACT 789

JENIS FAEDAH / TYPE OF BENEFIT	PENERIMA FAEDAH / BENEFIT RECIPIENTS	
	2021	2022
Faedah Hilang Upaya Sementara / Temporary Disablement Benefit	1,595	3,965
Faedah Hilang Upaya Kekal / Permanent Disablement Benefit	79	257
Faedah Orang Tanggungan / Dependant's Benefit	162	378
Faedah Pengurusan Mayat / Funeral Benefit	60	77
Faedah Perubatan / Medical Benefit	92	46
Elaun Layanan Sentiasa / Constant Attendance Allowance	-	1
Kemudahan Pemulihan / Rehabilitation Facility	5	-
JUMLAH / TOTAL	**1,993**	**4,724**

CARTA 6: BILANGAN PENERIMA FAEDAH 2018-2022 AKTA 789
CHART 6: NUMBER OF BENEFIT RECIPIENTS 2018-2022 AKTA 789



Penerima Faedah Akta 789
Benefit Recipients under Act 789

2021
1,993
penerima/ recipients

2022
4,724
penerima / recipients

Penerima Faedah Akta 800

Bilangan penerima semua jenis faedah di bawah Akta 800 pada tahun 2022 menurun sebanyak 50.89% menjadikan jumlah adalah seramai 170,509 berbanding 347,267 pada tahun 2021 seperti di Jadual 28 dan Carta 7.

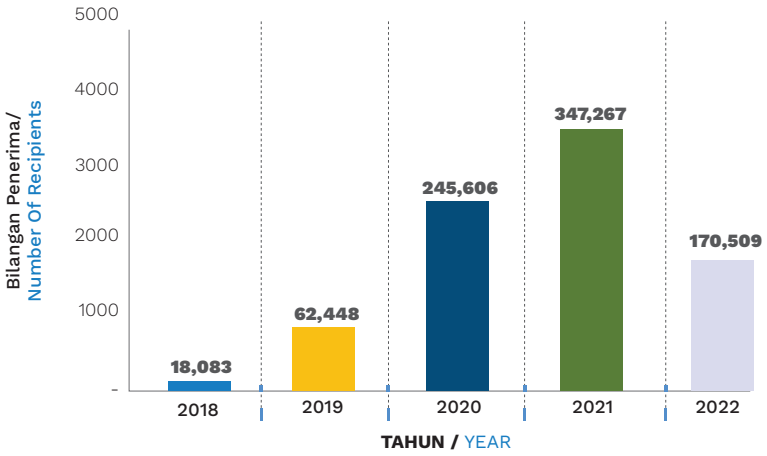
Benefit Recipients Under Act 800

The number of recipients of all types of benefits under Act 800 decreased by 50.89% in 2022 to become a total of 170,509, compared to 347,267 in 2021 as shown in Table 28 and Chart 7.

JADUAL 28: BILANGAN PENERIMA FAEDAH 2021 – 2022 AKTA 800
TABLE 28: NUMBER OF BENEFIT RECIPIENTS UNDER ACT 800 2021 – 2022

JENIS FAEDAH / TYPE OF BENEFIT	PENERIMA FAEDAH / BENEFIT RECIPIENTS	
	2021	2022
Elaun Mencari Pekerjaan / Job Search Allowance	305,846	143,810
Elaun Pendapatan Berkurangan / Reduced Income Allowance	468	354
Elaun Bekerja Semula Awal / Early Re-Employment Allowance	29,086	19,881
Elaun Latihan / Training Allowance	5,192	2,516
Fi Latihan / Training Fee	6,675	3,948
JUMLAH / TOTAL	**347,267**	**170,509**

CARTA 7: BILANGAN PENERIMA FAEDAH 2018 – 2022 AKTA 800
CHART 7: NUMBER OF BENEFIT RECIPIENTS UNDER ACT 800 2018 – 2022



Penerima Faedah Akta 800
Benefit Recipients Act 800

2021
347,267
penerima/ recipients

2022
170,509
penerima / recipients

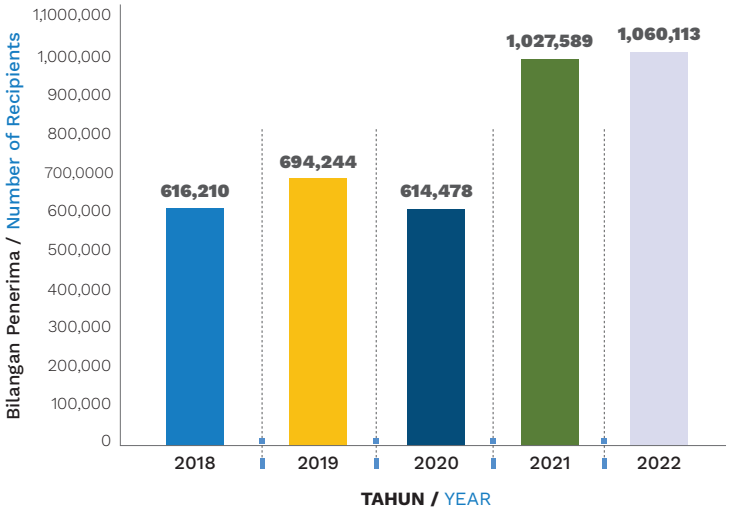
Penerima Faedah

Bilangan penerima semua jenis faedah pada tahun 2022 sebanyak 1,060,113 juta orang berbanding 1,027,589 juta pada 2021.

Benefit Recipients

The number of recipients of all types of benefits in 2022 is 1,060,113 million people compared to 1,027,589 million in 2021.

CARTA 8: BILANGAN PENERIMA FAEDAH 2018-2022
CHART 8: NUMBER OF BENEFIT RECIPIENTS 2018-2022



Penerima Faedah
Benefit Recipients

2021
1,027,589
penerima / recipients

2022
1,060,113
penerima / recipients

Komponen Bayaran Faedah

Daripada jumlah belanja tanggungan sebanyak RM5,144.38 juta, sejumlah RM5,100.70 juta adalah merupakan komponen bayaran semua jenis faedah termasuk Pemulihan Jasmani dan Vokasional, Rawatan Dialisis, Program Saringan Kesihatan dan Faedah Fi Latihan. Pembayaran faedah ini meningkat sebanyak RM411.90 juta atau 8.78% terutamanya berikutan peningkatan bayaran Pencen Penakat, Faedah Hilang Upaya Sementara dan Faedah Hilang Upaya Kekal seperti di Jadual 29 dan Graf 6.

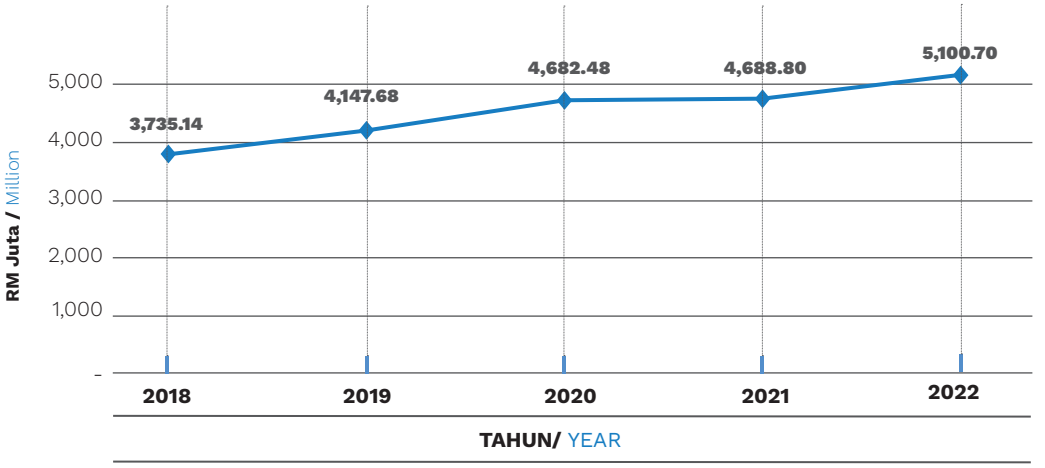
Benefits Payment Components

From the total benefits expenses of RM5,144.38 million, a total of RM5,100.70 million was disbursed for benefits including the Physical and Vocational Rehabilitation, Dialysis Treatment, Health Screening Programme and Training Fee Benefit. This benefits payment increased by RM411.90 million or 8.78% mainly due to the increase in payment of Survivors' Pension, Temporary Disablement Benefit as well as Permanent Disablement Benefit as shown in Table 29 and Graph 6.

JADUAL 29: KOMPONEN BAYARAN FAEDAH 2021-2022
TABLE 29: BENEFITS PAYMENT COMPONENTS 2021-2022

KOMPONEN COMPONENT	2021	2022	PERUBAHAN
	RM Juta / Million	**RM** Juta / Million	%
Faedah Hilang Upaya Sementara / Temporary Disablement Benefit	238.08	375.83	57.86
Faedah Hilang Upaya Kekal / Permanent Disablement Benefit	447.17	563.61	26.04
Faedah Orang Tanggungan / Dependants' Benefit	353.33	375.67	6.32
Pencen dan Bantuan Ilat / Invalidity Pension and Grant	964.18	1,021.27	5.92
Pencen Penakat / Survivors' Pension	1,778.07	1,974.19	11.03
Faedah Pengurusan Mayat / Funeral Benefit	41.57	42.39	1.97
Elaun Layanan Sentiasa / Constant-attendance Allowance	47.89	47.82	(0.15)
Faedah Perubatan / Medical Benefit	5.56	5.11	(8.09)
Pemulihan Jasmani dan Vokasional / Physical and Vocational Rehabilitation	161.49	219.46	35.90
Rawatan Dialisis / Dialysis Treatment	306.04	334.67	9.35
Program Saringan Kesihatan / Health Screening Programme	0.04	1.64	4,000.00
Program Subsidi Saringan Prihatin / Prihatin Screening Subsidy Programme	42.63	-	(100.00)
Faedah Elaun Mencari Pekerjaan / Job Search Allowance Benefit	257.50	116.51	(54.75)
Faedah Elaun Pendapatan Berkurangan / Reduced Income Allowance Benefit	2.82	2.29	(18.79)
Faedah Elaun Orang Tanggungan / Dependants' Allowance Benefit	0.19	0.18	(5.26)
Faedah Elaun Bekerja Semula Awal / Early Re-Employment Allowance Benefit	14.89	10.21	(31.43)
Faedah Elaun Latihan / Training Allowance Benefit	0.52	0.28	(46.15)
Faedah Fi Latihan / Training Fee Benefit	26.83	9.57	(64.33)
JUMLAH / TOTAL	**4,688.80**	**5,100.70**	**8.78**

GRAF 6: JUMLAH BAYARAN FAEDAH 2018 - 2022
GRAPH 6: TOTAL BENEFITS PAYMENT 2018 - 2022



Jumlah Bayaran
Total Payment

2021
RM4,688.80
juta /million

2022
RM5,100.70
juta /million

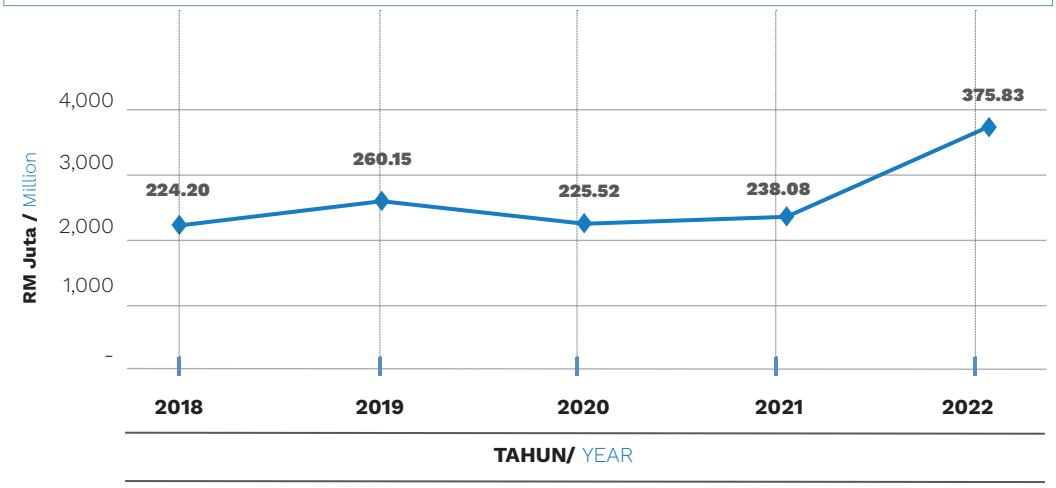
Bayaran dan Penerima Faedah Hilang Upaya Sementara

Pada tahun 2022, jumlah bayaran Faedah Hilang Upaya Sementara telah meningkat sebanyak RM137.75 juta atau 57.86% kepada RM375.83 juta berbanding RM238.08 juta pada tahun 2021 seperti di Graf 7.

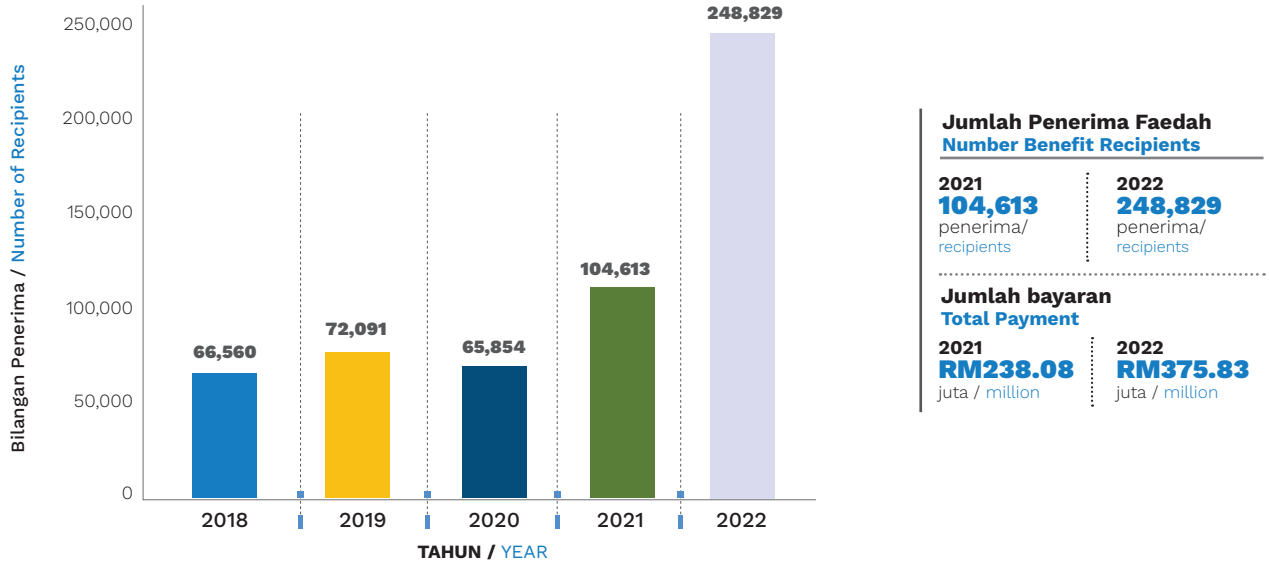
Payment and Benefit Recipients for Temporary Disablement Benefit

In 2022, the total payment for Temporary Disablement Benefit increased by RM137.75 million or 57.86% to RM375.83 million compared to RM238.08 million in 2021 as shown in Graph 7.

GRAF 7: JUMLAH BAYARAN FAEDAH HILANG UPAYA SEMENTARA 2018 – 2022
GRAPH 7: TOTAL PAYMENT FOR TEMPORARY DISABLEMENT BENEFIT 2018 – 2022



CARTA 9: BILANGAN PENERIMA FAEDAH HILANG UPAYA SEMENTARA 2018-2022
CHART 9: NUMBER OF TEMPORARY DISABILITY BENEFIT RECIPIENTS 2018-2022



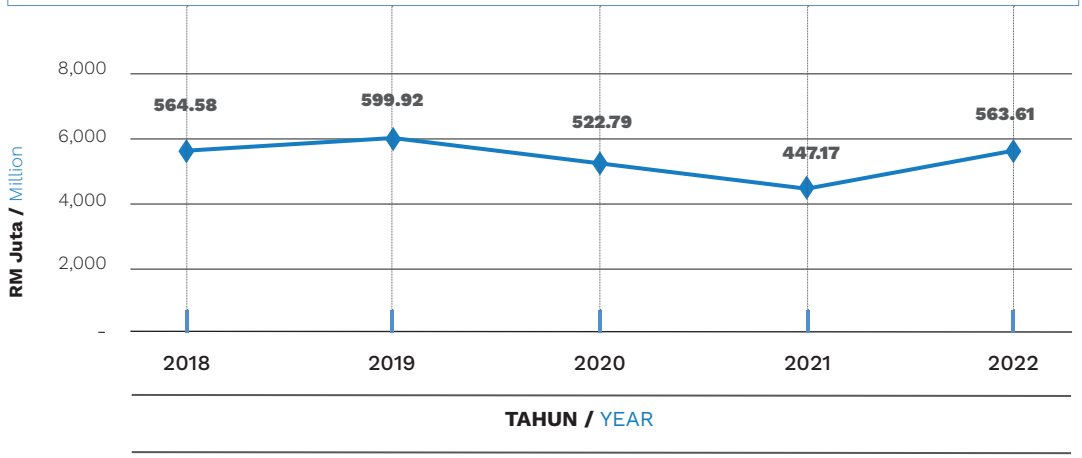
Bayaran Dan Penerima Faedah Hilang Upaya Kekal

Perbelanjaan bagi membiayai Faedah Hilang Upaya Kekal yang dibayar secara pukal, pukal dan berkala serta berkala sahaja telah meningkat sebanyak RM116.44 juta atau 26.04% kepada RM563.61 juta pada tahun 2022 berbanding RM447.17 juta pada tahun 2021. Graf 8 menunjukkan jumlah pembayaran Faedah Hilang Upaya Kekal.

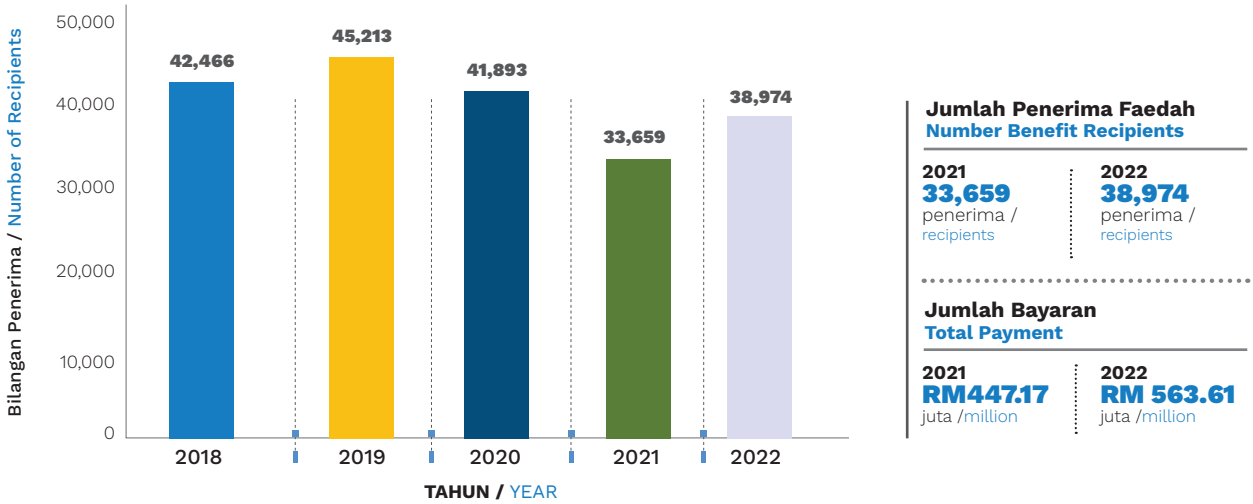
Payment And Benefit Recipients For Permanent Disablement Benefit

The expenditure for Permanent Disablement Benefit which was paid in lump sum, lump sum and periodical and periodical payment increased by RM116.44 million or 26.04% to RM563.61 million in 2022, as compared to RM447.17 million in 2021. Graph 8 reflects the total payment for Permanent Disablement Benefit.

GRAF 8: JUMLAH BAYARAN FAEDAH HILANG UPAYA KEKAL 2018 – 2022
GRAPH 8: TOTAL PAYMENT FOR PERMANENT DISABLEMENT BENEFIT 2018 – 2022



CARTA 10: BILANGAN PENERIMA FAEDAH HILANG UPAYA KEKAL 2018-2022
CHART 10: NUMBER OF PERMANENTLY DISABLED RECIPIENTS 2018-2022



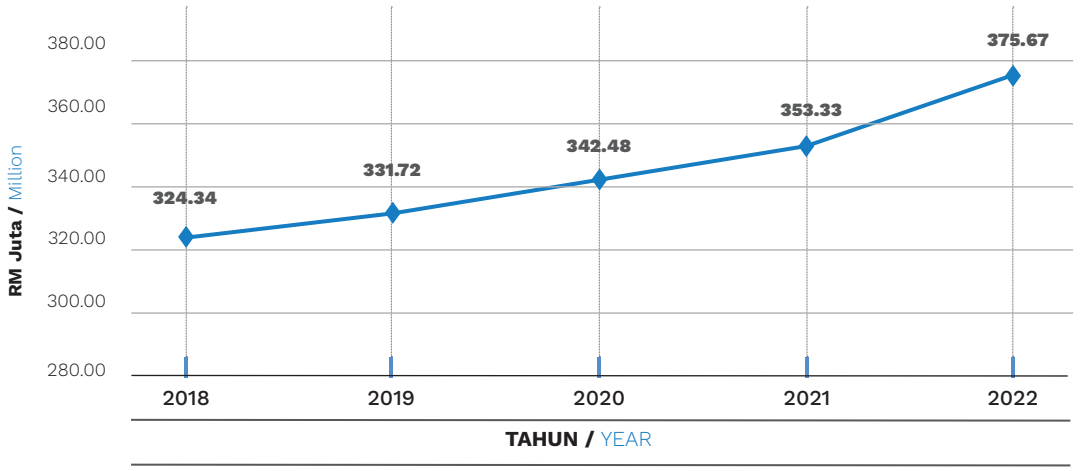
Bayaran dan Penerima Faedah Orang Tanggungan

Pada tahun 2022, jumlah pembayaran Faedah Orang Tanggungan meningkat sebanyak RM22.34 juta atau 6.32% kepada RM375.67 juta berbanding RM353.33 juta pada tahun sebelumnya. Graf 9 menunjukkan jumlah pembayaran Faedah Orang Tanggungan.

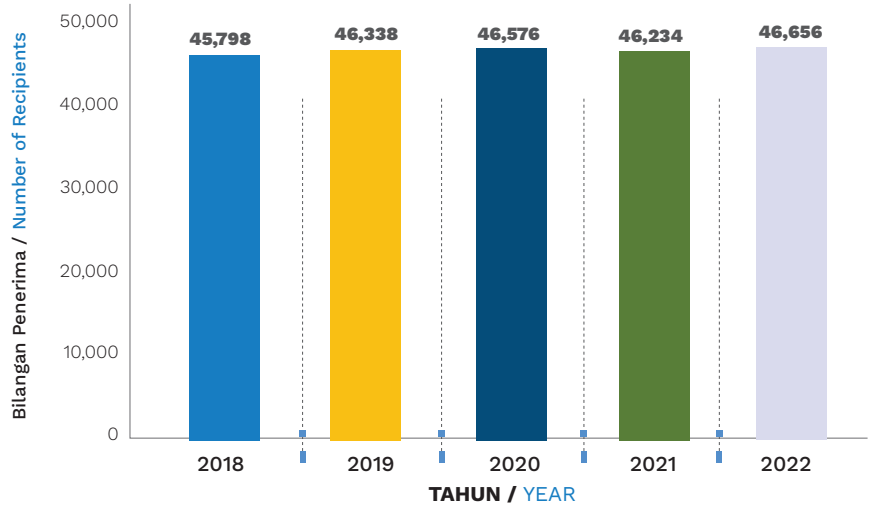
Payment And Benefit for Dependants' Benefit

In 2022, the total payment for Dependants' Benefit rose by RM22.34 million or 6.32% to RM375.67 million in comparison to RM353.33 million in the previous year. Graph 9 reflects the total payment for Dependants' Benefit.

GRAF 9: JUMLAH BAYARAN FAEDAH ORANG TANGGUNGAN 2018 – 2022
GRAPH 9: TOTAL PAYMENT FOR DEPENDANTS' BENEFIT 2018 – 2022



CARTA 11: BILANGAN PENERIMA FAEDAH ORANG TANGGUNGAN 2018-2022
CHART 11: NUMBER OF DEPENDENT BENEFIT RECIPIENTS 2018-2022



Jumlah Penerima Faedah
Number Benefit Recipients

2021	2022
46,234 penerima / recipients	**46,656** penerima / recipients

Jumlah bayaran
Total Payment

2021	2022
RM 353.33 juta / million	**RM375.67** juta / million

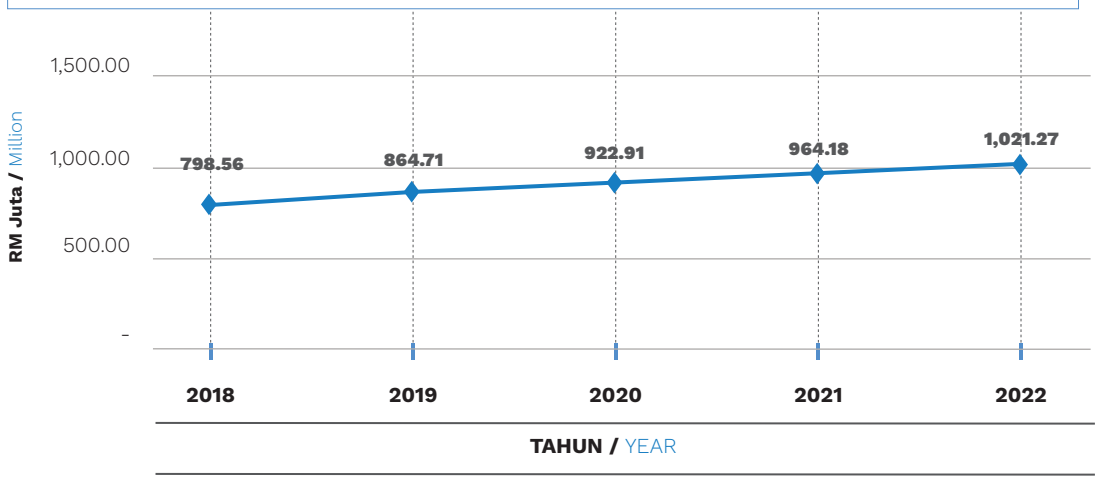
Bayaran dan Penerima Pencen Dan Bantuan Ilat

Jumlah bayaran Pencen dan Bantuan Ilat meningkat sebanyak RM57.09 juta atau 5.92% iaitu daripada RM964.18 juta pada tahun 2021 kepada RM1,021.27 juta pada tahun 2022 seperti di Graf 10.

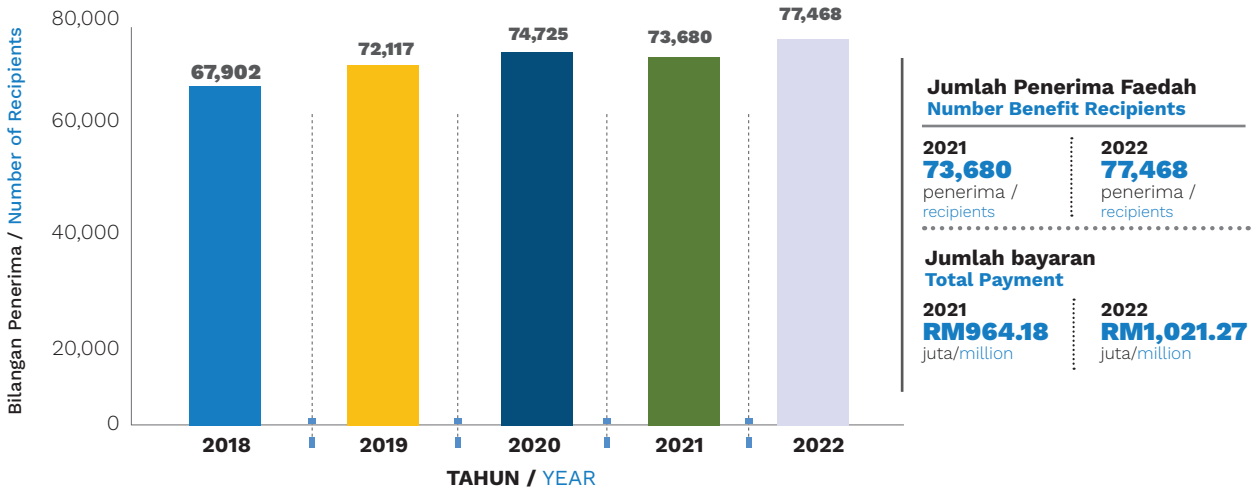
Payment And Benefit For Invalidity Pension And Grant

The total sum of payment for Invalidity Pension and Grant increased by RM57.09 million or 5.92% from RM964.18 million in 2021 to RM1,021.27 million in 2022 as shown in Graph 10.

GRAF 10: JUMLAH BAYARAN PENCEN DAN BANTUAN ILAT 2018 – 2022
GRAPH 10: TOTAL PAYMENT FOR INVALIDITY PENSION AND GRANT 2018 – 2022



CARTA 12: BILANGAN PENERIMA FAEDAH PENCEN DAN BANTUAN ILAT 2018-2022
CHART 12: NUMBER OF INVALIDITY PENSION AND GRANT 2018-2022



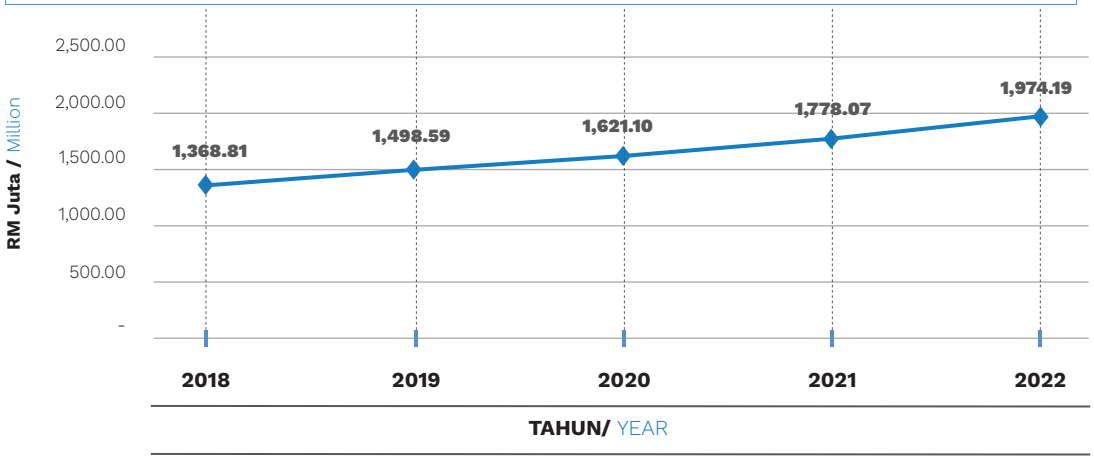
Bayaran dan Penerima Pencen Penakat

Jumlah pembayaran untuk Pencen Penakat pada tahun 2022 telah meningkat sebanyak RM196.12 juta atau 11.03% kepada RM1,974.19 juta berbanding RM1,778.07 juta pada tahun sebelumnya. Graf 11 menunjukkan jumlah pembayaran untuk Pencen Penakat.

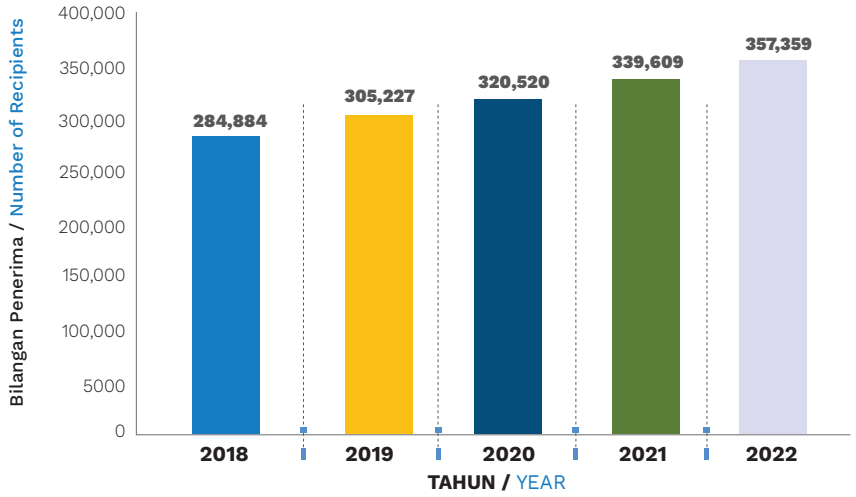
Payment And Benefit for Survivors' Pension

The total payment for Survivors' Pension in 2022 increased by RM196.12 million or 11.03% to RM1,974.19 million in comparison to RM1,778.07 million in the previous year. Graph 11 reflects the total payment for Survivors' Pension.

GRAF 11: JUMLAH BAYARAN PENCEN PENAKAT 2018 – 2022
GRAPH 11: TOTAL PAYMENT FOR SURVIVORS' PENSION 2018 – 2022



CARTA 13: BILANGAN PENERIMA PENCEN PENAKAT 2018-2022
CHART 13: NUMBER OF SURVIVORS' PENSION 2018-2022



Jumlah Penerima Faedah
Number Benefit Recipients

2021	2022
339,609 penerima / recipients	**357,359** penerima / recipients

Jumlah bayaran
Total Payment

2021	2022
RM1,778.07 juta/million	**RM1,974.19** juta/million

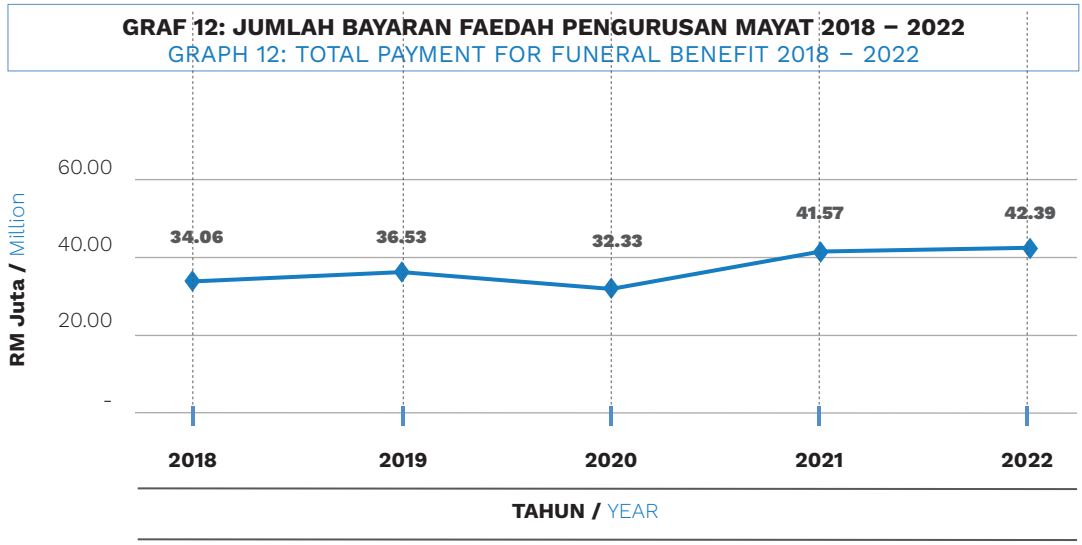
Bayaran dan Penerima Faedah Pengurusan Mayat

Pada tahun 2022, jumlah pembayaran Faedah Pengurusan Mayat adalah berjumlah RM42.39 juta. Amaun ini menunjukkan peningkatan sebanyak RM0.82 juta atau 1.97% berbanding RM41.57 juta pada tahun sebelumnya seperti ditunjukkan di Graf 12.

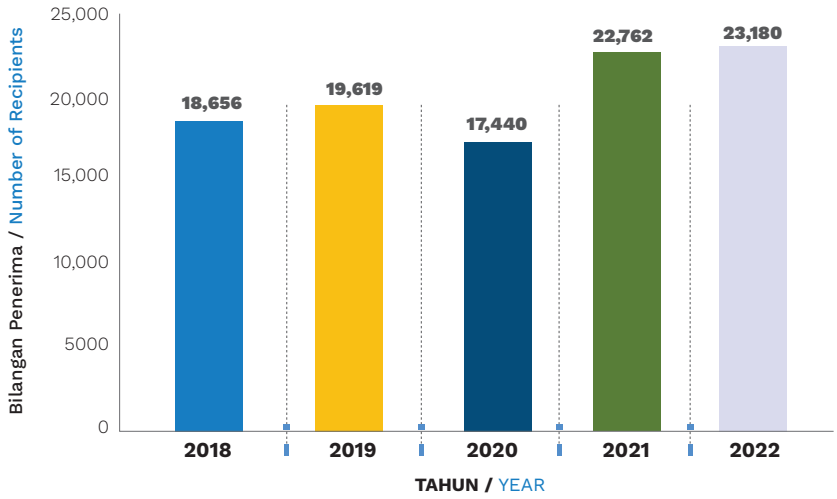
Payment And Benefit for Funeral Benefit

In 2022, the total payment for Funeral Benefit amounted to RM42.39 million. This amount shows an increase of RM0.82 million or 1.97% in comparison to RM41.57 million in the previous year as shown in Graph 12.

GRAF 12: JUMLAH BAYARAN FAEDAH PENGURUSAN MAYAT 2018 – 2022
GRAPH 12: TOTAL PAYMENT FOR FUNERAL BENEFIT 2018 – 2022



CARTA 14: BILANGAN PENERIMA FAEDAH PENGURUSAN MAYAT 2018-2022
CHART 14: NUMBER OF FUNERAL BENEFIT 2018-2022



Jumlah Penerima Faedah
Number Benefit Recipients

2021	2022
22,762 penerima / recipients	**23,180** penerima / recipients

Jumlah bayaran
Total Payment

2021	2022
RM41.57 juta/million	**RM 42.39** juta/million

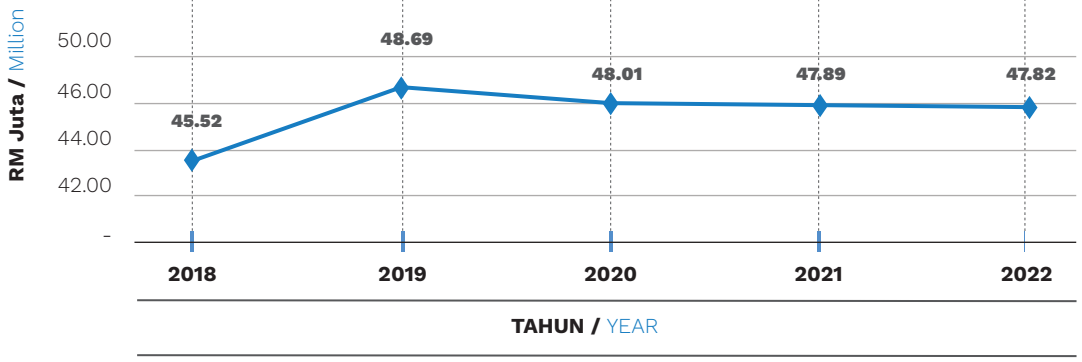
Bayaran dan Penerima Elaun Layanan Sentiasa

Jumlah pembayaran Elaun Layanan Sentiasa menurun sebanyak RM0.07 juta atau 0.15% kepada RM47.82 juta pada tahun 2022 berbanding RM47.89 juta pada tahun sebelumnya. Graf 13 menunjukkan jumlah pembayaran Elaun Layanan Sentiasa.

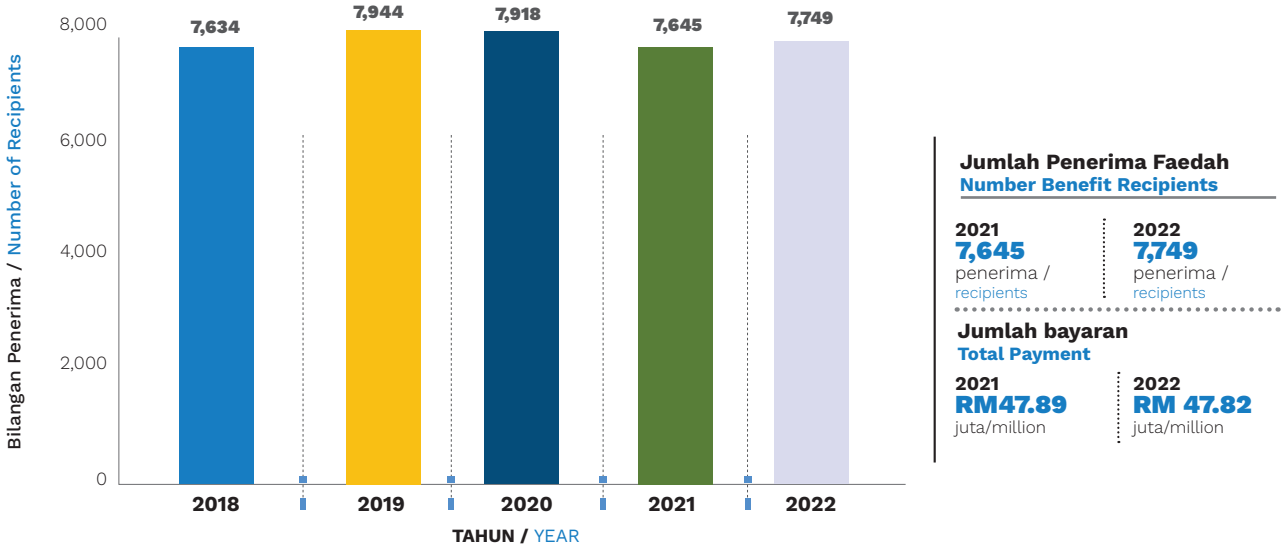
Payment And Benefit for Constant-Attendance Allowance

The total payment for Constant-attendance Allowance decreased by RM0.07 million or 0.15% to RM47.82 million in 2022 in comparison to RM47.89 million in the previous year. Graph 13 shows the total payment of Constant-attendance Allowance.

GRAF 13: JUMLAH BAYARAN ELAUN LAYANAN SENTIASA 2018 – 2022
GRAPH 13: TOTAL PAYMENT FOR CONSTANT-ATTENDANCE ALLOWANCE 2018 – 2022



CARTA 15: BILANGAN PENERIMA FAEDAH ELAUN LAYANAN SENTIASA 2018-2022
CHART 15: NUMBER OF CONSTANT-ATTENDANCE ALLOWANCE RECIPIENTS 2018 – 2022



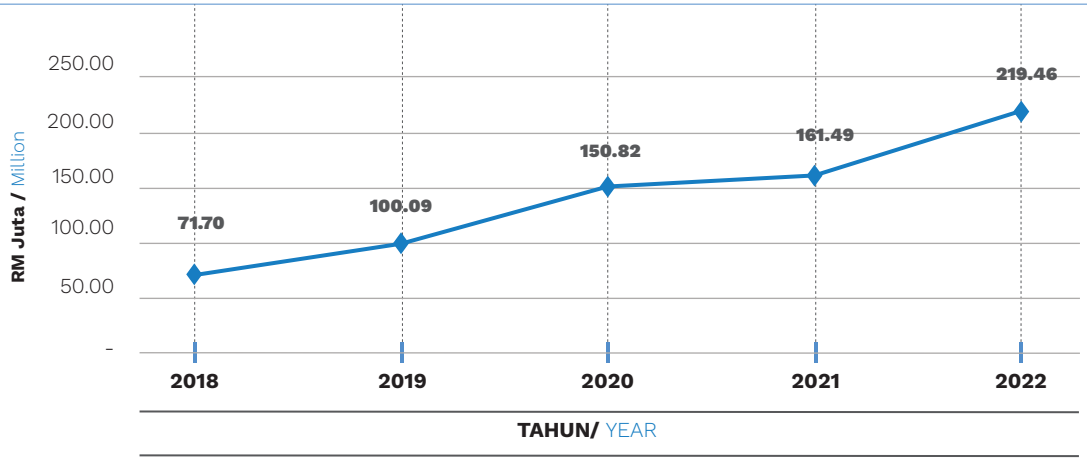
Bayaran dan Penerima Pemulihan Jasmani Dan Vokasional

Pada tahun 2022, jumlah pembayaran Pemulihan Jasmani dan Vokasional adalah berjumlah RM219.46 juta. Amaun ini menunjukkan peningkatan sebanyak RM57.97 juta atau 35.90% berbanding RM161.49 juta pada tahun sebelumnya seperti ditunjukkan di Graf 14.

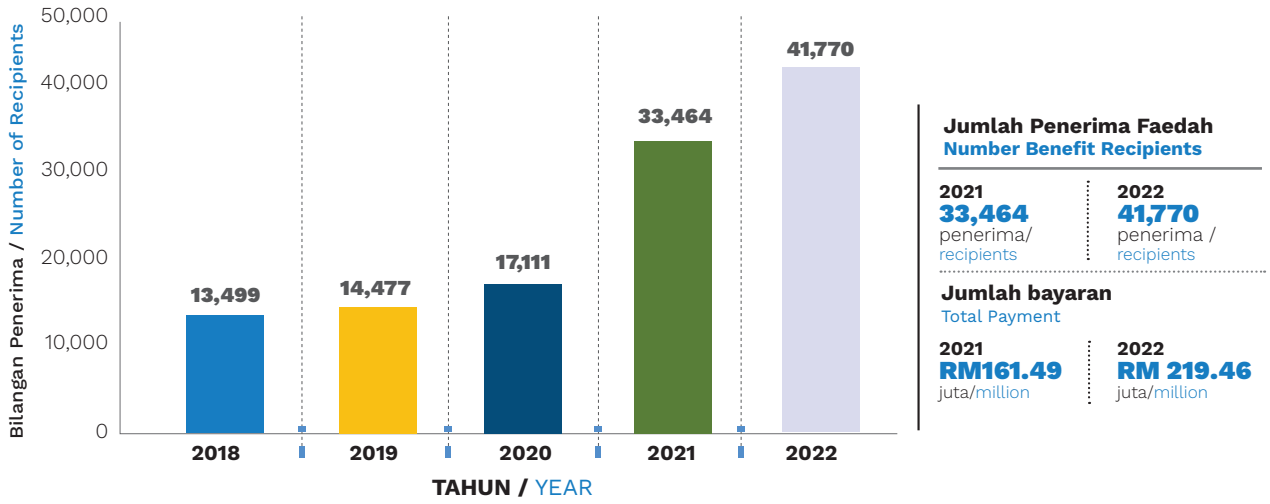
Payment And Benefit for Physical And Vocational Rehabilitation

In 2022, the total payment for Physical and Vocational Rehabilitation amounted to RM219.46 million. This amount shows an increase of RM57.97 million or 35.90% in comparison to RM161.49 million in the previous year as shown in Graph 14.

GRAF 14: JUMLAH BAYARAN PEMULIHAN JASMANI DAN VOKASIONAL 2018 – 2022
GRAPH 14: TOTAL PAYMENT FOR PHYSICAL AND VOCATIONAL REHABILITATION 2018 – 2022



CARTA 16: BILANGAN PENERIMA PEMULIHAN JASMANI DAN VOKASIONAL 2018-2022
CHART 16: NUMBER OF PHYSICAL AND VOCATIONAL REHABILITATION RECIPIENTS 2018 – 2022



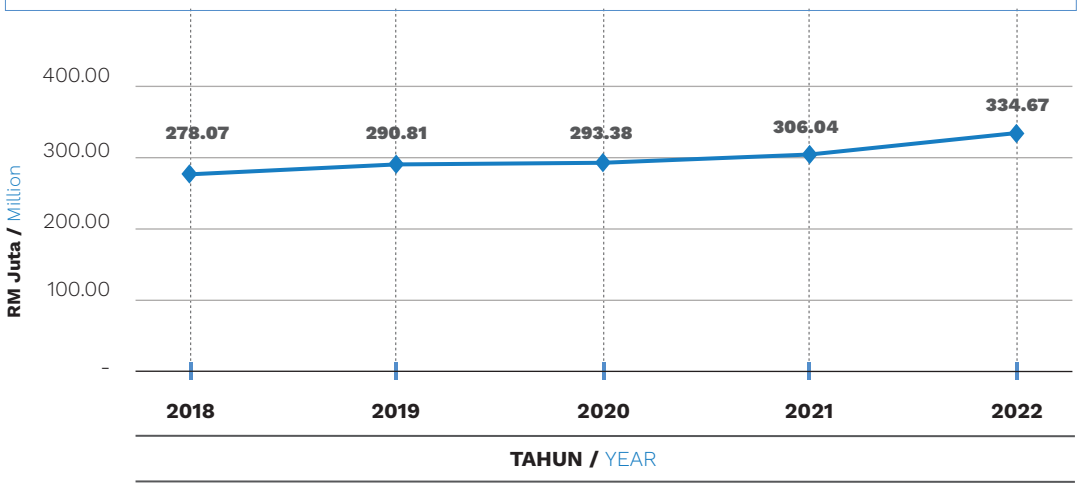
Bayaran dan Penerima Rawatan Dialisis

Jumlah pembayaran Rawatan Dialisis meningkat sebanyak RM28.63 juta atau 9.35% kepada RM334.67 juta pada tahun 2022 berbanding RM306.04 juta pada tahun sebelumnya. Graf 15 menunjukkan jumlah pembayaran Rawatan Dialisis.

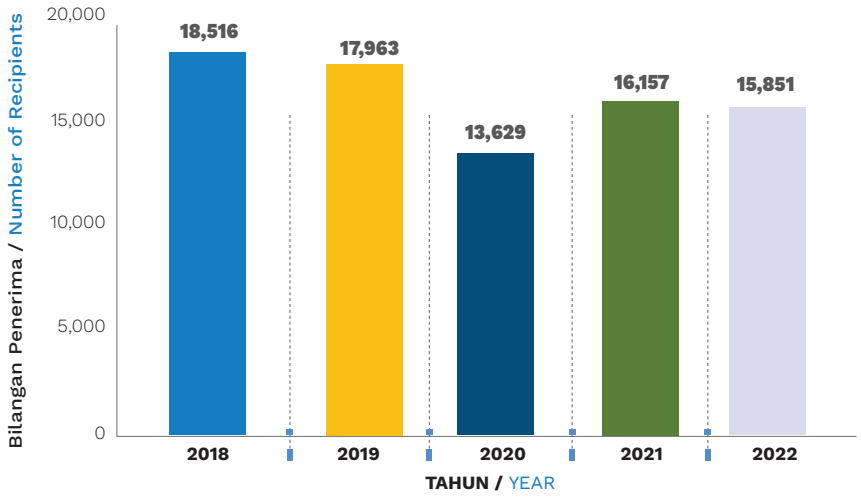
Payment And Benefit for Dialysis Treatment

The total payment for Dialysis Treatment increased by RM28.63 million or 9.35% to RM334.67 million in 2022 in comparison to RM306.04 million in the previous year. Graph 15 shows the total payment of Dialysis Treatment.

GRAF 15: JUMLAH BAYARAN RAWATAN DIALISIS 2018 – 2022
GRAPH 15: TOTAL PAYMENT FOR DIALYSIS TREATMENT 2018 – 2022



CARTA 17: BILANGAN PENERIMA RAWATAN DIALISIS 2018-2022
CHART 17: NUMBER OF DIALYSIS TREATMENT RECIPIENTS 2018 – 2022



Jumlah Penerima Faedah
Number Benefit Recipients

2021	2022
16,157 penerima/ recipients	**15,851** penerima / recipients

Jumlah bayaran
Total Payment

2021	2022
RM306.04 juta/million	**RM 334.67** juta/million

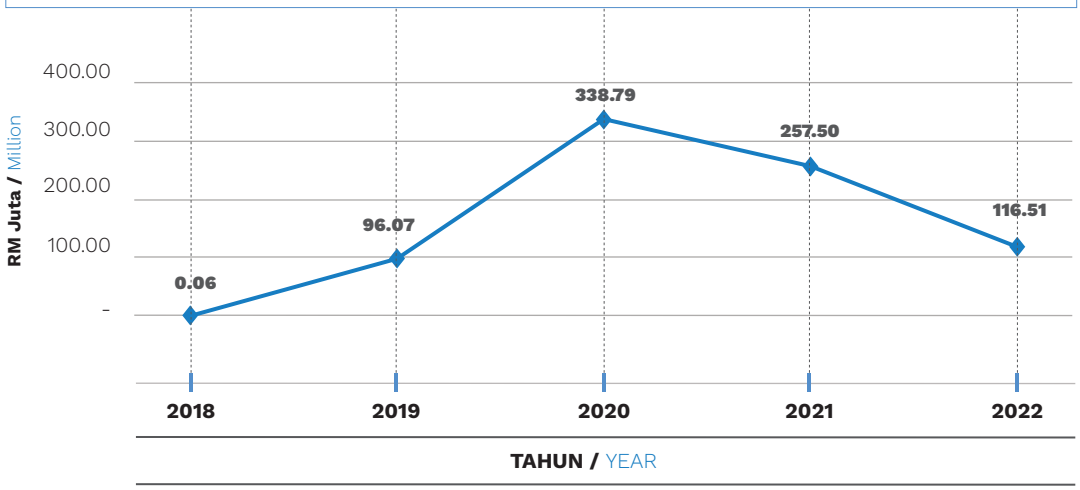
Bayaran dan Penerima Elaun Mencari Pekerjaan

Jumlah pembayaran Elaun Mencari Pekerjaan menurun sebanyak RM140.99 juta atau 54.75% kepada RM116.51 juta pada tahun 2022 berbanding RM257.50 juta pada tahun sebelumnya. Graf 16 menunjukkan jumlah pembayaran Elaun Mencari Pekerjaan.

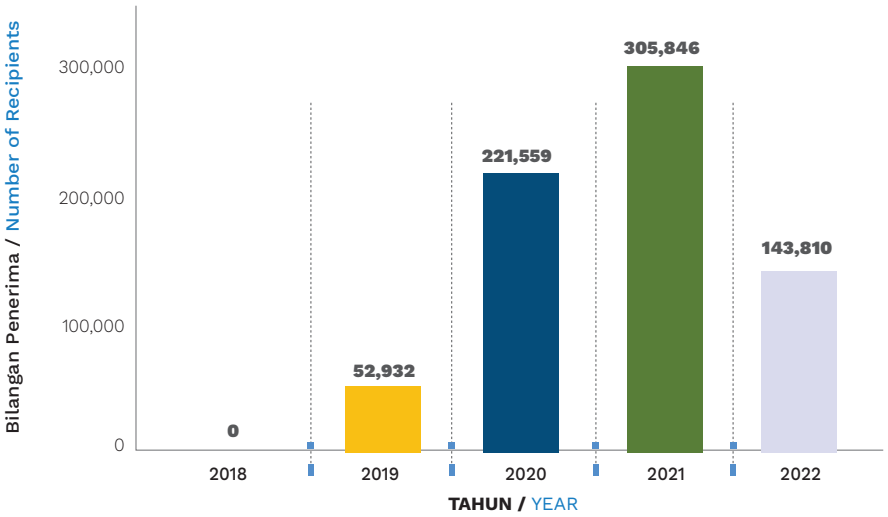
Payment And Benefit for Job Search Allowance

The total payment for Job Search Allowance decreased by RM140.99 million or 54.75% to RM116.51 million in 2022 in comparison to RM257.50 million in the previous year. Graph 16 shows the total payment of Job Search Allowance

GRAF 16: JUMLAH BAYARAN ELAUN MENCARI PEKERJAAN 2018 – 2022
GRAPH 16: TOTAL PAYMENT FOR JOB SEARCH ALLOWANCE 2018 – 2022



CARTA 18: BILANGAN PENERIMA ELAUN MENCARI PEKERJAAN 2018 – 2022
CHART 18: NUMBER OF JOB SEARCH ALLOWANCE 2018 – 2022



Jumlah Penerima Faedah
Number Benefit Recipients

2021	2022
305,846 penerima/ recipients	**143,810** penerima / recipients

Jumlah bayaran
Total Payment

2021	2022
RM257.50 juta/million	**RM 116.51** juta/million

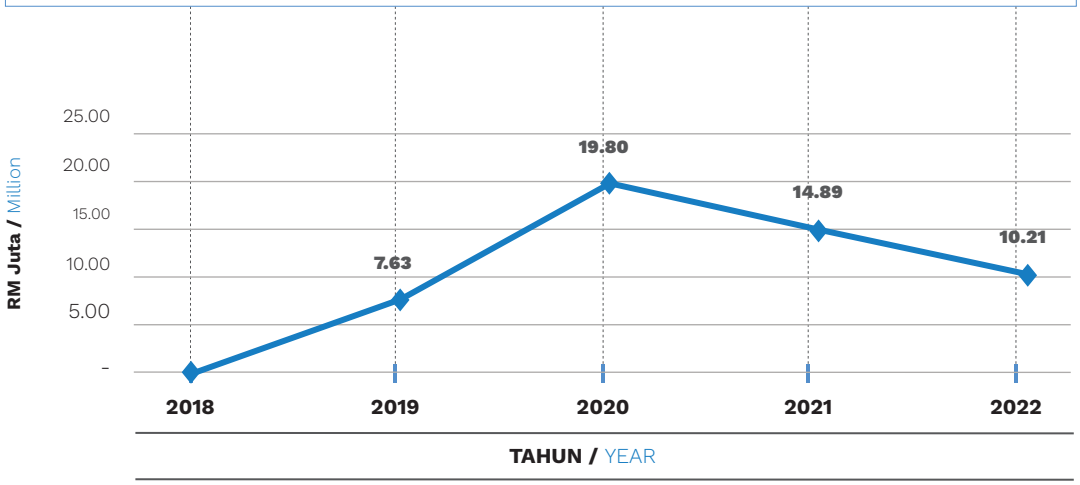
Bayaran dan Penerima Elaun Bekerja Semula Awal

Jumlah pembayaran Elaun Bekerja Semula Awal menurun sebanyak RM4.68 juta atau 31.43% kepada RM10.21 juta pada tahun 2022 berbanding RM14.89 juta pada tahun sebelumnya. Graf 17 menunjukkan jumlah pembayaran Elaun Bekerja Semula Awal.

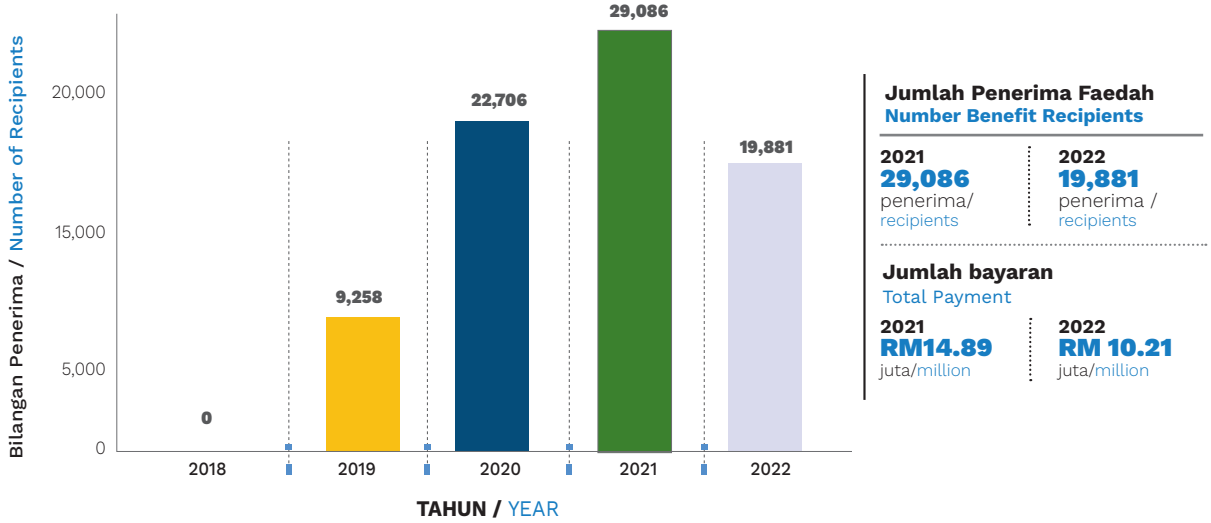
Payment And Benefit for Early Re-employment Allowance

The total payment for Early Re-employment Allowance decreased by RM4.68 million or 31.43% to RM10.21 million in 2022 in comparison to RM14.89 million in the previous year. Graph 17 shows the total payment of Early Re-employment Allowance.

GRAF 17: JUMLAH BAYARAN ELAUN BEKERJA SEMULA AWAL 2018 – 2022
GRAPH 17: TOTAL PAYMENT FOR EARLY RE-EMPLOYMENT ALLOWANCE 2018 – 2022



CARTA 19: BILANGAN PENERIMA ELAUN BEKERJA SEMULA AWAL 2018-2022
CHART 19: NUMBER OF PAYMENT FOR EARLY RE-EMPLOYMENT ALLOWANCE 2018-2022



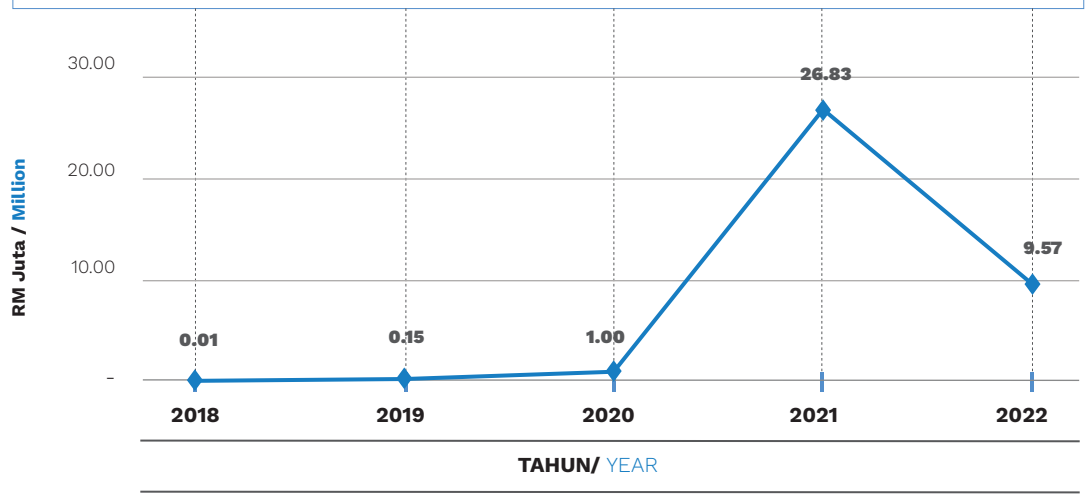
Bayaran dan Penerima Faedah Fi Latihan

Jumlah pembayaran faedah fi latihan menurun sebanyak RM17.26 juta atau 64.33% kepada RM9.57 juta pada tahun 2022 berbanding RM26.83 juta pada tahun sebelumnya. Graf 18 menunjukkan jumlah pembayaran Faedah Fi Latihan.

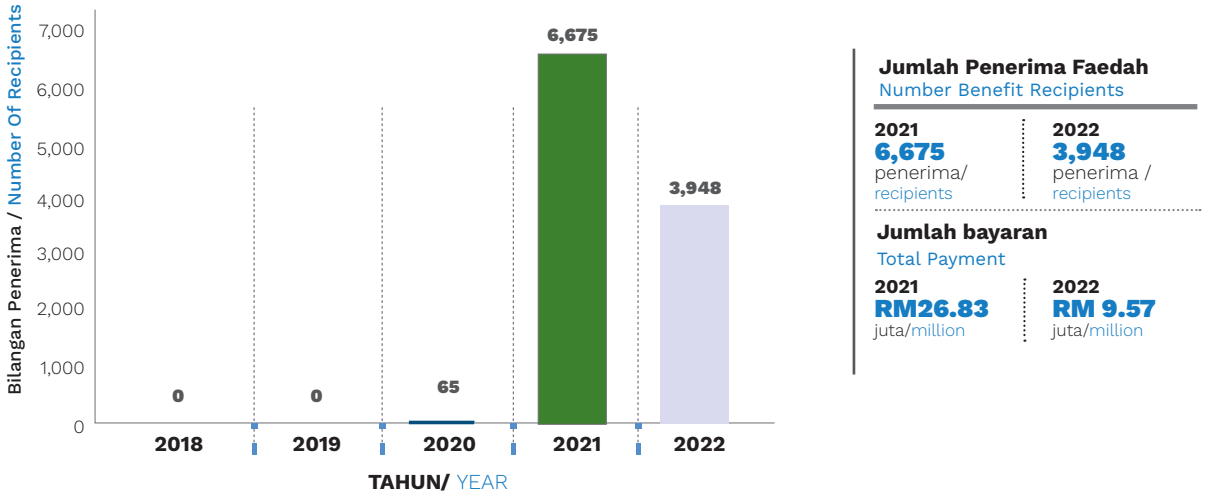
Payment for Training Fee Benefit

The total payment for Training Fee Benefit decreased by RM17.26 million or 64.33% to RM9.57 million. in 2022 in comparison to RM26.83 million in the previous year. Graph 18 shows the total payment of Training Fee Benefit.

GRAF 18: JUMLAH BAYARAN FAEDAH FI LATIHAN 2018 – 2022
GRAPH 18: TOTAL PAYMENT FOR TRAINING FEE BENEFIT 2018 – 2022



CARTA 20: BILANGAN PENERIMA FAEDAH FI LATIHAN 2018 – 2022
CHART 20: NUMBER OF PAYMENT FOR TRAINING FEE BENEFIT 2018 – 2022



PANDANGAN PERUBATAN

Unit Pandangan Perubatan menerima rujukan kes ragu daripada PPN/PPP, Bahagian Faedah, Bahagian Perundangan, Unit Fraud, Unit Jemaah Doktor Rayuan dan Skim Pekerjaan Sendiri (SPS). Dalam tahun 2022, sejumlah 1,797 kes dirujuk untuk kes ragu bencana kerja dan keilatan (kemalangan dan ilat) dengan peratusan pencapaian kes selesai sebanyak 80.7% manakala sebanyak 655 kes dirujuk untuk kes ragu penyakit khidmat dengan peratusan pencapaian kes selesai sebanyak 83.5%. Carta di bawah menunjukkan statistik bilangan kes yang dirujuk pada setiap bulan dan peratusan pencapaian kes diselesaikan bagi tahun 2022.

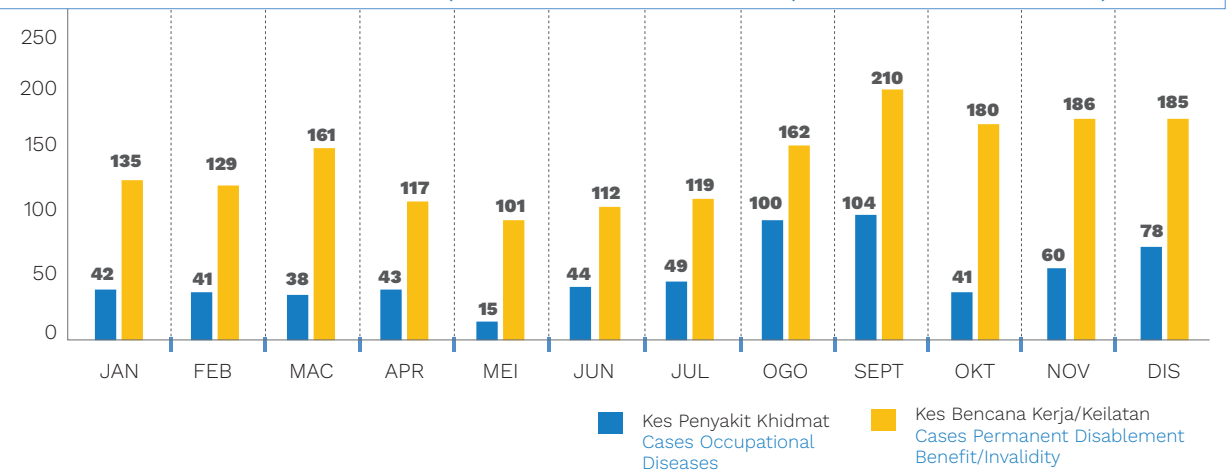
Pegawai Perubatan juga terlibat secara langsung dengan Penilaian Perubatan bagi tuntutan Bencana Kerja dan Penyakit Pekerjaan di bawah Skim Pekerjaan Sendiri (SPS). Pegawai Perubatan yang dilantik menjadi Penilai Perubatan akan membuat taksiran hilang upaya Orang Berinsurans Bekerja Sendiri (OBBS) di Pejabat PERKESO Negeri dan Pejabat PERKESO tempatan yang berkaitan termasuk di Sabah dan Sarawak. Pada tahun 2022, terdapat 489 kes telah dirujuk untuk Penilaian Perubatan.

MEDICAL OPINION

Medical Opinion Unit receives case referals from PPN/PPP, Benefit, Legislation and Fraudulent division, Appellate Medical Board Unit and Self-employment Scheme (SPS) Division. In 2022, 1,797 cases referred for opinion regarding employment injury and invalidity with 80.7% completion, whereas 655 cases referred for opinion concerning Occupational Diseases with 83.5% completion. The charts show the total number of cases being referred by month and the percentage of completion for 2022.

Medical Officer are involved with the Medical Assessment for Employment Injury and Occupational Diseases claims under the Self-Employment Scheme (SPS). The appointed Medical Assessor will perform the impairment evaluation for the Self-Employed Insured Person (OBBS) at the respective PERKESO States (PPN) and Local Office (PPP) including Sabah and Sarawak. In 2022, there was 489 cases referred for Medical Assessment.

BILANGAN KES PANDANGAN PERUBATAN BENCANA KERJA (KEMALANGAN DAN ILAT) DAN PENYAKIT KHIDMAT BAGI TAHUN 2022
NUMBER OF CASES REFERRED TO MEDICAL OPINION FOR EMPLOYMENT INJURY (PERMANENT DISABLEMENT BENEFIT AND INVALIDITY) AND EMPLOYMENT INJURY (OCCUPATIONAL DISEASES) IN 2022



JEMAAH DOKTOR RAYUAN (JDR)

Dalam tahun 2022, jumlah permohonan rayuan yang diuruskan adalah sebanyak 15,969 kes berbanding 9,265 kes pada tahun 2021. Dari jumlah tersebut, 15,118 adalah permohonan dari Semenanjung Malaysia, 334 dari Sarawak dan 517 dari Sabah.

APPELLATE MEDICAL BOARD (AMB)

In 2022, 15,969 cases were referred to the Appellate Medical Board as compare to 9,265 cases in the 2021. Out of 15,969 cases, 15,118 cases are from Peninsular Malaysia, 334 cases from Sarawak and 517 cases from Sabah.

PERMOHONAN KE JEMAAH DOKTOR RAYUAN BAGI TAHUN 2022 DAN TAHUN 2021
THE APPLICATIONS TO APPELLATE MEDICAL BOARD FOR YEAR 2022 AND 2021

KATEGORI PERMOHONAN / CATEGORY OF APPLICATION	SEMENANJUNG MALAYSIA PENINSULAR MALAYSIA		SABAH SABAH		SARAWAK SARAWAK		JUMLAH TOTAL	
	2022	2021	2022	2021	2022	2021	2022	2021
Hilang Upaya Kekal Permenant Disablement	4,410	2,375	146	0	85	26	4,641	2,401
Ilat / Invalidity	8,157	5,070	368	0	175	130	8,700	5,200
Ulangkaji / Review	733	542	18	0	10	9	761	551
Penyakit Khidmat Occupational Disease	1,818	1,105	33	0	16	8	1,867	1,113
Jumlah/ Total	**15,118**	**9,092**	**517**	**0**	**334**	**173**	**15,969**	**9,265**

Jumlah Persidangan Mengikut Lokasi

Sepanjang tahun 2022, sebanyak 360 persidangan telah diadakan di seluruh Malaysia. Dari jumlah tersebut 316 adalah sidang di Semenanjung Malaysia manakala 27 dari Sarawak dan 17 dari Sabah. Berikut adalah jumlah persidangan yang telah diadakan mengikut lokasi.

Distribution of Appellate Medical Board Sessions By Location

A total of 360 Appellate Medical Board sessions were held in 2022. 316 Appellate Medical Board sessions were held in Peninsular Malaysia, 27 sessions in Sarawak and 17 sessions in Sabah. The distribution of Appellate Medical Board sessions according to specific locations set out below:

	TEMPAT PERSIDANGAN / LOCATION	JUMLAH SIDANG / TOTAL NUMBER OF MEETINGS	
		2022	2021
1.	Kuala Lumpur	27	12
2.	Selayang	24	17
3.	Seremban	24	15
4.	Johor Bharu	35	17
5.	Ipoh	24	16
6.	Pulau Pinang	23	9
7.	Alor Setar	20	15
8.	Kuantan	12	9
9.	Kuala Terengganu	12	7
10.	Putrajaya	24	15
11.	Sungai Buloh	12	9
12.	Melaka	24	16
13.	Kota Bahru	11	9
14.	Seberang Jaya	11	4
15.	Ampang	24	16
16.	Kangar	9	7
16.	Kota Kinabalu	6	0
17.	Kuching	7	3
18.	Sibu	12	7
19.	Miri	8	7
20.	Tawau	6	0
21.	Sandakan	5	0
JUMLAH / TOTAL		**360**	**210**

KEMUDAHAN PEMULIHAN DAN VOKASIONAL

Pada tahun 2022, PERKESO telah membekalkan alat-alat bekalan pemulihan berdasarkan kes baru dan ulangan dengan jumlah keseluruhan sebanyak 40,538 kes. Pecahan adalah seperti berikut:

REHABILITATION AND VOCATIONAL FACILITIES

In 2022, PERKESO supplied rehabilitation equipment for new as well as repeat cases, for an overall total of 40,538 cases. The distribution is as follows:



BEKALAN / ITEM

ORTOTIK/ ORTHOTICS ▶ 37,516

PROSTETIK/ PROSTHETICS ▶ 3,022

40,538

Bekalan Mengikut Kategori Berdasarkan Jenis Kes

Pembekalan alat-alat pemulihan adalah menerusi secara atas talian melalui Sistem Inspire. Sistem ini digunakan oleh semua pihak yang terlibat secara langsung atau tidak langsung di seluruh pejabat PERKESO untuk pembekalan yang segera kepada Orang Berinsurans PERKESO. Antara pengguna sistem dan juga mereka yang bertanggungjawab dalam pengurusan hilang upaya orang berinsurans adalah Unit Pemulihan, *Return To Work*, Tun Razak Rehabilitation Centre termasuk pihak pembekal peralatan.

Distribution of Supplies According to Category Based on Type of Case

The supply of rehabilitation equipment is managed online using the Inspire System. This system is used by all the parties involved, whether directly or indirectly, at all PERKESO offices to ensure immediate supply to PERKESO Insured Persons. The users of the system as well as the parties responsible for the disability management of insured persons comprise the Rehabilitation Unit, the Return to Work Division, the Tun Abdul Razak Rehabilitation Centre and suppliers of equipment.

Bilangan Permohonan Ortotik Mengikut Pecahan Bulan
Monthly Distribution of Application for Orthotics

BULAN / MONTH												
Januari	Februari	Mac	April	Mei	Jun	Julai	Ogos	September	Oktober	November	Disember	**Jumlah**
2,783	**2,376**	**3,704**	**3,174**	**2,621**	**3,129**	**3,088**	**3,282**	**3,266**	**3,163**	**3,096**	**3,834**	**37,516**
BILANGAN OB / NUMBER OF INSURED PERSONS												

Alat-Alat Bantuan Perubatan

Bekalan anggota palsu adalah menerusi panel pembekal PERKESO yang berada di seluruh Malaysia. Pecahan bilangan permohonan prostetik berdasarkan bilangan bulan adalah seperti berikut:

Medical Aids

The supply of prosthetics is carried out through the panel of PERKESO suppliers located nationwide. The monthly distribution of application for prosthetics is as follows:

Bilangan Permohonan Prostetik Mengikut Pecahan Bulan
Number of Monthly Application for Prosthetics

BULAN / MONTH												
Januari	Februari	Mac	April	Mei	Jun	Julai	Ogos	September	Oktober	November	Disember	Jumlah
176	**185**	**343**	**403**	**210**	**184**	**241**	**296**	**279**	**268**	**262**	**175**	**3,022**
BILANGAN OB / NUMBER OF INSURED PERSONS												

Pada tahun 2022, PERKESO telah membelanjakan sebanyak **RM28.66** juta bagi peralatan pemulihan dan vokasional. Ini merupakan peningkatan sebanyak **28.8%** berbanding pada tahun 2021.

In 2022, PERKESO spent a total of **RM28.66** million on rehabilitation and vocational equipment. This is an increase of 28.8% compared to 2021.

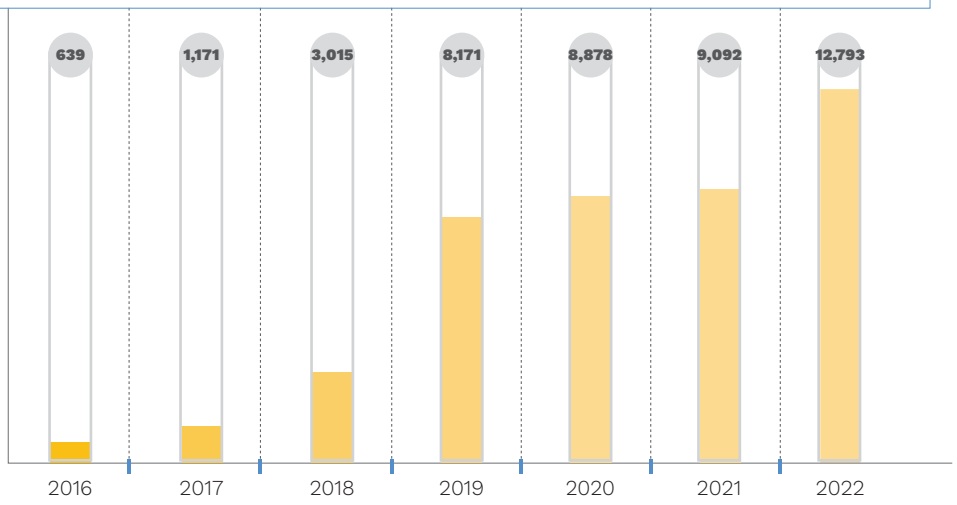
Kemudahan Implan

Sebagai salah satu inisiatif *Early Intervention*, PERKESO telah memperkenalkan kemudahan implan sejak tahun 2016 bagi menyingkatkan lagi tempoh pemulihan OB. Pada tahun 2022, sebanyak 12,795 permohonan implan telah diluluskan, dengan peningkatan sebanyak 42.68% dari tahun 2021. Trend juga menunjukkan bahawa pembekalan secara kecemasan adalah lebih tinggi iaitu 56.1% berbanding dengan pembekalan secara elektif.

Implants

As part of its Early Intervention initiatives, PERKESO introduced the provision of implants in 2016 to shorten Insured Persons' rehabilitation period. In 2022, 12,795 applications for implants were approved, an increase of 42.68% from the year 2021. The trend also shows that emergency supplies have increased by 56.1% compared to elective supplies.

JUMLAH PEMBEKALAN IMPLAN PADA TAHUN 2016 – 2022 /
TOTAL IMPLANTS SUPPLIES FOR 2016 – 2022



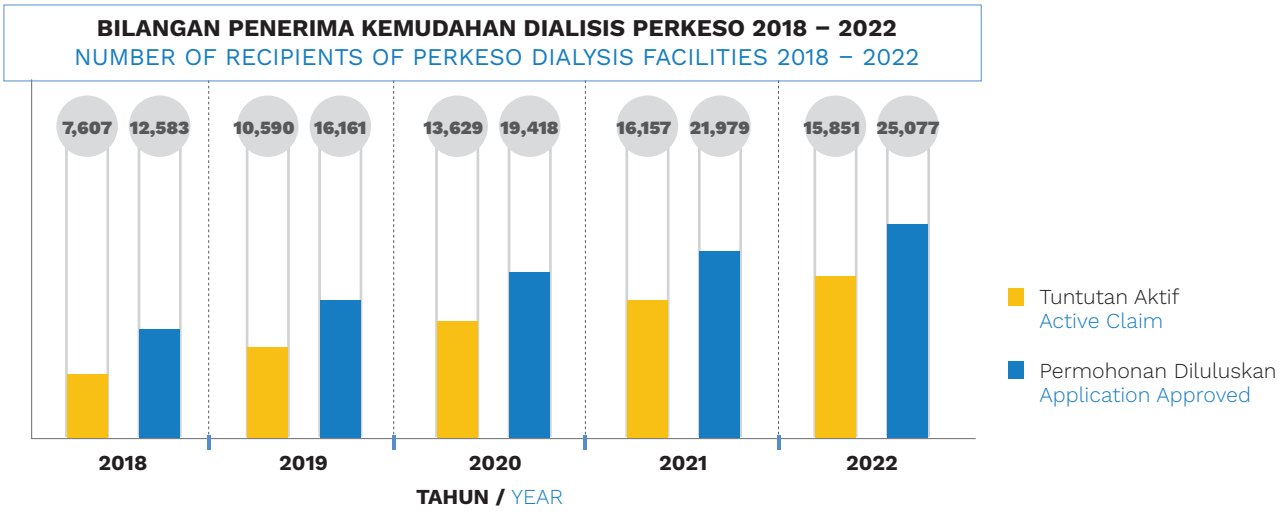
KEMUDAHAN RAWATAN DIALISIS

Sepanjang tahun 2022, sebanyak 3,098 permohonan kemudahan rawatan dialisis telah diterima dan diluluskan. Bilangan ini menunjukkan peningkatan sebanyak 14.1% berbanding tahun 2021. Pada akhir tahun 2022, bilangan terkumpul Orang Berinsurans yang masih aktif menjalani rawatan dialisis dan menerima kemudahan dialisis PERKESO adalah seramai 15,851 orang.

DIALYSIS TREATMENT FACILITIES

3,098 dialysis treatment facility applications were received and approved in 2022. In comparison to 2021, this figure has increased by 14.1%. As of the end of 2022, the total number of insured persons who are continuing dialysis treatment and using PERKESO dialysis facilities is 15,851.

BILANGAN PENERIMA KEMUDAHAN DIALISIS PERKESO 2018 – 2022
NUMBER OF RECIPIENTS OF PERKESO DIALYSIS FACILITIES 2018 – 2022



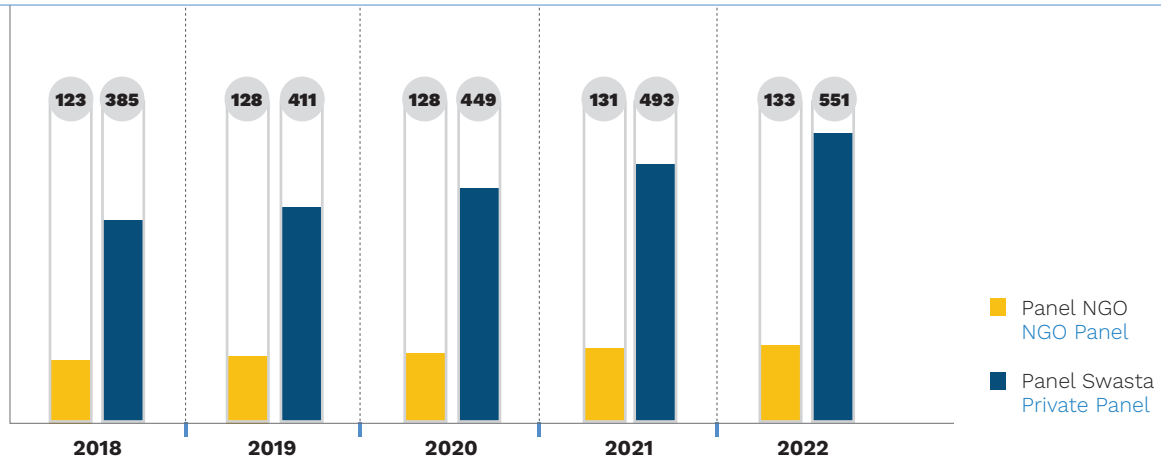
Pusat Dialisis Panel PERKESO

Sepanjang tahun 2022, PERKESO telah melantik sebanyak 60 pusat dialisis sebagai panel PERKESO yang melibatkan 58 pusat dialisis berstatus swasta dan 2 pusat dialisis berstatus NGO. Bilangan ini menunjukkan peningkatan sebanyak 9.62% berbanding tahun sebelumnya. Ini menjadikan jumlah keseluruhan pusat dialisis panel PERKESO adalah sebanyak 684 pusat di seluruh negara.

PERKESO Panel Dialysis Centres

In 2022, PERKESO appointed a total of 60 dialysis centers as the PERKESO Panel, including 58 private dialysis centers and 2 NGO dialysis centers. This figure shows an increase of 9.62% compared to the previous year, bringing the total number of PERKESO dialysis centres to 684 centres nationwide.

BILANGAN PERLANTIKAN PUSAT DIALISIS PANEL MENGIKUT NGO DAN SWASTA
THE NUMBER OF PANEL DIALYSIS CENTERS APPOINTED, ACCORDING TO NGOS AND THE PRIVATE PANEL



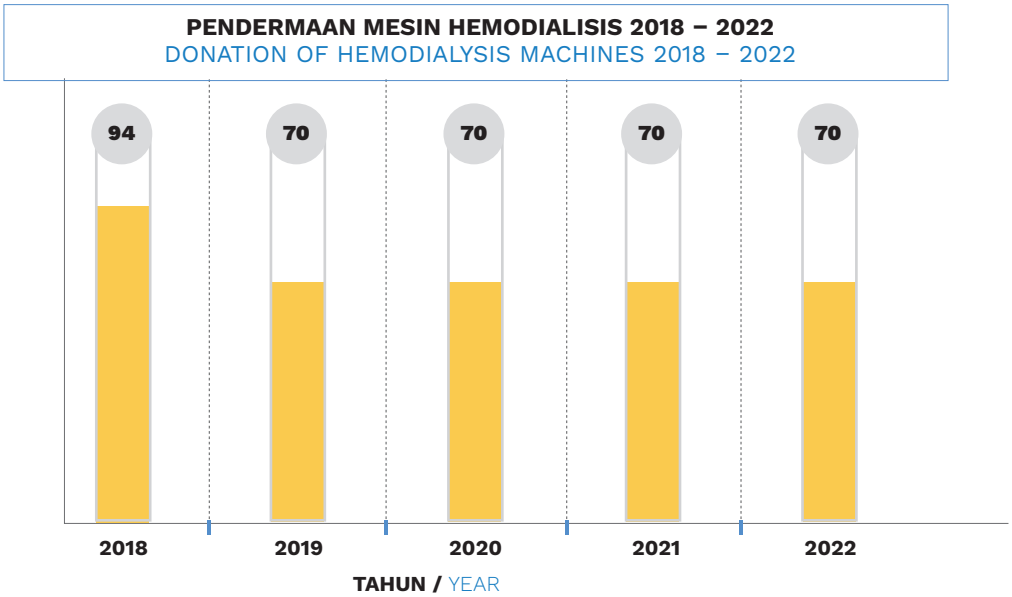
Pendermaan Mesin Hemodialisis

Pada tahun 2022, PERKESO telah meluluskan pendermaan mesin hemodialisis sebanyak 70-unit kepada 57 buah Pusat Dialisis Panel NGO PERKESO yang layak berdasarkan kriteria yang telah ditetapkan. Bilangan pendermaan mesin hemodialisis bagi tahun 2018 hingga 2022 adalah seperti di bawah.

Donation of Hemodialysis Machines

In 2022, PERKESO approved the donation of 70 units of hemodialysis machines to 57 eligible NGO Hemodialysis Centers based on defined criteria. The number of hemodialysis machine donations from 2018 to 2022 is shown below.

PENDERMAAN MESIN HEMODIALISIS 2018 – 2022
DONATION OF HEMODIALYSIS MACHINES 2018 – 2022



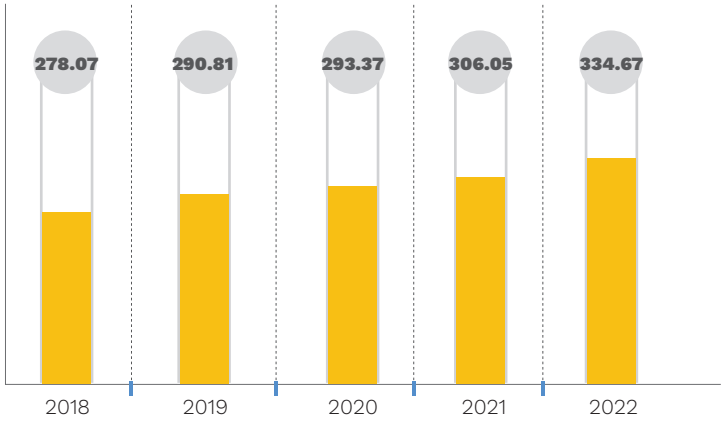
Perbelanjaan Rawatan Dialisis

Pada tahun 2022, PERKESO telah membelanjakan sejumlah RM334.67 juta bagi membiayai rawatan dialisis, peningkatan sebanyak 9.35% berbanding tahun sebelumnya. Peningkatan ini adalah disebabkan berlakunya pertambahan jumlah pesakit buah pinggang di Malaysia. Jumlah perbelanjaan rawatan dialisis bagi tahun 2018 hingga 2022 adalah seperti di bawah.

Expenditure For Dialysis Treatment

In 2022, PERKESO spent a total of RM334.67 million in dialysis treatment funds, an increase of 9.35% compared to the previous year. This increase is due to an increase in the number of patients with kidney disease in Malaysia. The total cost of dialysis treatment from 2018 to 2022 is as follows:

PERBELANJAAN KEMUDAHAN RAWATAN DIALISIS 2018 – 2022
EXPENDITURE ON DIALYSIS TREATMENT FACILITY 2018 – 2022



BILANGAN KES KEMALANGAN DILAPORKAN

Sebanyak 75,116 kes kemalangan dilaporkan sepanjang tahun 2022 berbanding 58,789 pada tahun sebelumnya atau peningkatan sebanyak 27.77%. Jumlah kemalangan perusahaan pada tahun 2022 adalah sebanyak 41,695 berbanding tahun sebelumnya iaitu sebanyak 34,075 kes, manakala bagi kemalangan semasa perjalanan yang berkaitan dengan pekerjaan adalah sebanyak 24,714 kes pada tahun 2021 meningkat kepada 33,421 kes pada tahun 2022. Kes kemalangan maut yang dilaporkan pada tahun 2022 meningkat kepada 998 kes berbanding tahun 2021 sebanyak 842 kes.

NUMBER OF ACCIDENT CASES REPORTED

A total of 75,116 accident cases were reported throughout 2022 compared to 58,789 in the preceding year, showing an increase of 27.77%. There were 41,695 cases of industrial accidents in 2022 compared to 34,075 cases the previous year. Meanwhile, 33,421 cases of work-related commuting accidents were reported in 2022 compared to the 24,714 cases in 2021. The number of fatal accidents reported in 2022 rose to 998 cases compared to 842 cases in 2021.

Bilangan kemalangan dilaporkan (kes)
Number of accidents reported (cases)



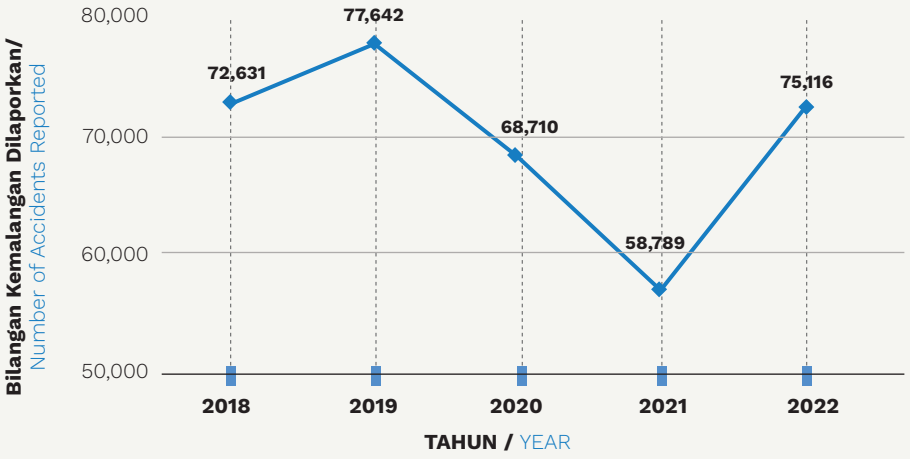
2021
58,789
kes/cases

2022
75,116
kes/cases

JADUAL 30: BILANGAN KEMALANGAN DILAPORKAN
TABLE 30: NUMBER OF ACCIDENTS REPORTED

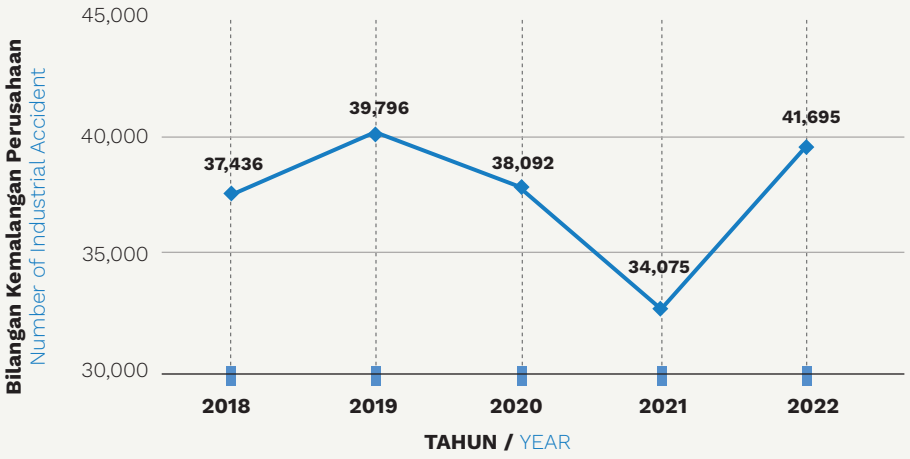
KEMALANGAN DILAPORKAN Accidents Reported	2021	2022
Kemalangan Perusahaan Industrial Accident	34,075	41,695
Kemalangan Semasa Perjalanan Commuting Accident	24,714	33,421
#Kes Maut Dilaporkan Fatal Cases Reported	842	998
Jumlah Bilangan Kemalangan Dilaporkan Number of Accidents Reported	**58,789**	**75,116**

GRAF 19: BILANGAN KEMALANGAN DILAPORKAN 2018 – 2022
GRAPH 19: NUMBER OF ACCIDENTS REPORTED 2018 – 2022



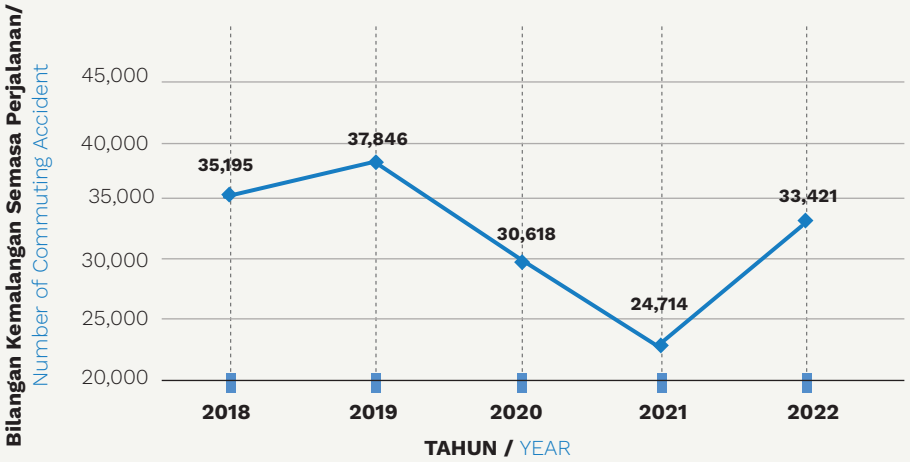


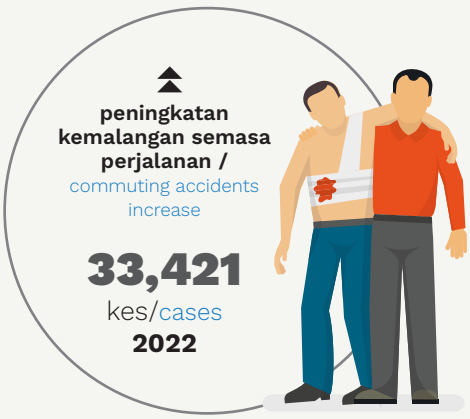
GRAF 20: BILANGAN KEMALANGAN PERUSAHAAN DILAPORKAN 2018 – 2022
GRAPH 20: NUMBER OF INDUSTRIAL ACCIDENTS REPORTED 2018 – 2022





CARTA 21: BILANGAN KEMALANGAN SEMASA PERJALANAN 2018 – 2022
GRAPH 21: NUMBER OF COMMUTING ACCIDENTS 2018 – 2022





AKTIVITI PENGUATKUASAAN

Ops Pemutihan Dan Ops Kesan 2022

Setiap tahun sebelum berlangsungnya operasi OPS KESAN, majikan akan diberi peluang untuk mendaftar secara sukarela dalam tempoh sebulan sebelum operasi berjalan. Tempoh ini dikenali sebagai bulan pemutihan. Pada 1 Jun 2022, PERKESO telah melancarkan OPS Kesan bagi kali ke tiga belas dengan objektif untuk memastikan semua majkan yang menggaji sekurang-kurangnya seorang pekerja mendaftar dengan sewajarnya sebagaimana peruntukan Seksyen 4 dan 5 Akta Keselamatan Pekerja 1969 [Akta 4] serta Seksyen 14 dan 16 Akta Skim Insurans Pekerjaan [Akta 800] serta Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789]. Sebelum operasi ini dilaksanakan, majikan telah diberi peluang untuk mendaftar secara sukarela mulai 1 Mei hingga 31 Mei 2022. . Ops Kesan tahun 2022 merupakan pertama kali gabungan operasi yang melibatkan ketiga-tiga Akta-akta di bawah seliaan PERKESO.

Program Pemutihan merupakan satu inisiatif kaedah "*soft approach*" kepada majikan dengan tujuan untuk memberi kesedaran tentang kepentingan perlindungan keselamatan sosial kepada majikan dan pekerja. Ini merupakan satu langkah yang proaktif memberi peluang untuk majikan yang tidak berdaftar dengan PERKESO untuk berdaftar sepanjang tempoh pemutihan.

Bagi memastikan kelancaran program, satu Sistem Pengumpulan Data Ops Kesan secara dalam talian telah digunakan di mana pelaporan berkaitan aktiviti semakan status majikan dan pekerja dilakukan semasa di premis majikan serta pengumpulan data statistik dapat diperolehi secara "real time" dan tepat.

One Visit Policy 2022

Persidangan Pelan Strategik KSM yang diadakan pada Jun 2014, di Santubong, Sarawak memutuskan supaya satu penguatkuasaan secara bersepadu diwujudkan bagi menyelesaikan masalah yang dihadapi oleh pihak PSMB dalam menguatkuasakan Akta 612. Satu keputusan telah untuk diwujudkan penguatkuasaan bersepadu melibatkan beberapa jabatan dan agensi iaitu JTKSM, PERKESO, PSMB & CKSP.

ENFORCEMENT ACTIVITIES

Ops Pemutihan (Amnesty) and *Ops Kesan 2022*

Every year, one month prior to the commencement of *OPS KESAN*, employers are given the opportunity to voluntarily register. This period is known as the amnesty month. On 1st June 2022, PERKESO launched its thirteenth Ops Kesan with the objective of ensuring that all employers with at least one employee duly register, as provided by Sections 4 and 5 of the Employees' Social Security Act 1969 [Act 4], as well as Sections 14 and 16 of the Employment Insurance Act [Act 800], and the Self-Employment Social Security Act 2017 [Act 789]. Prior to the operation, employers were given the opportunity to voluntarily register from 1st May to 31st May 2022. *Ops Kesan* 2022 was the first time ever that the operation involved all three Acts under the administration of PERKESO.

The amnesty programme is a soft approach taken against employers with the objective of raising awareness of the importance of social security amongst employers and employees. This is a proactive measure taken to give employers who have yet to register with PERKESO the opportunity to do so during the amnesty period.

To facilitate the programme, an online Ops Kesan Data Collection system was established and used, whereby reporting on employer and employee status review activity could be done concurrently from the employers' premises. Collection of statistical data could be done accurately and in "real time".

One Visit Policy 2022

The Ministry of Human Resources Strategic Plan Conference which was held in June 2014 in Santubong, Sarawak, decided that an integrated enforcement should be established to resolve problems faced by the Human Resource Development Corporation in enforcing Act 612. A decision was made to establish integrated enforcement involving several departments and agencies including JTKSM (Peninsular Malaysia Labour Department), PERKESO, HRDF & CKSP.

Objektif operasi bersepadu adalah seperti berikut:

i. Mengoptimumkan penggunaan tenaga kerja sedia ada.
ii. Memastikan pematuhan undang-undang perburuhan secara bersepadu.
iii. Mengukuhkan aktiviti penguatkuasaan setiap Jabatan dan Agensi secara bersepadu.
iv. Perkongsian maklumat dan data perburuhan di bawah KSM secara menyeluruh.
v. Perancangan penguatkuasaan secara sistematik dan teratur.

The objectives of the integrated operation are as follows:

i. To optimise the use of existing workforce
ii. To ensure integrated compliance of labour laws.
iii. To strengthen enforcement activities at each Department and Agency in an integrated manner.
iv. To comprehensively share labour information and data under the Ministry of Human Resources.
v. To plan for enforcement in a systematic and structured manner

Selaras dengan perluasan Akta PSMB 2001 pada 01 Mac 2021, Operasi *One Visit Policy* (OVP) telah dijenamakan semula kepada Operasi Bersepadu KSM dan diperluaskan pelaksanaannya ke Sabah dan Sarawak dengan penglibatan JTK Sabah, JTK Sarawak dan JKKP.

In line with the expansion of the Human Resource Development Corporation Act 2001 on 1st March 2021, the One Visit Policy was rebranded to become the Ministry of Human Resources Integrated Operation, the implementation of which was extended to Sabah and Sarawak with the involvement of the respective labour departments and JKKP.

Outcome program terhadap akta yang dikuat kuasakan oleh PERKESO sepanjang tahun 2022:

The outcome of programmes implemented by by PERKESO pursuant to the Act throughout 2022 are as follows:

Ringkasan Operasi OVP 2022 / Summary of OVP Operations 2022:

- Bilangan operasi ⏩ **8**
  Number of operations
- Bilangan Majikan ⏩ **150**
  Number of Employers
- Bil. Arahan Pematuhan ⏩ **101**
  Number of Compliance Instructions
- Bil. Arahan Hadir ⏩ **12**
  Number of Attendance Instructions

Pelanggaran Pematuhan / Non-compliance:

AKTA 4 / Act 4:

- Tunggakan Caruman/ Arrears of Contribution
  ⏩ **92 majikan /** employers
- Faedah Caruman Lewat Bayar/ Interest on Late Payment of Contributions
  ⏩ **104 majikan /** employers
- Tunggakan Caruman / Arrears of Contributions ⏩ **RM 174,291.60**
- Faedah Caruman Lewat Bayar / Interest on Late Payment of Contributions ⏩ **RM 29,960.00**

AKTA 800 / Act 800:

- Bil. Arahan Pematuhan / Number of Compliance Instruction
  ⏩ **84 majikan /** employers
- Bil. Arahan Hadir / Number of Attendance Instruction
  ⏩ **62 majikan /** employers
- Tunggakan Caruman / Arrears of Contributions ⏩ **RM43,540.25**
- Faedah Caruman Lewat Bayar / Interest on Late Payment of Contributions ⏩ **RM11,965.00**

Konvensyen Penguatkuasaan 2022

Konvensyen Penguatkuasaan 2022 telah diadakan di Hotel Seri Pacific pada Februari 2022, kali terakhir konvensyen ini diadakan adalah pada tahun 2020 sebelum negara kita mengalami Pandemik Covid-19. Konvensyen ini merupakan satu platform bagi mengiktiraf Pegawai-pegawai Pemeriksa PERKESO seluruh negara yang telah mempamerkan kecemerlangan dalam ativiti penguatkuasaan sepanjang tahun 2021. Selain itu konvensyen ini juga adalah suatu wadah untuk Pegawai Pemeriksa bertemu, berkongsi strategi dan bermusyawarah bagi menjalin hubungan dan memupuk persaingan yang sihat.

Enforcement Convention 2022

The Enforcement Convention 2022 was held at Hotel Seri Pacific in February 2022. The last time the convention was held was in 2020, before the country went through the COVID-19 Pandemic. The convention was a platform to recognise PERKESO Inspection Officers across the country who had exhibited excellence in their enforcement activities throughout 2021. In addition, the convention was also a place for Inspection Officers to meet, share strategies and hold discussions to foster healthy relationships and competition.

Tema bagi tahun 2022 adalah Selangkah ke Era Baharu sejajar dengan pembukaan semula semua sektor ekonomi negara selepas Pandemik COVID-19 yang melanda dunia dan negara. Hampir 350 orang anggota yang telibat dengan Penguatkuasaan telah hadir ke Konvensyan tahun 2022 kali ini dari seluruh Malaysia.

The theme for the 2022 convention was Selangkah ke Era Baharu (One Step Towards a New Era), consistent with the reopening of all the country's economic sectors after the COVID-19 pandemic which swept across the country and the whole world. Approximately 350 members of staff from across Malaysia who were involved in Enforcement attended the Convention.

Objektif utama Konvensyen ini dilaksanakan adalah untuk memastikan setiap aktiviti pemeriksaan dan penguatkuasaan mendokong misi dan visi organisasi. Konvensyen ini juga dapat memberikan impak positif kepada Pelan Strategik PERKESO dari sudut pemerkasaan aktiviti penguatkuasaan Akta dan undang-undang serta memastikan kemampanan dana Pertubuhan. Bagi tahun 2021, seramai 20 orang Pegawai Pemeriksa yang telah berjaya membuat kutipan bayaran tunggakan caruman melebihi RM1 juta setiap orang dengan jumlah keseluruhan RM25 juta telah diberi pengiktirafan pada Konvensyen tersebut.

The main objective of the Convention was to ensure that each inspection and enforcement activity supports the mission and vision of the organisation. The convention had a positive impact on PERKESO's Strategic Plan in terms of consolidation of enforcement of the Act and laws, as well as in ensuring the sustainability of the organisation's funds. For the year 2021, twenty Inspection Officers who had each successfully collected arrears of contributions exceeding RM1 million, amounting to an overall total of RM25 million were recognised at the Convention.

Perkongsian '*best practise*' daripada pegawai yang cemerlang dalam penguatkuasaan berjaya memupuk semangat cara kerja berpasukan secara kolektif serta menjadi pemangkin serta suntikan semangat yang berterusan kepada semua pegawai di setiap pejabat.

Sharing on 'best practises' by officers who were outstanding in enforcement managed to establish a collective spirit of teamwork as well as become a catalyst and injection of continued energy to all officers across the country.

ULASAN PRESTASI PELABURAN
INVESTMENT PERFORMANCE REVIEW



AZMEEN BIN ADNAN
Ketua Pegawai Pelaburan
Chief Investment Officer

"Dunia berdepan cabaran baharu inflasi yang tinggi berikutan konflik Rusia-Ukraine yang berterusan serta kesan daripada COVID-19."

Kebimbangan terhadap tekanan inflasi mendorong bank pusat di seluruh dunia mengetatkan dasar monetari masing-masing. Pertumbuhan global menurun daripada 6.0% pada tahun 2021 kepada 3.1% pada tahun 2022 seperti yang dilaporkan oleh Bank Dunia.

Di peringkat domestik, Malaysia mencatatkan pemulihan yang kukuh walaupun berhadapan dengan cabaran global. Keluaran Dalam Negara Kasar (KDNK) Malaysia meningkat sebanyak 8.7% pada tahun 2022 daripada 3.1% pada tahun 2021

"The world faced a new challenge of high inflation on the back of unceasing Russia-Ukraine conflict following the aftermath of COVID-19."

Fear of inflationary pressures drove the central banks across the world to tighten their monetary policies. The global growth slowed from 6.0% in 2021 to 3.1% in 2022 as reported by World Bank.

On the domestic front, Malaysia posted a strong recovery despite global challenges. Malaysia's Gross Domestic Product (GDP) grew by 8.7% in 2022 from 3.1% in 2021 as COVID-19 restrictions were lifted and economic activities resumed. Labour market

berikutan sekatan COVID-19 ditarik balik dan aktiviti-aktiviti ekonomi dibuka semula. Keadaan pasaran buruh dan aktiviti-aktiviti pelaburan yang bertambah baik terus menyokong pertumbuhan ekonomi (Sumber: Jabatan Perangkaan Malaysia (DOSM)).

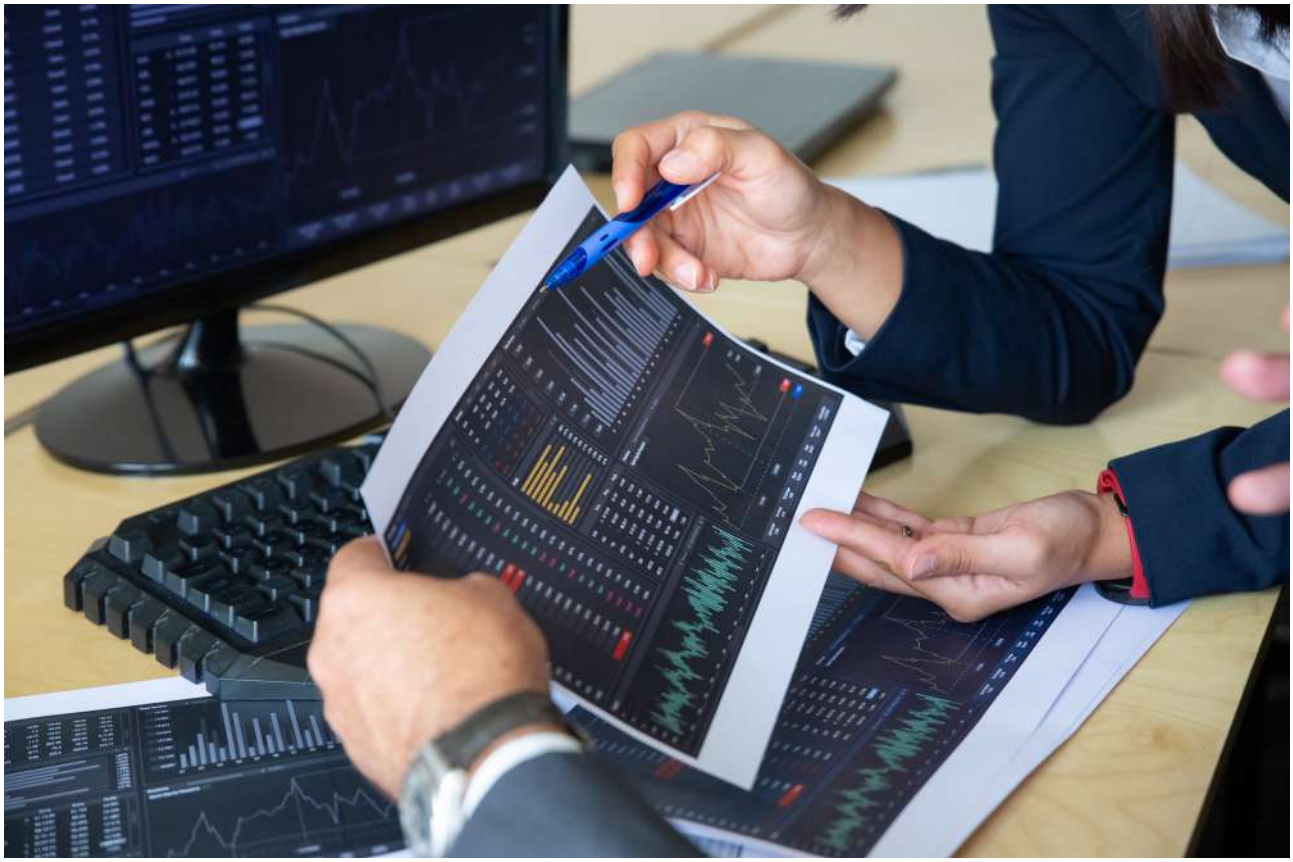
conditions and improved investment activities further supported economic growth (Source: Department of Statistics Malaysia (DOSM)).

PERKESO sebagai organisasi keselamatan sosial memberi penekanan kepada pemeliharaan modal sambil secara proaktif melaraskan strategi dan proses pelaburan dengan mengoptimumkan sumber untuk menjana pulangan pelaburan yang mampan dan berdaya tahan.

PERKESO as a social security organisation emphasizes on capital preservation while proactively adjusting its investment strategies and processes by optimising resources to generate sustainable and resilient investment returns.

PERKESO menguruskan empat (4) dana yang terdiri daripada Akta Keselamatan Sosial Pekerja 1969 [Akta 4], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [Akta 789], Akta Sistem Insurans Pekerjaan 2017 [Akta 800] dan Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838].

PERKESO manages four (4) funds under management which comprises of Employees' Social Security Act 1969 [Act 4], Self-Employment Social Security Act 2017 [Act 789], Employment Insurance System Act 2017 [Act 800] and Housewives' Social Security Act 2022 [Act 838].



ULASAN PRESTASI PELABURAN 2022
INVESTMENT PERFORMANCE REVIEW 2022

Aset Pelaburan Diuruskan PERKESO

Bagi tahun 2022, jumlah aset pelaburan diuruskan PERKESO meningkat sebanyak 1.87% kepada RM31,830.54 juta. Pertumbuhan aset pelaburan tersebut disumbangkan oleh pendapatan pelaburan dan pertumbuhan dana Akta 800. Pertumbuhan jumlah aset pelaburan diuruskan PERKESO daripada tahun 2018 hingga 2022 ditunjukkan di Carta 22.

PERKESO's Investment Assets Under Management

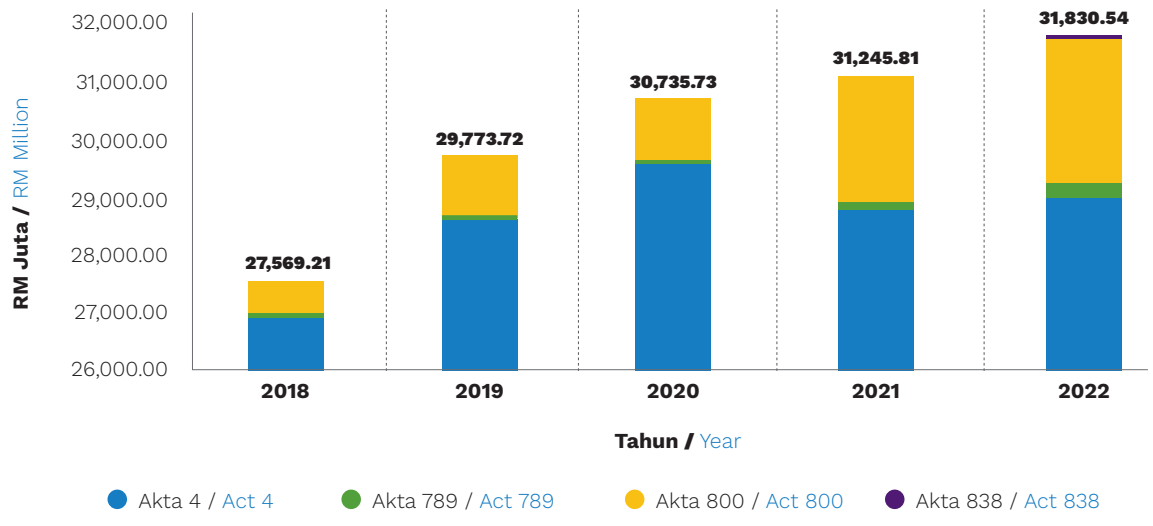
For the year 2022, PERKESO's total investment assets under management (AUM) increased by 1.87% to RM31,830.54 million. The growth in AUM was attributed by investment income and growth in Act 800 fund. The growth of PERKESO's total investment AUM from 2018 to 2022 is shown in Chart 22.

RM31,830.54
JUTA / MILLION
2022

RM31,245.81
JUTA / MILLION
2021

MENINGKAT SEBANYAK /
INCREASED BY
1.87%

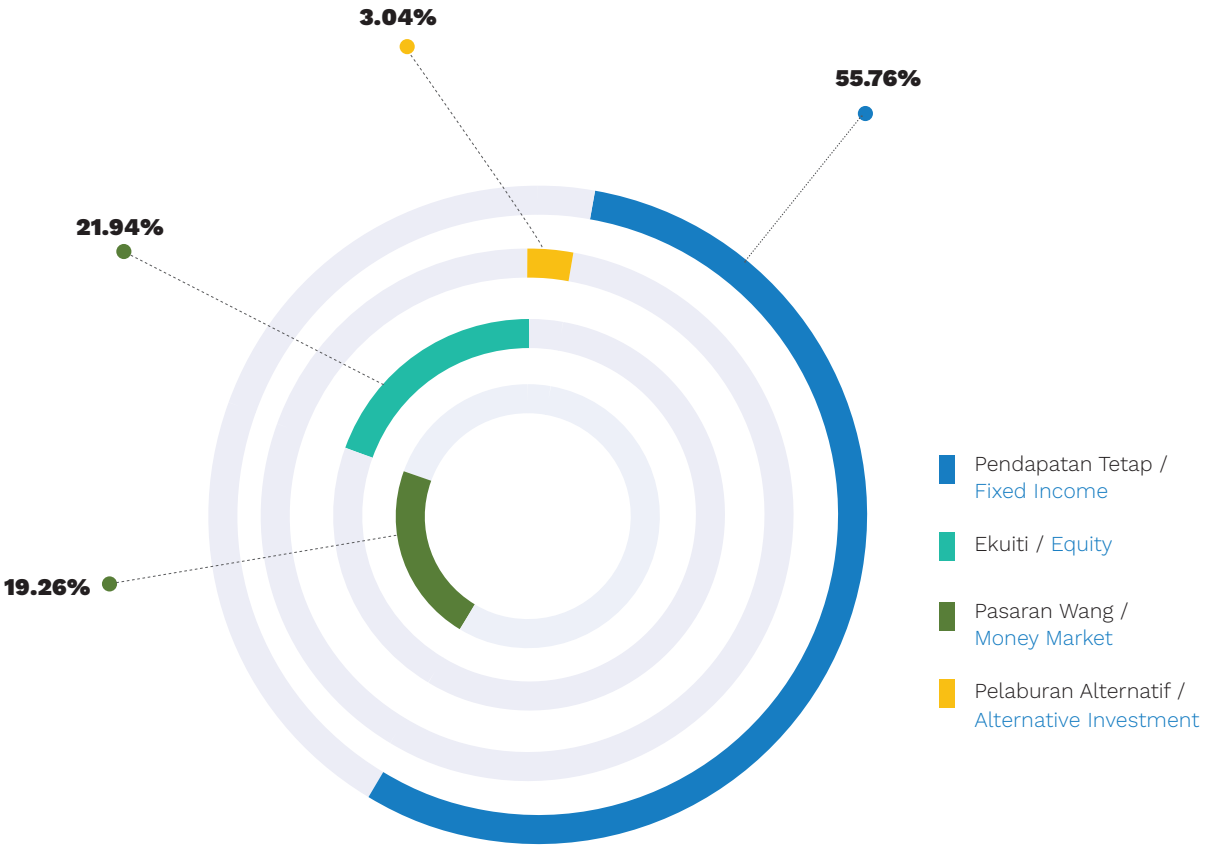
CARTA 22: JUMLAH ASET PELABURAN DIURUSKAN PERKESO (2018-2022)
CHART 22: PERKESO'S TOTAL INVESTMENT ASSETS UNDER MANAGEMENT (2018-2022)



Aset pelaburan PERKESO yang dimanfaatkan pada penghujung tahun 2022 ditunjukkan di Carta 23.

PERKESO's investment asset utilisation as at end of 2022 is shown in Chart 23.

CARTA 23: JUMLAH ASET DIURUSKAN - ALOKASI DANA
CHART 23: TOTAL ASSETS UNDER MANAGEMENT - FUND ALLOCATION



Pulangan Pelaburan Kasar

Kadar Pulangan Pelaburan (ROI) kasar untuk kesemua dana meningkat kepada 5.49% daripada 5.15% pada tahun 2021 berikutan saiz dana yang lebih tinggi dan pengurusan pelaburan yang aktif. Pendapatan pelaburan kasar meningkat dengan signifikan sebanyak 11.78% kepada RM1,630.52 juta pada tahun 2022, berbanding RM1,458.74 juta pada tahun 2021.

Gross Return On Investment

The gross Return on Investment (ROI) for all funds increased to 5.49% from 5.15% in 2021 on the back of higher fund size and active investment management. Gross investment income grew significantly by 11.78% to RM1,630.52 million in 2022, compared to RM1,458.74 million in 2021.

RM1,630.52
JUTA / MILLION
2022

RM1,458.74
JUTA / MILLION
2021

MENINGKAT SEBANYAK /
INCREASED BY
11.78%

ULASAN PASARAN
MARKET REVIEW

Ekonomi Global

Pembukaan semula ekonomi secara berperingkat pasca pandemik COVID-19 menyaksikan pemulihan yang kukuh dalam aktiviti-aktiviti ekonomi didorong oleh penggunaan dan pelaburan swasta yang tinggi. Permintaan terpendam dan kekangan penawaran memacu inflasi global kepada 8.8% pada tahun 2022, mendorong bank-bank pusat global mengawal inflasi dengan mengetatkan dasar monetari (Sumber: Tabung Kewangan Antarabangsa (IMF)).

Ekonomi global terus berdepan cabaran pada tahun 2023 berikutan tekanan inflasi yang tinggi beserta jangkaan pertumbuhan ekonomi yang lebih rendah. Oleh itu, Bank Dunia menjangkakan pertumbuhan global akan menurun daripada 3.1% pada tahun 2022 kepada 2.1% pada tahun 2023.

Ekonomi Malaysia

Ekonomi Malaysia berkembang sebanyak 8.7% pada tahun 2022, melebihi julat yang diunjurkan sebanyak 6.5% hingga 7.0% didorong oleh penggunaan swasta yang menyumbang sebanyak 76.0% daripada KDNK (Sumber: DOSM).

Berikutan inflasi yang tinggi, Bank Negara Malaysia (BNM) telah melaraskan tahap dasar monetari dengan menaikkan Kadar Dasar Semalaman (OPR) sebanyak empat (4) kali daripada 1.75% kepada 2.75% pada tahun 2022.

Pada tahun 2023, ekonomi Malaysia dijangka berkembang dalam lingkungan 4.0% hingga 5.0% (Sumber: BNM). Pertumbuhan dijangka menyederhana kepada tahap yang normal berikutan normalisasi permintaan terpendam dan kesan asas yang rendah hilang. Walau bagaimanapun, perbelanjaan isi rumah dijangka akan disokong oleh pasaran kerja yang bertambah baik dan pemulihan sektor pelancongan. Sementara itu, permintaan luar yang lemah berkemungkinan akan menjejaskan sektor-sektor berorientasikan luaran. Secara keseluruhannya, ekonomi Malaysia dijangka berkembang pada kadar yang sederhana berikutan ekonomi global yang mencabar.

Global Economy

Gradual reopening of the economy post COVID-19 pandemic witnessed strong recovery in economic activities driven by high private consumption and investment. Pent-up demand and supply constraints drove global inflation to 8.8% in 2022, prompting global central banks to tame inflation by tightening monetary policy (Source: International Monetary Fund (IMF)).

Global economy continues to face challenges in 2023 on the back of elevated inflationary pressure along with expectation of lower economic growth. Thus, World Bank expects global growth to decline from 3.1% in 2022 to 2.1% in 2023.

Malaysia's Economy

Malaysia's economy expanded 8.7% in 2022, exceeding the forecasted range of 6.5% to 7.0% driven by private consumption which accounted for 76.0% of the GDP (Source: DOSM).

Against the backdrop of higher inflation, Bank Negara Malaysia (BNM) has adjusted the degree of monetary policy by raising the Overnight Policy Rate (OPR) four (4) times from 1.75% to 2.75% in 2022.

In 2023, Malaysia's economy is expected to grow in the range of 4.0% to 5.0% (Source: BNM). Growth may moderate to a more normal pace as pent-up demand normalises and the low base effect dissipates. However, household spending is expected to be supported by healthy job market and recovery from tourism sector. Meanwhile, softer external demand will likely weigh on externally oriented sectors. Overall, Malaysia's economy is expected to grow at a moderate pace on the back of global economic headwinds.

Pasaran Ekuiti

FBM KLCI mengakhiri tahun 2022 pada 1,495.49 mata berbanding 1,567.53 mata pada 31 Disember 2021. Prestasi hambar tersebut sebahagian besarnya disebabkan oleh konflik Rusia-Ukraine dan tekanan inflasi yang membawa kepada pengetatan dasar monetari.

Prestasi indeks sektor Bursa Malaysia untuk tahun 2022 ditunjukkan seperti di bawah:

Equity Market

FBM KLCI ended the year 2022 at 1,495.49 points compared to 1,567.53 points as at 31 December 2021. The lacklustre performance was largely due to the Russia-Ukraine conflict and inflationary pressure which led to tightening of monetary policy.

Performance of Bursa Malaysia sectoral indices for 2022 are depicted below:

Indeks Tenaga / Energy Index	Indeks Perladangan / Plantation Index	Indeks Kewangan / Finance Index	Indeks Produk Industri dan Perkhidmatan / Industrial Products and Services Index	Indeks Penjagaan Kesihatan / Healthcare Index	Indeks Teknologi / Technology Index
+10.27%	**+8.13%**	**+6.01%**	**-10.33%**	**-25.45%**	**-34.29%**

Sumber / Source: Bursa Malaysia

Pasaran Bon

2022 merupakan tahun yang mencabar untuk pasaran bon disebabkan oleh pendirian mengetatkan dasar monetari oleh bank-bank pusat global untuk melawan inflasi. BNM menaikkan kadar faedah untuk mengawal tekanan inflasi, yang mengakibatkan kadar hasil bon meningkat.

Jadual 30 menunjukkan penutup Kadar Hasil hingga Matang (YTM) dan pergerakan kadar hasil Sekuriti Kerajaan Malaysia (SKM) dan bon korporat domestik.

Bonds Market

2022 was a challenging year for the bond market due to the hawkish stance by global central bank in their fight against inflation. BNM raised interest rates to manage inflationary pressures, which resulted in an upward bond yield.

Table 30 shows the closing Yield to Maturity (YTM) and yield movement of Malaysian Goverment Securities (MGS) and domestic corporate bonds.

JADUAL 30: KADAR HASIL PENUTUP AKHIR TAHUN DAN PERUBAHAN TAHUNAN BON DOMESTIK 2022
TABLE 30: YEAR-END CLOSING YIELDS AND ANNUAL CHANGES OF DOMESTIC BONDS 2022

	KADAR HASIL / YIELDS		
TAHUN / YEARS	**SKM / MGS**	**AAA**	**AA1 / AA+**
3	3.67% (+87 mata asas / bps)	4.30% (+113 mata asas / bps)	4.40% (+111 mata asas / bps)
5	3.86% (+71 mata asas / bps)	4.50% (+93 mata asas / bps)	4.59% (+88 mata asas / bps)
10	4.09% (+51 mata asas / bps)	4.79% (+71 mata asas / bps)	4.95% (+71 mata asas / bps)
15	4.26% (+34 mata asas / bps)	5.03% (+60 mata asas / bps)	5.20% (+60 mata asas / bps)
30	4.61% (+39 mata asas / bps)	-	-

Nota / Note: bps - basis points
Sumber / Source: BNM

AKTIVITI-AKTIVITI PELABURAN DALAMAN
IN-HOUSE INVESTMENT ACTIVITIES

Ekuiti

Pada tahun 2022, PERKESO melaksanakan strategi pelaburan seimbang di antara nilai dan pertumbuhan untuk meningkatkan pulangan yang mampan melalui posisi taktikal bagi menjana keuntungan modal jangka pendek serta pendapatan dividen. Pelaburan ekuiti dalaman dibentuk melalui syarikat-syarikat dengan prospek pertumbuhan yang kukuh dan asas yang mantap.

Ekuiti dalaman domestik PERKESO menyumbang sebanyak 12.75% daripada dana pelaburan keseluruhan pada tahun 2022. Jumlah Nilai Aset Bersih (NAB) meningkat sebanyak 20.30% tahun ke tahun kepada RM4,058.60 juta dan merekodkan jumlah pendapatan sebanyak RM408.03 juta.

Jumlah pendapatan ekuiti dalaman domestik PERKESO pada penghujung tahun 2022 ditunjukkan di Jadual 31.

Equity

In 2022, PERKESO implemented a balanced investment strategy between value and growth to enhance sustainable return via tactical positioning for short-term capital gain as well as dividend income. Internal equity investments were tailored towards companies with strong growth prospects and solid fundamental.

PERKESO's domestic internal equity contributed 12.75% to the overall fund in 2022. The total Net Asset Value (NAV) increased 20.30% year-on-year to RM4,058.60 million and recorded a total income of RM408.03 million.

PERKESO's domestic internal equity total income as at end of 2022 is shown in Table 31.

JADUAL 31: JUMLAH PENDAPATAN EKUITI DALAMAN DOMESTIK PERKESO 2022
TABLE 31: PERKESO'S DOMESTIC INTERNAL EQUITY TOTAL INCOME 2022

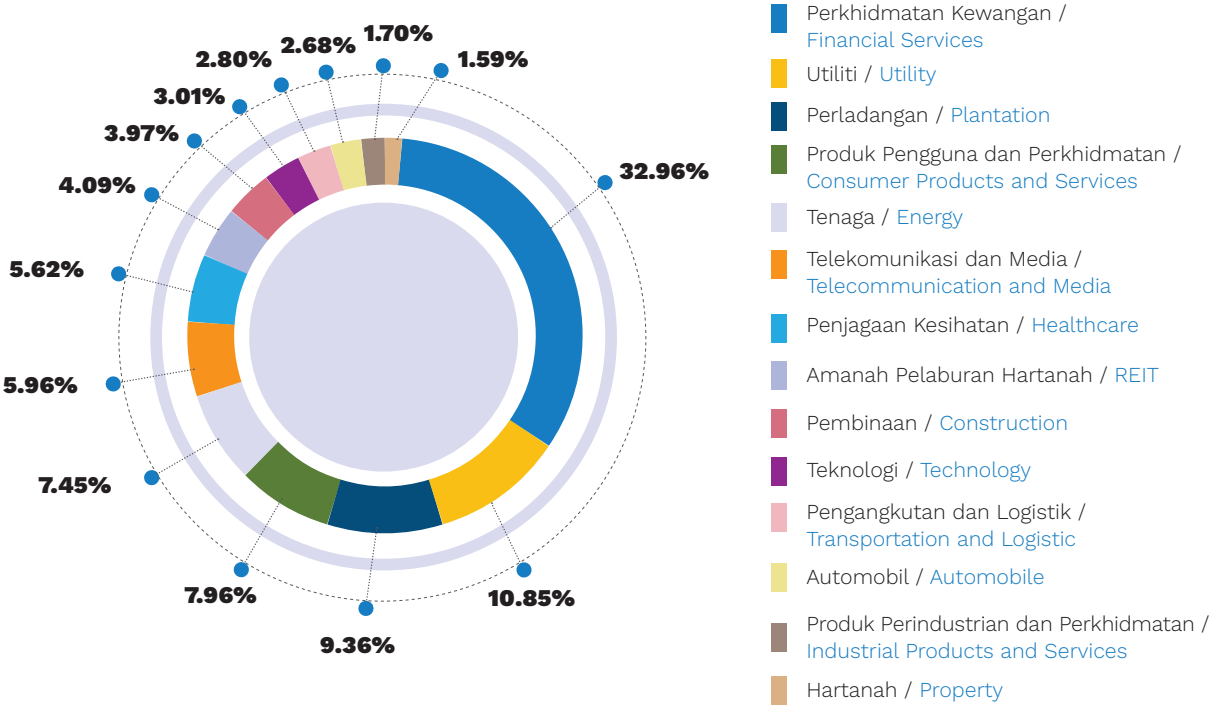
AKTA / ACT	JUMLAH PENDAPATAN / TOTAL INCOME (RM JUTA / RM MILLION)
Akta 4 / Act 4	388.03
Akta 800 / Act 800	20.00



Pendedahan sektor portfolio ekuiti PERKESO digambarkan di Carta 24.

PERKESO's equity portfolio sector exposure is illustrated in Chart 24.

CARTA 24: PELABURAN EKUITI DALAMAN MENGIKUT SEKTOR 2022
CHART 24: INTERNAL EQUITY INVESTMENT BY SECTOR 2022



PERKESO kekal komited ke arah tadbir urus korporat yang berterusan dan penglibatan pemegang saham yang aktif dengan syarikat-syarikat yang dilaburkan melalui pelaksanaan hak mengundi resolusi di Mesyuarat Agung Tahunan (AGM) dan Mesyuarat Agung Luar Biasa (EGM) serta mengambil bahagian dalam persidangan korporat dan lawatan syarikat.

PERKESO remains committed towards continuous corporate governance and active shareholder engagement with investee companies through exercising its voting right on resolutions at Annual General Meetings (AGMs) and Extraordinary General Meetings (EGMs) as well as participating in corporate conferences and company visits.

Pendapatan Tetap

Pada tahun 2022, pasaran pendapatan tetap mengalami persekitaran kadar hasil yang tinggi disebabkan oleh beberapa siri kenaikan kadar faedah di seluruh dunia sebagai langkah untuk melawan inflasi. Oleh itu, PERKESO merebut peluang dengan meningkatkan pegangan bon berkualiti baik ke dalam portfolio.

Pelaburan portfolio pendapatan tetap dalaman dalam sekuriti kerajaan kekal yang tertinggi dengan nilai sebanyak RM13,145.83 juta sehingga 31 Disember 2022 dan menjana jumlah pendapatan sebanyak RM750.49 juta.

Sementara itu, pelaburan dalam bon korporat adalah berjumlah RM3,471.26 juta sehingga 31 Disember 2022 dan merekodkan jumlah pendapatan sebanyak RM142.69 juta.

Fixed Income

In 2022, fixed income market experienced a high yield environment due to the series of interest rate hike globally as a measure to fight inflation. Thus, PERKESO seized the opportunity to increase holdings of good quality bonds into the portfolios.

The internal fixed income portfolio's investment in government securities remained substantial with value of RM13,145.83 million as at 31 December 2022 and generated total income of RM750.49 million.

Meanwhile, investment in corporate bonds amounted to RM3,471.26 million as at 31 December 2022 and recorded a total income of RM142.69 million.

Pecahan sekuriti kerajaan dan bon korporat PERKESO pada penghujung tahun 2022 ditunjukkan di Jadual 32.

The breakdown of PERKESO's government securities and corporate bonds as at end of 2022 are shown in Table 32.

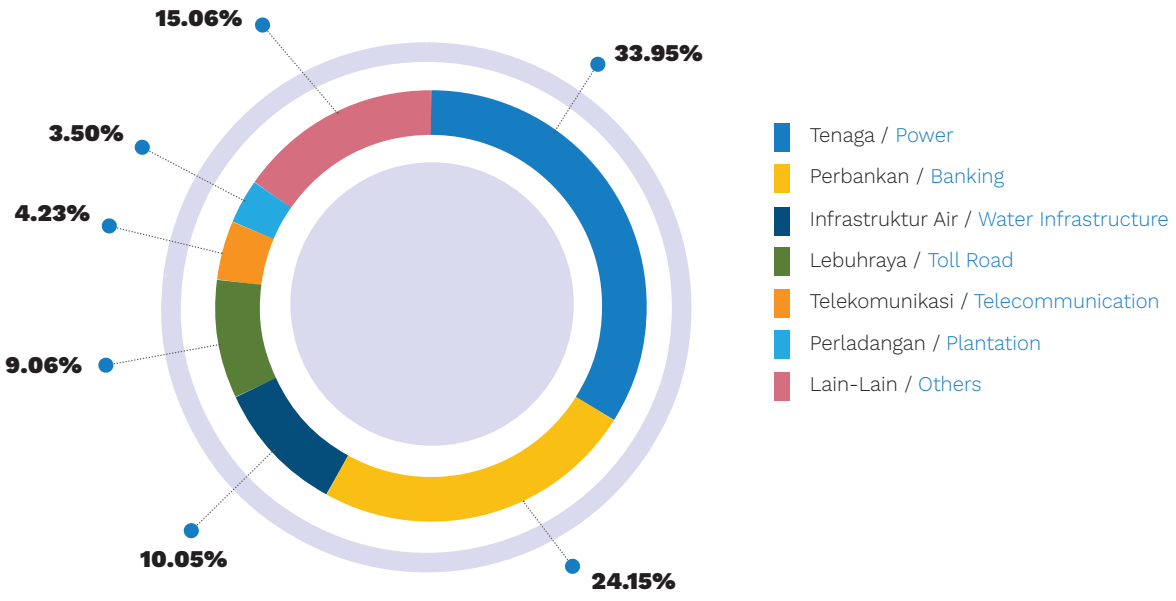
JADUAL 32: JUMLAH PENDAPATAN BAGI PENDAPATAN TETAP PERKESO 2022
TABLE 32: TOTAL INCOME FOR PERKESO'S FIXED INCOME 2022

AKTA / ACT	JUMLAH PENDAPATAN / TOTAL INCOME	
	SEKURITI KERAJAAN / GOVERNMENT SECURITIES (RM JUTA / RM MILLION)	BON KORPORAT / CORPORATE BONDS (RM JUTA / RM MILLION)
Akta 4 / Act 4	745.68	141.97
Akta 789 / Act 789	0.04	0.12
Akta 800 / Act 800	4.77	0.60

Pelaburan dalam bon korporat dan sukuk berpandukan kepada Dasar dan Garis Panduan Pelaburan PERKESO dengan penarafan kredit minimum AA3 atau AA-. Pendedahan mengikut sektor adalah seperti di Carta 25.

Investment in corporate bonds and sukuk remained guided by PERKESO's Investment Policy and Guidelines with minimum credit rating of AA3 or AA-. The sector exposure are as in Chart 25.

CARTA 25: PELABURAN BON KORPORAT DALAMAN MENGIKUT SEKTOR 2022
CHART 25: INTERNAL CORPORATE BONDS INVESTMENT BY SECTOR 2022



Pasaran Wang

PERKESO mendapat manfaat daripada peningkatan OPR yang menyumbang kepada pendapatan keseluruhan.

Pelaburan pasaran wang PERKESO terdiri daripada deposit dengan institusi-institusi kewangan domestik yang berjumlah RM6,130.49 juta yang menyumbang jumlah pendapatan sebanyak RM127.81 juta pada tahun 2022.

Pendapatan pasaran wang PERKESO pada penghujung tahun 2022 digambarkan di Jadual 33.

Money Market

PERKESO benefited from the increase in OPR which contributed to the overall income.

PERKESO's money market investment comprises of deposits with domestic financial institutions which amounted to RM6,130.49 million which contributed a total income of RM127.81 million in 2022.

PERKESO's money market income as at end of 2022 is illustrated in Table 33.

JADUAL 33: JUMLAH PENDAPATAN PASARAN WANG PERKESO 2022
TABLE 33: PERKESO'S MONEY MARKET TOTAL INCOME 2022

AKTA / ACT	JUMLAH PENDAPATAN / TOTAL INCOME (RM JUTA / RM MILLION)
Akta 4 / Act 4	74.47
Akta 789 / Act 789	4.63
Akta 800 / Act 800	48.08
Akta 838 / Act 838	0.63

Mandat Pelaburan Luar

Sebagai sebahagian daripada strategi mempelbagaikan pelaburan PERKESO, PERKESO membuat penyumberan luar sebahagian daripada dana pelaburan kepada Pengurus Dana Luar (EFM) domestik dan asing.

Pelaburan ekuiti dan pendapatan tetap PERKESO yang diuruskan oleh EFM adalah berjumlah RM4,056.58 juta.

External Investment Mandate

As part of PERKESO's diversification strategy, PERKESO outsourced some of its investment funds to domestic and foreign External Fund Managers (EFMs).

PERKESO's equity and fixed income investments managed by its EFMs was valued at RM4,056.58 million.

Hartanah

Pada tahun 2022, jumlah transaksi hartanah untuk kedua-dua kediaman dan komersial di Malaysia meningkat semula dengan pertumbuhan yang lebih tinggi sebanyak 29.5% dengan nilai sebanyak RM179.07 bilion berbanding 1.5% pada tahun 2021 (Sumber: Pusat Maklumat Harta Tanah Negara (NAPIC)).

Property

In 2022, total property transactions for both residential and commercial in Malaysia rebounded with a higher growth of 29.5% with value worth RM179.07 billion in comparison to 1.5% in 2021 (Source: National Property Information Centre (NAPIC)).

Keseluruhan segmen pasaran ruang pejabat di Malaysia terus menghadapi persekitaran penawaran yang tinggi berbanding permintaan sewaan yang lembap. Terdapat penambahan penawaran sebanyak 4.52 juta kaki persegi ruang pejabat dalam tahun tersebut.

The overall office market segment in Malaysia continued to face an environment of high supply against a stagnant rental demand. There were an additional supply of 4.52 million square feet office space within the year.

Walaupun purata kadar penghunian pasaran ruang pejabat adalah sebanyak 78.5% pada tahun 2022, PERKESO berjaya mengekalkan kadar penghunian hartanah pelaburannya melebihi 90.0%.

Despite the average office market occupancy rate of 78.5% in 2022, PERKESO was able to maintain its property investment occupancy rate of above 90.0%.

Ekuiti Swasta

Private Equity

Pengumpulan dana ekuiti swasta global merosot kepada AS$1.2 trilion pada tahun 2022 daripada AS$1.4 trilion pada tahun 2021, iaitu penurunan sebanyak 11.4%.

Global private equity fund raising declined to US$1.2 trillion in 2022 from US$1.4 trillion in 2021, a 11.4% decrease.

Walaupun pengumpulan dana menurun, pelaburan ekuiti swasta dijangka menjana pulangan tahunan sebanyak 13.5% bagi tempoh 2021 hingga 2027 meskipun menghadapi ketidaktentuan pasaran, tekanan inflasi dan rejim kadar faedah yang tinggi (Sumber: Preqin Global Report).

Despite the slowdown in fund raising, private equity investment is expected to generate an annualised return of 13.5% for the period 2021 to 2027 in the face of market volatility, inflationary pressures and high interest rate regime (Source: Preqin Global Report).

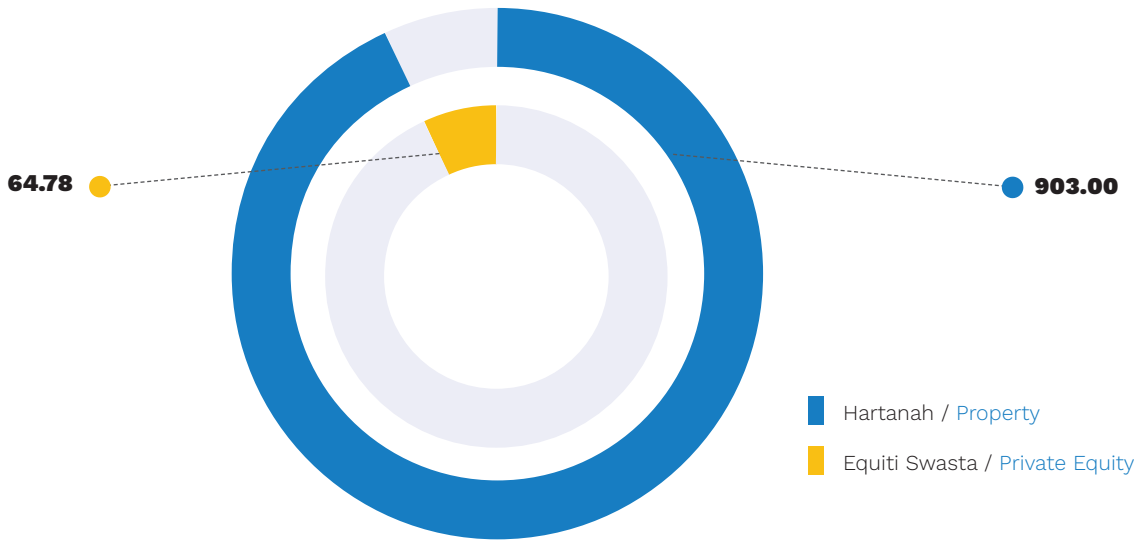
Pada tahun 2022, pelaburan ekuiti swasta PERKESO dalam dana domestik telah menjana Kadar Pulangan Dalaman (IRR) kasar sebanyak 12.7%.

In 2022, PERKESO's private equity investments in a domestic fund has generated a gross Internal Rate of Return (IRR) 12.7%.

Pelaburan hartanah dan ekuiti swasta PERKESO pada penghujung tahun 2022 ditunjukkan di Carta 26.

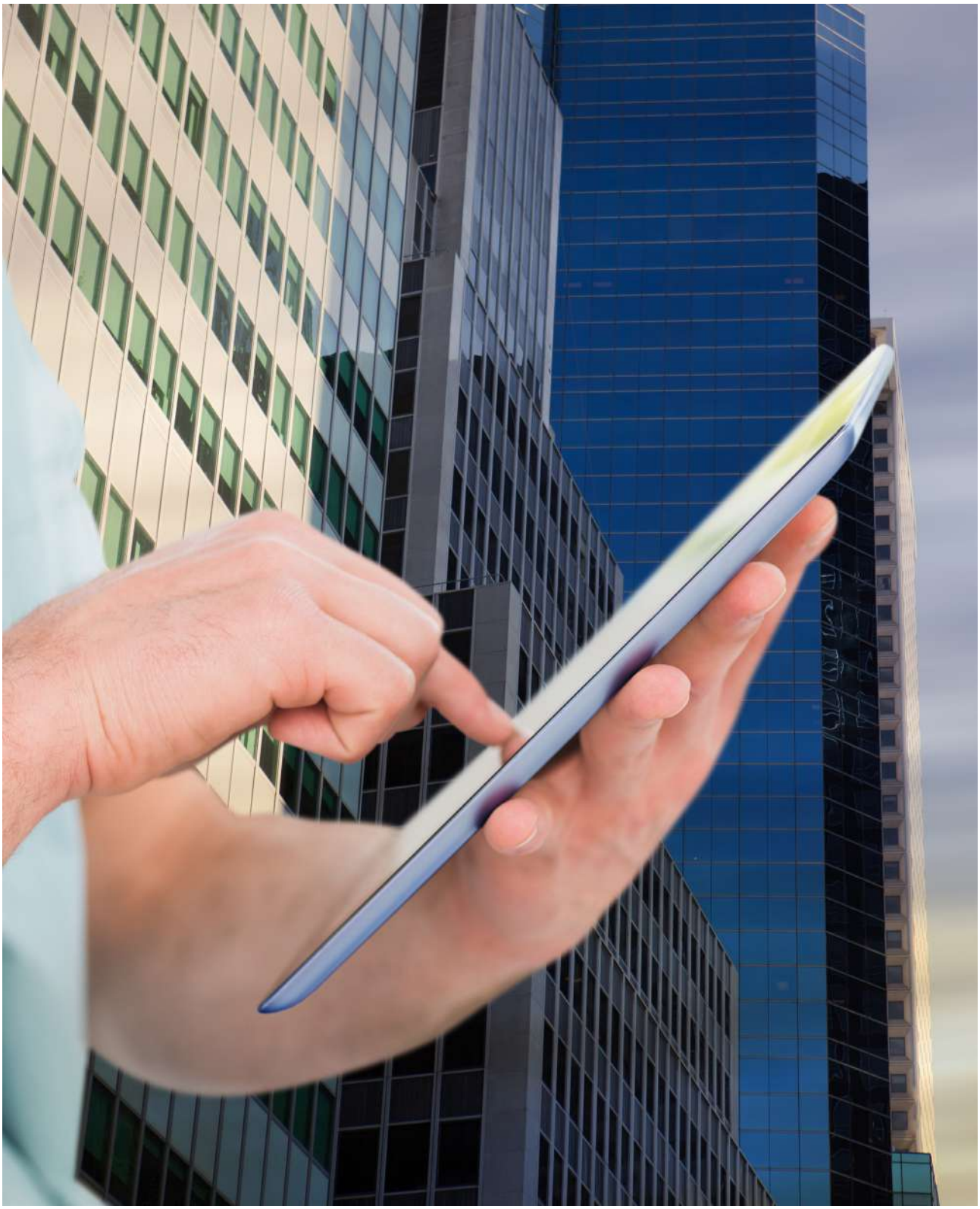
PERKESO's property and private equity investment as at end of 2022 is shown in Chart 26.

CARTA 26: PELABURAN HARTANAH DAN EKUITI SWASTA PERKESO 2022 (RM JUTA)
CHART 26: PERKESO'S PROPERTY AND PRIVATE EQUITY INVESTMENT 2022 (RM MILLION)



Melangkah ke hadapan, PERKESO berhasrat untuk meningkatkan pelaburan alternatif dan membina kepelbagaian portfolio global merentasi pelbagai kelas aset hartanah dan strategi ekuiti swasta.

Moving forward, PERKESO intends to increase its alternative investment and build a diversified global portfolio across various property asset classes and private equity strategies.



PENGURUSAN STRATEGI DAN PRESTASI PERKESO

PERKESO STRATEGIC AND PERFORMANCE MANAGEMENT



EDMUND CHEONG PECK HUANG
Ketua Pegawai Strategi dan Transformasi
Chief Strategy & Transformation Officer

"Pengurusan strategi dan prestasi PERKESO 2022 meneruskan tema 'Keprihatinan Melestari Kesejahteraan Bersama' bagi melaksanakan perancangan yang dirangka dalam Pelan Strategik & Transformasi PERKESO (PSTP) 2021-2022 seterusnya memastikan PERKESO mampu bergerak seiring agenda negara dalam mendepani cabaran pandemik Covid - 19 bukan sahaja dari segi ekonomi, tetapi juga merangkumi aspek sosial, teknologi, perkembangan persekitaran dan juga perundangan".

"The management of PERKESO's strategy and performance continues with the theme 'Keprihatinan Melestari Kesejahteraan Bersama' (Concern Sustains Joint Wellbeing) in implementing the plans formulated in the PERKESO Strategic & Transformation Plan 2021-2022, thus ensuring that the organisation is capable of moving alongside the country's agenda in facing Covid-19 pandemic challenges, not only in terms of the economy but also with regards to the social aspect, technology, environmental growth and the legislation."

Tahun 2021 menyaksikan negara berdepan dengan situasi getir bagi mengharungi cabaran pandemik Covid 19 yang telah menyebabkan situasi politik yang berubah, kehidupan manusia terganggu dan prospek pertumbuhan ekonomi meruncing.

Fasa transisi endemik mulai 1 April 2022 meletakkan kita dalam persekitaran yang lebih mencabar. Selepas dua tahun pandemik, kita memerlukan pendekatan yang berlainan untuk mengharungi norma baharu kehidupan. Keperluan untuk mempunyai strategi dan program yang berkesan dilihat sangat wajar memandangkan landskap keselamatan global dan domestik telah berubah dengan lebih dinamik.

Justeru, dalam usaha mendepani cabaran selain memenuhi ekspektasi pemegang taruh dan pelanggan, Pelan Strategik & Transformasi PERKESO (PSTP) 2021 – 2022 dibangunkan dengan rapi bagi merealisasikan agenda negara ke arah kesejahteraan rakyat selaras dengan visi PERKESO sebagai peneraju keselamatan sosial yang unggul, komprehensif dan dinamik.

The year 2021 saw the country facing a harrowing situation in overcoming the challenges of the Covid-19 pandemic which gave rise to a changing political climate, disruption in the lives of the people and narrowing prospect economic growth.

The endemic transitional phase which began on 1st April 2022 placed us in a more challenging environment. After two years of living with the pandemic, a different approach is needed in going through the new norms of life. The requirement for effective strategy and programme is seen to be reasonable as the global and domestic social security landscape has dynamically changed.

Hence, in the effort to face such challenges, in addition to meeting the expectations of stakeholders and clients, the PERKESO Strategic & Transformatiom Plan 2021-2022 is carefully developed to realise the national agenda towards the prosperity of the people, in line with the organisation's vision of being the outstanding, comprehensive and dynamic social security leader.

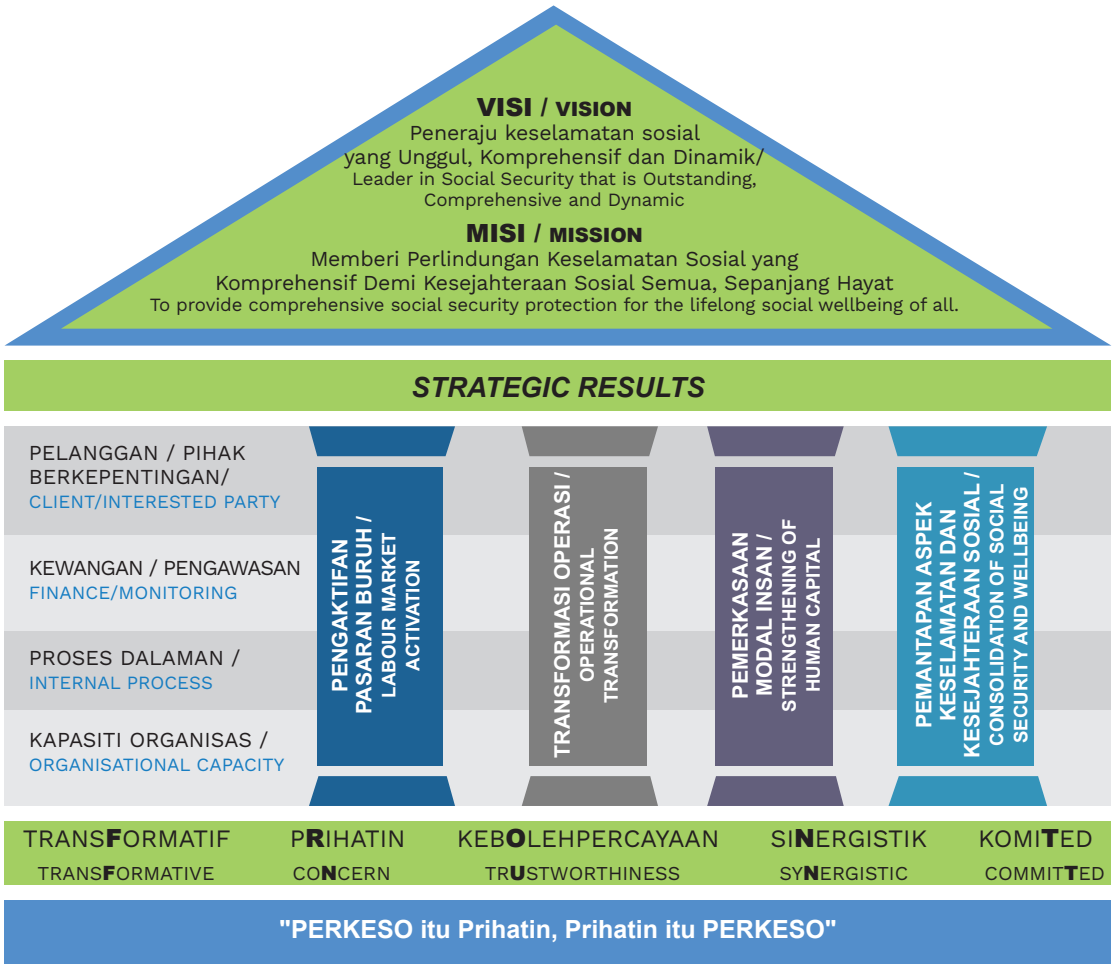


DIAGRAM 1: *BALANCED SCORECARD PILLARS PERKESO*
DIAGRAM 1: PERKESO BALANCED SCORECARD PILLARS

PETA STRATEGI KORPORAT PERKESO 2022
PERKESO CORPORATE STRATEGY MAP 2022

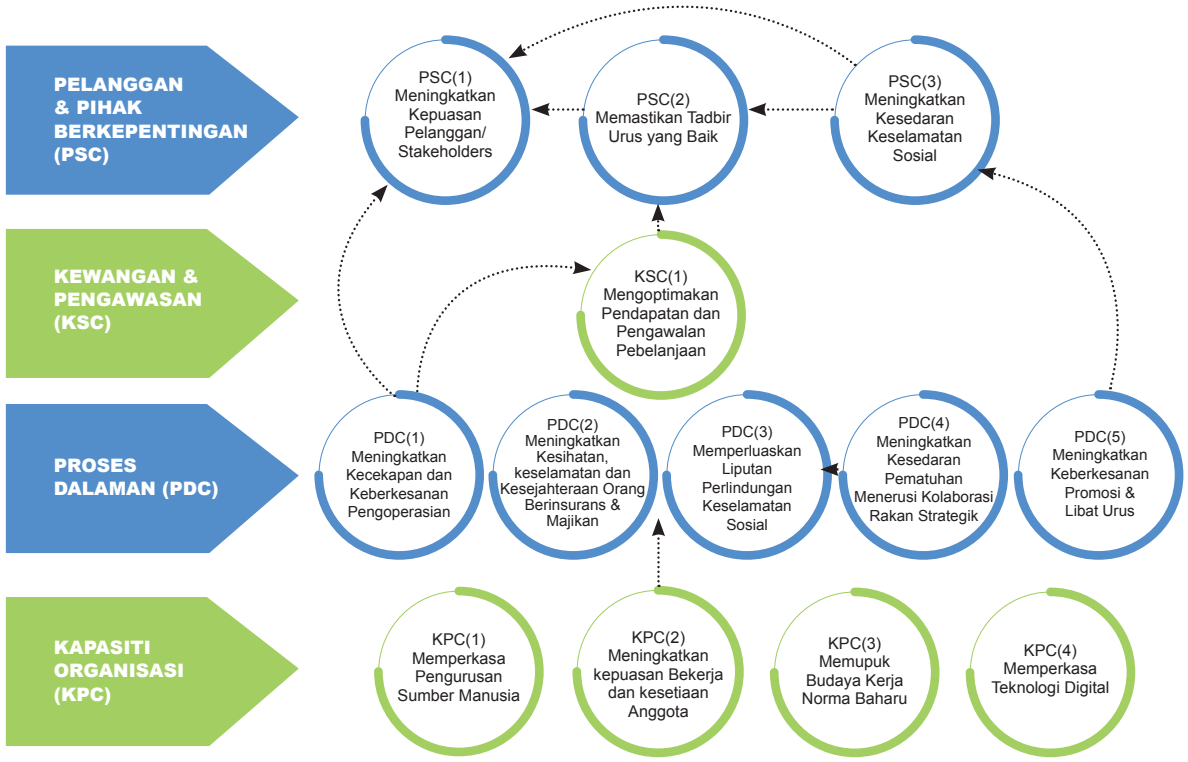


DIAGRAM 2: PETA STRATEGI KORPORAT PERKESO 2022
DIAGRAM 2: PERKESO CORPORATE STRATEGY MAP 2022

Perancangan pengurusan strategik & prestasi organisasi PERKESO bagi 2022 ditentu ukur dengan pengukuran prestasi yang seimbang dari pelbagai aspek berdasarkan perspektif Balanced Scorecard (BSC), bagi memastikan organisasi terus dipacu selaras visi dan strategi PERKESO.

Empat (4) Teras Strategik utama iaitu "Pengaktifan Pasaran Buruh", "Transformasi Operasi", "Pemerkasaan Modal Insan" dan "Pemantapan Aspek Keselamatan & Kesejahteraan Sosial" difokuskan secara khusus dengan perancangan pelan tindakan yang komprehensif bagi memastikan kebolehlaksanaan dan kebolehcapaian outcome sekaligus menyelaraskan halatuju strategik PERKESO agar selari dengan aspirasi Kerajaan menjadikan negara Malaysia sebuah negara yang makmur dan sejahtera.

The planning of PERKESO's organisational performance and strategic management for the year 2022 is determined using a balanced performance measurement from various aspects, based on the Balanced Scorecard (BSC) perspective, in order to ensure that the organisation continues to be driven in line with its vision and strategy.

The four (4) key Strategic Cores, namely, "Labour Market Activation", "Operational Transformation", "Strengthening of Human Capital" and "Consolidating Security and Wellbeing", are specifically focused on with a comprehensive action plan to ensure feasibility and achievability of outcome, as well as to coordinate the organisation's strategic direction to become parallel with the Government's aspiration of developing Malaysia into a prosperous and peaceful nation.

PERANCANGAN STRATEGIK & SISTEM PENGURUSAN PERKESO 2022

PERKESO STRATEGIC & MANAGEMENT PLAN MAP 2022

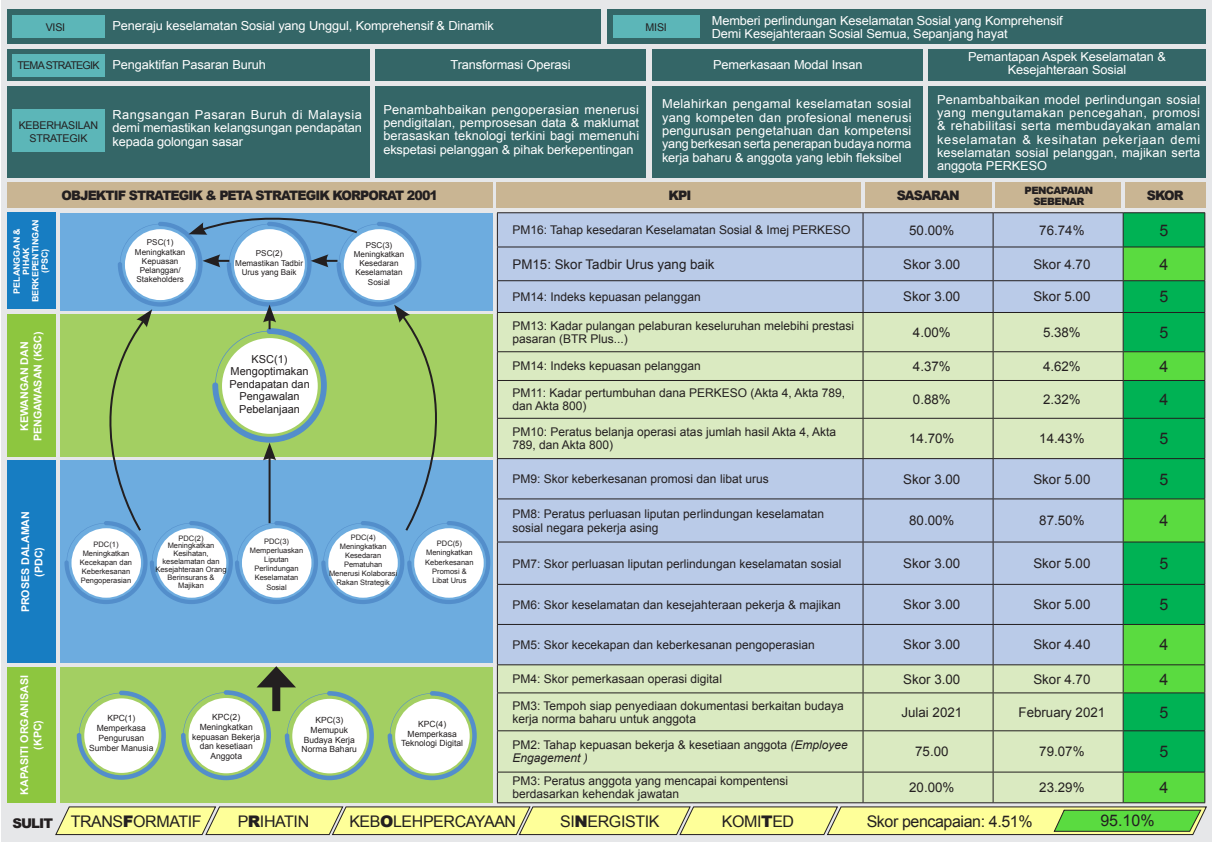


DIAGRAM 3: PERANCANGAN STRATEGIK & SISTEM PENGURUSAN PERKESO 2022
DIAGRAM 3: PERKESO STRATEGIC & MANAGEMENT PLAN MAP 2022

Kecemerlangan pencapaian prestasi 2021 diteruskan lagi dengan pencapaian prestasi yang cemerlang bagi tahun 2022 iaitu pada skor 4.63 dengan peratusan 96.30%, merangkumi keseluruhan objektif strategik yang terkandung dalam empat (4) perspektif utama BSC iaitu, Kapasiti Organisasi, Proses Dalaman, Kewangan dan Pengawasan dan juga Pelanggan dan Pihak Berkepentingan. Secara keseluruhannya terdapat peningkatan sebanyak 1.20% berbanding tahun 2021 yang mana mencatatkan skor 4.51 dengan markah sebanyak 95.10%. Pencapaian ini merupakan pencapaian tertinggi dilakar sejak tahun 2019.

The excellent performance achieved in 2021 was continued with more excellence in 2022, with a score of 4.63 at 96.30%, encompassing the overall strategic objectives contained in the four (4) BSC key perspectives being Organisational Capacity, Internal Process, Finance and Monitoring as well as Client and Interested Party. An overall increase of 1.20% was recorded compared to the year 2021, with a score of 4.51 at 95.10%. This is the highest achievement scored since 2019.

Pengurusan strategik PERKESO 2023 diteruskan dengan memfokuskan kepada strategi bagi memperkukuhkan dana PERKESO iaitu dengan meningkatkan pendapatan serta melaksanakan pengawalan perbelanjaan. Berbekalkan analisa persekitaran luaran dan dalaman yang telah dilaksanakan dalam PTSP (Fasa I) dan Laporan hasil kajian aktuari ke 11 oleh pihak ILO, strategi-strategi dirangka dan ditambahbaik dalam Pelan Strategik & Transformasi PERKESO 2023-2025 (Fasa II).

PERKESO's strategic management is continued in 2023 by focusing on strategies to strengthen its funds, that is by increasing income and putting in place controls on expenditure. Armed with the external and internal analysis conducted in the PERKESO Strategic & Transformation Plan(Phase 1) and the report on the 11th actuarial study by ILO, strategies are formulated and improved in the PERKESO Strategic & Transformation Plan 2023-2025 (Phase II).

SEMAKAN, PINDAAN DAN PEWARTAAN UNDANG-UNDANG

Pada tahun 2022, Bahagian Perundangan telah menggubal dan menyediakan beberapa Rang Undang-Undang, Peraturan-Peraturan, Pemberitahuan, Perintah, Nota Pertimbangan dan/atau juga Memorandum Jemaah Menteri bagi tujuan memantapkan dan menambah baik pentadbiran skim dan faedah keselamatan sosial mengikut dasar Kerajaan serta untuk manfaat OB dalam menyediakan perkhidmatan yang lebih berkualiti.

Rang Undang-Undang, Peraturan-Peraturan, Pemberitahuan, Perintah, Nota Pertimbangan dan/atau Memorandum Jemaah Menteri yang telah disediakan oleh Bahagian Perundangan termasuklah yang berikut:

a. Memorandum Jemaah Menteri untuk menaikkan had siling gaji yang dicarumkan daripada RM4,000.00 kepada RM5,000.00 bagi Akta Keselamatan Sosial Pekerja 1969 [Akta 4] dan Akta Sistem Insurans Pekerjaan 2017 [Akta 800];

b. Rang Undang-Undang dan Pewartaan bagi Akta Keselamatan Sosial Pekerja (Pindaan) 2022 [Akta A1658] dan Akta Sistem Insurans Pekerjaan (Pindaan) 2022 [Akta A1657] berkaitan kenaikan had siling gaji yang dicarumkan daripada RM4,000.00 kepada RM5,000.00 yang telah mula berkuat kuasa pada 1 September 2022;

c. Memorandum Jemaah Menteri untuk mewujudkan skim yang baharu iaitu Skim Keselamatan Sosial Suri Rumah bagi memperluas jaringan keselamatan sosial kepada wanita yang menguruskan rumah tangga;

d. Rang Undang-Undang dan Pewartaan bagi Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838] yang telah mula berkuat kuasa pada 1 Disember 2022 untuk membolehkan PERKESO mentadbir dan melaksanakan Skim Keselamatan Sosial Suri Rumah;

e. Memorandum Jemaah Menteri untuk menetapkan gaji bulanan purata minimum bagi tujuan menaikkan kadar bayaran Pencen Ilat dan Pencen Penakat minimum daripada RM475.00 kepada RM550.00 sebulan;

REVIEW, AMENDMENT AND GAZETTING OF LEGISLATION

In 2022, the Legal Division drafted and prepared several Bills, Regulations, Notices, Orders, Consideration Notes and/or Cabinet Memoranda, for the purposes of establishing and improving administration of social security schemes and benefits in accordance with Government policies, as well as benefiting Insured Persons in providing better quality service.

The Bills, Regulations, Notices, Orders, Consideration Notes and/or Cabinet Memoranda prepared by the Legal Division include the following:

a. Memorandum to raise the ceiling for contributable salary from RM4,000.00 to RM5,000.00, for the Employees' Social Security Act 1969 [Act 4] and the Employment Insurance System Act 2017 [Act 800];

b. Bill and Gazette for the Employees' Social Security Act (Amendment) 2022 [Act A1658] and the Employment Insurance System (Amendment) Act 2022 [Act A1657] regarding the raising of ceiling for contributable salary from RM4,000.00 to RM5,000.00 which came into effect on 1st September 2022;

c. Cabinet Memorandum to create a new scheme, namely, the Housewives' Social Security Scheme to expand social security coverage to include women who manage households;

d. Bill and Gazetting of the Housewives' Social Security Act 2022 [Act 838] which came into effect on 1st December 2022 enabling PERKESO to administer and implement the Housewives' Social Security Scheme;

e. Cabinet Memorandum to determine the minimum average monthly salary for the purposes of increasing the minimum rate for Invalidity Pension and Survivors' Pension from RM475.00 to RM550.00 per month;

f. Pewartaan bagi Peraturan-Peraturan Keselamatan Sosial (Gaji Bulanan Purata Minimum) 2022 [P.U.(A) 323/2022] yang telah mula berkuat kuasa pada 1 Januari 2023.

g. Pewartaan Peraturan-Peraturan Keselamatan Sosial Pekerja (Perbekalan) 2022 [P.U.(A) 355/2022], Peraturan-Peraturan Keselamatan Sosial Pekerjaan Sendiri (Perbekalan) 2022 [P.U.(A) 356/2022] dan Peraturan-Peraturan Sistem Insurans Pekerjaan (Perbekalan) 2022 [P.U.(A) 357/2022] telah diwartakan pada 31 Oktober 2022 bagi menetapkan perbelanjaan yang boleh dilakukan oleh PERKESO daripada kumpulan wang di bawah Akta masing-masing.

f. Gazetting of the Social Security (Minimum Average Monthly Salary) Regulations 2022 [P.U. (a) 323/2022] with effect from 1st January 2023;

g. Gazetting of the Employees' Social Security (Supplies) Regulations 2022 [P.U. (A) 355/2022], the Self-Employment Social Security (Supplies) Regulations 2022 [P.U.(A) 356/2022] and the Employment Insurance System (Supplies) Regulations 2022 [P.U.(A) 357/2022] on 31st October 2022 to determine the expenditure that may be disbursed by PERKESO from the funds under the respective Acts.



BIDANG KEBERHASILAN UTAMA
KEY RESULTS AREA

PROGRAM *RETURN TO WORK* (*RTW*)

Pada 15 Januari 2007, PERKESO telah memperkenalkan Program RTW di bawah Sistem Insurans Pekerjaan untuk menyediakan pemulihan fizikal kepada Orang Berinsurans (OB). Tujuan program ini adalah untuk membantu OB yang mengalami hilang upaya akibat daripada kemalangan dan penyakit untuk mencapai tahap kefungsian optimum sebelum kembali bekerja.

Setiap peserta program ini akan diuruskan oleh seorang Pengurus Kes atau Penolong Pengurus Kes yang menggunapakai pendekatan biopsikososial, yang menekankan terhadap kefungsian fizikal, psikologi dan sosial yang timbul daripada kecederaan atau penyakit yang dialami. Sejak program ini dilancarkan seramai 52,657 peserta yang menjalani program ini telah berjaya dipulihkan dan kembali semula bekerja.

Kejayaan program *RTW* adalah seperti berikut;

RETURN TO WORK PROGRAMME (RTW)

On 15th January 2007, PERKESO introduced the Return to Work (RTW) programme under its Employment Insurance System, providing physical rehabilitation to Insured Persons. The objective of this programme is to assist Insured Persons who have been disabled due to accidents or diseases, to achieve optimum functionality level before returning to work.

Each participant in the programme will be managed by a Case Manager or Assistant Case Manager, adopting a biopsychosocial approach which focuses on the physical, psychological and social functionality arising from the injury or disease. Since its launch, 52,657 Insured Persons undergoing the programme have been rehabilitated and returned to work.

The success of the RTW programme is shown below:

KOMPONEN / COMPONENT	TAHUN / YEAR				
	2018	2019	2020	2021	2022
Bilangan kes dirujuk / Number of cases referred	6,951	9,698	6,848	10,461	15,019
Bilangan kes telah kembali bekerja / Number of cases returned to work	3,845	7,019	5,286	7,163	11,283
Peratus kes telah kembali bekerja / Percentage of cases returned to work	55.3%	72.4%	77.2%	68.5%	75.1%

Dalam memastikan pemberian perkhidmatan yang holistik dan memastikan bahawa konsep pengurusan hilang upaya ini dapat dilaksanakan oleh setiap pemegang taruh dengan kendiri, beberapa program telah diperkenalkan seperti:

Certified Disability Management Professionals (CDMP)

PERKESO menjadi pemegang lesen untuk membawa pensijilan daripada Kanada di Asia Tenggara. Program ini bertujuan untuk melatih lebih ramai profesional ahli kesihatan, ahli kesihatan bersekutu, pengamal keselamatan sosial, dan pengurus sumber manusia mengenai program *RTW* dan konsep pengurusan hilang upaya. Seramai 67% peserta telah berjaya dan diperakui sijil profesional CDMP ini untuk tahun 2022.

To ensure the provision of a holistic service, and to ensure that the concept of disability management could be implemented by each stakeholder himself, several programmes have been introduced as follows:

Certified Disability Management Professionals (CDMP)

PERKESO is the licence holder bringing this certification into South East Asia from Canada. The intent of the programme is to train more healthcare professionals, allied healthcare professionals, social security practitioners and human resource managers in the RTW programme and the concept of disability management. A total of 67% of participants have successfully undergone the programme and have been CDMP in 2022.





Return to Work Coordinator (RTWC)

Program ini adalah asas pengenalan mengenai hilangupaya kepada para majikan untuk mereka berikan sokongan kepada OB yang mengalami hilangupaya di tempat kerja, agar OB terus bekerja dengan baik. Seramai 540 wakil majikan daripada 341 syarikat telah menghadiri bengkel *RTWC* ini bagi tahun 2022.

RTWPreneur

Program keusahawanan peserta program *RTW* bagi memastikan agar peserta program *RTW* yang tidak dapat peluang pekerjaan kompetitif untuk terus berdikari dan memperoleh pendapatan. Peserta turut diberi latihan kemahiran dan latihan pengurusan kewangan sebagai seorang usahawan. Bagi tahun 2022, seramai 200 peserta RTW telah dibimbing dalam bidang keusahawanan ini.

Sokongan Emosi & Kesejahteraan Psikologi – Program ini memberi sokongan emosi dan psikologi kepada OB, keluarga, dan orang awam oleh Pengurus Kes yang mempunyai lesen berdaftar sebagai Kaunselor. Sepanjang tahun 2022, seramai 240 majikan telah dilatih dalam Program Pensijilan Wellness Responder at Work yang melibatkan 12 program setiap negeri di seluruh Malaysia. *Emotional Wellbeing Webinars* dan *Forum as an Outreach Psychological Support* juga dijalankan khusus untuk OB mengikut keperluan

Return to Work Coordinator (RTWC)

This programme provides basic introduction on disability to employers, to enable them to support Insured Persons who have been disabled, at the workplace, so that they can continue to work well. A total of 540 representatives of employers from 341 companies attended the RTWC workshop for 2022.

RTWPreneur

The RTWPreneur programme is an entrepreneurial programme for RTW participants to ensure those who have not been able to obtain competitive employment to continue to be independent and earn a living. Participants are given skills training as well as financial management training as entrepreneurs. In 2022, a total of 200 RTW participants were guided in the entrepreneurial field.

The Emotional & Psychological Wellbeing Support programme provides emotional and psychological support to Insured Persons, their families and the public, through Case Managers who are licensed and registered as Counsellors. Throughout 2022, a total of 240 employers were trained in the Wellness Responder at Work Certification programme which involved 12 session in each state across the country. Emotional Wellbeing Webinars and Forum as an Outreach Psychological Support programmes were

mereka. Sebanyak 20 program juga telah dianjurkan khusus kepada pekerja yang telah melibatkan lebih daripada 600 pekerja yang menghadiri program tersebut. Perkhidmatan Kaunseling Kerjaya juga turut diberikan kepada para pencari kerja dalam setiap karnival kerjaya yang melibatkan lebih 1,500 pencari kerja di seluruh negara. Perkhidmatan Sokongan Emosi melalui Talian Sokongan Emosi juga telah menerima lebih daripada 200 rujukan daripada pengurus kes serta orang awam.

Work Support Intervention (WSI)

Work Support Intervention (WSI) ini menumpukan pada konsep integrasi pengurusan hilang upaya, sokongan kerja (*Job Coaching*) dan pencegahan dalam konteks keselamatan dan kesihatan di tempat kerja. Kumpulan sasaran utama terdiri daripada OB yang memenuhi kriteria ketidakupayaan dari segi ketidakupayaan intelektual, perkembangan, kesihatan termasuk mereka yang mempunyai kecacatan kognitif, fizikal, kognitif & fizikal serta tahap keupayaan yang hampir optimum, seperti yang disyorkan oleh doktor yang merawat OB atau ahli terapi. Pada tahun 2022, sebanyak 65 kes berkaitan intervensi WSI ini telah diselesaikan.

RESTART

Program RESTART diwujudkan untuk membantu pesakit yang mengalami masalah kesihatan mental dalam kembali bekerja sebagai usaha mengurangkan stigma dan diskriminasi terhadap komuniti ini. 290 kes RESTART telah diuruskan dalam pengurusan hilang upaya melibatkan 31 hospital bagi tahun 2022.

PUSAT REHABILITASI PERKESO

Pusat Rehabilitasi PERKESO yang dibina di Bandar Hijau, Hang Tuah Jaya Melaka mula beroperasi pada 1 Oktober 2014. Sehingga Disember 2022, seramai 11,813 orang pekerja telah menerima rawatan pemulihan di Pusat Rehabilitasi PERKESO Tun Abdul Razak dan 8,371 orang telah berjaya kembali bekerja.

Sebagai satu inisiatif Pertubuhan Keselamatan Sosial (PERKESO) untuk meluaskan lagi perkhidmatan rehabilitasi kepada Orang Berinsurans PERKESO, terdapat empat pusat satelit telah ditubuhkan bagi memudahkan Orang Berinsurans mendapatkan rawatan seperti berikut;

also carried out specifically for Insured Persons according to their needs. A total of 20 programmes were organised, and attended by 600 employees. Career counselling services were also extended to job seekers during each career carnival, involving 1,500 job seekers nationwide. The Emotional Support services through the Emotional Support Hotline received more than 200 referrals from case managers as well as from the public.

Work Support Intervention (WSI)

The Work Support Intervention (WSI) programme focuses on the integration of disability management, job coaching and prevention in the context of safety and health at the workplace. The target group comprises Insured Persons who meet the criteria for disability in terms of intellectual disability, growth and health, including people who have cognitive, physical, cognitive and physical disabilities, as well as people with almost optimum capacity, as recommended by the doctors or therapists treating the Insured Persons. In 2022, a total of 65 WSI-related cases were resolved.

RESTART

The RESTART programme was established to help patients experiencing mental health difficulties to return to work, as part of the effort to reduce the stigma and discrimination against people in this community. A total of 290 RESTART cases were managed in 2022 under the disability management programme involving 31 hospitals.

PERKESO REHABILITATION CENTRE

PERKESO Rehabilitation Centre which was constructed in Bandar Hijau, Hang Tuah Jaya, Melaka commenced operations on 1st October 2014. As at December 2022, a total of 11,813 employees have undergone rehabilitation treatment at the centre, 8,371 of whom have successfully returned to work.

As one of PERKESO's initiatives to expand rehabilitation services to PERKESO Insured Persons, four satellite centres were established to facilitate the Insured Persons in undergoing treatment. The centres are:

i. Pusat Rehabilitasi PERKESO di Pelabuhan Tanjung Pelepas mula beroperasi pada 2 Mac 2020 dan lebih dikenali sebagai Fit-Port Pelabuhan Tanjung Pelepas (PTP).
ii. Pusat Rehabilitasi PERKESO Kuala Terengganu (PRPKT) telah mula beroperasi pada 28 Jun 2020 dan bertempat di Permai Park Inn Kuala Terengganu. Pusat ini merupakan satu-satunya pusat satelit yang beroperasi di bahagian pantai timur dan dilengkapi dengan pelbagai peralatan robotik yang tercanggih bagi membantu proses rawatan rehabilitasi klien.
iii. Pusat Rehabilitasi PERKESO Ara Damansara telah mula beroperasi pada 1 September 2020 dan bertempat di Ara Damansara Medical Centre, Selangor Darul Ehsan.
iv. Pusat Rehabilitasi yang beroperasi di Quill City Mall, Kuala Lumpur mulai 11 Januari 2021.

Perkhidmatan yang disediakan di pusat ini memfokuskan kepada Rehabilitasi Neuro-Robotik dengan menggunakan peralatan teknologi neuro-robotik Cyberdyne HAL® dari Jepun. Selain itu, pusat ini juga turut mengutamakan kesihatan mental yang mempunyai keperluan yang semakin meningkat pada masa kini dengan menyediakan program rehabilitasi kesihatan mental.

Di samping itu, kami juga menawarkan program rehabilitasi fizikal yang termasuk Fisioterapi dan Terapi Carakerja serta Rehabilitasi Vokasional dan Kesejahteraan Mental.

- Rawatan Neuro-Robotik & Cybernics
- Program Rehabilitasi Fizikal
- Fisioterapi
- Terapi Carakerja
- Program Rehabilitasi Khusus
- Program Kesejahteraan Penuaan Dan Geriatrik
- Program Kesihatan Mental
- Rehabilitasi Vokasional

Secara keseluruhan, seramai 1199 pesakit telah berjaya menjalani rawatan pemulihan pada tahun 2022 melalui Program Rehabilitasi Fizikal dan Vokasional yang komprehensif bagi mengembalikan semula OB PERKESO ke alam pekerjaan dan secara tidak langsung membantu meningkatkan sosio-ekonomi dan kesejahteraan OB.

i. The PERKESO Rehabilitation Centre in Tanjung Pelepas Port which commenced operations on 2nd March 2020, or better known as Fit-Port Pelabuhan Tanjung Pelepas (PTP).
ii. The Kuala Terengganu PERKESO Rehabilitation Centre which began operating on 28th June 2020. The centre is located at Permai Park Inn, Kuala Terengganu and is the only satellite centre operating on the East Coast. It is equipped with the most sophisticated robotic equipment to assist in the rehabilitation of patients.
iii. The Ara Damansara PERKESO Rehabilitation Centre which began operating on 1st September 2020. It is located at the Ara Damansara Medical Centre, Selangor Darul Ehsan.
iv. The Rehabilitation Centre operating in Quill City Mall, Kuala Lumpur with effect from 11th January 2021.

The services available at the centres focus on Neuro-robotic Rehabilitation using the Cyberdyne HAL ® neuro-robotics equipment from Japan. In addition, the centres also prioritise mental health which has become more of a necessity in current times by offering mental health rehabilitation programmes.

We also offer physical rehabilitation programmes which include Physiotherapy and Occupational Therapy, as well as Vocational and Mental Wellbeing Rehabilitation.

- Neuro-Robotic Treatment & Cybernics
- Physical Rehabilitation Program
- Physiotherapy
- Occupational Therapy
- Specialised Rehabilitation Program
- Aging And Geriatric Wellness Programme
- Mental Health Programme
- Vocational Rehabilitation

Overall, a total of 1,199 patients have successfully undergone rehabilitation treatment in 2022 under a comprehensive Physical and Vocational Rehabilitation Programme enabling the PERKESO Insured Persons to return to the working world, thus indirectly contributing towards the improvement of their socio-economic status and wellbeing.

SKUAD PERKESO PRIHATIN
DAN PROGRAM SOSIAL SINERGI

Skuad PERKESO Prihatin ditubuhkan sebagai sebuah wadah aspirasi prihatin bagi melaksanakan satu langkah proaktif bagi mengesan dan melaksanakan pemprosesan faedah dengan segera melalui pelbagai saluran seperti media cetak, elektronik dan sosial. Melalui inisiatif ini, bukan sahaja gerak kerja yang lebih efisyen dapat dilaksanakan, lebih dari itu hubungan baik antara PERKESO bersama pemimpin masyarakat, komuniti, pihak berkuasa, media dan sebagainya telah berjaya diperkukuhkan. Perkara ini jelas terbukti dengan terhasilnya impak positif seperti berikut;

- Peningkatan tahap kecekapan dan kompetensi Pegawai Skuad di setiap pejabat PERKESO melalui pemantauan pelaporan dan aktiviti yang lebih sistematik, komprehensif dan efisyen;
- Tahap penyusunan dan koordinasi pelaporan yang lebih berkesan dan tepat melalui Sistem MySynergy; dan
- Penjimatan kos publisiti di media kesan daripada peningkatan jumlah sesi libat urus bersama media/individu/agensi yang berkepentingan oleh Pegawai Skuad di setiap pejabat.

Program Sosial Sinergi merupakan inisiatif yang inovatif bagi mewujudkan sebuah platform dan rangkaian penyaluran maklumat bagi kes-kes keselamatan sosial yang pertama di Malaysia. Program ini dibina dengan mengadaptasi model keselamatan sosial dari negara maju seperti Australia, England dan Amerika Syarikat.

Dengan menggabungkan tiga (3) entiti keselamatan sosial iaitu Insurans Sosial, Bantuan Sosial dan Intervensi Pasaran Kerja, inisiatif ini dilihat sebagai formula terbaik bagi menangani permasalahan kemiskinan, keciciran dan ketidaksepaduan manfaat keselamatan sosial yang menyumbang ke arah pertindihan faedah dan manfaat.

Dengan mengadaptasi penggunaan teknologi 'blockchain', Sistem MySynergy bakal menjadi hub data keselamatan sosial yang terbesar di Malaysia. Sehingga kini sejumlah lebih 30 agensi dan lebih 190 pemimpin masyakrakat yang menyediakan perkhidmatan keselamatan sosial di seluruh negara telah menyertai program ini.

PERKESO PRIHATIN SQUAD
AND SOCIAL SYNERGY PROGRAMME

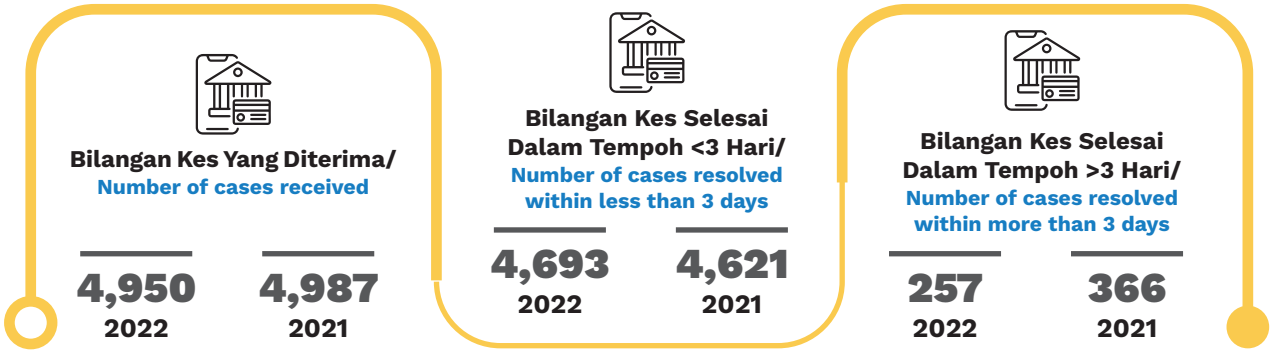
The PERKESO Prihatin Squad was established as part of the organisation's Prihatin aspirations in taking a proactive step towards detection and immediate benefits processing through various medium such as print, electronic and social media. The organisation has become more efficient in its work under this initiative. Furthermore, it has also fostered good relationship between PERKESO and community leaders, the community itself, the authorities, the media as well as other parties. The positive impact can be seen as follows:

- Improvement in efficiency and competency of Squad Officers in each PERKESO office through more systematic, comprehensive and efficient monitoring, reporting and activities;
- More effective and accurate reporting structure and coordination using the MySynergy system; and
- Savings in publicity costs as a result of the increase in number of engagement sessions with interested media/individuals/agencies by Squad Officers at each office.

The Social Synergy programme is an innovative initiative to establish a platform and network for channelling information on social security cases, the first of its kind in Malaysia. This programme is designed by adapting social security models from developed countries such as Australia, England and the United States of America.

By combining the three social security entities of Social Insurance, Social Assistance and Labour Market Intervention, this initiative is seen as the best formula in overcoming poverty, drop-outs and disintegration of social security benefits which contribute towards the overlapping of benefits.

By adapting the use of blockchain technology, the MySynergy System will become the biggest social security data hub in Malaysia. To date, more than 30 agencies and 190 community leaders providing social security services nationwide have joined the programme.



Statistik Pengurusan Kes Skuad PERKESO Prihatin / PERKESO Prihatin Squad Case Management Statistics

PROGRAM GERAN BANTUAN KEWANGAN PERKESO

Aktiviti memupuk kesedaran keselamatan dan kesihatan pekerjaan telah mula dilaksanakan oleh PERKESO dengan kerjasama Badan-badan NGO dan institusi bermula dari tahun 2001 mengikut keperluan dan hala tuju pelan strategik PERKESO.

Peruntukan Geran Bantuan Kewangan PERKESO yang diluluskan adalah sebanyak RM 3,570,953 dengan 613 program yang memberi fokus kepada bidang KKP di kalangan pekerja termasuk pekerjaan sendiri dan pekerja asing. Keseluruhannya, sebanyak 536 program telah berjaya dilaksanakan keseluruhannya dengan perbelanjaan sebanyak RM2,311,594.00.

Pencapaian pelaksanaan program oleh Badan-Badan NGO serta institusi yang menerima Geran Bantuan Kewangan PERKESO 2022 dalam melaksanakan program-program KKP yang telah diluluskan adalah pada tahap amat baik (87%).

Berikut adalah ringkasan maklumat aktiviti dan bantuan kewangan tahunan yang diluluskan bagi tempoh 2018 – 2022:

PERKESO FINANCIAL GRANT PROGRAMME

Activities to raise awareness on occupational safety and health have been conducted by PERKESO with the cooperation of Non-Governmental Organisations and institutions since 2001, in accordance with the organisations requirements and strategic direction.

The sum of RM3,570,953 was allocated to PERKESO's Financial Grant Programme, with 613 programmes focusing on occupational safety and health among employees including the self-employed and foreign workers. A total of 536 programmes were implemented at a cost of RM2,311,594.00.

Implementation of approved Occupational Health and Safety Programmes by NGOs and institutions receiving the PERKESO Financial Grant in 2022 was at an excellent level (87%).

The following is a summary of activities and annual financial grants approved from 2018 to 2022:

TAHUN / YEAR	BILANGAN AKTIVITI / NUMBER OF ACTIVITIES		BILANGAN NGO/ INSTITUSI / NUMBER OF NGOS/ INSTITUTIONS
	LULUS / APPROVED	LAKSANA / IMPLEMENTED	
2018	713	654	34
2019	593	560	34
2020 (Norma Baharu) / (New Norm)	486	360	37
2021 (Norma Baharu) / (New Norm)	489	399	36
2022	613	536	38

OPS CEGAH

Seiring dengan usaha bersepadu yang berterusan bagi mengurangkan kadar kemalangan melibatkan pekerja di Malaysia. Buat julung kalinya Pertubuhan Keselamatan Sosial (PERKESO) telah melancarkan program Ops Cegah dengan pendekatan lebih mesra majikan atau '*soft approach*' bagi meningkatkan kesedaran majikan dan pekerja untuk mengamalkan budaya pencegahan kemalangan pekerjaan.

Antara Matlamat Program Ops Cegah adalah seperti berikut:

- Memberi kesedaran berkaitan keselamatan dan kesihatan pekerjaan kepada pengurusan syarikat atau majikan bagi menyediakan suasana tempat kerja yang selamat kepada para pekerja.
- Memberi panduan kepada majikan dan pekerja mengenai amalan terbaik dan berkesan dalam menangani isu keselamatan dan kesihatan di tempat kerja, ketika dalam perjalanan serta aktiviti pekerjaan yang berkaitan jalan raya.
- Menggalakkan pendidikan dan kesedaran mengenai keselamatan dan kesihatan ketika bekerja dan di jalan raya.
- Meningkatkan kesedaran tentang kepentingan budaya pencegahan sebagai asas perlindungan sosial kepada majikan dan pekerja.
- Mengurangkan kemalangan industri dan kemalangan perjalanan di kalangan pekerja.

OPS CEGAH

In line with the continued integrated efforts to reduce the accident rate involving workers in Malaysia, the Social Security Organisation (PERKESO) for the first time ever launched the *Ops Cegah* with a more employer-friendly approach or using a 'soft approach' for the purposes of increasing awareness among employers and employees with regards to the practice of occupational accident prevention.

Among the goals of the *Ops Cegah* programme include:

- Raising awareness on occupational safety and health amongst management of companies or employers towards providing a safe workplace for all employees.
- Guiding employers and workers on the best and effective practices in overcoming safety and health issues at the workplace, during the commute to work as well as work-related activities involving road journeys.
- Promoting education and awareness on safety and health at work and on the road.
- Increasing awareness amongst employers and employees of the importance of prevention culture as a foundation for social protection.
- Reducing the number of industrial accidents and commuting accidents amongst employees.







Ops Cegah turut mendapat sokongan dan kerjasama daripada beberapa rakan strategik seperti Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP), Institut Keselamatan dan Kesihatan Pekerjaan Kebangsaan (NIOSH), Polis Diraja Malaysia (PDRM), Institut Penyelidikan Keselamatan Jalan Raya Malaysia (MIROS) dan Persekutuan Majikan-Majikan Malaysia (MEF).

Modus operandi Ops Cegah melibatkan aktiviti turun padang oleh PERKESO bersama rakan strategiknya ke 970 premis syarikat di seluruh negara. Sesi lawatan dan perjumpaan diadakan dengan pengurusan tertinggi syarikat yang telah mencatatkan jumlah kemalangan pekerjaan tertinggi pada tahun 2021, berdasarkan senarai 'Top 100' di seluruh negara dan 'Top 20' di kawasan Pejabat PERKESO tempatan. Menurut data PERKESO, sektor pembuatan, perkhidmatan dan pertanian menyumbang kepada kadar tertinggi kes kemalangan pekerjaan, termasuk sewaktu berulang-alik ke tempat kerja.

INISIATIF VISION ZERO MALAYSIA

Melalui perlaksanaan aktiviti program Vision Zero ini penyertaan majikan dalam Vision Zero Company turut dijadikan sebagai sasaran pencapaian PERKESO di mana pada tahun 2022 sebanyak 101 majikan telah berjaya didaftarkan melalui inisiatif ini. Selain daripada itu melalui Vision Zero Support Program sebanyak 35 majikan telah dilatih dalam usaha meningkatkan amalan KKP terutamanya di sektor Industri Kecil Sederhana.

Penglibatan Vision Zero Malaysia diperingkat antarabangsa, PERKESO Malaysia telah terlibat dalam Vision Zero Summit Japan 2022 di mana menjadi pengerusi untuk slot Parallel Session atau Symposium di bawah tajuk National Strategy to Promote Vision Zero dengan merangkumi tiga belas (13) ahli panel antarabangsa terlibat dalam topik tersebut.

Aktiviti Vision Zero Malaysia diteruskan dengan projek Vision Zero Community diteruskan di Kuala Selangor bersama Jabatan Kerja Raya (JKR), Polis Diraja Malaysia (PDRM), Sekolah Kebangsaan Tanjong Karang dan Sekolah Menengah Dato' Harun, Tanjong Karang, Selangor. Selain daripada itu, penganjuran Pertandingan Video Kreatif Vision Zero bertujuan untuk mencari penghasilan video terbaik ianya akan dikongsikan melalui platform media sosial Vision Zero Malaysia. Vision Zero Malaysia turut terlibat di Malaysia MotoGP 2022 dengan maklamat ke arah memperkasakan budaya pencegahan keselamatan perjalanan kepada kumpulan sasaran iaitu generasi muda.

The *Ops Cegah* is supported by several strategic partners in cooperation with PERKESO, such as the Department of Occupational Safety and Health (DOSH), the National Institute of Occupational Safety and Health (NIOSH), the Royal Malaysian Police, the Malaysian Institute of Road Safety Research (MIROS) and the Malaysian Employers' Federation.

The modus operandi of Ops Cegah involves the participation of PERKESO together with its strategic partners visiting 970 company premises nationwide. Visits and meetings are held with the top management of companies with highest number of occupational accidents in 2021, based on the Top 100 list across the country and the Top 20 list within the local PERKESO office areas. According to the organisation's data, the manufacturing, service and agricultural sectors had the highest rate of occupational accidents including accidents during commutes to and from the workplace.

MALAYSIAN VISION ZERO INITIATIVE

The participation of employers in the Vision Zero Initiative is one of the organisation's achievement targets. In 2022, 101 employers were registered under the initiative. In addition, through the Vision Zero Support programme, 35 employers were trained in the effort to improve Occupational Safety and Health practices especially in the Small and Medium Industry sector.

On the international stage, PERKESO participated in the Vision Zero Summit Japan 2022 during which the organisation chaired the Parallel Session or Symposium under the title National Strategy to Promote Vision Zero comprising thirteen (13) international panellists.

The Malaysian Vision Zero activities were continued with the Vision Zero Community project in Kuala Selangor in collaboration with the Public Works Department, the Royal Malaysian Police, Sekolah Kebangsaan Tanjong Karang and Sekolah Menegah Dato' Harun Tanjong Karang, Selangor. In addition, a Vision Zero Creative Video competition was organised with the intent of searching for the best video to be shared on the Malaysian Vision Zero social media platform. The Malaysian Vision Zero initiative was also involved in the Malaysian MotoGP 2022 with a goal of strengthening prevention culture with regards to commuting safety, with the target group being the youths.

PROGRAM SARINGAN KESIHATAN 2.0 (HSP 2.0)

Program Saringan Kesihatan PERKESO telah dilaksanakan semula pada 1 Jun 2022 melalui Program Saringan Kesihatan PERKESO 2.0 atau HSP 2.0. Melalui HSP 2.0, PERKESO telah melaksanakan beberapa pembaharuan bagi memastikan HSP kekal relevan kepada golongan pekerja khususnya pencarum PERKESO. Saringan kesihatan telah ditambahbaik di mana saringan kesihatan mental dan penilaian risiko kesihatan keluarga turut diperkenalkan dalam parameter saringan kesihatan sedia ada.

Selain itu, akses HSP turut diperluaskan kepada pencarum PERKESO yang berumur di antara 30 hingga 39 tahun yang mempunyai risiko penyakit tidak berjangkit (NCD). Perluasan ini memberikan peluang kepada lebih ramai pencarum untuk menjalani saringan kesihatan secara percuma. Seramai 27,152 pencarum menjalani saringan kesihatan melalui HSP 2.0 dan 268 pencarum wanita telah menjalani pemeriksaan mamogram.

HSP 2.0 juga sejajar dengan Inisiatif Saringan Kesihatan Nasional yang akan dilaksanakan oleh Kementerian Kesihatan Malaysia (KKM) di bawah Agenda Nasional Malaysia Sihat (ANMS) dalam bulan Julai 2022. Inisiatif ini bertujuan untuk menggalakkan rakyat Malaysia terutamanya golongan yang berumur 40 tahun ke atas untuk menjalani saringan kesihatan. PERKESO turut bekerjasama dengan majikan dan Klinik Panel HSP dalam menjalankan saringan kesihatan di tempat kerja. Ianya memberikan kemudahan kepada pekerja untuk menjalani saringan kesihatan tanpa perlu hadir ke klinik serta menjimatkan masa. Inisiatif ini dapat menggalakkan lebih ramai pekerja untuk menjalani saringan kesihatan. Penggunaan Mobile Health Screening and Injury Prevention Unit juga turut memudahkan penyelarasan saringan kesihatan di tempat kerja.

PERKHIDMATAN PEKERJAAN NEGARA MELALUI MYFUTUREJOBS

Portal MYFutureJobs telah diwujudkan pada 2019 berikutan penubuhan Akta Sistem Insurans Pekerjaan. Kewujudan portal ini pada mulanya adalah untuk menyediakan perkhidmatan kepada penerima faedah, namun pada 2020, perkhidmatan ini telah diperluaskan melalui mandat yang diberikan oleh Kementerian Sumber Manusia iaitu untuk membantu

HEALTH SCREENING PROGRAMME 2.0 (HSP 2.0)

The PERKESO Health Screening Programme was resumed on 1st June 2022. Now named the PERKESO Health Screening Programme 2.0 or HSP 2.0, PERKESO made several updates in order to ensure the programme remained relevant to employees, particularly PERKESO contributors. The health screening programme was improved to include mental health screening. A family health risk evaluation was also introduced into the existing health screening parameters.

In addition, access to the programme was also extended to PERKESO contributors aged between 30 to 39 years who were at risk of non-communicable disease. This gave the opportunity to more contributors to undergo free health screening. To date, 27,152 contributors have undergone health screening pursuant to HSP 2.0 while 268 female contributors have undergone mammograms.

HSP 2.0 is also consistent with the National Health Screening Initiative to be conducted by the Ministry of Health Malaysian (MOH) pursuant to the Healthy Malaysia National Agenda in July 2022. The intent of the initiative is to encourage Malaysians, especially those aged 40 years and above, to undergo health screening. PERKESO also collaborates with employers and HSP Panel clinics in holding health screenings at the workplace. This gives employees the opportunity to undergo health screening without having to go to clinics, thus saving time. This initiative encourages more employees to undergo health screening. The use of Mobile Health Screening and Injury Prevention Unit also facilitates coordination of health screening at the workplace.

EMPLOYMENT SERVICES THROUGH MYFUTUREJOBS

The MyFutureJobs portal was created in 2019 following the enactment of the Employment Insurance System Act. The portal was initially established to provide services only to benefit recipients. However, in 2020 the service was expanded under the mandate given to the Ministry of Human Resources, to assist

semua kategori pencari kerja bermula daripada lepasan sekolah sehinggalah kepada golongan professional serta golongan mudah terjejas.

all categories of job seekers from school-leavers to professionals as well as the vulnerable groups.

MYFutureJobs, portal yang dijana oleh kecerdasan buatan (Artificial Intelligence) dengan lebih 60 tahun penyelidikan, memadankan pekerjaan berdasarkan kelayakan, kemahiran, pengalaman, kecekapan, gaji dan parameter padanan bi-directional yang lain. Portal itu juga mampu menghasilkan maklumat semasa dan terkini mengenai penempatan pekerjaan serta maklumat pasaran buruh berkaitan yang dilaporkan di peringkat tertinggi termasuk Majlis Pekerjaan Negara, Parlimen, DOSM, Bank Negara dan lain-lain.

MyFutureJobs, an Artificial Intelligence powered portal with more than 60 years of research behind it, matches job seekers with jobs based on qualifications, skills, experience, efficiency, salary and other bi-directional matching parameters. The portal is also capable of producing current and up-to-date information on job placement as well as the related labour market information reported at the highest level including the National Employment Council, Parliament, Department of Statistics Malaysia, Bank Negara and others.

Susulan daripada pandemik Covid – 19, MYFutureJobs merupakan platform yang pertama diwujudkan untuk membantu majikan dan pencari kerja berhubung melalui temu duga secara hibrid dan pelbagai Program Pasaran Buruh Aktif termasuk insentif pengambilan pekerja dan program kebolehpasaran untuk membantu dalam meningkatkan jumlah penawaran pekerjaan serta kebolehpasaran pencari kerja. Sehingga kini, portal MYFutureJobs telah membantu lebih daripada 776,511 penempatan pekerjaan.

Following the COVID-19 pandemic, MyFutureJobs is the first platform established to help employers and job seekers connect with each other through hybrid interviews and the various Active Labour market programmes including hiring incentives and marketability programmes to improve the number of job offers as well as marketability of job seekers. To date, the portal has resulted in more than 776,511 job placements.

KOMPONEN / COMPONENT	**TAHUN / YEAR**	
	2021	**2022**
Jumlah Kekosongan Jawatan (Permintaan) / Number of Job Vacancies (Demand)	2,480,577	4,753,418
Purata Kekosongan Jawatan* (Permintaan) / *Purata kekosongan jawatan yang tersedia pada bila-bila masa / Average Job Vacancy * (Demand) *average of job vacancy existing at any time	206,714	396,118
Jumlah Pencari kerja Yang Berdaftar (Penawaran) / Number of registered job seekers (Offer)	879,601	543,354
Jumlah Penempatan Pekerjaan / Number of Job Placements	**320,864**	**294,044**

Perkhidmatan MYFutureJobs

Selain daripada fungsi unik MYFutureJobs, portal ini juga menyediakan pelbagai perkhidmatan termasuk pengurusan kes untuk pencari kerja dari kategori mudah terjejas, perkhidmatan pekerjaan, program kebolehpasaran, pemprofilan pencari kerja, program reskilling/upskilling, keusahawanan dan program sektor informal melalui pelbagai kerjasama secara kolaboratif dengan rakan strategik di 54 cawangan dan 292 pusat satelitnya di seluruh negara. Semua perkhidmatan yang disediakan oleh MYFutureJobs adalah percuma dan tiada sebarang kos dikenakan kepada pencari kerja dan majikan.

Perkhidmatan Pekerjaan

Perkhidmatan Pekerjaan disediakan untuk membantu serta memudahkan majikan untuk mendapatkan pekerja yang bersesuaian dengan kekosongan jawatan yang ditawarkan. Perkhidmatan ini juga akan menghubungkan majikan dengan pencari kerja berdasarkan padanan pekerjaan yang dijana melalui portal MYFutureJobs. Pegawai Perkhidmatan Pekerjaan PERKESO, akan menyaring dan menyenarai pendek senarai calon sebelum disalurkan kepada majikan dengan menganjurkan temu duga secara harian atau mingguan di PERKESO serta program yang diadakan secara berkala di semua cawangan dan pusat satelit.

Karnival Kerjaya

Selain Perkhidmatan Pekerjaan, PERKESO juga menganjurkan karnival kerjaya berskala sederhana dan besar yang menghimpunkan semua kategori pencari kerja di bawah satu bumbung untuk bertemu majikan daripada pelbagai industri. Melalui penganjuran karnival kerjaya ini, pencari kerja termasuk pelatih dan perantis dapat bertemu dengan majikan untuk ditemuduga atau mendapatkan lebih banyak maklumat berkaitan organisasi. Sehingga kini, sebanyak 4,927 karnival kerjaya telah diadakan dengan lebih 37,310 penempatan melalui aktiviti ini.

MYFutureJobs Services

Apart from the unique functions of MYFutureJobs, the portal also offers various services including case management for job seekers from the vulnerable group, recruitment services, marketability programmes, job seeker profiling, reskilling/upskilling programmes, entrepreneurial programmes and programmes for the informal sector, through various collaborative endeavours with the organisation's strategic partners at the 54 branches and 292 satellite centres across the country. All the services provided by MYFutureJobs are free and no cost whatsoever will be imposed on the job seekers and employers.

Recruitment Services

Recruitment services are provided to help and facilitate employers in hiring employees who are suitable for the jobs offered. Such services also connect employers with job seekers based on the job matching algorithm generated through the MYFutureJobs portal. PERKESO Recruitment Services officers will screen and shortlist candidates before providing the information to employers by organising interviews, either daily or weekly, at PERKESO as well as organising regular programmes at all branches and satellite centres.

Career Carnival

In addition to Recruitment Services, PERKESO also organises medium and large scale career carnivals, gathering all categories of job seekers under one roof to meet with employers from various industries. Through this career carnival job seekers including trainees and apprentices are able to meet employers to be interviewed, or to obtain more information regarding the organisations. To date, a total of 4,927 career carnivals have been organised, resulting in more than 37,310 job placements.

Pengurusan kes

Melalui MYFutureJobs, PERKESO menyediakan sokongan penempatan individu untuk peserta Program RTW yang tidak dapat kembali bekerja dengan majikan asal, pencarum Sistem Insurans Pekerjaan serta pencari kerja dari kategori mudah terjejas. Ini juga termasuk sokongan secara individu dan intervensi yang dinamik berdasarkan keadaan individu yang memerlukan sokongan daripada Pegawai Perkhidmatan Pekerjaan PERKESO. Seramai 73,577 penempatan telah berjaya dilakukan melalui sokongan intervensi ini.

Latihan

Program latihan disediakan secara eksklusif untuk penerima faedah Sistem Insurans Pekerjaan. Setiap penerima faedah boleh memohon latihan termasuk program micro credential, pensijilan professional dan setaraf yang sesuai dengan laluan kerjaya mereka. Sistem Insurans Pekerjaan kini menawarkan 4,402 kursus daripada 43 bidang berbeza dengan kos maksimum sebanyak RM 4,000. Pada tahun 2022, 1,669 OB berjaya menamatkan program latihan dengan hampir 25% (416 OB) berjaya diambil bekerja. Bagi memenuhi keperluan industri, penekanan diberikan kepada kelulusan kursus yang mengutamakan kemahiran semasa dan kemahiran baru untuk memastikan kecekapan pekerja untuk melaksanakan tugas dengan berkesan dan cekap.

Pusat Satelit MYFutureJobs

Pusat Satelit MYFutureJobs telah ditubuhkan oleh PERKESO untuk mewujudkan lebih banyak peluang pekerjaan, khususnya di kawasan luar bandar. Sehingga kini, terdapat 292 Pusat Satelit di seluruh negara dengan kerjasama Kementerian Kemajuan Luar Bandar (KPLB), Kementerian Komunikasi dan Multimedia (SKMM), Kerajaan Tempatan, Institusi Pengajian Tinggi (IPT), dan pusat perindustrian. Pusat tersebut berfungsi sebagai pusat sehenti fizikal untuk pelbagai perkhidmatan pekerjaan seperti pemprofilan kerjaya, kaunseling kerjaya, dan aktiviti kebolehpasaran pasaran buruh domestik. Sejak inisiatif ini diperkenalkan, pusat satelit telah menyumbang 2,805 penempatan pekerjaan.

Case Management

Through the MYFutureJobs portal PERKESO also provides individual placement support for RTW participants who are unable to return to work for their original employers, contributors of the Employment Insurance System as well as job seekers from the vulnerable group. The support offered includes individual support and dynamic intervention basedon the actual circumstances of the individual who requires support from PERKESO's Recruitment Services officers. Such intervention support has resulted in 73,577 successful job placements.

Training

The training programme is offered exclusively to benefit recipients under the Employment Insurance System. Each benefit recipient may apply for training including micro credential programme, as well as professional or equivalent certification appropriate for the career path. The Employment Insurance System currently offers 4,402 courses in 43 different fields, at a maximum cost of RM4,000.00. In 2022, 1,669 Insured Persons successfully completed their training programme, almost 25% of whom (416 Insured Persons) were hired. To meet industry needs, emphasis is paced on courses which prioritise current and new skills to ensure efficiency and effectiveness of employees in discharging their duties.

MYFutureJobs Satellite Centres

MYFutureJobs Satellite Centres were established by PERKESO to create more job opportunities, specifically in rural areas. To date, there are 292 Satellite Centres nationwide, with the cooperation of the Ministry of Rural Development, Ministry of Communication and Multimedia, Local Authorities, Institutions of Higher Education and industrial centres. The satellite centres function as a physical one-stop centre for various employment services such as career profiling, career counselling and domestic labour market marketability activities. Since its introduction, the satellite centres have contributed to 2,805 job placements.

PENGURUSAN PERKHIDMATAN PELANGGAN

Pelan Strategik & Transformasi PERKESO 2021 – 2022 telah menyeru penerapan dan amalan lima (5) Nilai Teras Bersama (NTB) di kalangan seluruh warga PERKESO bagi merealisasikan hasrat murni memberi perkhidmatan terbaik sejajar dengan konsep Delighting The Customer melangkaui ekspektasi pelanggan mengikut Standard Perkhidmatan Pelanggan yang ditetapkan iaitu merangkumi aspek fizikal, penyampaian dan emosi demi kesejahteraan sosial pelanggan.

Di samping berpegang kepada lima (5) Nilai Teras Bersama tersebut dalam mencapai Visi dan Misi bersama PERKESO, hasrat murni ini mampu dicapai dengan adanya komitmen seluruh warga PERKESO dalam melaksanakan tadbir urus pengurusan perkhidmatan pelanggan.

Kualiti perkhidmatan dilihat menerusi amalan yang dipraktikan oleh semua warga PERKESO dalam konteks pematuhan SENYUM, SAPA, SALAM, SANTUN & PRIHATIN (S4P) dan Garis Panduan Khidmat Pelanggan – *Employee Customer Guideline* (ECG) semasa memberikan perkhidmatan mereka kepada pelanggan. Jumlah penghargaan pelanggan yang diterima pada tahun 2022 adalah seperti berikut:

CUSTOMER SERVICE MANAGEMENT

The PERKESO Strategic and Transformation Plan 2021-2022 has called for the instilling and practice of the five (5) Shared Core Values within the PERKESO community in order to realise the aspiration of providing the best service, in line with the concept of 'Delighting the Customer' , beyond the customer's expectations in accordance with the prescribed Customer Service Standards comprising physical, delivery and emotional aspects for their social wellbeing.

In addition to upholding the five (5) Shared Core Values towards achieving the organisation's Vision and Mission, this aspiration can also be achieved with the commitment of PERKESO staff in conducting governance of its customer service management.

The quality of service is seen through the practices adopted by all PERKESO staff in the context of compliance with the *SENYUM* (Smile), *SAPA (Greet), SALAM* (Shake hands) & *PRIHATIN* (Concerned) (S4P) and the Employee Customer Guideline (ECG) when serving the customers. The number of customer appreciation received in 2022 is as follows:

Kategori Sumber/ Source Category	**Jumlah Penghargaan/ Number of Appreciation**
1. Akhbar / Newspaper	**3**
2. Borang Kaji Selidik Kepuasan Pelanggan / Customer Satisfaction Questionaire	**12**
3. E-mel / Email	**7**
4. *Facebook* / Facebook	**16**
5. Kajian Kepuasan *Chatbot* / Chatbot Satisfaction Survey	**3**
6. Skuad Prihatin / *Prihatin* Squad	**2**
7. Surat / Letters	**8**
8. Whatsapp	**32**
9. *Google Review*	**3**
10. Sijil / Certificate	**2**
JUMLAH KESELURUHAN / OVERALL TOTAL	**88**

Pengurusan dan penilaian perkhidmatan pelanggan di PERKESO merangkumi:

a. Perkhidmatan pelanggan di kaunter perkhidmatan.
b. Perkhidmatan pelanggan di talian khidmat pelanggan, e-mel & media massa.
c. Program Mystery Shopping.
d. Program Hari Bertemu Pelanggan.
e. Pengurusan Aduan.

The management and assessment of customer service in PERKESO include:

a. customer service at service counters;
b. customer service through customer service hotlines, email and the mass media;
c. the Mystery Shopping programme;
d. Meet the Clients Day;
e. Complaints Management.

Perkhidmatan Pelanggan di Kaunter Perkhidmatan

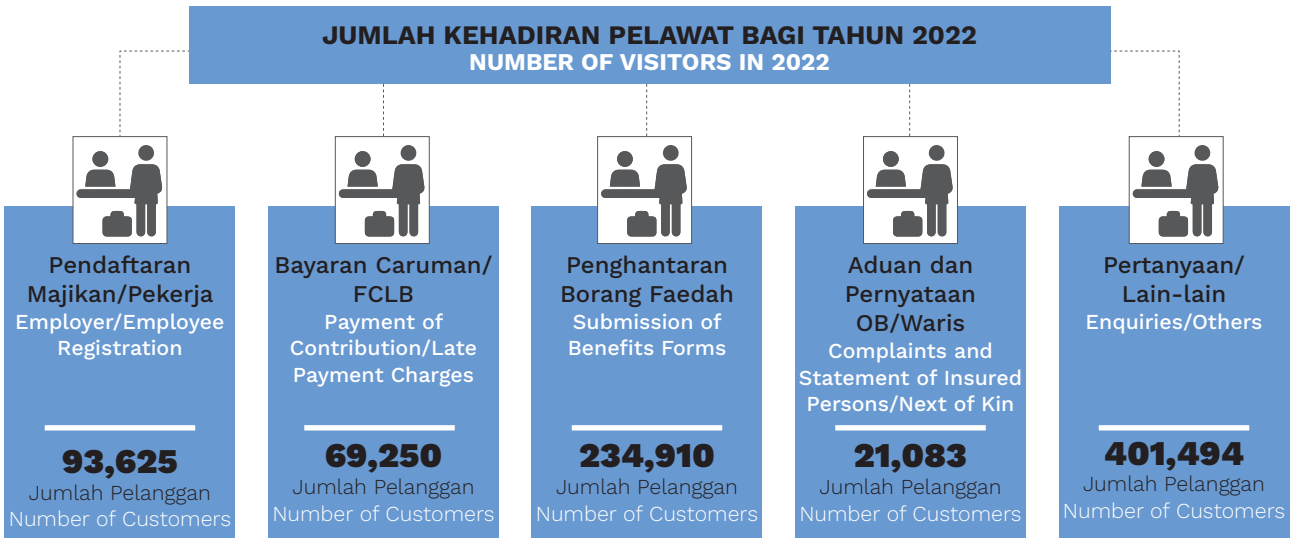
Customer Service at Service Counters

Bagi meningkatkan mutu perkhidmatan kepada pelanggan khususnya perkhidmatan di kaunter-kaunter PERKESO di seluruh Negara, perkhidmatan pelanggan di kaunter PERKESO telah diperkemas menerusi indikator sasaran purata masa menunggu pelanggan iaitu 8 minit. Pencapaian purata masa menunggu bagi tahun 2022 adalah 4 minit 04 saat (00:04:04).

To improve the quality of customer service, in particular service at PERKESO counters across the country, the customer service at PERKESO counters is streamlined using a customer waiting time average target of 8 minutes. The average waiting time in 2022 is 4 minutes and 4 seconds (00:04:04).

Jumlah kehadiran pelawat bagi tahun 2022 mengikut kategori urusan perkhidmatan adalah seperti berikut:

The number of visitors in 2022 according to category of service is shown below:



Selain itu, terdapat 16 pejabat PERKESO mengukur penilaian tahap kualiti perkhidmatan yang diberikan oleh petugas kaunter kepada pelanggan menggunakan Sistem e-Rating / QoS. Pelanggan yang berurusan di kaunter perkhidmatan boleh membuat penilaian terhadap kualiti perkhidmatan yang diberikan oleh petugas kaunter dengan menilai tahap kepuasan berdasarkan 3 soalan yang ditujukan iaitu:

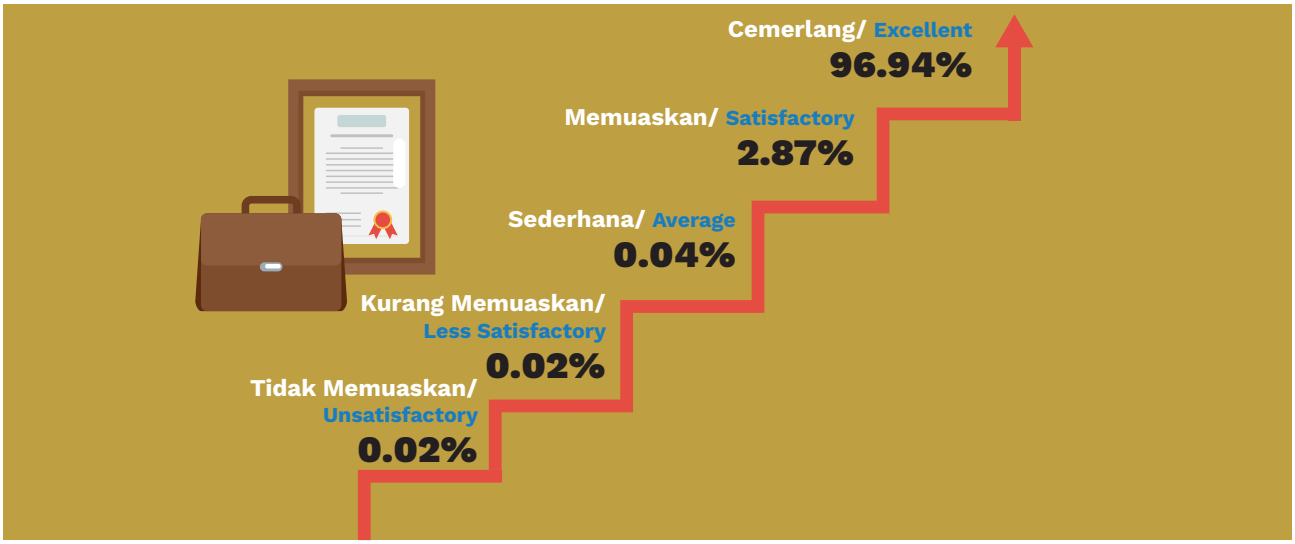
Further, there are 16 PERKESO offices that measure the quality of service provided by counter staff using the e-Rating System / QoS. Customers conducting matters at the service counter can evaluate the quality of service given by the counter staff by answering the following three questions:

i. "Anda Berpuas hati dengan tempoh masa berurusan".
ii. "Kemesraan petugas kaunter semasa berurusan dengan anda".
iii. "Penerangan yang diberikan oleh petugas kaunter jelas".

Pencapaian tahap penilaian e-Rating terhadap perkhidmatan yang diterima bagi tahun 2022 adalah seperti berikut:

i. "You are satisfied with the period of time conducting matters".
ii. "Friendliness of counter staff when dealing with you".
iii. "The explanation given by counter staff is clear".

The e-Rating evaluation of service received in 2022 is as follows:



Perkhidmatan Pelanggan di Talian Khidmat Pelanggan, E-mel & Media Massa

Pengurusan Perhubungan Pelanggan

Pandemik COVID-19 yang melanda negara ini telah memberi impak yang besar kepada sosio-ekonomi negara dan sekali gus turut mewujudkan cabaran tersendiri kepada anggota dalam perkhidmatan pelanggan. Ketika negara beralih dari fasa pandemik ke fasa endemik pada April 2022, PERKESO kekal relevan sebagai essential services dengan terus menyampaikan perkhidmatan kepada pencarum dan pemegang taruh selaras dengan moto PERKESO iaitu PERKESO itu Prihatin, Prihatin itu PERKESO.

Cawangan Pengurusan Perhubungan Pelanggan berperanan sebagai barisan hadapan yang menyediakan pelbagai platform perhubungan kepada pelanggan iaitu:

- Panggilan *Inbound* dan *Outbound*
- E-mel dan maklum balas portal
- Media sosial *(Facebook, Instagram, Twitter, YouTube dan LinkedIn)*
- Tanya Hanna (chatbot)

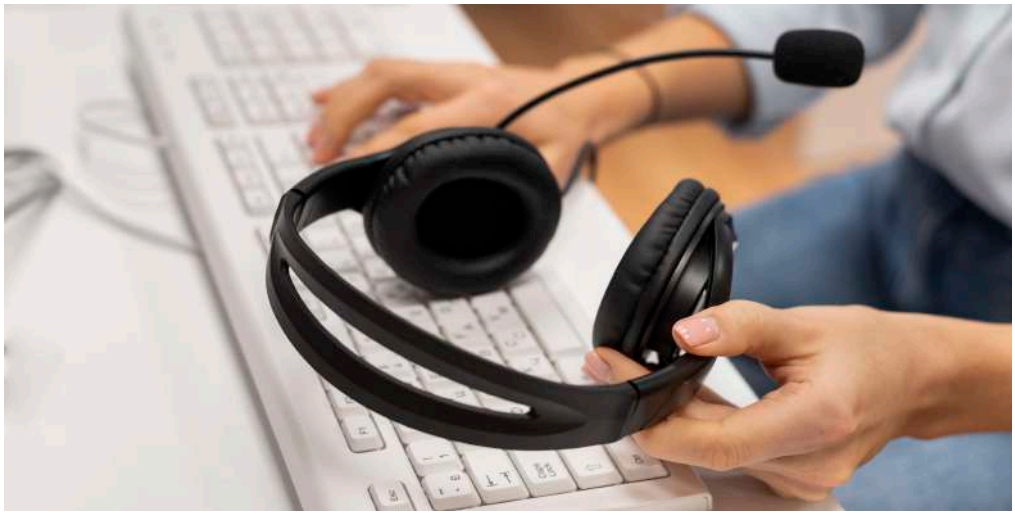
Customer Service through Customer Service Hotline, Email and the Mass Media

Customer Relationship Management (CRM)

The COVID-19 pandemic that hit the country had a huge impact on its socio-economy, thus creating its own set of challenges for the staff in customer service. At the time when the country transitioned from the pandemic phase to the endemic phase in April 2022, PERKESO remained relevant as one of the essential service, by continuing to render services to its contributors and stakeholders in line with its motto of *"PERKESO itu Prihatin, Prihatin itu PERKESO"* (PERKESO is Concerned, Concerned is PERKESO).

The Customer Relationship Management (CRM) section functions as frontliners who provide the following communication platforms to customers:

- Inbound and Outbound Calls
- Email and feedback portal
- Social media (Facebook, Instagram, Twitter, YouTube and LinkedIn)
- Ask Hanna (chatbot)





Panggilan/ Calls
314,920

E-me/ Email
83,134

Portal Matrix/
Matrix Portal
6,973

Media Sosial/
Social Media
30, 343

Senarai maklum balas pelanggan yang dikendalikan dan diselesaikan oleh *CRM*:

The list of customer feedback handled and resolved by CRM:

CRM terus mengorak langkah menjangkau sasaran golongan muda dengan mewujudkan pelayaran aplikasi chatbot (*chatting bot*) iaitu Tanya Hanna yang dilancarkan pada Februari 2021. Sejak dilancarkan, Hanna telah mendapat maklum balas memberangsangkan. Statistik pelanggan pada tahun 2022 menunjukkan Hanna telah menerima kunjungan seramai 6,654,258 pelanggan dan perkhidmatan melalui '*Live Agent*' berjumlah 10,166 berbanding tahun 2021 iaitu 5,952,622 kunjungan pelanggan dan perkhidmatan melalui '*Live Agent*' berjumlah 3,970 pada tahun 2021.

The CRM continues to move forward in reaching the youth target group by creating a chatbot (chatting bot) application called Ask Hanna which was launched in February 2021. Since its launch, Hanna has received encouraging feedback. Customer statistics in 2022 shows that Hannah received 6,654,258 customer visits, with service through 'Live Agent' amounting to 10,166 compared to the 5,952,622 customer visits and 3,970 through 'Live Agent' in 2021.

Ini bermakna telah berlaku peningkatan sebanyak 701,596 kunjungan pelanggan ke Chatbot Hanna bersamaan 10.54% peningkatan berbanding dengan tahun 2022. Sementara itu, perkhidmatan melalui '*Live Agent*' pada tahun 2021 telah mencecah 3,970 bersamaan peningkatan sebanyak 6,196 bersamaan 60.95% berbandingan dengan tahun 2022.

This translates to an increase of 701,596 customer visits to the Hanna Chatbot, equivalent to 10.54% increase compared to 2021. Meanwhile, service through 'Live Agent' reached 10,166, an increase of 6,196 or 60.95% compared to 2021.

Sejajar dengan perkembangan teknologi dan era pendigitalan, para pelanggan PERKESO telah berkomunikasi dengan PERKESO melalui pelbagai saluran media sosial. Berdasarkan carta berikut, pada tahun 2022 didapati *Facebook* telah menjadi pilihan utama untuk pelanggan berkomunikasi dengan PERKESO iaitu mencecah 21,320 pelanggan bersamaan 69.75%, disusuli *Twitter* sebanyak 8,597 (28.13%) dan *Instagram* sebanyak 540 (1.77%).

In line with technological advances and the digitalisation era, PERKESO customers increasingly communicate with the organisation through the various social media channels. The chart below shows that in 2022, Facebook is the main choice for customers to communicate with PERKESO, with 21,320 customers or 69.75% doing so, followed by 8,597 customers (28.13%) using Twitter and 540 (1.77%) on Instagram.

PECAHAN MAKLUM BALAS MENGIKUT SALURAN MEDIA SOSIAL BAGI TEMPOH JANUARI HINGGA DISEMBER 2022
DISTRIBUTION OF FEEDBACK ACCORDING TO SOCIAL MEDIA CHANNELS FOR THE PERIOD JANUARY TO DECEMBER 2022

SALURAN MEDIA SOSIAL (2022) / SOCIAL MEDIA CHANNEL (2022)

facebook
21,320
JUMLAH PERTANYAAN YANG DIJAWAB/ Number of Enquiries Answered
PERATUS PENCAPAIAN (%) **69.7%**

twitter
8,597
JUMLAH PERTANYAAN YANG DIJAWAB/ Number of Enquiries Answered
PERATUS PENCAPAIAN (%) **28.13%**

instagram
540
JUMLAH PERTANYAAN YANG DIJAWAB/ Number of Enquiries Answered
PERATUS PENCAPAIAN (%) **1.77%**

youtube
66
JUMLAH PERTANYAAN YANG DIJAWAB / Number of Enquiries Answered
PERATUS PENCAPAIAN (%)/ Percentage Achieved (%) **0.22%**

fb-review
40
JUMLAH PERTANYAAN YANG DIJAWAB / Number of Enquiries Answered
PERATUS PENCAPAIAN (%)/ Percentage Achieved (%) **0.13%**

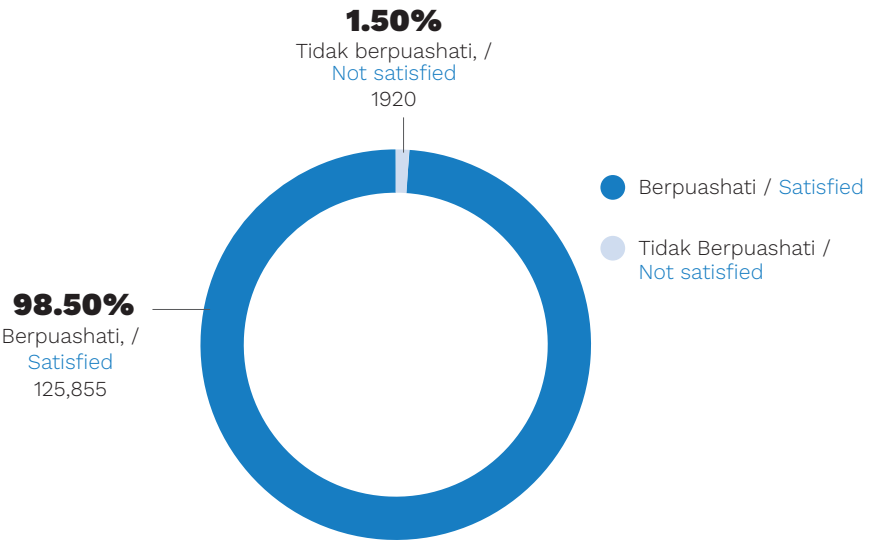
linkedin
4
JUMLAH PERTANYAAN YANG DIJAWAB / Number of Enquiries Answered
PERATUS PENCAPAIAN (%)/ Percentage Achieved (%) **0.01%**

JUMLAH KESELURUHAN / TOTAL
30,567
JUMLAH PERTANYAAN YANG DIJAWAB / NUMBER OF ENQUIRIES ANSWERED

CRM turut menjalankan kajian kepuasan pelanggan ke atas panggilan telefon pada tahun 2022. Berdasarkan carta berikut, seramai 125,855 (98.50%) pelanggan berpuas hati dengan perkhidmatan yang diterima dan 1920 (1.50%) tidak berpuas hati. Tindakan penambahbaikan dan pencegahan telah diambil untuk meningkatkan kualiti perkhidmatan dari semasa ke semasa untuk mencapai indeks pengalaman pelanggan (*Customer Experience Index*) yang lebih cemerlang dengan menerapkan pendekatan *delighting the customer*.

The CRM also conducted a customer satisfaction study on telephone calls in 2022. The chart below shows that a total of 125,855 (98.50%) customers were satisfied with the service received while 1,920 (1.50%) were not satisfied. Action to improve and prevent is taken from time to time in order to improve the quality of service to reach a more excellent level of customer experience index, by taking the 'delighting the customer' approach.

Kajian Kepuasan Pelanggan Panggilan (*Inbound*) bagi tempoh Januari sehingga Disember 2022/ Customer Satisfaction Study (Inbound Calls) for the period January to December 2022



Program Mystery Shopping

Bagi mendapatkan satu hasil penilaian yang bersifat neutral dan berkualiti, PERKESO telah melantik satu badan bebas untuk melakukan Program *Mystery Shopping* mengikut amalan pasaran yang sebenar bagi menilai kualiti perkhidmatan anggota terutama elemen pengukuran tahap *Staff's Friendliness* dan *Staff's Competency*. Tahap *Staff's Friendliness* merupakan pengukuran tingkah laku yang mesra pelanggan dan kepatuhan S4P serta ECG oleh anggota. Manakala tahap *Staff's Competency* adalah pengukuran tentang pengetahuan anggota berkaitan produk-produk dan perkhidmatan PERKESO. Justeru itu, bagi melaksanakan Program *Mystery Shopping*, perkhidmatan kaunter, telefonis (operator panggilan telefon) di semua pejabat seluruh Negara dan talian khidmat pelanggan (CRM) 1-300-22-8000 akan menjadi kumpulan sasar yang akan menjadi fokus utama penilaian.

Terdapat tiga (3) kategori sasaran kajian perkhidmatan yang dijalankan dalam Program *Mystery Shopping* iaitu:

i. *Mystery Shopping Branch Walk-In*.
ii. *Mystery Shopping Branch Mystery Call*.
iii. *Mystery Shopping CRM Mystery Cal*l.

Program Mystery Shopping telah mula dilaksanakan sejak tahun 2017 dan hasil pencapaian sehingga tahun 2022 adalah seperti berikut;

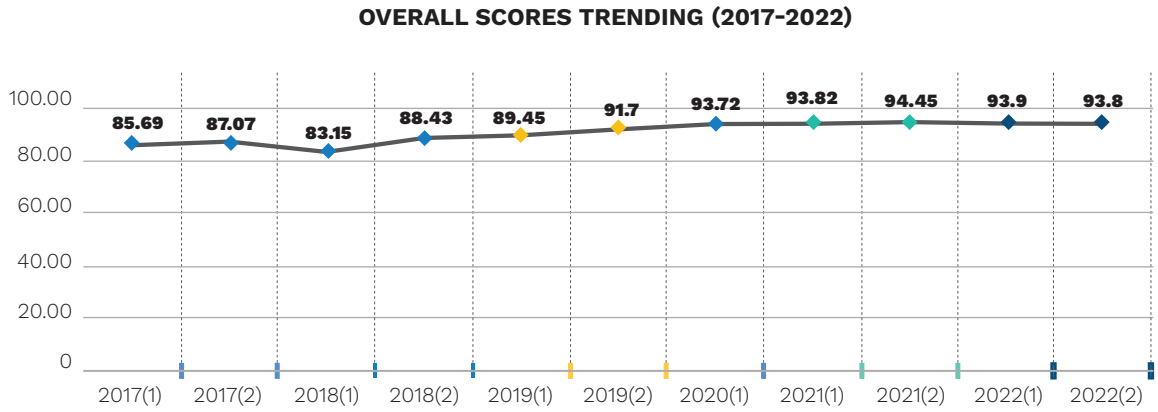
Mystery Shopping Programme

To obtain a neutral and quality evaluation, PERKESO has appointed an independent body to conduct the Mystery Shopping programme in accordance with actual market practices. This is done to evaluate the quality of service by the organisation's staff especially in terms of measuring the staff's element of friendliness and competency. The level of staff friendliness is a measure of customer friendly behaviour and compliance with the S4P policy as well as the Employee Customer Guideline (ECG). On the other hand, the level of staff competency is a measure of their knowledge of PERKESO's products and services. Hence, in the implementation of the Mystery Shopping programme, counter service and service by the telephone operators at all offices across the country, as well as the customer service hotline (CRM) 1-300-22-88000 will become the target group for the evaluation.

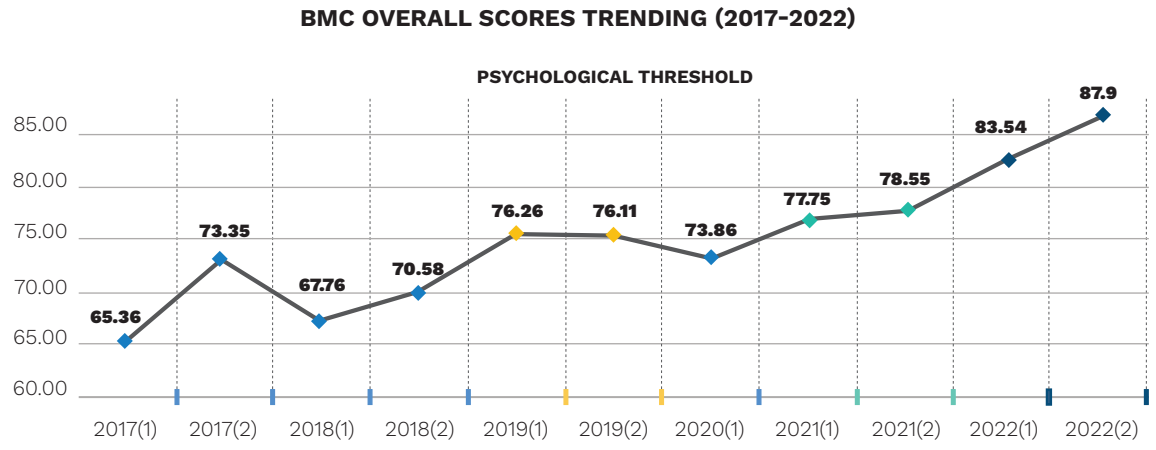
There are three (3) target categories for the study on services under the Mystery Shopping programme as follows:

i. Mystery Shopping Branch Walk-In.
ii. Mystery Shopping Branch Mystery Call.
iii. Mystery Shopping CRM Mystery Call.

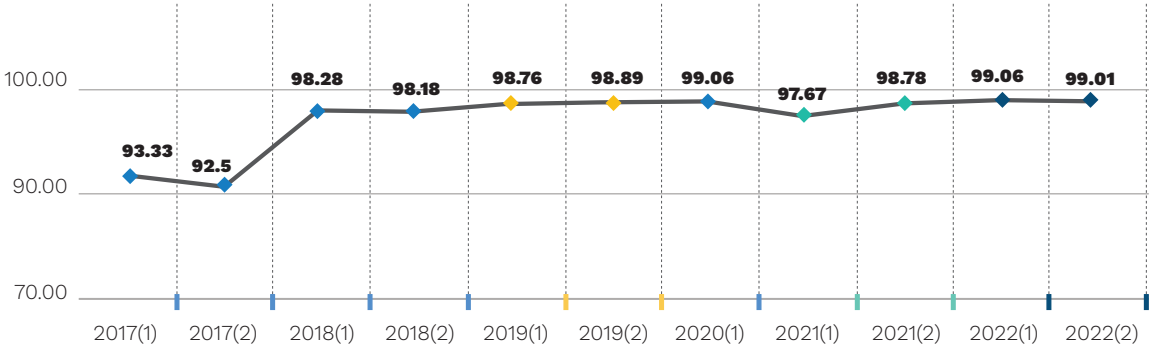
The Mystery Shopping programme was first implemented in 2017 and the results as at 2022 is shown below:



Gambarajah 1: Markah Pencapaian *Mystery Shopping Branch Walk-In* /
Diagram 1: Mystery Shopping Branch Walk-In Achievement



Gambarajah 2: Markah Pencapaian *Mystery Shopping Branch Mystery Call* /
Diagram 2: Mystery Shopping Branch Mystery Call Achievement



Gambarajah 3: Markah Pencapaian *Mystery Shopping CRM Mystery Call* /
Diagram 3: Mystery Shopping CRM Mystery Call Achievement

Program *Mystery Shopping* telah membantu anggota PERKESO sentiasa mematuhi konsep S4P dan ECG dalam penyampaian perkhidmatan kepada pelanggan serta membentuk generasi yang beramah mesra, berdisiplin dan berintegriti termasuk memperkasa lagi penyampaian perkhidmatan yang cekap, pantas dan memenuhi ekspektasi pelanggan.

The Mystery Shopping programme has helped PERKESO staff to always apply the concept of S4P and ECG in the delivery of their service to customers as well as to form a generation that is friendly, disciplined and full of integrity. The programme has also consolidated service delivery that is efficient, fast and meets customers' expectations.

Program Hari Bertemu Pelanggan

Program Hari Bertemu Pelanggan telah diperkenalkan untuk menawarkan perkhidmatan yang dapat memenuhi kehendak dan ekspektasi pelanggan yang semakin meningkat melalui pengurusan interaksi dan perhubungan yang cekap antara organisasi dan pelanggan. Ianya diadakan pada setiap hari Khamis minggu pertama setiap bulan bermula jam 8.30 pagi hingga 4.30 petang di semua 54 buah pejabat PERKESO.

Mulai tahun 2019, Program Hari Bertemu Pelanggan PERKESO diadakan pada setiap hari Selasa bermula jam 8.30 pagi - 10.30 pagi. Program ini terbuka kepada semua pelanggan PERKESO termasuk orang berinsurans, majikan dan orang awam. Inisiatif

Meet the Clients Day

The Meet the Clients Day was first introduced to offer service that could meet the customers' increasing needs and expectations, through the efficient management of interaction and relationship between the organisation and customers. The programme was held every first Thursday of the month from 8.30 a.m. to 4.30 p.m. at all 54 PERKESO offices.

With effect from 2019, the PERKESO Meet the Clients Day was held every Tuesday from 8.30 a.m. to 10.30 a.m. The programme was open to all PERKESO customers including Insured Persons, employers and the public. This initiative was taken as a customer

ini merupakan langkah mesra pelanggan selaras dengan PERKESO Prihatin untuk menyelesaikan sebarang masalah pelanggan yang tidak dapat diselesaikan di peringkat kaunter PERKESO. Disamping itu, pelanggan PERKESO berpeluang bersemuka dengan pegawai atasan PERKESO bagi menyelesaikan sebarang masalah berkaitan semua jenis perkhidmatan yang ditawarkan oleh PERKESO.

service measure in line with the concept of PERKESO Prihatin, to resolve any customer problem that could not be completed at PERKESO counter level. In addition, PERKESO customers would have the opportunity to meet with the organisation's senior officers to solve any problem concerning all types of services offered by PERKESO.

Program Hari Bertemu Pelanggan ini telah ditangguhkan sejak tahun 2020 sehingga tahun 2022 berikutan penularan kes wabak COVID-19. Diperingkat KSM, progam ini masih ditangguhkan sehingga Disember 2022. Meskipun begitu terdapat sebahagian pejabat PERKESO telah mengadakan program ini apabila kebenaran pengoperasian pejabat sepenuhnya dilaksanakan selaras keputusan dan arahan yang dikeluarkan oleh Jawatankuasa Pengurusan Pandemik COVID-19 PERKESO (JKPPP) mengenai Dasar dan SOP pengoperasian PERKESO semasa Pelan Pemulihan Negara Fasa 4 di kesemua negeri. Ini merupakan salah satu inisiatif tambahan pejabat berkenaan dalam memberikan perkhidmatan kepada pelanggan.

The programme was subsequently suspended from 2020 up until 2022 following the spread of the COVID-19 pandemic. At the Ministry of Human Resources level, the programme is still suspended until December 2022. However, some PERKESO offices have resumed the programme after obtaining permission for full office operations, in line with the decision and directives issued by the PERKESO COVID-19 Pandemic Management Committee on the organisations policy and standard operating procedures during Phase 4 of the National Recovery Plan in all states. This was an additional initiative of the respective offices in providing service to customers.

Jumlah kehadiran Program Hari Bertemu Pelanggan bagi tahun 2022 /
Number of attendees at the Meet the Clients Day in 2022

BIL. NO.	PROGRAM HARI BERTEMU PELANGGAN MEET THE CLIENTS DAY	JUMLAH PELANGGAN NUMBER OF CUSTOMERS
1	Setiap Selasa Peringkat PERKESO/ Every Tuesday at PERKESO Level	41
2	Setiap Selasa Peringkat KSM/ Every Tuesday at Ministry of Human Resources Level	0
	JUMLAH KESELURUHAN/ OVERALL TOTAL	**41**

Pengurusan Aduan

Pengurusan aduan merupakan proses menerima, menyelia, memantau dan mengurus serta merekodkan penerimaan aduan atau maklumat daripada pengadu sama ada secara lisan atau bertulis melalui sistem Sistem Pengurusan Aduan Awam (SISPAA) Biro Pengaduan Awam (BPA), Kementerian atau Agensi, Surat Rasmi atau Layang, e-mel, faksimili, hadir sendiri dan telefon mengenai ketidakpuasan mereka terhadap sebarang tindakan atau peraturan yang dikuatkuasakan oleh PERKESO atau Pihak Ketiga yang dirasai tidak adil, tidak mematuhi akta termasuk salah laku, penyelewengan, salah guna kuasa, salah tadbir dan seumpamanya. Setiap aduan yang diterima akan didaftarkan dalam SISPAA PERKESO.

Aduan yang diterima akan dikategorikan sebagai Aduan Terhadap PERKESO atau Aduan Terhadap Pihak Ketiga. Sehingga Disember 2022, PERKESO telah menerima sejumlah aduan mengikut kategori seperti berikut:

Complaints Management

Complaints management is the process of receiving, supervising, monitoring, managing and recording the receipt of complaints or information from complainants, whether orally or in writing through the Public Complaints Management System (SISPAA), the Public Complaints Bureau, the Ministry or its Agency, official letters or anonymous letters, email, facsimile or from complainants in person or through the telephone, regarding their dissatisfaction of any action or regulation enforced by PERKESO or third party which they feel is unfair, is in violation of the statutes, including misconduct, misappropriation, abuse of power, misadministration and others. Each complaint received will be registered in the PERKESO SISPAA.

Complaints received will be categorised as Complaints against PERKESO or Complaints against Third Party. As at December 2022, PERKESO has received the number of complaints according to category as shown below:

BIL. NO.	KATEGORI ADUAN CATEGORY OF COMPLAINT	JUMLAH ADUAN NUMBER OF COMPLAINTS
1	Aduan Terhadap PERKESO/ Complaints against PERKESO	115
2	Aduan Terhadap Pihak Ketiga/ Complaints against Third Party	2,062
	JUMLAH KESELURUHAN / OVERALL TOTAL	**2,177**

Berdasarkan kepada KPI PERKESO tahun 2022, tempoh masa mengeluarkan maklumbalas awal aduan yang diterima adalah 3 hari, manakala tempoh masa penyelesaian mengikut jenis aduan iaitu Aduan Biasa (Aduan Terhadap PERKESO) adalah dalam tempoh 14 hari dan Aduan Rumit (Aduan Pihak Ketiga) adalah dalam tempoh 45 hari. Pecahan maklum balas awal dan penyelesaian aduan berdasarkan terimaan kes adalah seperti berikut:

Based on PERKESO's KPI for 2022, the amount of time taken to issue initial feedback on complaints received is 3 days, whereas the time taken to resolve the problem according to types of complaint is 14 days for Normal Complaints (Complaints against PERKESO) and 45 days for Difficult Complaints (Complaints against Third Party). The distribution of initial feedback and resolution of complaints based on cases received is shown below:

BIL. NO.	PERKARA ITEM	BILANGAN KES DITERIMA NUMBER OF CASES RECEIVED	BILANGAN KES SELESAI DALAM TEMPOH NUMBER OF CASES COMPLETED WITHIN TIME PERIOD	BILANGAN KES SELESAI NUMBER OF CASES COMPLETED	PERATUS PENCAPAIAN PERCENTAGE ACHIEVEMENT
1	Maklum Balas Awal/ Initial Feedback	2,177	2,177	2,177	100.00%
2	Aduan Biasa/ Normal Complaint	115	114	115	99.13%
3	Aduan Rumit/ Difficult Complaint	2,060	2,062	2,062	99.90%

PERKESO juga telah menerima Pertanyaan daripada pelanggan melalui SISPAA PERKESO yang dikategorikan Bukan Aduan yang didefinasikan sebagai sebarang pertanyaan, cadangan, khidmat nasihat, rungutan, semakan dan penghargaan terhadap PERKESO. Jumlah Pertanyaan yang diterima bagi tahun 2022 adalah sebanyak 741 kes.

PERKESO also receives enquiries from customers through its SISPAA which are categorised as Non-Complaints, defined as any question, recommendation, advice, grievance, review and appreciation for the organisation. 741 cases of enquiries were received in 2022.

Selain pertanyaan atau aduan melalui SISPAA PERKESO, terdapat juga penerimaannya daripada Pejabat Ketua Eksekutif dan Timbalan Ketua Eksekutif secara manual. Jumlah penerimaan kes bagi tahun 2022 adalah sebanyak 205 kes yang telah diselesaikan dalam tempoh yang ditetapkan.

In addition to enquiries or complaints through SISPAA, the same are also manually received by the Offices of the Chief Executive and Deputy Chief Executive. 205 cases were received in 2022 and were resolved within the stipulated time.

MEMENUHI EKSPEKTASI PELANGGAN

PERKESO sebagai agensi barisan hadapan sentiasa komited dalam memberikan perkhidmatan yang terbaik kepada pelanggan, selaras dengan misi PERKESO yang ingin memberikan perlindungan keselamatan sosial yang komprehensif demi kesejahteraan sosial semua, sepanjang hayat. Justeru, PERKESO sentiasa memantau pandangan dan maklum balas pelanggan mengenai perkhidmatan yang telah diberikan dan salah satu

MEETING CUSTOMER'S EXPECTATIONS

PERKESO, as a frontline agency, is always committed towards providing the best service to its customers, in line with its mission of providing comprehensive social service protection for the lifelong social wellbeing of all. Hence, it continuously monitors the views and feedback from customers concerning the services rendered. One of the methods used to that end is the PERKESO Customer Satisfaction Study whereby survey is conducted

kaedah yang digunakan adalah melalui Kajian Kepuasan Pelanggan PERKESO di mana tinjauan dibuat sepanjang tahun terhadap pelanggan-pelanggan yang berurusan dengan PERKESO.

throughout the year on customers dealing with the organisation.

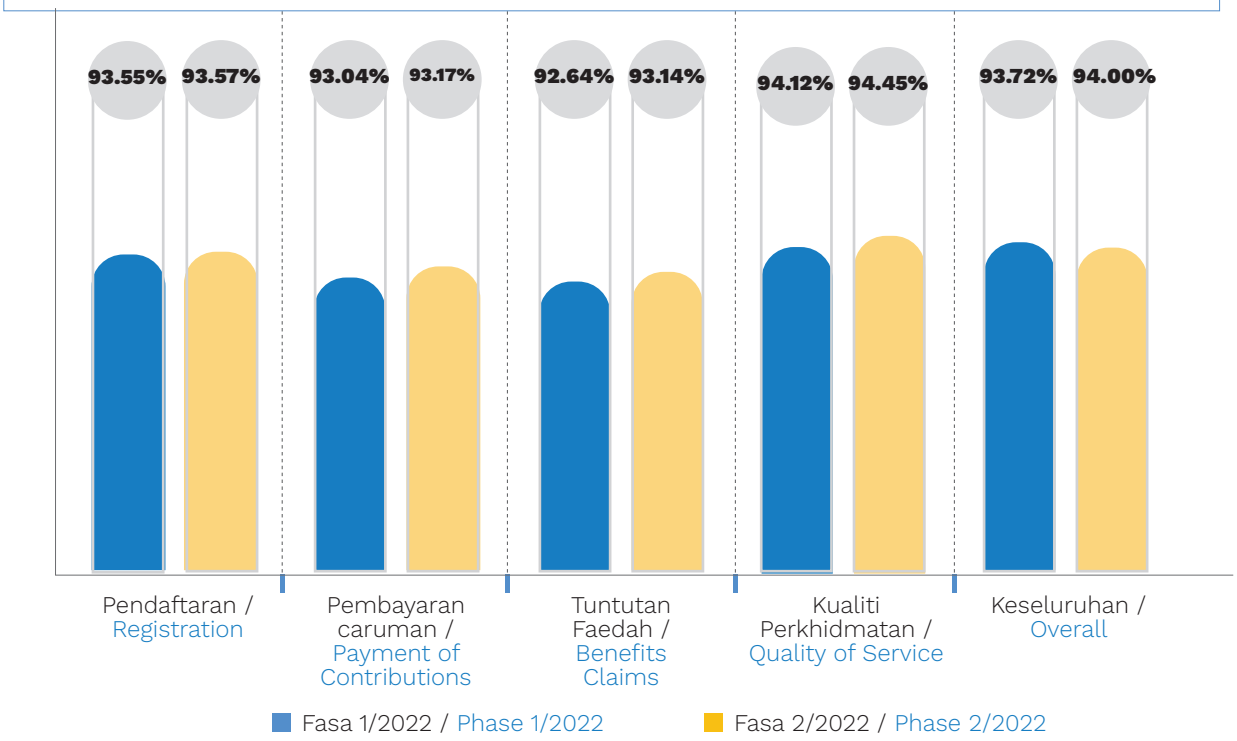
Kajian Kepuasan Pelanggan PERKESO 2022 dijalankan secara dua fasa iaitu Fasa Pertama dijalankan dalam tempoh bulan Januari hingga Mei, manakala Fasa Kedua pula dijalankan dalam tempoh bulan Julai hingga Oktober. Responden kajian ini adalah terdiri daripada pelanggan-pelanggan yang pernah berurusan dengan PERKESO sama ada di kaunter-kaunter PERKESO, secara dalam talian dan sebagainya serta penerima bayaran pertama bagi tuntutan faedah. Pelanggan boleh menjawab tinjauan menerusi pelbagai kaedah, termasuk melalui borang kaji selidik atau secara dalam talian.

The PERKESO Customer Satisfaction Study 2022 was conducted in two phases, with the First Phase being conducted from January to May. The Second Phase was conducted from July to October. The respondents of the study comprised customers who have dealt with PERKESO, whether at the PERKESO counters, online or otherwise, as well recipients of first payments for benefits claims. Various methods were made available for customers to answer the survey, including questionaires or online.

Terdapat empat petunjuk utama yang menjadi fokus kajian ini iaitu 'Pendaftaran Perusahaan / Pekerja / Bekerja Sendiri', 'Caruman', 'Tuntutan Faedah' dan 'Kualiti Perkhidmatan'. Keempat-empat petunjuk ini akan membentuk indeks kepuasan pelanggan yang akan digunakan untuk mengukur kualiti perkhidmatan yang telah diberikan kepada pelanggan. Berikut adalah carta yang menunjukkan tahap kepuasan pelanggan terhadap keempat-empat komponen tersebut bagi kedua-dua fasa tahun 2022:

Four key indicators comprised the focus of the study, namely, "Registration of Business / Employee / Self-Employed Person", "Contributions", " Benefits Claims" and "Quality of Service". These four indicators formed a customer satisfaction index which were to be used to measure the quality of service given to customers. The following chart shows the level of customer satisfaction with regards to the said four components for both phases in 2022:

INDEKS KEPUASAN PELANGGAN FASA 1/2022 DAN FASA 2/2922 MENGIKUT KOMPONEN
PHASE 1/2022 AND PHASE 2/2022 CUSTOMER SATISFACTION INDEX ACCORDING TO COMPONENT



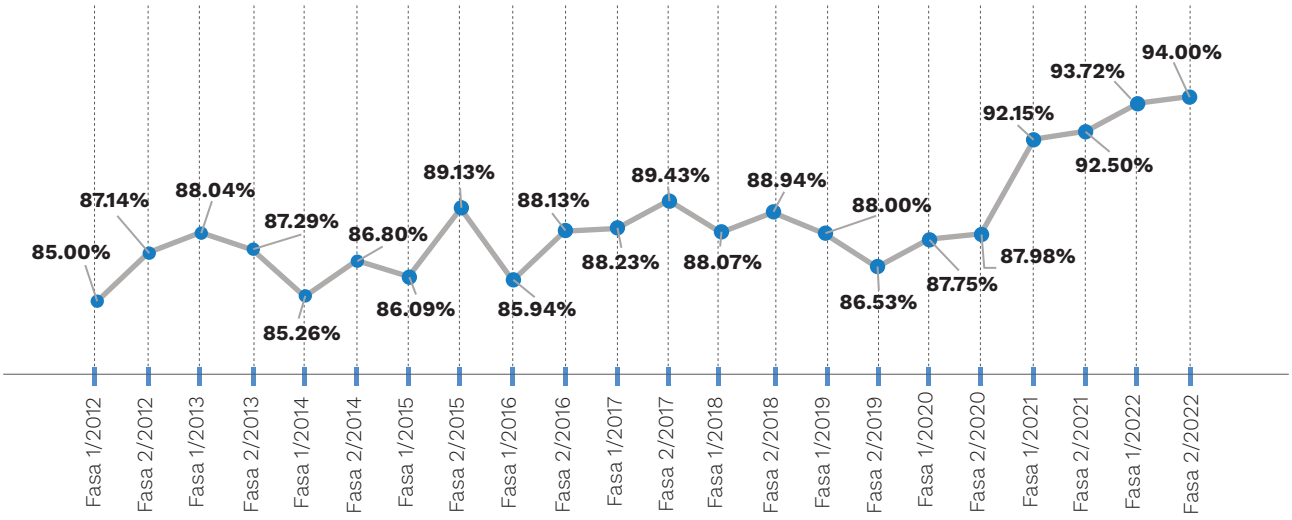
Secara keseluruhannya, indeks kepuasan pelanggan bagi Fasa 1/2022 dan Fasa 2/2022 menunjukkan pencapaian yang cemerlang dengan pencapaian keseluruhan adalah 93.72% bagi Fasa 1/2022 dan 94.00% bagi Fasa 2/2022.

The overall customer satisfaction index for Phases 1/2022 and 2/2022 showed excellent achievement at 93.72% and 94.00% respectively.

Berikut pula adalah carta yang menunjukkan tahap kepuasan pelanggan dari Fasa 1/2012 sehingga Fasa 2/2022:

The following chart shows the level of customer satisfaction from Phase 1/2022 to Phase 2/2022:

INDEKS KEPUASAN PELANGGAN FASA 1/2012 HINGGA FASA 2/2022 /
PHASE 1/2022 AND PHASE 2/2022 CUSTOMER SATISFACTION INDEX



Didapati bahawa pencapaian indeks kepuasan pelanggan bagi tahun 2022 adalah merupakan pencapaian yang tertinggi yang pernah dicatatkan sejak 10 tahun yang lalu. Pencapaian cemerlang yang diperolehi oleh PERKESO ini jelas menunjukkan bahawa PERKESO telah berjaya memenuhi ekspektasi pelanggan walaupun berhadapan dengan keadaan negara yang baru sahaja pulih daripada pandemik COVID-19, selaras dengan slogan "PERKESO itu Prihatin, Prihatin itu PERKESO". Diharapkan agar semua anggota PERKESO dapat meneruskan lagi kecemerlangan ini pada masa hadapan.

The customer satisfaction index for 2022 is found to be the highest ever recorded within the past 10 years. This excellent achievement by PERKESO clearly shows that it has succeeded in meeting customers' expectations despite facing the situation where the country was just recovering from the COVID-19 pandemic, consistent with the slogan "PERKESO itu Prihatin, Prihatin itu PERKESO" (PERKESO itu Prihatin, Prihatin itu PERKESO). It is hoped that all PERKESO staff continue this excellence in the future.

Program Pendidikan & Kebolehpasaran

Program Kebolehpasaran dan Pendidikan diadakan selari dengan program peralihan pencari kerja ke dunia sebenar pekerjaan. Selain daripada sesi pendedahan kepada pencari kerja atau majikan mengenai pelbagai inisiatif yang dilaksanakan oleh PERKESO, program ini juga kerap menampilkan pendidikan berterusan mengenai pelbagai topik untuk memberikan gambaran yang lebih baik tentang pasaran buruh seperti pengangguran, ketidakpadanan, kesediaan dan lain-lain untuk meningkatkan pemahaman dan kebolehpasaran pencari kerja. Program-program ini telah diadakan secara dalam talian dan fizikal di premis universiti serta institusi pendidikan di mana 345 program telah diadakan pada tahun 2022.

Program pendidikan juga merangkumi program khusus seperti Disability Equality Training (DET) untuk melatih dan membolehkan majikan menjadi change agent sambil menyokong keupayaan Orang Kurang Upaya untuk menjadi ahli masyarakat yang aktif dan produktif.

INISIATIF BAJET 2022

Program Subsidi Upah (PSU)

PROGRAM SUBSIDI UPAH (PSU) mula diperkenalkan sejak 1 April 2020. PSU telah dilanjutkan kepada Program Subsidi Upah 5.0 (PSU5.0) di bawah Belanjawan 2022 dengan lebih bersasar bagi meneruskan bantuan kewangan kepada majikan sektor pelancongan dengan penurunan pendapatan sebanyak 30% dan ke atas yang telah terkesan dari segi ekonomi akibat COVID-19 serta penutupan operasi semasa Perintah Kawalan Pergerakan (PKP) supaya dapat meneruskan operasi syarikat serta mengelakkan pekerja hilang pekerjaan dan punca pendapatan bagi semua perusahaan.

Sejak program ini dilaksanakan sehingga 31 Disember 2022, PSU5.0 telah membantu sejumlah 8,201 majikan dari seluruh negara dan memberikan manfaat kepada seramai 128,159 pekerja. Jumlah peruntukan yang telah disalurkan oleh Kerajaan sehingga 31 Disember 2022 adalah sebanyak RM228.87 juta.

Secara keseluruhan sepanjang program ini dilaksanakan daripada PSU1.0 sehingga PSU5.0, PERKESO telah memanfaatkan sebanyak 357,948 majikan yang melibatkan seramai 2.96 juta pekerja dan telah menyalurkan sebanyak RM20.8 bilion.

Education & Marketability Programme

The Marketability and Education Programme is implemented parallel to the transition of job seekers into the actual working world. In addition to exposure sessions involving job seekers or employers on the various initiatives implemented by PERKESO, the programme also often features continuous education on various topics to give a better picture of the labour market such as unemployment, mismatch, readiness and others, in order to improve the job seekers' understanding and marketability. These programmes are held either on line or physically on university premises as well as educational institutions. At total of 345 programmes were held in 2022.

Education programmes also include specific programmes such as Disability Equality Training (DET) to train and enable employers to become change agents while supporting the disabled in becoming active and productive members of the community.

BUDGET 2022 INITIATIVES

Wage Subsidy Programme

The wage subsidy programme was first introduced on 1st April 2020. The programme was extended to the Wage Subsidy Programme 5.0 under Budget 2022 with a more targeted approach to continue financial assistance to employers in the tourism industry whose income has reduced by 30% or more, having been adversely affected economically by COVID-19 pandemic and closure of operations during the Movement Control Order. This was done so that they could continue to operate their businesses, thus preventing loss of jobs on the part of the employees and loss of source of income for all businesses.

Since its implementation until 31st December 2022, the Wage Subsidy 5.0 has helped a total of 8,201 employers nationwide and benefited a total of 128,159 employees. The total allocation disbursed by the Government as at 31st December 2022 is RM228.87 million.

Throughout the implementation of this programme, from Wage Subsidy 1.0 to Wage Subsidy 5.0, PERKESO has benefited a total of 357,948 employers involving 2.96 employees, with disbursements amounting to RM20.8 billion.

Di samping itu, Jabatan Audit Negara (JAN) telah menjalankan pengauditan terhadap PSU yang merangkumi PSU 1.0, PSU 2.0, PSU 3.0 dan PSU 4.0. Secara keseluruhannya, pengauditan pengurusan PSU oleh JAN telah merumuskan bahawa pengurusan PSU telah dilaksanakan dengan baik dan telah mencapai objektif program.

The National Audit Department of Malaysia conducted an audit of the Wage Subsidy Programme encompassing series 1.0 to 4.0 resulting in an overall finding that the programme had been well managed and implemented, achieving the objectives of the same.

SIP EMP+

SIP EMP+ yang diperuntukkan di bawah Belanjawan 2022 merupakan bantuan kewangan dengan memberi Elaun Mencari Pekerjaan (EMP) kepada pencarum dan bukan pencarum yang sedang dan aktif mencari pekerjaan yang baharu. Tujuan SIP EMP+ bagi pencarum adalah untuk melanjutkan EMP kepada pekerja yang kehilangan pekerjaan di bawah Sistem Insurans Pekerjaan (SIP), Akta 800 yang terkesan dengan COVID-19 untuk meneruskan kelangsungan hidup. Manakala bagi SIP EMP+ bagi bukan pencarum pulak adalah bertujuan untuk menyalurkan bantuan kewangan kepada bukan pencarum yang tidak dilindungi khususnya dari kalangan graduan, lepas sekolah dan pekerja sektor tidak formal sebagi menyokong usaha mereka untuk mencari pekerjaan baharu dalam tempoh COVID-19. Sehingga 31 Disember 2022, PERKESO telah membantu seramai 21,861 penerima dengan jumlah bayaran yang diluluskan sebanyak RM 25.84 juta.

SIP EMP+

The Job Search Allowance (Employment Insurance System) (SIP EMP+) allocated under Budget 2022 is a form of financial assistance which provides Job Search Allowance (EMP) to contributors as well as non-contributors who are actively looking for new jobs. The purpose of SIP EMP+ for contributors is to extend EMP under the Employment insurance System (SIP) to employees who have lost their jobs under due to COVID-19, enabling them to continue sustaining their lives. The SIP EMP+ for non-contributors is intended to channel financial aid to unprotected non-contributors from amongst graduates, school leavers and workers in the informal sectors, supporting their efforts in looking for new jobs during the COVID-19 pandemic. As at 31st December 2022, PERKESO has assisted a total of 21,861 recipients with an approved payment amounting to RM25.84 million.

Jamin Kerja (Work Guarantee)

Program Jamin Kerja merupakan salah satu daripada program pemulihan ekonomi kerajaan yang diamanahkan kepada PERKESO bagi mengurangkan kadar pengangguran. Majikan yang berjaya mengambil pekerja daripada kategori mudah terjejas telah menerima insentif antara 20% hingga 40% daripada gaji yang ditawarkan (terhad kepada RM 10,000) sehingga 12 bulan. Program ini menyediakan 66,980 peluang pekerjaan bagi tahun 2022 berjumlah RM 211,890,783.84.

***Jamin Kerja* (Work Guarantee)**

The *JaminKerja* programme is one of the government's economic recovery programmes entrusted to PERKESO, to reduce the unemployment rate. Employers who manage to hire employees from the vulnerable category received incentives of between 20% to 40% of the salaries offered (limited to RM10,000) for a maximum period of 12 months. This programme provided 66,980 job opportunities in 2022, amounting to RM211,890,783.84.

Program Jaminkerja – Insentif Penggajian (JKIP)

Program JaminKerja-Insentif Penggajian (JKIP) merupakan program kepada para majikan yang membuat pengambilan pekerja baharu dalam kalangan perantis, graduan dan golongan mudah terjejas seperti OKU, bekas tentera dan bekas banduan.

Program JKIP merupakan satu insentif kewangan yang diberikan kepada majikan yang membuat pengambilan baharu mulai 1 Januari 2022 dalam kategori pengambilan sepertimana berikut;

***JaminKerja* – Hiring Incentive Programme (JKIP)**

Incentive Programme (JKIP) is a programme for employers who hire new employees from amongst apprentices, graduates and the vulnerable group such as the disabled, former soldiers and former convicts.

This programme is a financial incentive extended to employers who make new recruitments with effect from 1st January 2022, in the hiring categories as follows:

i. Majikan yang membuat pengambilan pekerja berusia 18 hingga 20 tahun di bawah kategori perantisan dengan kadar insentif sebanyak RM900 selama enam (6) bulan;
ii. Majikan yang membuat pengambilan pekerja berusia 16 hingga 49 tahun di bawah kategori Pencari Kerja Am yang akan menerima insentif sebanyak 20 peratus daripada gaji pekerja bagi tempoh enam (6) bulan pertama dan 30 peratus untuk tempoh enam (6) bulan berikutnya;
iii. Majikan yang mengambil pekerja daripada kategori golongan mudah terjejas, wanita dan pekerjaan di bawah sektor pelancongan akan menerima bayaran insentif sebanyak 30 peratus daripada gaji pekerja bagi tempoh enam (6) bulan pertama dan 40 peratus bagi enam (6) bulan berikutnya; dan
iv. Majikan yang menggantikan pekerja asing atau pegawai dagang dengan pekerja tempatan di bawah Program Malaysianization. Di bawah program ini, majikan yang layak bakal menerima insentif sebanyak 20 peratus daripada gaji bulanan bagi tempoh enam (6) bulan pertama dan 30 peratus bagi enam (6) bulan berikutnya.
v. Elaun Mobiliti juga disediakan kepada pekerja yang diambil sebanyak RM500 yang dibayar secara terus secara 'one off' kepada pekerja yang akan dibayar pada bulan pertama insentif pengambilan diluluskan.

Sehingga 31 Disember 2022, sebanyak 9,547 majikan menerima insentif di bawah Program JKIP melibatkan seramai 66,980 orang pekerja dengan bayaran sejumlah RM271.44 juta, manakala seramai 66,980 orang pekerja juga telah menerima manfaat Elaun Mobiliti melibatkan bayaran sebanyak RM 32.20 juta.

SIP GIG

Insentif kewangan khas RM600 hingga RM800 dibayar untuk tempoh maksimum 6 bulan untuk membantu individu yang bekerja di sektor tidak formal sebagai pekerjaan jangka pendek. Insentif ini disediakan khusus untuk individu yang sedang bercuti tanpa gaji, diberhentikan kerja dan pencari kerja daripada golongan mudah terjejas. Seramai 33,439 rakyat Malaysia mendapat manfaat daripada inisiatif ini dengan bayaran berjumlah RM19,913,600.00.

i. Employers who hire workers aged 18 to 20 years under the apprenticeship category are given an incentive of RM900 for a period of six (6) months;
ii. Employers who hire workers aged 16 to 49 years under the General Job Seeker category are given an incentive of 20% of the worker's salary for the first six (6) months) and 30% for the subsequent six (6) months;
iii. Employers who hire workers from amongst the vulnerable, women and workers in the tourism sector are given an incentive of 30% of the worker's salary for the first six (6) months and 40% for the subsequent six (6) months; and
iv. Employers who replace foreign workers or expatriate officers with local workers under the Malaysianisation Programme will be eligible to receive an incentive of 20% of the monthly salary for the first six (6) months and 30% for the subsequent six (6) months.
v. A Mobility Allowance is also given to the workers hired, in the sum of RM500 which will be paid directly in a one-off payment in the first month the hiring incentive is approved.

As at 31st December 2022, a total of 9,547 employers have received the JKIP programme incentive involving 66,980 workers, with a total payment of RM271.44 million. The 66,980 workers also received Mobility Allowance amounting to RM32.20 million.

SIP GIG

A special financial incentive between RM600 to RM800 is paid for a maximum period of 6 months to help individuals working in informal sectors as short-term employmet. This incentive is offered specifically to individuals who are on unpaid leave, whose employment has been terminated and job seekers from the vulnerable group. A total of 33,439 Malaysian have benefitted from this initiative with payment totalling RM19,913,600.00



SPS Khidmat

SPS Khidmat diperkenalkan di bawah Belanjawan 2022: Keluarga Malaysia, Makmur Sejahtera. SPS Khidmat adalah perlindungan di bawah Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) PERKESO yang mana merupakan kesinambungan daripada pakej bantuan dan rangsangan ekonomi sebelum ini yang mana Kerajaan menyediakan bantuan pembiayaan bayaran penuh caruman (100%) kepada 4 (empat) kumpulan sasar Orang Bekerja Sendiri (OBS) iaitu kepada Anggota Sukarelawan APM, ATM, Maritim, PDRM, BOMBA, RELA, Pekhidmat Rumah Ibadat Islam (JAKIM), Penyelia dan Petugas Pemulihan Komuniti (JKM) dan juga kepada pekerja di sektor awam yang berstatus *contract for service*.

Pelan caruman yang dibiayai sepenuhnya oleh Kerajaan di bawah SPS Khidmat terbahagi kepada 2 pelan, Pelan Caruman Kedua (RM232.80) dan Pelan Caruman Keempat (RM592.80) dengan tempoh perlindungan selama 12 bulan (1 tahun). Bagi Pelan Caruman Keempat hanya terhad bagi kumpulan sasar sektor awam yang berstatus *contract for service* sahaja. Seramai 96,160 OBS telah dilindungi di bawah program ini dengan jumlah caruman sebanyak RM23.57 juta.

SPS Khidmat

The *SPS Khidmat* (Service SPS) was introduced under Budget 2022: Malaysian Family, Peaceful and Prosperous. This provides protection under the PERKESO Self-Employment Social Security Scheme which is a continuation of the previous economic stimulus and assance package by which the Government funds full payment of contribution (100%) for four (4) Self-Employed target groups comprising APM, ATM, Maritime, PDRM, BOMBA and RELA volunteers, Islamic House of Worship volunteers (JAKIM), Community Rehabilitation Supervisors and Staff, as well as workers in the public sector hired under contract for service.

The contribution plan fully-funded by the Government under the scheme is divided into two, namely, the Second Contribution Plan (RM232.80) and the Fourth Contribution Plan (RM592.80) with a protection period of 12 months (1 year). The Fourth Contribution Plan is limited to the public sector target group hired under contract for service only. A total of 96,160 Self-Employed Persons have been protected under this programme with contributions amounting to RM23.57 million.



SPS Padanan Caruman

SPS Padanan Caruman adalah bantuan Kerajaan yang diumumkan oleh YB Menteri Kewangan di bawah Belanjawan 2022: Keluarga Malaysia, Makmur Sejahtera bagi menyediakan perlindungan keselamatan sosial di bawah SKSPS PERKESO yang dikhususkan kepada lapan (8) Kumpulan sasar Orang Bekerja Sendiri (OBS) yang terdiri daripada 20 sektor informal. Kumpulan sasar ini dikategorikan mengikut (lapan) 8 jenis inisiatif iaitu SPS Asal, SPS Gig, SPS Jaja, SPS Lain Upaya, SPS Lancong, SPS Seni, SPS Tani dan SPS Usahawanita.

Pelan caruman yang dibiayai oleh Kerajaan di bawah SPS Padanan Caruman adalah Pelan Caruman Kedua iaitu sebanyak RM232.80 untuk tempoh perlindungan selama setahun. Caruman akan dibayar melalui sumbangan Kerajaan sebanyak 80% iaitu berjumlah RM186.20 manakala baki 20% iaitu berjumlah RM46.60 adalah bayaran caruman yang dibuat oleh OBS.

Berdasarkan statistik seramai 355,783 OBS dilindungi di bawah skim ini dan melibatkan jumlah caruman sebanyak RM82.83 juta.

SPS Padanan Caruman

The Matching Contribution SPS is one of the Government's aids announced by the Minister of Finance during Budget 2022: Malaysian Family, Peaceful and Prosperous, to provide social security protection under the PERKESO Self-Employment Social Security Scheme specifically for eight (8) Self-Employed Persons target groups comprising 20 informal sectors. These target groups are categorised into 8 types of initiatives, namely, SPS Asal, SPS Gig, SPS Jaja, SPS Lain Upaya, SPS Lancong, SPS Seni, SPS Tani and SPS Usahawanita.

The contribution plan funded by the Government under this scheme is the Second Contribution Plan of RM232.80 for a protection period of one year. 80% of the contribution amounting to RM186.20 will be paid by the Government while the balance 20% amounting to RM46.60 will be paid by the Self-Employed Person.

355,783 Self-Employed Persons are protected under this scheme which involves contributions amounting to RM82.83 million.

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05

DIARI KORPORAT / **CORPORATE** DIARY

ANUGERAH DAN PENGIKTIRAFAN
AWARDS AND RECOGNITION

31 Mac 2022

- PERKESO telah menerima Anugerah Malaysia Top Achievers Award (MATA) 2022 bagi Kecemerlangan Industri dalam Perkhidmatan Awam (Industri Excellence in Public Services) di Hotel Hilton, Kuala Lumpur pada 31 Mac 2022.

- PERKESO received the Malaysian Top Achievers Award (MATA) 2022 for Industrial Excellence in Public Service) at Hilton Hotel, Kuala Lumpur on 31st March 2022.

27 Oktober 2022



29 Oktober 2022

- Anugerah Lifetime Achievement Award for Business Revival 2022 sebagai menghargai usaha PERKESO dalam membantu golongan pekerja dan majikan terutama sewaktu negara menghadapi cabaran getir pandemik COVID-19. Anugerah tersebut disampaikan oleh Yang Berhormat Tan Sri Noh Haji Omar, Menteri Pembangunan Usahawan dan Koperasi pada 27 Oktober 2022 di Dewan Bank Rakyat, Kuala Lumpur.

- The Lifetime Achievement Award for Business Revival 2022 was received in recognition of PERKESO's efforts in helping employers and employees when the country was hit with challenges arising from the COVID-19 pandemic. The award was presented by The Honourable Tan Sri Noh Haji Omar, Minister of Entrepreneur Development and Cooperative on 27th October 2022 at Dewan Bank Rakyat, Kuala Lumpur.

25 November 2022

- Menerima Asean Social Security Association Recognition Award for MYFutureJobs Satellite Centre Outreach Program pada 25 Nov 2022 (39th ASSA Board Meeting in Luang Prabang, Laos.

- PERKESO received the ASEAN Social Security Association Recognition Award for its MYFutureJobs Satellite Centre Outreach Programme on 25th November 2022 at the 39th ASSA Board Meeting held in Luang Prabang, Laos.

- Ketua Pegawai Eksekutif Kumpulan PERKESO iaitu Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed menjadi Presiden International Social Security Association (ISSA) yang ke-17 bagi sesi 2022 hingga 2025 ketika World Social Security Forum (WSSF) ke-6 di Marrakesh, Morocco 29 Oktober 2022.

- The Group Chief Executive Officer of PERKESO, Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed became the 17th President of the International Social Security Association (ISSA) for the 2022-2025 session. He was appointed during the 6th World Social Security Forum (WSSF) held in Marrakesh, Morocco on 29th October 2022.

INTERNATIONAL CONVENTION ON QUALITY CONTROL CIRCLE (ICQCC) 2022

Pada 15-18 November 2022, tiga (3) Team Excellence PERKESO telah berjaya mendapat Anugerah Gold Award di International Convention On Quality Control Circle (ICQCC) yang dikendalikan oleh Quality Management Association (IQMA) di Jakarta, Indonesia. Pemilihan penyertaan ICQCC adalah berdasarkan kepada pencapaian kumpulan yang cemerlang serta mendapat Anugerah 20 Kumpulan Terbaik Sektor Awam di dalam Konvensyen Team Excellence Peringkat Kebangsaan / Annual Productivity And Innovation Showcase (ArISe) anjuran Malaysia Productivity Corporation(MPC). Tiga (3) Team Excellence PERKESO tersebut adalah:

- Kumpulan PROSQAP dari Bahagian Pencegahan, Perubatan dan Pemulihan;
  ▸ **Tajuk Projek:** Mengesan dan mengenalpasti isu yang dihadapi oleh Orang Berinsurans(OB) selepas pembekalan prostetik dan ortotik selesai

- Kumpulan Brainiacs dari Bahagian Perkhidmatan Pekerjaan, Pejabat SIP;
  ▸ **Tajuk Projek:** Sistem membenarkan Orang Berinsurans (OB) berdaftar bagi program *Return To Work* (RTW) dan majikan boleh mengiklankan jawatan kekosongan.

- Kumpulan NForce Verge dari Cawangan Penguatkuasaan.
  ▸ **Tajuk Projek:** Sistem mengesan majikan yang mencarum Akta 4 tetapi tidak mencarum Akta 800.

INTERNATIONAL CONVENTION ON QUALITY CONTROL CIRCLE (ICQCC) 2022

On 15th – 18th November 2022, three (3) PERKESO Excellence Teams were presented with the Gold Award at the International Convention on Quality Control Circle (ICQCC) which was organised by the Quality Management Association (IQMA) in Jakarta, Indonesia. The selection for ICQCC participation was made based on the excellent achievement of the teams that placed among the Top 20 Public Sector Group during National Excellence Team Convention / Annual Productivity and Innovation Showcase (ArISe) organised by the Malaysian Productivity Corporation (MPC). The three PERKESO Excellence Teams are:

- PROSQAP team from the Prevention, Medical and Rehabilitation Division with their project entitled:
  ▸ Detecting and identifying issues faced by Insured persons after completion of supply of prosthetics and orthotics.

- Brainiacs team from the Employment Services Division, Employment Insurance System Office, with their project entitled:
  ▸ System allows Insured Persons to register for the Return to Work Programme and employers may advertise job vacancies.

- Force Verge team from the Enforcement Branch with their project entitled:
  ▸ System detecting employers who contribute under Act 4 but do not contribute under Act 800.







PERSIJILAN STANDARD ANTARABANGSA MS ISO

Dalam memastikan PERKESO sentiasa memberi perkhidmatan terbaik menjangkau ekspektasi pelanggan, PERKESO terus komited untuk memperoleh persijilan antarabangsa MS ISO. Sehingga tahun 2022, PERKESO telah berjaya memperoleh empat (4) jenis persijilan antarabangsa MS ISO seperti berikut

- **MS ISO 9001:2015 Sistem Pengurusan Kualiti**

  Skop: Penyampaian perkhidmatan di bawah Akta Keselamatan Sosial Pekerja 1969 merangkumi perkhidmatan pengurusan:
- Pendaftaran majikan dan pekerja yang layak
- Kutipan caruman daripada majikan dan pekerja
- Program memupuk kesedaran, keselamatan dan kesihatan pekerjaan di tempat kerja
- Bayaran faedah yang layak diterima oleh pekerja dan orang tanggungan
- Rawatan perubatan, kemudahan pemulihan fizikal dan vokasional untuk pekerja yang ditimpa bencana

Site: Ibupejabat, PPN WP Kuala Lumpur, PPN Selangor, PPN Negeri Sembilan, PPN Melaka dan PPN Johor

MS ISO INTERNATIONAL STANDARDS CERTIFICATION

In ensuring that PERKESO always provides the best service that go beyond its clients' expectations, the organisation continues to be committed towards obtaining the MS ISO international certification. As at 2022, PERKESO has managed to obtain four (4) types of the MS ISO international certification as follows:

- **MS ISO 9001:2015 Quality Management System**

  Scope: Delivery of service under the Employees' Social Security Act 1969 comprising management services:
- Registration of eligible employers and employees;
- Collection of contributions from employers and employees
- Implementation of programmes to promote awareness of occupational safety and health at the workplace;
- Payment of benefits payable to employees and dependants;
- Medical treatment, physical and vocational rehabilitation facilities for injured employees.

Site: Headquarters, WP Kuala Lumpur State Office, Selangor State Office, Negeri Sembilan State Office, Melaka State Office and Johor State Office

Tempoh Persijilan: 14 November 2022 sehingga 4 November 2025

- **MS ISO 37001:2016 Anti Bribery Managament System (ABMS)**
  Skop: Penyampaian perkhidmatan di bawah Akta Keselamatan Sosial Pekerja 1969 merangkumi perkhidmatan pengurusan:
- Pendaftaran majikan dan pekerja yang layak
- Kutipan caruman daripada majikan dan pekerja
- Program memupuk kesedaran, keselamatan dan kesihatan pekerjaan di tempat kerja
- Bayaran faedah yang layak diterima oleh pekerja dan orang tanggungan
- Rawatan perubatan, kemudahan pemulihan fizikal dan vokasional untuk pekerja yang ditimpa bencana

  Site: Ibupejabat, PPN WP Kuala Lumpur, PPN Selangor, PPN Negeri Sembilan, PPN Melaka dan PPN Johor
  Tempoh Persijilan: 3 Mac 2021 sehingga 2 Mac 2024

- **MS ISO 39001:2013 Road Traffic Safety Management Systems (RTSM)**.
  Skop: Penggunaan dan Pergerakan Kenderaan Jabatan Dalam Melaksanakan Aktiviti Pertubuhan Keselamatan Sosial (PERKESO)
  Site: Ibupejabat dan PPN WP Kuala Lumpur

  Tempoh Persijilan: 18 Feb 2020 sehingga 17 Feb 2023

- **MS ISO 45001:2018 Occupational Health and Safety Management Systems**
  Skop: Keselamatan dan Kesihatan Pekerjaan (KKP) Berkaitan Operasi Bangunan, Khidmat Kaunter dan Ruang Kerja Anggota di dalam Bangunan
  Site: Ibupejabat, PPN WP Kuala Lumpur, PPN Selangor dan PP Putrajaya/Kajang.

  Tempoh Persijilan: 3 November 2022 sehingga 2 November 2025

Certification period: 14th November 2022 to 4th November 2025

- **MS ISO 37001:2016 Anti-Bribery Management System (ABMS)**
  Scope: Delivery of service under the Employees' Social Security Act 1969 comprising management services:
- Registration of eligible employers and employees;
- Collection of contributions from employers and employees;
- Implementation of programmes to promote awareness of occupational safety and health at the workplace;
- Payment of benefits payable to employees and dependants
- Medical treatment, physical and vocational rehabilitation facilities for injured employees.

  Site: Headquarters, WP Kuala Lumpur State Office, Selangor State Office, Negeri Sembilan State Office, Melaka State Office and Johor State Office
  Certification period: 3rd March 2021 to 2nd March 2024

- **MS ISO 39001:2013 Road Traffic Safety Management Systems (RTSM)**
  Scope: The use and movement of department vehicles in conducting the Social Security Organisation's (PERKESO) activities.
  Site: Headquarters and WP Kuala Lumpur State Office
  Certification period: 18th February 2020 to 17th February 2023

- **MS ISO 45001:2018 Occupational Health and Safety Management Systems**
  Scope: Occupational safety and health related to building operations, counter services and staff work space in the building
  Site: Headquarters, WP Kuala Lumpur State Office, Selangor State Office and Putrajaya/Kajang Office
  Certification period: 3rd November 2022 to 2nd November 2025

AKTIVITI SEPANJANG 2022
ACTIVITIES THROUGHOUT 2022

PENGENALAN PROMOSI KESIHATAN
Introduction to Health Promotion

Antara tanggungjawab utama PERKESO adalah menyediakan perlindungan keselamatan sosial kepada golongan pekerja daripada kemalangan dan penyakit khidmat yang tidak dijangka. Ini termasuklah hilang upaya, keilatan, kematian yang disebabkan oleh pekerjaan atau penyakit tidak berjangkit iaitu Non-Communicable Diseases (NCD). Sebagai contoh, penyakit jantung, hypertension atau tekanan darah tinggi, diabetes dan kadar kolesterol yang tinggi.

Among the key responsibilities of PERKESO is to provide social security protection to employees against accidents and unexpected occupational disease. This include disability, invalidity, death caused by occupation or non-communicable diseases such as heart disease, hypertension or high blood pressure, diabetes and high cholesterol levels.

Pandemik COVID-19 telah menunjukkan betapa pentingnya NCD dicegah kerana kebanyakan kematian dan morbiditi yang berlaku dalam kalangan pesakit COVID-19 adalah daripada mereka yang mengalami NCD. Justeru, pada tahun 2022 PERKESO meneruskan usaha dalam mengambalikan semula momentum promosi kesihatan di kalangan pekerja dengan pelbagai aktiviti yang menyokong amalan gaya hidup sihat. Aktiviti tersebut dilaksanakan melalui Program Saringan Kesihatan PERKESO dan Program Promosi Kesihatan di Tempat Kerja.

The COVID-19 pandemic has laid bare the importance of prevention of non-communicable diseases as most of the fatality and morbidity cases among COVID-19 patients where people with such diseases. Hence, in 2022, PERKESO continued its efforts to regain the health promotion momentum amongst workers with various activities that support healthy living. Such activities were conducted under the umbrella of PERKESO's Health Screening Programme and Health Promotion at the Work Place.

MAJLIS PERASMIAN PROGRAM
Saringan Kesihatan 2.0
Inauguration of Health Screening Programme 2.0



SIARAN MELALUI THESTAR
PUBLICATION IN THE STAR



The Star

PERKESO LAUNCHES HEALTH SCREEN PROGRAMME 2.0

150 Sime darby Plantation employees undergo free health screening

Health · Public Health · Society · Medicine · Mental Health · Health Conditions · Healthy Living

15 Jul 2022

THE Social Security Organisation (PERKESO) has launched its Health Screening Programme 2.0 (HSP 2.0), in collaboration with Sime Darby Plantation Bhd (SDP), at the Sime Darby Plantation Academy in Carey Island, Selangor.

The free health screening programme for PERKESO contributors has been re-implemented since June 1, 2022, after a two-year hiatus, to pave the way and support the Government's efforts to curb the spread of Covid-19.

Through HSP 2.0, PERKESO has brought about several improvements including renewing health screening parameters, by introducing mental health screening and family health risk assessment to ensure that the programme remains conducive and relevant for employees.

Based on PERKESO'S statistics, a total of 3.6 million workers are eligible for free health screening under the HSP and of that number, a total of 576,902 workers have undergone this health screening.

Program Promosi
KESIHATAN PEKERJA

Selain inisiatif saringan kesihatan, PERKESO turut menganjurkan beberapa program bagi menyokong staretegi promosi kesihatan pekerja. Antaranya program yang dilaksanakan adalah Workplace Health Promotion *Webinar Series, Activ@Work Challenge* dan *PERKESO Run and Ride 2022*.

Employee Health
Promotion Programme

In addition to the health screening programme, PERKESO also organised several other programmes in support of the employee health promotion strategy. Among the programmes organised were the Workplace Health Promotion Webinar Series, the Activ@Work Challenge and PERKESO Run and Ride 2022.

Poster
WHP Webinar Series





WORKPLACE HEALTH PROMOTION Webinar Series

PERKESO telah melaksanakan Siri Webinar Kesihatan Pekerja melalui *Workplace Health Promotion Webinar Series* pada tahun 2022 dalam usaha meluaskan lagi promosi kesihatan di kalangan pekerja. Siri webinar ini mengenengahkan aspek perkongsian ilmu, kesedaran dan pencegahan berkaitan penyakit tidak berjangkit. Pandemik COVID-19 yang melanda dunia telah meningkatkan penggunaan medium atas talian sebagai salah satu kaedah komunikasi dan ianya berkesan dalam menyampaikan maklumat kepada kumpulan sasaran tanpa memerlukan kehadiran peserta secara fizikal.

Sebanyak empat (4) siri webinar telah dilaksanakan pada tahun 2022 dengan sambutan yang memberansangkan iaitu purata penyertaan lebih 1,000 orang peserta bagi setiap siri. Antara tema yang dibawa dalam siri webinar ini adalah Cervical Cancer: Screening & Prevention, Preventing Heart Disease dan Diet untuk Sihat.

PERKESO held the Workplace Health Promotion Webinar Series in 2022 in the effort to reach out to more employees. This series of webinars promote knowledge sharing, as well as awareness and prevention of non-communicable diseases. The COVID-19 pandemic that hit the world has increased the use of online medium as a means of communications which is effective in the dissemination of information to target groups without requiring the physical presence of participants.

Four (4) series of webinars were conducted in 2022 to encouraging response with the participation of more than 1,000 participants in each series. Among the themes assigned to the webinars included Cervical Cancer: Screening & Prevention, Preventing Heart Disease and Diet for Health.



Salah seorang pemenang *Activ@Work Challenge* 2022
One of the winners of Activ@Work Challenge 2022

ACTIV@WORK CHALLENGE 2022

Activ@Work Challenge merupakan acara tahunan yang dianjurkan oleh PERKESO sejak tahun 2017. Ia merupakan program yang berkonsepkan cabaran untuk majikan menggalakkan pekerja bergiat aktif melakukan aktiviti fizikal di tempat kerja bagi memenangi anugerah Majikan Paling Aktif.

Program ini memberi motivasi kepada majikan dan pekerja untuk bekerjasama mencapai matlamat menjadikan agensi atau syarikat mereka sebagai peneraju promosi kesihatan di tempat kerja. Bagi tahun 2022, program ini telah diadakan pada Julai hingga September dengan penyertaan sebanyak 112 majikan dan 31,744 orang pekerja. Tenaga Nasional Berhad telah dinobatkan sebagai Majikan Paling Aktif untuk *Activ@Work Challenge* tahun 2022.

The Activ@Work Challenge is an annual event organised by PERKESO since 2017. It is a programme in the form of a challenge for employers to encourage their employees to keep active in doing physical activities at the workplace, to win the Most Active Employer Award.

This programme motivates employers and employees to work together towards achieving the goal of making their agency or company a leader in health promotion at the workplace. The programme was conducted between July to September of 2022 with thae participation of 112 employers and 31,744 employees. Tenaga Nasional Berhad was crowned the Most Active Employer for the Activ@Work Challenge 2022.



PERKESO *Run and Ride* 2022

PERKESO *Run and Ride* mula diperkenalkan oleh PERKESO pada tahun 2015 dan acara ini telah diadakan secara tahunan. Program ini berkonsepkan aktiviti kecergasan dan fizikal melalui aktiviti berbasikal dan larian dalam menggalakkan pekerja bergiat aktif dan beriadah.

Acara ini diadakan bertujuan bagi mengukuhkan strategi promosi kesihatan pekerja di mana aktiviti fizikal merupakan salah satu skop yang terkandung dalam elemen promosi kesihatan pekerja selain daripada makan secara sihat, pengurusan berat badan, saringan kesihatan, berhenti merokok dan kesihatan mental.

Program ini telah mendapat sambutan daripada kalangan pekerja dan majikan setiap tahun ianya dianjurkan. Pada tahun ini lebih 3,200 peserta menyertai acara ini. Turut diadakan semasa acara ini adalah *Activ@Work Award* 2022 bagi menyampaikan anugerah kepada majikan dan pekerja yang telah memenangi *Activ@Work Challenge* 2022 yang diadakan pada bulan Julai hingga September 2022 yang lalu.

The annual PERKESO Run and Ride was first introduced in 2015. The concept of the event is physical and fitness activities comprising cycling and running, held in order to encourage employees to keep active and exercise.

The event is also held with the intention of enhancing the employee health promotion strategy, of which physical activity is one of the scope in addition to healthy eating, body weight management, health screening, quitting smoking and mental health.

The programme has garnered good response from employees as well as employers each year that it is organised. This year, more than 3,200 participants took part in the event. During the event, the Activ@Work Award 2022 was also presented to employers and employees winning the Activ@Work Challenge 2022 which was held from July to September 2022.

VISION ZERO
Safety.Health.Wellbeing.

Inisiatif
VISION ZERO MALAYSIA
MALAYSIAN VISION ZERO INITIATIVE

Melalui perlaksanaan aktiviti program Vision Zero ini penyertaan majikan dalam Vision Zero Company turut dijadikan sebagai sasaran pencapaian PERKESO di mana pada tahun 2022 sebanyak 101 majikan telah berjaya didaftarkan melalui inisiatif ini. Selain daripada itu melalui Vision Zero Support Program sebanyak 35 majikan telah dilatih dalam usaha meningkatkan amalan KKP terutamanya di sektor Industri Kecil Sederhana.

Penglibatan Vision Zero Malaysia diperingkat antarabangsa, Malaysia/PERKESO telah terlibat dalam Vision Zero Summit Japan 2022 di mana menjadi pengerusi untuk slot Parallel Session/ Symposium di bawah tajuk National Strategy to Promote Vision Zero dengan merangkumi tiga belas (13) ahli panel antarabangsa terlibat dalam topik tersebut.

Aktiviti Vision Zero Malaysia diteruskan dengan projek Vision Zero Community diteruskan di Kuala Selangor bersama Jabatan Kerja Raya (JKR), Polis Diraja Malaysia (PDRM), Sekolah Kebangsaan Tanjong Karang dan Sekolah Menengah Dato' Harun, Tanjong Karang, Selangor. Selain daripada itu, penganjuran Pertandingan Video Kreatif Vision Zero bertujuan untuk mencari penghasilan video terbaik ianya akan dikongsikan melalui platform media sosial Vision Zero Malaysia. Vision Zero Malaysia turut terlibat di Malaysia MotoGP 2022 dengan maklamat ke arah memperkasakan budaya pencegahan keselamatan perjalanan kepada kumpulan sasaran iaitu generasi muda.

The participation of employers in the Vision Zero Initiative is one of the organisation's achievement targets. In 2022, 101 employers were registered under the initiative. In addition, through the Vision Zero Support programme, 35 employers were trained in the effort to improve Occupational Safety and Health practices especially in the Small and Medium Industry sector

On the international stage, PERKESO participated in the Vision Zero Summit Japan 2022 during which the organisation chaired the Parallel Session or Symposium under the title National Strategy to Promote Vision Zero comprising thirteen (13) international panellists.

The Malaysian Vision Zero activities were continued with the Vision Zero Community project in Kuala Selangor in collaboration with the Public Works Department, the Royal Malaysian Police, Sekolah Kebangsaan Tanjong Karang and Sekolah Menengah Dato' Harun Tanjong Karang, Selangor. In addition, a Vision Zero Creative Video competition was organised with the intent of searching for the best video to be shared on the Malaysian Vision Zero social media platform. The Malaysian Vision Zero initiative was also involved in the Malaysian MotoGP 2022 with a goal of strengthening prevention culture with regards to commuting safety, with the target group being the youths.

Program Kesedaran Keselamatan Jalan Raya
Bersama Polis Diraja Malaysia (PDRM)
Road Safety Awareness Programme with the Royal Malaysian Police

Program ini diadakan dengan tujuan memberi tumpuan khusus kepada aspek keselamatan perjalanan kepada orang ramai terutama golongan pekerja. Antara program yang telah dijalankan adalah Kempen Kesedaran Keselamatan Jalan Raya Bersama Pekerja, dengan kerjasama majikan yang berada di daerah yang mencatatkan kadar kemalangan jalan raya dan kematian tertinggi.

This programme was implemented with the intention of giving particular focus on commuting safety to the public, especially employees. Among the programmes carried out include the Road Safety Awareness Campaign with Workers, held in cooperation with employers in districts that had the highest road accident and fatality rate.

Pada tahun 2022, program kesedaran keselamatan jalan raya telah dilaksanakan dengan kolaborasi bersama PDRM seperti berikut:

The following road safety awareness programmes were carried out in collaboration with the Royal Malaysian Police in 2022:





Ops Selamat Sempena Tahun Baharu Cina 2022
Ops Selamat in conjunction with Chinese New Year 2022

i. Majlis Pelancaran Peringkat Kontinjen Negeri PDRM di Perak dan Johor.
Launching ceremony at Royal Malaysian Police State Contingent Level in Perak and Johor;
ii. Lapan (8) sesi program Pemantauan dan Penguatkuasaan dilokasi perindustrian mencatatkan tinggi kemalangan jalan raya.
Eight (8) sessions of the Monitoring and Enforcement programme held at industrial locations recording high numbers of road accidents.

Ops Selamat Sempena Hari Raya Aidilfitri 2022
***Ops Selamat* in conjunction with Hari Raya Aidilfitri 2022**

i. Majlis Pelancaran Peringkat Kontinjen Negeri PDRM di Johor, Perak, Selangor dan Pahang.
Launching ceremony at Royal Malaysian Police State Contingent Level in Johor, Perak, Selangor and Pahang;
ii. Sebanyak 16 sesi Program Pemantauan dan Penguatkuasaan dilokasi perindustrian yang tinggi kemalangan jalan raya.
16 sessions of the Monitoring and Enforcement programme were held at industrial locations with high numbers of road accidents.

Program Vision Zero Community Kuala Selangor
Vision Zero Community in Kuala Selangor

i. Program Education- Ops Cilik pada 16 Jun 2022 di Sekolah Kebangsaan Tanjung Karang Selangor.
Educational programme – Ops Cilik was held on 16th June 2022 at Sekolah Kebangsaan Tanjung Karang, Selangor;
ii Program Education-Ops Didik pada 18 Ogos 2022 di Sekolah Menengah Kebangsaan Dato' Harun Tanjong Karang Selangor.
Educational programme – Ops Didik was held on 18th August 2022 at Sekolah Menengah Kebangsaan Dato' Harun, Tanjong Karang, Selangor.

Program Bersama P-Hailing
Programme with P-Hailing

i. Sembang Santai P-Hailing pada 16 Jun 2022 di Wisma PERKESO Negeri Selangor
Sembang Santai P-Hailing on 16th June 2022 at Wisma PERKESO Selangor;
ii. Program Flash Mob P-Hailing pada 14 Julai 2022 di Ipoh
P-Hailing Flash Mob on 14th July 2022 in Ipoh;
iii. Program Flash Mob P-Hailing pada 19 Ogos 2022 di Shah Alam
P-Hailing Flash Mob on 19th August 2022 in Shah Alam;
iv. Program Flash Mob P-Hailing pada 27 September 2022 di Kuantan
P-Hailing Flash Mob on 27th September in Kuantan.

Bengkel Focus Group Discussion (FGD)
Focus Group Discussion (FGD) Workshop

Bengkel Focus Group Discussion (FGD) Bagi Program Kempen Kesedaran Keselamatan Jalan raya Kepada Pencarum PERKESO pada 13-15 Julai 2022.
Focus Group Discussion workshopfor the Road Safety Awareness Campaign with PERKESO Contributors on 13th – 15th July 2022.

Bengkel Pembangunan Modul Kempen Keselamatan Jalan Raya
Road Safety Campaign Module Development Workshop

Bengkel Pembangunan Modul Kempen Keselamatan Jalan Raya Advokasi bertujuan untuk menyediakan modul yang komprehensif sebagai panduan kegunaan PDRM untuk mengadakan program advokasi kepada para pekerja dan juga generasi muda termasuk golongan pelajar sekolah dan pengajian tinggi.
Road Safety Advocacy Campaign Module Development workshop for the purposes of preparing a comprehensive module for use by the Royal Malaysian Police as guidance in conducting advocacy programmes for workers and youths including school and higher education students.





MODAL INSAN DAN PERKONGSIAN ILMU
HUMAN CAPITAL AND KNOWLEDGE SHARING

Debat Pupuk Bakat Kepimpinan
Debate Fostering Leadership Talents

Dalam usaha untuk mendekatkan jenama PERKESO kepada golongan pelajar di institut-institut pengajian tinggi dan sekolah-sekolah di Malaysia serta meningkatkan kefahaman terhadap pelbagai isu dan kepentingan jaringan keselamatan sosial di kalangan generasi muda, PERKESO telah menaja program Debat Malaya 2022 yang telah berlangsung pada 4 hingga 12 November 2022.

Debat Malaya 2022 ini telah diadakan secara hybrid di mana pusingan awal serta suku akhir dijalankan secara dalam talian manakala pusingan separuh akhir dan akhir dijalankan secara fizikal di Dewan Auditorium, Kompleks Perdana Siswa, Universiti Malaya, Kuala Lumpur.

Kerjasama bersama MORUM ini meningkatkan pemahaman dan kesedaran terhadap pelbagai isu dan kepentingan jaringan keselamatan sosial yang didebatkan di kalangan generasi muda. Selain itu, hubungan yang rapat dan baik dengan universiti-universiti yang berprestij dalam melahirkan graduan-graduan yang cemerlang akan membantu mengukuhkan produk dan inisiatif PERKESO di kalangan golongan muda. Pengukuhan ini akan memudahkan aktiviti-aktiviti promosi dan kesedaran berkaitan PERKESO yang akan memberikan pulangan pelaburan di jangka masa panjang kepada PERKESO.

In the effort to bring the PERKESO brand closer to students in institutions of higher education and schools in Malaysia, as well as to enhance understanding of various issues and importance of social security network amongst the younger generation, PERKESO has sponsored the Debat Malaya 2022 (Malayan Debate 2022) which was held from 4th to 12th November 2022.

The debate programme was held in a hybrid manner where the earlier rounds up to the quarterfinals were held online while the semi-finals and the final rounds were conducted physically at Dewan Auditorium, Kompleks Perdana Siswa, University of Malaya, Kuala Lumpur.

The cooperation with MORUM improved understanding and awareness of various issues and the importance of social security network, a topic debated amongst the younger generation. In addition, a close and good relationship with prestigious universities in producing outstanding graduates will help strengthen PERKESO's products and initiatives amongst the younger generation. This strengthening will facilitate promotional and awareness activities related to PERKESO, which in turn will long-term investment return to the organisation.



Seminar Teknikal – ASIAN WORKERS COMPENSATION ASSOCIATION (AWCA)

Technical Seminar – Asian Workers' Compensation Association (AWCA)

PERKESO yang merupakan Pengerusi semasa Asian Workers Compensation Association (AWCA), telah menganjurkan buat julung kalinya seminar teknikal berkenaan keselamatan sosial pasca COVID-19. Seminar ini telah dirasmikan oleh YB Dato' Haji Awang Hashim, Timbalan Menteri Sumber Manusia di Hotel Intercontinental, Kuala Lumpur pada 6 September 2022.



Bertemakan '*Navigating Social Security and Wellbeing Post COVID-19 in Asia*', seminar ini bertujuan memperkasa dan mengukuhkan lagi sistem perlindungan sosial di rantau Asia dengan mengenal pasti kaedah dan amalan terbaik untuk membantu pekerja di rantau ini, khususnya yang terjejas akibat penularan pandemik COVID-19. Lebih 200 orang peserta dari dalam dan luar negara telah menghadiri seminar yang berlangsung selama tiga (3) hari ini, antaranya daripada negara Korea Selatan, Indonesia, Filipina, Vietnam, Thailand dan Singapura.



PERKESO as the current Chair of the Asian Workers' Compensation Association (AWCA) organised the first ever technical seminar on social security post COVID-19. The seminar was officially opened by YB Dato' Haji Awang Hashim, Deputy Minister of Human Resources at the Intercontinental Hotel, Kuala Lumpur on 6th September 2022.

With a theme of "Navigating Social Security and Wellbeing Post COVID-19 in Asia, the seminar was held with the intent of strengthening and consolidating the social security system in the Asian region by identifying the best method and practices to help workers in the region, particularly those who have been adversely affected by the pandemic. More than 200 participants, local and from abroad, attended the three-day seminar. Some participants came from South Korea, Indonesia, the Philippines, Vietnam, Thailand and Singapore.

HUBUNGAN ANTARABANGSA
INTERNATIONAL RELATIONS



Pelbagai inisiatif dan usaha yang diambil untuk memastikan pekerja asing di Malaysia dilindungi menerusi pelaksanaan Skim Bencana Kerja Pekerja Asing di bawah Akta Keselamatan Sosial Pekerja 1969 (Akta 4).

Memacu ke arah peneraju keselamatan sosial yang terunggul, PERKESO aktif bekerjasama dengan rakan strategik termasuklah pihak kedutaan asing, jabatan dan agensi serta badan-badan bukan kerajaan di Malaysia, antaranya; Kementerian Dalam Negeri, Jabatan Imigresen Malaysia, Jabatan Tenaga Kerja, Construction Labour Exchange Centre Berhad (CLAB), MyEG, FOMEMA dan lain-lain.

Bagi mengukuhkan hubungan yang telah sedia terjalin bersama pihak kedutaan asing, PERKESO turut menganjurkan program "It's All About Second Chance" iaitu lawatan ke Pusat Rehabilitasi PERKESO di Ayer Keroh Melaka, sebagai salah satu usaha untuk promosi dan memdedahkan kepada wakil-wakil kedutaan bahawa kemudahan ini turut dinikmati oleh semua pencarum termasuk dalam kalangan pekerja asing bagi menjalani proses pemulihan dan kembali bekerja pada 10 Februari 2022.

Various initiatives and efforts are taken to ensure foreign workers in Malaysia are protected through the Foreign Workers' Employment Injury Scheme pursuant to the Employees' Social Security Act 1969 [Act 4].

Driving towards becoming the outstanding leader in social security, PERKESO actively cooperates with its strategic partners including foreign embassies, government departments and agencies as well as non-governmental organisations in Malaysia such as the Home Ministry, the Department of Immigration Malaysia, the Department of Labour, the Construction Labour Exchange Centre Berhad (CLAB), MyEG, FOMEMA and others.

In strengthening the existing relationship built with foreign embassies, PERKESO organised the "It's All About Second Chance" programme comprising a visit to the PERKESO Rehabilitation Centre in Ayer Keroh, Melaka, as one of the measures to promote and expose embassy representatives to the facilities enjoyed by all contributors including foreign workers undergoing rehabilitation process to return to work. The visit took place on 10th February 2022.

Selaras dengan insiatif PERKESO untuk mengukuhkan lagi hubungan strategik bersama agensi keselamatan sosial lain di peringkat antarabangsa, Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Ketua Pegawai Eksekutif Kumpulan PERKESO telah berkesempatan untuk mengadakan lawatan kerja ke Ibu Pejabat Employees' State Insurance Corporation (ESIC) di New Delhi, India untuk bertemu dengan Ketua Pengarah Employees' State Insurance Corporation (ESIC), Mr. Sh. Mukhmeet S. Bhatia pada 31 Mei 2022. Sebagai agensi keselamatan sosial utama yang menerajui perlindungan keselamatan sosial bagi golongan pekerja di India, pertemuan ini diharapkan akan membuka ruang kerjasama antara kedua belah pihak terutamanya bagi memastikan semua rakyat India yang bekerja di Malaysia mendapat perlindungan yang sewajarnya serta dapat melancarkan proses pembayaran (faedah) seberang laut kepada orang tanggungan di India.

In line with the organisation's initiative to further strengthen its strategic relationship with other international social security agencies, Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, the Group Chief Executive Officer of PERKESO had the opportunity to go on a working visit to the Headquarters of the Employees' State Insurance Corporation (ESIC) in New Delhi, India to meet with the Director General of ESIC, Mr. Sh. Mukhmeet S. Bhatia on 31st May 2022. As the social security agency at the helm of social security protection for workers in India, it was hoped that the meeting would lead to more opportunities for both parties to collaborate, especially in ensuring that all Indian nationals working in Malaysia would be able to enjoy proper protection as well as to facilitate the smooth payment of benefits overseas to their dependants in India.

PERKESO turut menerima beberapa kunjungan daripada organisasi antarabangsa seperti BPJS Kesehatan Indonesia, BPJS Ketenagakerjaan dan National Human Rights Commission (NHRC) Nepal. Menerusi kunjungan mesra ini, pelbagai inisiatif kerjasama bagi menambah baik perlindungan keselamatan sosial yang disediakan kepada pekerja asing di Malaysia dibincangkan.

PERKESO also entertained several visits from international organisations such as the BPJS Kesehatan Indonesia, BPJS Ketenagakerjaan and the National Human Rights Commission (NHRC) of Nepal. Discussions on various joint initiatives to improve the social security protection provided to foreign workers in Malaysia were held during these courtesy visits.

Tidak terhad kepada program yang diadakan secara fizikal, sesi webinar turut diadakan dengan penglibatan dan kerjasama daripada agensi serta persatuan yang berkaitan sebagai platform perkongsian maklumat berkaitan pekerja asing.

Not limited to programmes held physically, webinar sessions were also held with the involvement and cooperation from the relevant agencies and associations as a platform for sharing of information regarding foreign workers.

Antara webinar yang dilaksanakan ialah 'Pentingnya FOMEMA Untuk Pekerja Asing', Forum Pekerja Rumah Tangga Bersama Persatuan Pekerja Rumah Tangga Indonesia Migran (PERTIMIG) dan 'Peranan Construction Labour Exchange Centre Berhad (CLAB) Dalam Pengambilan Pekerja Asing Sektor Pembinaan'.

Among the webinars organised were the '*Pentingnya FOMEMA untuk Pekerja Asing*' (The importance of FOMEMA for foreign workers), the Domestic Workers forum with the Indonesian Migrant Workers' Association and the Role of Construction Labour Exchange Centre Berhad (CLAB) in the Hiring of Foreign Workers in the Construction Sector.

Taklimat secara berterusan berkaitan Skim Bencana Kerja Pekerja Asing yang menyasarkan penglibatan daripada majikan yang menggajikan pekerja asing termasuk pekerja domestik asing di seluruh Malaysia turut diadakan secara dalam talian dengan matlamat memberi pendedahan seluas mungkin tentang perlindungan yang disediakan oleh PERKESO kepada pekerja asing.

Continued briefings on the Foreign Workers' Employment Injury Scheme which targets the involvement of employers who hire foreign workers including foreign domestic workers across Malaysia were also held online with the objective of giving as much exposure as possible on the protection offered by PERKESO to foreign workers.



Delegasi Daripada Nepal

Pada 30 Jun 2022, delegasi daripada Nepal Employee Provident Fund seramai 12 orang telah hadir mengadakan lawatan ke Pusat Rehabilitasi PERKESO Tun Abdul Razak, Melaka (PRPTAR) untuk meninjau kemudahan dan perkhidmatan rehabilitasi komprehensif yang disediakan di Pusat ini kepada Orang Berinsurans PERKESO, termasuk pekerja asing dari luar negara seperti warga negara Nepal.

Delegation from Nepal

On the 30th of June 2022, a 12-strong delegation from the Nepal Employee Provident Fund visited the Tun Abdul Razak PERKESO Rehabilitation Centre in Melaka to see the comprehensive rehabilitation facilities and services offered at the Centre to PERKESO Insured Persons including foreign workers from countries such as Nepal.

Delegasi Daripada Indonesia

Pada 25 Ogos 2022, delegasi dari BPJS Kesehatan Indonesia seramai 4 orang yang diketuai oleh Prof. Ghuffron, President Director telah melawat Pusat Rehabilitasi PERKESO Tun Abdul Razak untuk meninjau kemudahan dan perkhidmatan rehabilitasi komprehensif yang disediakan di sini untuk pencarum PERKESO.

Delegation from Indonesia

On 25th August 2022, a 4-man delegation from BPJS Kesehatan Indonesia led by Professor Ghuffron, the President Director, visited the Tun Abdul Razak PERKESO Rehabilitation Centre to see the comprehensive rehabilitation facilities and services offered there to PERKESO contributors.





Delegasi Asian Workers Compensation Association (AWCA)

Pada 8 September 2022, delegasi seramai 50 orang daripada Asian Workers Compensation Association (AWCA) telah hadir mengadakan lawatan ke Pusat Rehabilitasi PERKESO Tun Abdul Razak (PRPTAR). Sepanjang lawatan, delegasi pelawat telah di bawa melihat pelbagai kemudahan rehabilitasi fizikal dan vokasional yang disediakan di sini termasuk rawatan rehabilitasi neuro-robotik yang menggunakan teknologi Cybernics.

Pada masa yang sama, delegasi pelawat juga berpeluang untuk meraikan sambutan Hari Malaysia dan World Physioterapy Day peringkat PRPTAR bersama-sama warga PRPTAR dengan pelbagai acara seperti nyanyian dan tarian kebudyaan serta memotong kek gergasi dalam bentuk replika bendera Malaysia yang dihasilkan oleh pelatih Vokasional dan pesakit.

Asian Workers' Compensation Association (AWCA) Delegation

On 8th September 2022, a delegation of 50 members from the Asian Workers' Compensation Association (AWCA) visited the Tun Abdul Razak PERKESO Rehabilitation Centre where they were taken to see the various physical and vocational rehabilitation facilities available there, including the neuro-robotic rehabilitation treatment using Cybernics technology.

The visitors also had the opportunity to join in the Malaysia Day and World Physiotherapy Day celebrations at the Centre together with the Centre staff. Various events took place such as singing and cultural dances, as well as the cutting of a giant cake in the form of the Malaysian flag produced by the vocational trainees and patients.







Delegasi Daripada Thailand

Pada 16 Disember 2022, wakil delegasi daripada beberapa buah hospital dan pusat perubatan utama di Thailand yang terdiri daripada pegawai perubatan, pegawai fisioterapi, pakar perubatan rehabilitasi dan sebagainya telah melawat Pusat Rehabilitasi PERKESO Tun Abdul Razak.

Delegasi telah dibawa melihat pelbagai perkhidmatan rehabilitasi yang berkonsepkan biopsikososial untuk membantu pesakit mencapai matlamat kembali bekerja dan kembali ke masyarakat.

Delegation from Thailand

On 16th December 2022, a delegation from several hospitals and medical centres from Thailand comprising medical officers, physiotherapists, rehabilitation medicine specialists and others visited the Tun Abdul Razak PERKESO Rehabilitation Centre.

The visitors were taken to see various biopsychosocial based rehabilitation services offered to help patients achieve the goal of returning to work and into society.

AKTIVITI-AKTIVITI KORPORAT
CORPORATE ACTIVITIES



KEMPEN MENCARUM PERKESO UNTUK SUKARELAWAN
CAMPAIGN FOR VOLUNTEERS TO CONTRIBUTE TO PERKESO

Majlis Pelancaran Kempen Mencarum PERKESO Sukarelawan Bersama Agensi-Agensi Di Bawah SPS Khidmat, yang berlangsung di Hotel Royale Chulan Kuala Lumpur pada 3 Jun 2022, telah disempurnakan oleh YB Menteri Sumber Manusia, Datuk Seri M. Saravanan. Pelancaran kempen ini menandakan kerjasama di antara PERKESO dan agensi-agensi Kerajaan iaitu Polis Diraja Malaysia (PDRM), Angkatan Tentera Malaysia (ATM), Agensi Penguatkuasaan Maritim Malaysia (APMM), Angkatan Pertahanan Awam Malaysia (APM), Jabatan Sukarelawan Malaysia (RELA), Jabatan Kemajuan Islam Malaysia (JAKIM) dan Jabatan Kebajikan Masyarakat (JKM).

Matlamat utama kempen mencarum ini adalah untuk meningkatkan kesedaran golongan sukarelawan mengenai kepentingan perlindungan keselamatan sosial, di samping menggalakkan mereka mencarum dengan PERKESO. Seramai 50,496 orang sukarelawan daripada tujuh (7) agensi ini telah mendaftar dan mencarum dengan PERKESO dan disasarkan seramai 136,000 Orang Bekerja Sendiri (OBS) berdaftar dan mencarum dengan SKSPS menerusi inisiatif SPS Khidmat sepanjang tahun 2022.

A ceremony to launch the Campaign for Volunteers to Contribute to PERKESO was held with agencies under the SPS Khidmat at Hotel Royale Chulan in Kuala Lumpur on 3rd June 2022. The event was officiated by the Minister of Human Resource, Datuk Seri M. Saravanan. This campaign marked the cooperation between PERKESO and Government agencies including the Royal Malaysian Police, the Armed Forces of Malaysia, the Malaysian Maritime Enforcement Agency, the Malaysian Public Defence Force, RELA, the Department of Islamic Development (JAKIM) and the Department of Social Welfare.

The key objective of this contribution campaign was to raise awareness among volunteers of the importance of social security protection, in addition to encouraging them to contribute with PERKESO. A total of 50,496 volunteers from the above agencies registered and began contributing with PERKESO. The campaign also targeted 136,000 Self-Employed Persons to register and contribute under the Self-Employment Injury Scheme through the SPS Khidmat initiative throughout 2022.



MAJLIS PECAH TANAH
PUSAT REHABILITASI NEURO-ROBOTIK DAN CYBERNICS KEBANGSAAN PERKESO
Ground breaking Ceremony of the PERKESO National Neuro-Robotic and Cybernics Rehabilitation Centre

Pada 11 Jun 2022 telah berlangsung Majlis Pecah Tanah Pusat Rehabilitasi Neuro-Robotik dan Cybernics Kebangsaan PERKESO yang telah disempurnakan oleh Yang Berhormat Datuk Seri M. Saravanan, Mantan Menteri Sumber Manusia di Bandar Meru Raya, Ipoh, Perak.

Majlis pecah tanah ini merupakan satu majlis simbolik yang menandakan permulaan kerja-kerja pembinaan bagi Pusat Rehabilitasi Neuro-Robotik dan Cybernics Kebangsaan PERKESO yang dijangka siap dan mula beroperasi pada penghujung tahun 2024. Pusat ini akan menjadi sebuah Pusat Kecemerlangan yang canggih dan terunggul dalam Program Rehabilitasi dan *Return To Work* di Asia Tenggara dan dunia. Pusat Rehabilitasi yang baharu ini akan dilengkapi dengan kemudahan teknologi robotik terkini seperti rawatan neuro-robotik dan Cybernics dari Jepun.

Turut hadir di majlis berkenaan ialah Yang Amat Berhormat Dato' Haji Saarani bin Mohamad, Menteri Besar Perak, Yang Berbahagia Datuk Muhd Khair Razman bin Mohamed Annuar, Timbalan Ketua Setiausaha (Operasi), Kementerian Sumber Manusia, Yang Berbahagia Dato' Rumaizi bin Baharin, Datuk Bandar Ipoh, Yang Berbahagia Profesor Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah, Pengerusi Lembaga PERKESO, Yang Berbahagia Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Ketua Pegawai Eksekutif Kumpulan PERKESO.

On 1th June 2022, a ground breaking ceremony of the PERKESO National Neuro-Robotic and Cybernics Rehabilitation Centre was held with Datuk Seri M. Saravanan, the former Minister of Human Resources officiating. The ceremony was held in Bandar Meru Raya, Ipoh, Perak.

The ceremony was held to mark the commencement of construction works for the rehabilitation centre which is expected to be completed and to commence operation at the end of 2024. The centre will become a Centre of Excellence that is sophisticated and outstanding in Rehabilitation and Return to Work programme in South East Asia and the world. The new rehabilitation centre will be equipped with the latest robotic technology such as the neuro-robotic and Cybernics treatment from Japan.

Also present were Dato' Haji Saarani bin Mohamad, Menteri Besar of Perak, Datuk Muhd Khair Razman bin Mohamed Annuar, Deputy Secretary General (Operations) of the Ministry of Human Resources, Dato' Rumaizi bin Baharin, Mayor of Ipoh, Professor Tan Sri DatukDr. Hj. Mohamed Haniffa bin Hj. Abdullah, Chairman of the Board of PERKESO and Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Group Chief Executive Officer of PERKESO.







EKSPO JAMIN KERJA KELUARGA MALAYSIA 2022 Mendapat Pengiktirafan Daripada *Malaysia Book of Record*

Jamin Kerja Keluarga Malaysia Expo 2022 Recognised by Malaysian Book of Records





Ekspo Jamin Kerja Keluarga Malaysia 2022 yang berlangsung di Pusat Dagangan Dunia Putra (PWTC) pada 23 hingga 27 Julai 2022 telah dirasmikan oleh YAB Dato' Sri Ismail Sabri Yaakob, Perdana Menteri Malaysia. Ekspo ini juga mendapat pengiktirafan daripada *Malaysia Book of Record* sebagai karnival kerjaya terbesar yang pernah dianjurkan oleh Kementerian Sumber Manusia, di mana lebih 1,000 majikan daripada pelbagai industri dan perusahaan sosial mengambil bahagian dengan menawarkan lebih daripada 30,000 peluang pekerjaan.

Ekspo Kerjaya Jamin Kerja Keluarga Malaysia 2022 telah dihadiri hampir 14,000 pengunjung. Daripada jumlah tersebut, seramai 1,712 pencari kerja memperoleh pekerjaan sewaktu karnival berlangsung, manakala 10,698 pencari kerja pula berjaya ke peringkat temu duga kedua.

The *Jamin Kerja* Keluarga Malaysia Expo 2022 which took place at Putra World Trade Centre from 23rd to 27th July 2022 was officially opened by YAB Dato' Sri Ismail Sabri Yaakob, Prime Minister of Malaysia. The expo was recognised by the Malaysian Book of Records as the biggest ever career carnival organised by the Ministry of Human Resources where more than 1,000 employers from various industries and businesses participated with the offering of more than 30,000 job opportunities.

The expo was attended by almost 14,000 visitors, of which 1,712 job seekers obtained jobs during the carnival, while 10,698 others managed to get to the second interview stage.



LAWATAN SULTAN TERENGGANU
Ke Pusat Rehablitasi PERKESO
Sultan of Terengganu's Visit to PERKESO Rehabilitation Centre



Pada 19 September 2022, Kebawah Duli Yang Maha Mulia Al-Wathiqu Billah Sultan Mizan Zainal Abidin ibni Almarhum Sultan Mahmud Al-Muktafi Billah Shah, Sultan Terengganu Darul Iman telah berkenan berangkat melawat Pusat Rehabilitasi PERKESO Tun Abdul Razak untuk melihat kemudahan dan perkhidmatan yang disediakan di pusat ini secara lebih dekat kepada pesakit yang datang dari seluruh Malaysia termasuk dari Negeri Terengganu. Turut hadir dalam lawatan tersebut ialah Yang Berhormat Mantan Menteri Sumber Manusia, Datuk Seri M. Saravanan, Pengerusi Lembaga PERKESO, Profesor Tan Sri Datuk Dr. Haji Mohamed Haniffa, Pengerusi Lembaga Pengarah Pusat Rehabilitasi PERKESO, Datuk Abu Huraira bin Abu Yazid dan Ketua Pegawai Eksekutif Kumpulan PERKESO, Dato' Sri Mohammed Azman bin Dato' Aziz Mohammed.

On 19th September 2022, His Royal Highness the Sultan of Terengganu, Sultan Mizan Zainal Abidin ibni Almarhum Sultan Mahmud Al-Muktafi Billah Shah, visited the Tun Abdul Razak PERKESO Rehabilitation Centre to see more closely the facilities and services offered to patients who come from all over Malaysia including Terengganu. Also present were the former Minister of Human Resources, Datuk Seri M. Saravanan, the Chairman of PERKESO Board, Professor Tan Sri Datuk Dr Haji Mohamed Haniffa, Chairman of PERKESO Rehabilitation Centre Board, Datuk Huraira bin Abu Yazid and the Group Chief Executive Officer of PERKESO, Dato' Sri Mohammed Azman bin Dato' Aziz Mohammed.





Perlindungan KESELAMATAN SOSIAL MALAYSIA MENDAPAT PENGIKTIRAFAN DUNIA di World Security Forum 2022

Malaysian Social Security Protection Recognised at the World Security Forum 2022



Malaysia menerima pengiktirafan antarabangsa dalam aspek perlindungan keselamatan sosial di Persidangan Agung International Social Security Association (ISSA) semasa Forum Keselamatan Sosial Dunia (World Social Security Forum, WSSF 2022) yang diadakan di Maghribi dari 23 hingga 28 Oktober 2022.

Persidangan ini dihadiri oleh 321 ahli ISSA daripada 161 buah negara yang menghimpun lebih 2,000 pengamal keselamatan sosial. Dalam persidangan tersebut, Dato' Sri Dr. Mohammed Azman Aziz Mohammed, Ketua Pegawai Eksekutif Kumpulan PERKESO telah dipilih sebagai Presiden ISSA ke-17 untuk menerajui ISSA bagi tempoh tiga (3) tahun bermula tahun 2023 hingga 2025. Malaysia juga mencatatkan pengiktirafan berganda dalam persidangan tersebut apabila Kuala Lumpur telah diterima sebagai tuan rumah bagi Persidangan Agung ISSA serta WSSF ke-7 yang akan diadakan pada tahun 2025.

Malaysia was recognised internationally for its social security protection at the International Social Security Association (ISSA) General Assembly during the World Social Security Forum 2022 held in Morocco from 23rd to 28th October 2022.

The conference was attended by 321 ISSA members from 161 countries, bringing together more than 2,000 social security practitioners. At the conference, Dato' Sri Dr. Mohammed Azman Aziz Mohammed, the Chief Executive of PERKESO was chosen as the 17th ISSA President to lead the organisation for a period of three (3) years, from 2023 to 2025. Malaysia was further recognised when Kuala Lumpur was chosen to be the host of the ISSA General Assembly as well as the 7th World Social Security Forum to be held in 2025.



Perlindungan
SOSIAL KEPADA SURI RUMAH
Social Security Protection to Housewives

Pada 12 Disember 2022, YB Tuan V. Sivakumar telah mengadakan satu sidang media untuk mengumumkan perluasan liputan perlindungan sosial kepada suri rumah di bawah Skim Keselamatan Sosial Suri Rumah (SKSSR), yang diperuntukkan di bawah Akta Keselamatan Sosial Suri Rumah 2022 [Akta 838].

Skim ini, yang mula dilaksanakan pada 1 Disember 2022, mengiktiraf peranan suri rumah dalam pembangunan institusi keluarga atau 'care economy' yang secara langsung atau tidak langsung, membantu menjana ekonomi negara. SKSSR merupakan cetusan idea bernas daripada Dato' Seri Dr. Wan Azizah Wan Ismail, isteri YAB Perdana Menteri pada tahun 2018, ketika beliau menyandang jawatan Timbalan Perdana Menteri wanita pertama Malaysia. Dalam pelaksanaan SKSSR ini, Kerajaan menerusi Bajet 2022, menyediakan peruntukan bagi membiayai caruman SKSSR untuk 150,000 orang suri rumah dari kumpulan B40 dalam senarai i-Suri.

On 12th December 2022, Mr. V. Sivakumar held a press conference to announce the expansion of social security protection coverage to include housewives under the Housewives' Social Security Scheme pursuant to the Housewives' Social Security Act 2022 [Act 838].

This scheme, enforced with effect from 1st December 2022, recognises the role of housewives in the development of the family institution, or 'care economy' which directly or indirectly contributes to the generation of the country's economy. The scheme was the idea of Dato' Seri Dr Wan Azizah Wan Ismail, wife of the Prime Minister, in 2018 when she held the post of the first ever female Deputy Prime Minister.

TANGGUNGJAWAB SOSIAL KORPORAT
CORPORATE SOCIAL RESPONSIBILITY

Menyantuni Golongan Ibu Tunggal Dan Anak Yatim
Helping Single Mothers And Orphans

Pada 25 Januari 2022, PERKESO telah mengadakan Majlis Sambutan Tahun Baharu Cina PERKESO 2022 di Hotel Majestic Kuala Lumpur. Ini merupakan sambutan Tahun Baharu Cina yang pertama kali diadakan sejak dua tahun yang lalu, apabila negara dilanda COVID-19.

Majlis ini diadakan sebagai usaha PERKESO untuk mendekati golongan-golongan yang kurang bernasib baik terutamanya ibu-ibu tunggal dan anak-anak yatim. Pada majlis ini, YBhg. Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, Ketua Pegawai Eksekutif Kumpulan PERKESO telah memberikan sumbangan angpow dan hamper kepada mereka. Majlis Sambutan Tahun Baharu Cina PERKESO 2022 ini lebih meriah dengan adanya sesi menggaul Yee Sang yang disertai oleh semua tetamu.



On 25th January 2022, PERKESO held its Chinese New Year celebrations at the Majestic Hotel in Kuala Lumpur. This was the first Chinese New Year celebrations to be held in the past two years after the country was hit by the COVID-19 pandemic.

The event was held as part of PERKESO's effort to approach the less fortunate, especially single mothers and orphans. During the event, the Group Chief Executive Officer of PERKESO, Dato' Sri Dr. Mohammed Azman bin Aziz Mohammed, presented them with ang pows and hampers. The event was made livelier with a Yee Sang tossing session with all the guests.





PERGINYA SEKELIP **MATA**

GONE IN THE BLINK OF AN EYE

Penyerahan mock cek dan kotak prihatin PERKESO telah disempurnakan oleh YB Gan Ai Ling bersama Pengarah PERKESO Negeri Perlis iaitu Tuan Basharudin bin Khalid di rumah sewa mendiang Encik Lee Siak Kiong yang telah pergi buat selamanya pada 21 February 2022 yang lalu akibat "Compression Off the Neck By Hanging" di Kampung Kota, Kangar, Perlis. Mendiang telah meninggalkan seorang isteri iaitu Puan Ho Lee Foong iaitu orang kelaianan upaya (OKU) kategori pendengaran dan dua orang anak, kedua-duanya OKU kategori pembelajaran.

Skuad PERKESO Prihatin (SPP) negeri Perlis telah mengambil tindakan proaktif dengan dibantu anggota Pusat Khidmat ADUN Indera kayangan telah berjaya mempercepatkan kes tersebut. Waris mendiang layak menerima Faedah Pencen Penakat. Isteri beliau akan menerima pencen seumur hidup manakala anak beliau akan menerima pencen sehingga berumur 21 tahun. Semoga Puan Ho Lee Foong tetap teguh dan tabah mengharungi liku-liku kehidupan yang mendatang tanpa suami tersayang.

YB Gan Ai Ling together with the Director of Perlis PERKESO, Tuan Basharudin bin Khalid presented a mock cheque and care package to the widow of Mr. Lee Siak Kiong who passed away on 21st February 2022 due to 'compression of the neck by hanging' in Kampung Kota, Kangar, Perlis. The deceased was survived by his widow, Madam Ho Lee Foong who is disabled (hearing) and two children, both of whom are also disabled (learning).

The Perlis PERKESO Prihatin Squad took a proactive action with the assistance of the Indera Kayangan ADUN Service Centre and managed to expedite the case. The family was eligible to receive the Survivors' Pension. His widow will receive a lifelong pension while his children will receive pension until they attain the age of 21 years. It is hoped that Madam Ho Lee Fong remains brave and strong in facing the future without her beloved spouse.



PENGAWAL SYARIKAT KESELAMATAN DITEMBAK DALAM **TRAGEDI ROMPAKAN**

SECURITY GUARD FATALLY SHOT, RECEIVED BENEFITS

Skuad PERKESO Prihatin Negeri Selangor hari ini telah menyampaikan Kotak Prihatin serta Faedah Hilang Upaya Sementara kepada OB yang telah ditembak dalam tragedy rompakan pada bulan Mac 2022 di Puchong Permai. OB yang masih lagi dalam cuti sakit kini berdepan masalah komplikasi apabila kesan dari tembakan tersebut telah mengenai kepada organ dalaman dan perlu mendapatkan rawatan secara berkala di Hospital. Hasil dari Semakan pihak PERKESO, OB telah layak untuk menerima Faedah Hilang Upaya Semantara dibawah Akta 4. Sesi penyerahan faedah ini dibuat oleh Pengarah PERKESO Negeri Selangor iaitu YBrs En Zainol Abu dan diiringi oleh Timbalan Pengarah PERKESO Negeri Selangor YBrs En Abdullah Kamal Ahmad.

The Selangor PERKESO Prihatin Squad presented the Kotak Prihatin (care package) and the Temporary Disablement Benefit to an Insured Person who was shot during a burglary in March 2022 in Puchong Permai. The Insured Person who was still on medical leave experienced complications from the gunshot which hit his internal organs and required regular treatment at the hospital. Upon review by PERKESO, it was found that the Insured Person was eligible for the Temporary Disablement Benefit under Act 4. The presentation of benefit was done by the Selangor PERKESO Director, Encik Zainol Abu who was accompanied by the Deputy Director, Encik Abdullah Kamal Ahmad.

PRIHATIN PERKESO, kurangkan beban Orang Berinsurans

Skuad PERKESO Prihatin Klang telah menjalankan siasatan terhadap individu tersebut dengan kadar segera. Hasil semakan mendapati Puan Kosalay a/p Govindan (57 Tahun) merupakan seorang pekerja pembersihan di sebuah syarikat pembuatan sejak tahun 2008 sehingga sekarang. Tindakan segera telah diambil oleh Skuad Prihatin PERKESO Klang ke atas majikannya pada 11 April 2022 dan kes beliau telah didaftarkan sebagai Bencana Kerja di bawah Seksyen 2(6) AKSP 1969. Melihat pada rawatan yang diterima, Puan Kosalay juga menghidap penyakit kencing manis yang agak kronik. Berdasarkan kepada keadaan semasa beliau, pihak PERKESO akan merujuk beliau ke Jemaah Doktor bagi tuntutan Faedah Hilang Upaya Kekal selepas tamat tempoh cuti sakit beliau. Beliau juga layak menerima lampin pakai buang secara berkala bagi keperluan harian kerana masih tidak berupaya untuk menguruskan diri sendiri.

Penyampaian baucer bayaran Faedah Hilang Upaya Sementara dan alatan pemulihan perubatan telah disampaikan oleh Pengurus PERKESO Klang, Encik V. Mohanadas dan juga diiringi oleh Ahli Majlis Perbandaran Klang N45D, Dr. Quah Perng Fei serta Encik Saravanan selaku Pegawai Khas wakil DUN Bandar Baru Klang.

CONCERN PERKESO, reduce the burn of Insured Person

The Klang PERKESO Prihatin Squad conducted an immediate investigation on the victim and found that Madam Kosalay a/p Govindan (57 years old) had been working as a cleaner at a construction company since 2008. Immediate action was taken by the Prihatin Squad with regards to her employers on 11th April 2022 and her case was registered as an Employment Injury under Section 2(6) of the Employees' Social Security Act 1969. Based on the treatment received, it was found that Madam Kosalay also had chronic diabetes. Looking at her condition, PERKESO will refer her to the Medical Board for Permanent Disablement Benefit at the end of her medical leave. She was eligible to receive regular supply of disposable diapers for her daily needs as she still could not manage herself.

The voucher for payment of Temporary Disablement Benefit and medical rehabilitation equipment was presented by Klang PERKESO Manager, Mr. V. Mohanadas who was accompanied by Dr Quah Perng Fei, Member of the Klang Municipal Council and Mr Saravanan, the Special Officer representative of Bandar Baru Klang State Assemblyman.











PERKESO Berkongsi Rezeki

Sharing of Bounty by PERKESO

Ketibaan bulan Ramadan mendatangkan keinsafan dan menyemai perasaan empati terhadap golongan yang memerlukan. Atas semangat ingin menyumbang balik kepada komuniti, PERKESO mengambil peluang untuk berkongsi rezeki bersama golongan yang kurang bernasib baik seperti penerima faedah PERKESO yang terdiri daripada ibu-ibu tunggal dan anak-anak yatim di Majlis Iftar PERKESO 2022.

Majlis yang diadakan pada 20 April 2022 di Grand Hyatt Kuala Lumpur ini turut diserikan dengan kehadiran YB Datuk Seri M. Saravanan, Menteri Sumber Manusia yang juga telah menyampaikan sumbangan kepada ibu-ibu tunggal dan anak-anak yatim yang hadir. Selain itu, bacaan al-Quran juga telah didengarkan kepada semua tetamu yang hadir oleh En. Kairie bin Kuzi manakala terjemahannya dibacakan oleh En. Zulhilmi bin Zolkefli.

Turut hadir ialah YB Datuk Haji Awang bin Hashim, Timbalan Menteri Sumber Manusia, YBhg. Datuk Khair Razman bin Mohamed Annuar, Timbalan Ketua Setiausaha (Operasi) KSM, YBrs. En. Maniam a/l Arumugam, Timbalan Ketua Setiausaha (Dasar & Antarabangsa) KSM, Prof. Tan Sri Datuk Dr. Hj. Mohamed Haniffa bin Hj. Abdullah, Pengerusi PERKESO, serta Ahli-ahli Lembaga PERKESO, Ketua-ketua Jabatan serta Agensi di bawah KSM, rakan-rakan wartawan dan tetamu jemputan.

The month of Ramadhan brings with it great empathy for and awareness of the less fortunate. In the spirit of giving back to the community, the organisation took the opportunity to share its bounty with the less fortunate such as PERKESO benefit recipients comprising single mothers and orphans during the PERKESO Iftar 2022.

The event was held on 20th April 2022 at the Grand Hyatt Hotel, Kuala Lumpur and was graced with the presence of Datuk Seri M. Saravanan, Minister of Human Resources who presented the contributions to the single mothers and orphans in attendance. In addition, guests were treated to Quran recitation by Encik Kairie bin Kuzi while the translation was narrated by Encik Zulhilmi bin Zolkefli.

Also in attendance were Datuk Haji Awang bin Hashim, Deputy Minister of Human Resources, Datuk Khair Razman bin Mohamed Annuar, Deputy Secretary General (Operations), Mr. Maniam a/l Arumugam, Deputy Secretary General (Policy & International) Professor Tan Sri Datuk Dr Hj, Mohamed Haniffa Hj. Abdullah, Chairman of PERKESO, Members of PERKESO Board, Heads of Departments and agencies under the Ministry of Human Resources, reporters and guests.

Nasib waris
FOODPANDA TERBELA

Arwah Muhamad Alif bin Bakar yang berumur 29 tahun (bujang) merupakan seorang penghantar makanan Foodpanda telah terlibat kemalangan jalanraya dan disahkan maut di tempat kejadian. Pejabat PERKESO Negeri Melaka telah menziarahi waris keluarga arwah di kediaman mereka di Felcra Ramuan China Kechil, Lubok China, Melaka bagi menyampaikan bayaran Faedah Penakat berjumlah RM868.54 sebulan dan juga Faedah Pengurusan Mayat berjumlah RM2,000.00 yang dibayar secara one-off payment pada 20 September 2022. Melalui Skuad PERKESO Prihatin, Pejabat PERKESO Negeri Melaka akan sentiasa komited untuk terus memberi perlindungan keselamatan sosial secara cepat dan cekap bagi memastikan semua masyarakat di Negeri Melaka tidak kira di mana sahaja mendapat perlindungan sewajarnya.

Fate of Foodpanda's HEIRS IS PROTECTED

The late Muhamad Alif bin Bakar, 29 years old (unmarried) was a Foodpanda food delivery rider who was involved in a traffic accident and was confirmed dead at the location of the accident. The Melaka PERKESO State office visited his family at their residence at Felcra Ramuan China Kechil, Lubok China, Melaka to present them with the Survivors' Pension of RM868.54 per month and the Funeral Benefit of RM2,000.00 as a one-off payment on 20th September 2022. Through its Prihatin Squad, the Melaka PERKESO State office will remain committed in providing timely and efficient social service protection to ensure that all communities in Melaka, wherever they may be, get proper protection.





BANTUAN PERKESO
Kepada Waris Tanah Runtuh Batang Kali

Pada 20 Disember 2022, YB Tuan V. Sivakumar, Menteri Sumber Manusia telah menyampaikan Faedah Pengurusan Mayat (FPM) sebanyak RM2,000 dan bayaran berkala Pencen Penakat berjumlah RM238 sebulan kepada waris Allahyarhamah Nurul Azwani Kamarulzaman. Allahyarhamah meninggal dunia dalam kejadian tanah runtuh di tapak perkhemahan Father's Organic Farm di Jalan Batang Kali-Gohtong Jaya.

Beliau yang bekerja sebagai pembantu kantin di Sekolah Jenis Kebangsaan Cina Mun Choong, mengikuti rombongan perkhemahan kerana menemani dua anak majikannya yang juga guru sekolah tersebut. Allahyarhamah Nurul Azwani merupakan pencarum PERKESO di bawah Akta Keselamatan Sosial Pekerja 1969 [Akta 4].



PERKESO AID to Beneficiaries of Batang Kali Landslide Victim

On 20th December 2022, Mr. V. Sivakumar, Minister of Human Resources, presented Funeral Benefit of RM2,000.00 and scheduled payment of Survivors' Pension of RM238 per month to the beneficiary of the late Nurul Azwani Kamarulzaman who passed away in a landslide at Father's Organic Farm campsite on Jalan Batang Kali, Gohtong Jaya.

The late Nurul Azwani who worked as a canteen assistant at Mun Choong National Chinese School joined the camping trip accompanying his employer's two children who were also teachers at the school. The deceased was a PERKESO contributor under the Employees' Social Security Act 1969 [Act 4].



PROGRAM CAKNA PRIHATIN

Program CAKNA Prihatin Pertubuhan Keselamatan Sosial (PERKESO) – Tabung Haji (TH) merupakan program yang berteraskan tanggungjawab sosial korporat (CSR) bagi membantu pencarum PERKESO dalam menyediakan latihan vokasional, keusahawanan, bantuan peralatan, dan *work trial* sebagai persediaan dan proses sokongan untuk kembali ke aktiviti pekerjaan yang produktif dan berterusan. TH memperuntukkan sejumlah RM800,280.00 bagi PERKESO melaksanakan inisiatif di bawah Program CAKNA Prihatin. Daripada jumlah tersebut, sebanyak RM321,997.90 peruntukan telah digunakan oleh PERKESO pada tahun 2022 iaitu masing-masing adalah untuk pelaksanaan 15 Projek *Caring Centre* yang berjumlah RM464,365.40, lima (5) penerima bagi Projek Sumbangan Perniagaan berjumlah RM20,448.00 dan Penajaan Skim Keselamatan Sosial Pekerjaan Sendiri (SKSPS) kepada 30 orang bekerja sendiri (OBS) berjumlah RM6,984.00.





PROGRAM CAKNA PRIHATIN

The PERKESO – *Tabung Haji (TH) CAKNA Prihatin* programme is a corporate social responsibility (CSR) programme designed to help PERKESO contributors by providing vocational and entrepreneurial training, assistance with regards to equipment and work trial programmes to prepare and support contributors in returning to productive and continued employment. TH has allocated a sum of RM800,280.00 for PERKESO to implement the initiative under its CAKNA Prihatin programme. Of the amount allocated, a sum of RM321,997.00 was disbursed by PERKESO in 2022 for the establishment of 15 Caring Centres costing RM464,365.40, payment to five (5) recipients of the Business Aid Project amounting to RM20,448.00 and funding of the Self Employment Social Security Scheme for thirty (30) self-employed persons amounting to RM6,984.00.

Penyata Kewangan
Financial Statements

06

PENYATA KEWANGAN 2022
FINANCIAL STATEMENT

SIJIL KETUA AUDIT NEGARA
MENGENAI PENYATA KEWANGAN
PERTUBUHAN KESELAMATAN SOSIAL
BAGI TAHUN BERAKHIR 31 DISEMBER 2022

Sijil Mengenai Pengauditan Penyata Kewangan

Pendapat

Saya telah mengaudit Penyata Kewangan Pertubuhan Keselamatan Sosial. Penyata kewangan tersebut merangkumi Penyata Kedudukan Kewangan pada 31 Disember 2022 Pertubuhan Keselamatan Sosial dan Kumpulan dan Penyata Prestasi Kewangan, Penyata Perubahan Aset Bersih serta Penyata Aliran Tunai bagi tahun berakhir pada tarikh tersebut dan nota kepada penyata kewangan termasuklah ringkasan polisi perakaunan yang signifikan seperti yang dinyatakan pada muka surat 3 hingga 98.

Pada pendapat saya, penyata kewangan ini memberikan gambaran yang benar dan saksama mengenai kedudukan kewangan Pertubuhan Keselamatan Sosial dan Kumpulan pada 31 Disember 2022 dan prestasi kewangan serta aliran tunai bagi tahun berakhir pada tarikh tersebut selaras dengan Piawaian Perakaunan Sektor Awam Malaysia (MPSAS); dan kepentuan Akta Keselamatan Sosial Pekerja 1969 [*Akta 4*], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [*Akta 789*], Akta Sistem Insurans Pekerjaan 2017 [*Akta 800*] dan Akta Keselamatan Sosial Suri Rumah 2022 [*Akta 838*] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971.

Asas Kepada Pendapat

Pengauditan telah dijalankan berdasarkan Akta Audit 1957 dan International Standards of Supreme Audit Institutions. Tanggungjawab saya dihuraikan selanjutnya di perenggan Tanggungjawab Juruaudit Terhadap Pengauditan Penyata Kewangan dalam sijil ini. Saya percaya bahawa bukti audit yang diperoleh adalah mencukupi dan bersesuaian untuk dijadikan asas kepada pendapat saya.

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CERTIFICATE OF THE AUDITOR GENERAL
ON THE FINANCIAL STATEMENTS OF
SOCIAL SECURITY ORGANIZATION
FOR THE YEAR ENDED 31 DECEMBER 2022

Certificate on the Audit of the Financial Statements

Opinion

I have audited the Financial Statements of the Social Security Organization. The financial statements comprise the Statements of Financial Position as at 31 December 2022 of the Group and of the Social Security Organization and the Statements of Financial Performance, Statements of Changes in Net Assets and Cash Flows Statements for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, as set out on pages 3 to 99.

In my opinion, the accompanying financial statements give a true and fair view of the financial position of the Group and of the Social Security Organization as at 31 December 2022, and of their financial performance and their cash flows for the year then ended in accordance with the Malaysian Public Sector Accounting Standards (MPSAS) and the Employees' Social Security Act 1969 [*Act 4*], Self Employment Social Security Act 2017 [*Act 789*], Employment Insurance System Act 2017 [*Act 800*], Housewives' Social Security Act 2022 [*Act 838*] and Employees' Social Security (General) Regulations, 1971 requirements.

Basis for Opinion

The audit was conducted in accordance with the Audit Act 1957 and the International Standards of Supreme Audit Institutions. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of my certificate. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

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Kebebasan dan Tanggungjawab Etika Lain

Saya adalah bebas daripada Pertubuhan Keselamatan Sosial dan Kumpulan serta telah memenuhi tanggungjawab etika lain berdasarkan International Standards of Supreme Audit Institutions.

Maklumat Lain Selain Daripada Penyata Kewangan dan Sijil Juruaudit Mengenainya

Lembaga Pertubuhan Keselamatan Sosial bertanggungjawab terhadap maklumat lain dalam Laporan Tahunan. Pendapat saya terhadap Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan tidak meliputi maklumat lain selain daripada penyata kewangan dan Sijil Juruaudit mengenainya dan saya tidak menyatakan sebarang bentuk kesimpulan jaminan mengenainya.

Tanggungjawab Lembaga Terhadap Penyata Kewangan

Lembaga bertanggungjawab terhadap penyediaan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan yang memberi gambaran benar dan saksama selaras dengan Piawaian Perakaunan Sektor Awam Malaysia (MPSAS) dan keseluruhan Akta Keselamatan Sosial Pekerja 1969 [*Akta 4*], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [*Akta 789*], Akta Sistem Insurans Pekerjaan 2017 [*Akta 800*] dan Akta Keselamatan Sosial Suri Rumah 2022 [*Akta 838*] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971. Lembaga juga bertanggungjawab terhadap penetapan kawalan dalaman yang perlu bagi membolehkan penyediaan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan yang bebas daripada salah nyata yang ketara, sama ada disebabkan fraud atau kesilapan.

Semasa penyediaan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan, Lembaga bertanggungjawab untuk menilai keupayaan Pertubuhan Keselamatan Sosial dan Kumpulan untuk beroperasi sebagai satu usaha berterusan, mendedahkannya jika berkaitan serta menggunakannya sebagai asas perakaunan.

Tanggungjawab Juruaudit Terhadap Pengauditan Penyata Kewangan

Objektif saya adalah untuk memperoleh keyakinan yang munasabah sama ada Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan secara keseluruhannya adalah bebas daripada salah nyata yang ketara, sama ada disebabkan fraud atau kesilapan, dan mengeluarkan Sijil Juruaudit yang merangkumi pendapat saya. Jaminan yang munasabah adalah satu tahap jaminan yang tinggi, tetapi bukan satu jaminan bahawa audit yang dijalankan mengikut International Standards of Supreme Audit Institutions akan sentiasa mengesan salah nyata yang ketara apabila ia wujud. Salah nyata boleh wujud daripada fraud atau kesilapan dan dianggap ketara sama ada secara individu atau agregat sekiranya boleh

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Independence and Other Ethical Responsibilities

I am independent of the Group and of the Social Security Organization and I have fulfilled my other ethical responsibilities in accordance with the International Standards of Supreme Audit Institutions.

Information Other than the Financial Statements and Auditor's Certificate Thereon

The Board of the Social Security Organization is responsible for the other information in the Annual Report. My opinion on the Financial Statements of the Group and of the Social Security Organization does not cover the other information and I do not express any form of assurance conclusion thereon.

Responsibilities of the Board for the Financial Statements

The Board is responsible for the preparation of Financial Statements of the Group and of the Social Security Organization that give a true and fair view in accordance with the Malaysian Public Sector Accounting Standards (MPSAS) and the Employees' Social Security Act 1969 [*Act 4*], Self-Employment Social Security Act 2017 [*Act 789*], Employment Insurance System Act 2017 [*Act 800*], Housewives' Social Security Act 2022 [*Act 838*] and Employees' Social Security (General) Regulations, 1971 requirements. The Board is also responsible for such internal control as the Board determines is necessary to enable the preparation of the Financial Statements of the Group and of the Social Security Organization that are free from material misstatement, whether due to fraud or error.

In preparing the Financial Statements of the Group and of the Social Security Organization, the Board is responsible for assessing the Group's and the Social Security Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting.

Auditor's Responsibilities for the Audit of the Financial Statements

My objectives are to obtain reasonable assurance about whether the Financial Statements of the Group and of the Social Security Organization as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditor's Certificate that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the International Standards of Supreme Audit Institutions will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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dijangkakan dengan munasabah untuk mempengaruhi kepulusan ekonomi yang dibuat oleh pengguna berdasarkan penyata kewangan ini.

Sebagai sebahagian daripada pengauditan mengikut International Standards of Supreme Audit Institutions, saya menggunakan pertimbangan profesional dan mengekalkan keraguan profesional sepanjang pengauditan. Saya juga:

a. mengenal pasti dan menilai risiko salah nyata kelara dalam Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan, sama ada disebabkan fraud atau kesilapan, merangka dan melaksanakan prosedur audit yang responsif terhadap risiko berkenaan serta mendapatkan bukti audit yang mencukupi dan bersesuaian untuk memberikan asas kepada pendapat saya. Risiko untuk tidak mengesan salah nyata kelara akibat daripada fraud adalah lebih tinggi daripada kesilapan kerana fraud mungkin melibatkan pakatan, pemalsuan, ketinggalan yang disengajakan, representasi yang salah, atau mengatasi kawalan dalaman;

b. memahami kawalan dalaman yang relevan untuk merangka prosedur audit yang bersesuaian tetapi bukan untuk menyatakan pendapat mengenai keberkesanan kawalan dalaman Pertubuhan Keselamatan Sosial dan Kumpulan;

c. menilai kesesuaian dasar perakaunan yang digunakan dan kemunasabahan anggaran perakaunan dan pendedahan yang berkaitan oleh Lembaga;

d. membuat kesimpulan terhadap kesesuaian penggunaan asas perakaunan untuk usaha berterusan oleh Lembaga dan berdasarkan bukti audit yang diperoleh, sama ada wujudnya ketidakpastian kelara yang berkaitan dengan peristiwa atau keadaan yang mungkin menimbulkan keraguan yang signifikan terhadap kupayaan Pertubuhan Keselamatan Sosial atau Kumpulan sebagai satu usaha berterusan. Jika saya membuat kesimpulan bahawa ketidakpastian kelara wujud, saya perlu melaporkan dalam Sijil Juruaudit terhadap pendedahan yang berkaitan dalam Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan atau, jika pendedahan tersebut tidak mencukupi, pendapat saya akan diubah. Kesimpulan saya dibuat berdasarkan bukti audit yang diperoleh sehingga tarikh Sijil Juruaudit. Bagaimanapun, peristiwa atau keadaan pada masa hadapan berkemungkinan menyebabkan Pertubuhan Keselamatan Sosial atau Kumpulan tidak lagi berupaya meneruskan operasi secara usaha berterusan;

e. menilai persembahan secara keseluruhan, struktur dan kandungan Penyata Kewangan Pertubuhan Keselamatan Sosial dan Kumpulan, termasuk pendedahannya, dan sama ada penyata kewangan tersebut telah melaporkan asas-asas urus niaga dan peristiwa-peristiwa yang membentuk gambaran saksama; dan

As part of an audit in accordance with the International Standards of Supreme Audit Institutions, I exercise professional judgement and maintain professional scepticism throughout the audit. I also:

a. identify and assess the risks of material misstatement of the Financial Statements of the Group and of the Social Security Organization, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

b. obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's and the Social Security Organization's internal control;

c. evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Board;

d. conclude on the appropriateness of the Board's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's or the Social Security Organization's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my Auditor's Certificate to the related disclosures in the Financial Statements of the Group and of the Social Security Organization or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of Auditor's Certificate. However, future events or conditions may cause the Group or the Social Security Organization to cease to continue as a going concern;

e. evaluate the overall presentation, structure and content of the Financial Statements of the Group and of the Social Security Organization, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation; and

f. obtain sufficient appropriate audit evidence regarding the financial information of the entities and business activities within the Group to express an opinion on the Financial Statements of the Group. I am responsible for the direction, supervision and performance of the group audit. I remain solely responsible for my audit opinion.

i. mendapatkan bukti audit yang mencukupi dan bersesuaian berkaitan maklumat kewangan entiti dan aktiviti perniagaan dalam Kumpulan untuk memberikan pendapat terhadap Penyata Kewangan Kumpulan. Saya bertanggungjawab untuk hala tuju, pengawasan dan pelaksanaan pengauditan kumpulan. Saya hanya bertanggungjawab terhadap pendapat saya.

Lembaga telah dimaklumkan, antaranya mengenai skop dan tempoh pengauditan yang dirancang serta penemuan audit yang signifikan termasuk kelemahan kawalan dalaman yang dikenal pasti semasa pengauditan.

Laporan Mengenai Keperluan Perundangan dan Peraturan Lain

Berdasarkan keperluan Akta Keselamatan Sosial Pekerja 1969 [*Akta 4*], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [*Akta 789*], Akta Sistem Insurans Pekerjaan 2017 [*Akta 800*] dan Akta Keselamatan Sosial Suri Rumah 2022 [*Akta 838*] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971, saya juga melaporkan syarikat subsidiari yang tidak diaudit oleh saya, telah dinyatakan di Nota 16 dalam penyata kewangan.

Hal-hal Lain

Sijil ini dibuat untuk Lembaga, Pertubuhan Keselamatan Sosial berdasarkan keperluan Akta Keselamatan Sosial Pekerja 1969 [*Akta 4*], Akta Keselamatan Sosial Pekerjaan Sendiri 2017 [*Akta 789*], Akta Sistem Insurans Pekerjaan 2017 [*Akta 800*] dan Akta Keselamatan Sosial Suri Rumah 2022 [*Akta 838*] serta Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971 dan bukan untuk tujuan lain. Saya tidak bertanggungjawab terhadap pihak lain bagi kandungan sijil ini.

(DATUK WAN SURAYA BINTI WAN MOHD RADZI)
KETUA AUDIT NEGARA
MALAYSIA

PUTRAJAYA
19 SEPTEMBER 2023

The Board has been informed regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I have identify during the audit.

Report on Other Legal and Regulatory Requirements

In accordance with the requirements of the Employees' Social Security Act 1969 [*Act 4*], Self-Employment Social Security Act 2017 [*Act 789*], Employment Insurance System Act 2017 [*Act 800*], Housewives' Social Security Act 2022 [*Act 838*] and Employees' Social Security (General) Regulations, 1971, I report that the subsidiaries, of which I have not acted as auditor, are disclosed in Note 16 to the financial statements.

Other Matters

This certificate is made solely to the Board of the Social Security Organization in accordance with the Employees' Social Security Act 1969 [*Act 4*], Self-Employment Social Security Act 2017 [*Act 789*], Employment Insurance System Act 2017 [*Act 800*], Housewives' Social Security Act 2022 [*Act 838*] and Employees' Social Security (General) Regulations, 1971 requirements, and for no other purpose. I do not assume responsibility to any other person for the content of this certificate.

(DATUK WAN SURAYA BINTI WAN MOHD RADZI)
KETUA AUDIT NEGARA
MALAYSIA

PUTRAJAYA
19 SEPTEMBER 2023

PENYATA PENGERUSI DAN SEORANG AHLI LEMBAGA PERTUBUHAN KESELAMATAN SOSIAL

STATEMENT BY THE CHAIRMAN AND A MEMBER OF THE BOARD SOCIAL SECURITY ORGANISATION

Kami, DATO' SRI SUBAHAN BIN KAMAL dan DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED yang merupakan Pengerusi dan salah seorang Ahli Lembaga PERTUBUHAN KESELAMATAN SOSIAL dengan ini menyatakan bahawa, pada pendapat Lembaga, Penyata Kewangan yang mengandungi Penyata Kedudukan Kewangan, Penyata Prestasi Kewangan, Penyata Perubahan Aset Bersih dan Penyata Aliran Tunai yang berikut ini berserta dengan notanota kepada Penyata Kewangan di dalamnya, adalah disediakan menurut Piawaian Perakaunan Sektor Awam Malaysia (MPSAS) untuk menunjukkan pandangan yang benar dan saksama berkenaan dengan kedudukan kewangan PERTUBUHAN KESELAMATAN SOSIAL pada 31 Disember 2022 dan hasil operasinya serta perubahan kedudukan kewangannya bagi tahun berakhir pada tarikh itu.

We, DATO' SRI SUBAHAN BIN KAMAL and DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED being the Chairman and a Member of the Board of the SOCIAL SECURITY ORGANISATION do hereby state that, in the opinion of the Board, the accompanying Financial Statements which include the Statement of Financial Position, Statement of Financial Performance, Statement of Changes in Net Assets and Cash Flow Statement together with the notes to the Financial Statements are drawn up in accordance with Malaysian Public Sector Accounting Standards (MPSAS) so as to give a true and fair view of the financial position of the SOCIAL SECURITY ORGANISATION as at 31 December 2022 and of the results of its operations and changes in the financial position for the year ended on that date.

Bagi pihak Lembaga,
On behalf of the Board,



Nama : DATO' SRI SUBAHAN BIN KAMAL
Name :

Gelaran : Pengerusi, Lembaga PERKESO
Title : Chairman, Board of SOCSO

Tarikh : 05 APR 2023
Date :

Tempat : KUALA LUMPUR
Place :

Bagi pihak Lembaga,
On behalf of the Board,



Nama : DATO' SRI DR. MOHAMMED AZMAN BIN AZIZ MOHAMMED
Name :

Gelaran : Ketua Eksekutif, PERKESO
Title : Chief Executive, SOCSO

Tarikh : 05 APR 2023
Date :

Tempat : KUALA LUMPUR
Place :

PENGAKUAN OLEH PEGAWAI UTAMA YANG BERTANGGUNGJAWAB KE ATAS PENGURUSAN KEWANGAN PERTUBUHAN KESELAMATAN SOSIAL

DECLARATION BY THE OFFICER PRIMARILY RESPONSIBLE FOR THE FINANCIAL MANAGEMENT OF SOCIAL SECURITY ORGANISATION

Saya, AHMAD NAZLI BIN OTHMAN MOHD, pegawai utama yang bertanggungjawab ke atas pengurusan kewangan dan rekod-rekod perakaunan PERTUBUHAN KESELAMATAN SOSIAL, dengan ikhlasnya mengakui bahawa Penyata Kedudukan Kewangan, Penyata Prestasi Kewangan, Penyata Perubahan Aset Bersih dan Penyata Aliran Tunai yang berikut ini berserta dengan nota-nota kepada Penyata Kewangan di dalamnya, mengikut sebaik-baik pengetahuan dan kepercayaan saya, adalah betul dan saya membuat ikrar ini dengan sebenarnya mempercayai bahawa ia adalah benar dan atas kehendak-kehendak Akta Akuan Berkanun, 1960.

I, AHMAD NAZLI BIN OTHMAN MOHD, being the officer primarily responsible for the financial management and accounting records of the SOCIAL SECURITY ORGANISATION, do solemnly and sincerely declare that the Statement of Financial Position, Statement of Financial Performance, Statement of Changes in Net Assets and Cash Flow Statement and the accompanying notes to the Financial Statements therein, to the best of my knowledge and belief, are correct and I make this solemn declaration conscientiously believing it to be true and by virtue of the provisions of the Statutory Declarations Act, 1960.

Sebenar dan sesungguhnya
diakui oleh penama di atas
di KUALA LUMPUR
pada 05 APR 2023

Subscribed and solemnly
declared by the abovenamed
in KUALA LUMPUR
on 05 APR 2023

AHMAD NAZLI BIN OTHMAN MOHD
Ketua Pegawai Kewangan
Bahagian Kewangan
Pertubuhan Keselamatan Sosial
Chief Financial Officer
Finance Division
Social Security Organisation

Di hadapan saya,
Before me,

PESURUHJAYA SUMPAH
W 804
SHAIFUL HILMI
BIN HALIM
1 Januari 2023
Hingga
31 Disember 2025
MALAYSIA

PESURUHJAYA SUMPAH
COMMISSIONER FOR OATHS

Unit C-6-1, Megan Avenue II
No. 12, Jalan Yap Kwan Seng
50450 Kuala Lumpur

PENYATA KEDUDUKAN KEWANGAN SEPERTI PADA 31 DISEMBER 2022
STATEMENTS OF FINANCIAL POSITION AS AT 31 DECEMBER 2022

	Nota/ Note	KUMPULAN / GROUP		PERKESO	
		2022	2021	2022	2021
		(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET / ASSETS					
Aset Semasa / Current Assets					
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	5	6,527	198,501	6,527	198,501
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	6	1,292,502	167,639	1,292,502	167,639
Aset Kewangan Dinyatakan Pada Nilai Saksama / Financial Assets Designated At Fair Value					
Melalui Lebihan Atau Kurangan / Through Surplus Or Deficit	7	154,946	177,490	154,946	177,490
Derivatif / Derivative	8	38,767	49,551	38,767	49,551
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	9	341,439	236,556	337,874	233,710
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	10	458,082	381,047	458,082	381,047
Cukai Boleh Pulih / Tax Recoverable		419	1,408	-	-
Inventori / Inventories		1,152	-	-	-
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	11	60,990	109,157	788	93,961
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	12	6,418,743	5,905,120	6,411,214	5,832,166
Jumlah Aset Semasa / Total Current Assets		**8,773,567**	**7,226,469**	**8,700,700**	**7,134,065**
Aset Bukan Semasa / Non-Current Assets					
Hartanah Dan Peralatan / Property And Equipment	13	1,330,109	1,243,022	1,287,959	1,213,255
Perisian Komputer / Computer Software	14	151,120	194,757	149,070	192,151
Hartanah Pelaburan / Investment Properties	15	903,000	900,000	903,000	900,000
Pelaburan Dalam Subsidiari / Investment In Subsidiary	16	-	-	77,020	77,020
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	5	49,384	46,725	49,384	46,725
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	6	23,065,824	23,863,708	23,065,824	23,863,708
Aset Kewangan Dinyatakan Pada Nilai Saksama / Financial Assets Designated At Fair Value					
Melalui Lebihan Atau Kurangan / Through Surplus Or Deficit	7	14,992	-	-	-
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	11	448	448	-	-
Jumlah Aset Bukan Semasa / Total Non-Current Assets		**25,514,877**	**26,248,660**	**25,532,257**	**26,292,859**
Jumlah Aset / Total Assets		**34,288,444**	**33,475,129**	**34,232,957**	**33,426,924**

PENYATA KEDUDUKAN KEWANGAN SEPERTI PADA 31 DISEMBER 2022 (SAMB')
STATEMENTS OF FINANCIAL POSITION AS AT 31 DECEMBER 2022 (CONT'D)

	Nota/ Note	KUMPULAN / GROUP		PERKESO	
		2022	2021	2022	2021
		(RM'000)	(RM'000)	(RM'000)	(RM'000)
LIABILITI / LIABILITIES					
Liabiliti Semasa / Current Liabilities					
Derivatif / Derivative	8	19,301	1,048	19,301	1,048
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	17	379,968	361,276	418,230	374,027
Amaun Terhutang Kepada Subsidiari / Amount Due To Subsidiary		-	-	8	57
Peruntukan Bagi Manfaat Anggota / Provision For Staff Benefits	18	902,269	856,225	902,269	856,225
Peruntukan Bagi Manfaat Sosial / Provision For Social Benefits	19	317,217	285,550	317,217	285,550
Geran Kerajaan / Government Grant	20	105,412	434,237	105,412	434,237
Terimaan Terdahulu / Advance Receipt	21	80,094	47,907	80,094	47,907
Liabiliti Pajakan / Lease Liabilities	22	6,328	4,709	-	-
Pinjaman/ Borrowing	23	8,728	-	8,728	-
Jumlah Liabiliti Semasa / Total Current Liabilities		**1,819,317**	**1,990,952**	**1,851,259**	**1,999,051**
Liabiliti Bukan Semasa / Non-Current Liabilities					
Peruntukan Bagi Manfaat Anggota / Provision For Staff Benefits	18	193,996	180,856	193,996	180,856
Liabiliti Cukai Tertunda / Deferred Tax Liabilities		1,642	2,300	-	-
Liabiliti Pajakan / Lease Liabilities	22	15,721	13,876	-	-
Pinjaman / Borrowing	23	700,000	-	700,000	-
Jumlah Liabiliti Bukan Semasa / Total Non-Current Liabilities		**911,359**	**197,032**	**893,996**	**180,856**
Jumlah Liabiliti / Total Liabilities		**2,730,676**	**2,187,984**	**2,745,255**	**2,179,907**
Aset Bersih / Net Assets		**31,557,768**	**31,287,145**	**31,487,702**	**31,247,017**
Aset Bersih / Net Assets					
Lebihan Terkumpul / Accumulated Surplus		70,066	40,128	-	-
Rizab Keselamatan Sosial / Social Security Reserves		30,715,071	29,519,525	30,715,071	29,519,525
Rizab Sedia Untuk Dijual / Available-For-Sale ("AFS") Reserves		772,631	1,727,492	772,631	1,727,492
Jumlah Aset Bersih / Total Net Assets		**31,557,768**	**31,287,145**	**31,487,702**	**31,247,017**

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA PRESTASI KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022
STATEMENTS OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 31 DECEMBER 2022

	Nota/ Note	KUMPULAN / GROUP		PERKESO	
		2022	2021	2022	2021
		(RM'000)	(RM'000)	(RM'000)	(RM'000)
Hasil Daripada Urus Niaga Bukan Pertukaran / Revenue From Non-Exchange Transactions					
Pendapatan Caruman / Contribution Income	24	5,889,395	5,195,121	5,889,395	5,195,121
Geran Kerajaan / Government Grant		-	8	-	-
		5,889,395	**5,195,129**	**5,889,395**	**5,195,121**
Hasil Daripada Urus Niaga Pertukaran / Revenue From Exchange Transactions					
Perkhidmatan Rehabilitasi / Rehabilitation Services		1,047	966	-	-
Pendapatan Pelaburan Kasar / Gross Investment Income	25	1,721,073	1,508,013	1,719,362	1,507,203
Dividen / Dividen		243,548	230,478	243,548	230,478
Keuntungan Daripada Penjualan Instrumen Kewangan / Gains From Sale Of Financial Instruments		357,968	289,239	357,968	289,239
Pendapatan Faedah / Interest Income		978,266	905,437	976,555	904,627
Kerugian Belum Realis Daripada Penilaian Semula Aset Kewangan / Unrealised Losses From Revaluation of Financial Assets		(20,006)	(12,340)	(20,006)	(12,340)
Lain-lain Pendapatan Pelaburan / Other Investment Income		161,297	95,199	161,297	95,199
Lain-lain Pendapatan Bukan Pelaburan / Other Non-Investment Income	25	53,986	87,504	50,386	85,470
		1,776,106	1,596,483	1,769,748	1,592,673
Jumlah Hasil / Total Revenue		**7,665,501**	**6,791,612**	**7,659,143**	**6,787,794**
Belanja / Expenses					
Kos Perkhidmatan Rehabilitasi / Cost For Rehabilitation Services		(80,148)	(56,056)	-	-
Tuntutan Dan Faedah Bersih / Net Claims And Benefits	26	(4,913,589)	(4,509,763)	(5,093,946)	(4,640,564)
Belanja Berkaitan Faedah / Benefits Related Expenses	27	(50,430)	(92,594)	(50,430)	(92,594)
Belanja Operasi / Operating Expenses	28	(1,031,168)	(960,990)	(954,539)	(903,999)
Kerugian Penjejasan Bersih Bagi Aset Kewangan / Net Impairment Losses For Financial Assets	29	(363,258)	(415,160)	(363,258)	(415,160)
Jumlah Belanja / Total Expenses		**(6,438,593)**	**(6,034,563)**	**(6,462,173)**	**(6,052,317)**
Lebihan bagi Tahun / Surplus For The Year		**1,226,908**	**757,049**	**1,196,970**	**735,477**

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA PERUBAHAN ASET BERSIH BAGI TAHUN BERAKHIR 31 DISEMBER 2022
STATEMENTS OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 31 DECEMBER 2022

	RIZAB KESELAMATAN SOSIAL / SOCIAL SECURITY RESERVES						
	Rizab Sedia Untuk Dijual/ Available-For-Sale Reserves	Skim Bencana Kerja Dan Keilatan/ Employment Injury And Invalidity Scheme	Skim Bencana Kerja Pekerjaan Sendiri/ Self-Employed Employment Injury Scheme	Sistem Insurans Pekerjaan/ Employment Insurance System	Skim Keselamatan Sosial Suri Rumah/ Housewives' Social Security Scheme	Lebihan Terkumpul/ Accumulated Surplus	Jumlah Aset Bersih/ Total Net Assets
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
KUMPULAN / GROUP							
Baki Pada 1 Januari 2022 / Balance At 1 January 2022	1,727,492	27,902,252	103,624	1,513,649	-	40,128	31,287,145
Lebihan Bagi Tahun / Surplus For The Year	-	-	-	-	-	1,226,908	1,226,908
Penilaian Semula Pelaburan Kewangan Sedia Untuk Dijual / Revaluation Of Financial Investments Available-For-Sale							
- Kerugian Atas Nilai Saksama / Loss On Fair Value	(959,446)	-	-	-	-	-	(959,446)
- Penyahiktirafan / Derecognition	(357,968)	-	-	-	-	-	(357,968)
- Kerugian Penjejasan / - Impairment Loss	362,553	-	-	-	-	-	362,553
	(954,861)	-	-	-	-	-	(954,861)
Kerugian Aktuari Bagi Manfaat Anggota / Actuarial Loss For Staff Benefits	-	(1,424)	-	-	-	-	(1,424)
Jumlah Hasil Dan Belanja Diiktiraf Bagi Tempoh / Total Recognized Revenue And Expenses For The Year	(954,861)	(1,424)	-	-	-	1,226,908	270,623
Pindahan / Transfer	-	633,212	67,054	494,669	2,035	(1,196,970)	-
Baki Seperti Pada 31 Disember 2022 / Balance As At 31 December 2022	**772,631**	**28,534,040**	**170,678**	**2,008,318**	**2,035**	**70,066**	**31,557,768**
Baki Pada 1 Januari 2021 / Balance At 1 January 2021	2,722,591	27,362,229	66,994	1,317,331	-	18,556	31,487,701
Lebihan Bagi Tahun / Surplus For The Year	-	-	-	-	-	757,049	757,049
Penilaian Semula Pelaburan Kewangan Sedia Untuk Dijual / Revaluation Of Financial Investments Available-For-Sale							
- Kerugian Atas Nilai Saksama / Loss On Fair Value	(1,117,258)	-	-	-	-	-	(1,117,258)
- Penyahiktirafan / Derecognition	(289,239)	-	-	-	-	-	(289,239)
- Kerugian Penjejasan / Impairment Loss	411,398	-	-	-	-	-	411,398
	(995,099)	-	-	-	-	-	(995,099)
Keuntungan Aktuari Bagi Manfaat Anggota / Actuarial Gain For Staff Benefits	-	37,494	-	-	-	-	37,494
Jumlah Hasil Dan Belanja Diiktiraf Bagi Tempoh / Total Recognized Revenue And Expenses For The Year	(995,099)	37,494	-	-	-	757,049	(200,556)
Pindahan / Transfer	-	502,529	36,630	196,318	-	(735,477)	-
Baki Seperti Pada 31 Disember 2021 / Balance As At 31 December 2021	**1,727,492**	**27,902,252**	**103,624**	**1,513,649**	**-**	**40,128**	**31,287,145**

Nota/ Note:
Rizab Keselamatan Sosial adalah rizab yang diketepikan daripada lebihan terkumpul bagi tujuan memenuhi komitmen bayaran jangka panjang kepada penerima faedah yang telah memenuhi syarat obligasi. / Social Security Reserves are the reserves set aside from accumulated surplus for the purpose of meeting the long term payment commitment to beneficiaries that have met the obligation condition.

Pindahan adalah pengagihan lebihan bagi tahun ke rizab mengikut prestasi kewangan skim/sistem atau Akta masing-masing. / Transfer is the distribution of surplus for the year to the respective reserves according to the financial performance of the respective schemes/system or Acts.

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini. / The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA PERUBAHAN ASET BERSIH BAGI TAHUN BERAKHIR 31 DISEMBER 2022
STATEMENTS OF CHANGES IN NET ASSETS FOR THE YEAR ENDED 31 DECEMBER 2022

	RIZAB KESELAMATAN SOSIAL/ SOCIAL SECURITY RESERVES						
	Rizab Sedia Untuk Dijual / Available-For-Sale Reserves	Skim Bencana Kerja Dan Keilatan / Employment Injury And Invalidity Scheme	Skim Bencana Kerja Pekerjaan Sendiri / Self-Employed Employment Injury Scheme	Sistem Insurans Pekerjaan / Employment Insurance System	Skim Keselamatan Sosial Suri Rumah / Housewives' Social Security Scheme	Lebihan Terkumpul / Accumulated Surplus	Jumlah Aset Bersih / Total Net Assets
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
PERKESO							
Baki Pada 1 Januari 2022 / Balance At 1 January 2022	1,727,492	27,902,252	103,624	1,513,649	-	-	31,247,017
Lebihan Bagi Tahun / Surplus For The Year	-	-	-	-	-	1,196,970	1,196,970
Penilaian Semula Pelaburan Kewangan Sedia Untuk Dijual / Revaluation Of Financial Investments Available-For-Sale							
- Kerugian Atas Nilai Saksama / Loss On Fair Value	(959,446)	-	-	-	-	-	(959,446)
- Penyahiktirafan / Derecognition	(357,968)	-	-	-	-	-	(357,968)
- Kerugian Penjejasan / Impairment Loss	362,553	-	-	-	-	-	362,553
	(954,861)	-	-	-	-	-	(954,861)
Kerugian Aktuari Bagi Manfaat Anggota / Actuarial Loss For Staff Benefits	-	(1,424)	-	-	-	-	(1,424)
Jumlah Hasil Dan Belanja Diiktiraf Bagi Tempoh / Total Recognized Revenue And Expenses For The Period	(954,861)	(1,424)	-	-	-	1,196,970	240,685
Pindahan / Transfer	-	633,212	67,054	494,669	2,035	(1,196,970)	-
Baki Seperti Pada 31 Disember 2022 / Balance As At 31 December 2021	**772,631**	**28,534,040**	**170,678**	**2,008,318**	**2,035**	**-**	**31,487,702**
Baki Pada 1 Januari 2021 / Balance At 1 January 2021	2,722,591	27,362,229	66,994	1,317,331	-	-	31,469,145
Lebihan Bagi Tahun / Surplus For The Year	-	-	-	-	-	735,477	735,477
Penilaian Semula Pelaburan Kewangan Sedia Untuk Dijual / Revaluation Of Financial Investments Available-For-Sale							
- Kerugian Atas Nilai Saksama / Loss On Fair Value	(1,117,258)	-	-	-	-	-	(1,117,258)
- Penyahiktirafan / Derecognition	(289,239)	-	-	-	-	-	(289,239)
- Kerugian Penjejasan / Impairment Loss	411,398	-	-	-	-	-	411,398
	(995,099)	-	-	-	-	-	(995,099)
Keuntungan Aktuari Bagi Manfaat Anggota / Actuarial Gain For Staff Benefits	-	37,494	-	-	-	-	37,494
Jumlah Hasil Dan Belanja Diiktiraf Bagi Tempoh / Total Recognized Revenue And Expenses For The Year	(995,099)	37,494	-	-	-	735,477	(222,128)
Pindahan / Transfer	-	502,529	36,630	196,318	-	(735,477)	-
Baki Seperti Pada 31 Disember 2021 / Balance As At 31 December 2021	**1,727,492**	**27,902,252**	**103,624**	**1,513,649**	**-**	**-**	**31,247,017**

Nota/ Note:
Rizab Keselamatan Sosial adalah rizab yang diketepikan daripada lebihan terkumpul bagi tujuan memenuhi komitmen bayaran jangka panjang kepada penerima faedah yang telah memenuhi syarat obligasi./ Social Security Reserves are the reserves set aside from accumulated surplus for the purpose of meeting the long term payment commitment to beneficiaries that have met the obligation condition.
Pindahan adalah pengagihan lebihan bagi tahun ke rizab mengikut prestasi kewangan skim/sistem atau Akta masing-masing./ Transfer is the distribution of surplus for the year to the respective reserves according to the financial performance of the respective schemes/system or Acts.
Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini./ The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2022
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022

	KUMPULAN / GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aliran Tunai Daripada Aktiviti Operasi / Cash Flow From Operating				
Lebihan Bagi Tahun / Surplus For The Year	**1,226,908**	**757,049**	**1,196,970**	**735,477**
Pelarasan Bagi / Adjustments For:				
Pendapatan Dividen / Dividend Income	(243,548)	(230,478)	(243,548)	(230,478)
Pendapatan Faedah / Interest Income	(982,271)	(910,022)	(980,536)	(909,183)
Keuntungan Yang Terbit Daripada Jualan / Penebusan Pelaburan Kewangan Sedia Untuk Dijual / Gain Arising From Sale / Redemption Of Financial Investments Available-For-Sale	(357,968)	(289,239)	(357,968)	(289,239)
(Keuntungan) / Kerugian Belum Realis Daripada Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Unrealised (Gains)/Loses From Financial Asssets Designated At Fair Value Through Surplus Or Deficit	(10,078)	60,757	(10,078)	60,757
Kerugian/(Keuntungan) Belum Realis Daripada Penilaian Semula Aset Kewangan Derivatif / Unrealised Losses /(Gain) From Revaluation Of Derivative Financial Assets	30,084	(48,417)	30,084	(48,417)
Kerugian Penjejasan Atas Pelaburan Kewangan Sedia Untuk Dijual/ Impairement Losses On Financial Investments Available For-Sale	362,553	411,398	362,553	411,398
Keuntungan Bersih Atas Pertukaran Asing / Net Gains On Foreign Exchange	(105,767)	(60,373)	(105,767)	(60,373)
Pendapatan Sewa Daripada Hartanah Pelaburan / Rental Income From Investment Properties	(37,362)	(34,826)	(37,362)	(34,826)
Pelarasan Nilai Saksama Atas Pelaburan Hartanah / Fair Value Adjustment On Investment Properties	(3,000)	-	(3,000)	-
Keuntungan Daripada Pelupusan Hartanah Dan Peralatan / Losses From Disposal Of Property And Equipment	(84)	(954)	(84)	(954)
Kerugian Daripada Pelupusan Hartanah Dan Peralatan / Losses From Disposal Of Property And Equipment	24	7	24	7
Hapus Kira Hartanah Dan Peralatan / Property And Equitment Written Off	5,643	-	5,643	-
Susut Nilai Hartanah Dan Peralatan / Depreciation Of Property And Equitment	78,555	72,086	68,459	64,982
Pelunasan Perisian Komputer / Amortisation Of Computer Software	87,380	58,735	86,594	57,960
Hartanah Dan Peralatan Dibelanjakan / Property And Equitment Expensed Off	83	1,890	83	1,890
Perisian Komputer Dibelanjakan / Computer Software Expensed Off	950	5,697	950	5,697
Manfaat Anggota / Staff Benefits	90,637	65,692	90,637	65,692
Manfaat Sosial / Social Benefits	317,217	285,550	317,217	285,550
Pelarasan Nilai Saksama Atas Pinjaman Anggota / Fair Value Adjustment On Staff Loans	427	50	427	50
Elaun Bersih Bagi Hutang Ragu Ke Atas Aset / Net Allowance For Doubtful Debts On Financial Asets	2,739	4,677	2,739	4,677
Hapus Kira Hutang Lapuk Ke Atas Aset Kewangan / Bad Debts Written Off On Financial Assets	676	734	676	734
Tunai Daripada Operasi Sebelum Perubahan Dalam Modal Kerja / Cash From Operation Before Changes in Working Capital	**463,798**	**150,013**	**424,713**	**121,401**

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

	KUMPULAN / GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Perubahan Dalam Modal Kerja: / Changes In Working Capital:				
Tambahan/(Kurangan) Dalam Modal Kerja: / Increase/(Decrease) In Working Capital:				
Pelbagai Penghutang Dan Deposit / Sundry Debtors And Deposits	(223,315)	222,775	(187,646)	230,996
Faedah Dan Tuntutan Belum Bayar / Benefits And Claims Payables	72,487	65,866	52,882	51,930
Pinjaman Anggota Dan Pendidikan / Staff And Education Loans	4,289	3,289	4,289	3,289
Manfaat Anggota / Staff Benefits	(32,877)	(15,920)	(32,877)	(15,920)
Manfaat Sosial / Social Benefits	(285,550)	(250,316)	(285,550)	(250,316)
Geran Kerajaan / Government Grant	(328,825)	428,798	(328,825)	428,806
Terimaan Terdahulu / Advance Receipt	32,187	41,875	32,187	41,875
Cukai Dikembalikan / Tax Refunded	989	-	-	-
Inventori / Inventories	(1,152)	-	-	-
Tunai Bersih (Digunakan Dalam) / Dijanakan Daripada Aktiviti Operasi / Net Cash Generated From / (Used In) Operating Activities	**(297,969)**	**646,380**	**(320,827)**	**612,061**
Aliran Tunai Daripada Aktiviti Pelaburan / Cash Flow From Investing Activities				
Perolehan Bagi: / Acquisition Of:				
- Hartanah Dan Peralatan / Property And Equipment	(157,362)	(167,444)	(134,883)	(151,533)
- Perisian Komputer / Computer Software	(58,722)	(49,119)	(58,492)	(48,913)
Hasil Bersih Daripada Penjualan/(Perolehan) Bagi: / Net Proceeds From Sale/ Acquisition Of:				
- Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	(1,180,656)	(1,019,511)	(1,180,656)	(1,019,511)
- Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	16,583	(176,321)	31,575	(176,321)
Hasil Daripada Pelupusan Bagi Hartanah Dan Peralatan / Proceeds From Disposal Of Property And Equitment:	83	2,273	83	2,273
Hasil Daripada Pinjaman Jaminan Kerajaan / Proceeds From Government Guaranteed Loan	191,542	61,239	191,542	61,239
Pembiayaan Pinjaman Korporat / Disbursement Of Corporate Loan	(5,000)	-	(5,000)	-
Pengeluaran Bersih Deposit Dengan Institusi Kewangan Berlesen / Net Uplifment Of Deposit With Licensed Financial Institutions	48,167	905,416	93,173	905,427
Dividen Diterima / Dividend Received	240,799	231,586	240,799	231,586
Faedah Diterima / Interest Received	985,329	907,466	984,372	906,627
Pendapatan Sewa Diterima Daripada Hartanah Pelaburan / Rental Income Received From Investment Properties	37,362	34,826	37,362	34,826
Tunai Bersih Dijana Daripada Aktiviti Pelaburan / Net Cash Generated From Investing Activities	**118,125**	**730,411**	**199,875**	**745,700**

PENYATA ALIRAN TUNAI XBAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

	KUMPULAN / GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aliran Tunai Daripada Aktiviti Pembiayaan / Cash Flow From Investing Activities				
Bayaran Balik Liabiliti Pajakan / Repayment of Lease Liabilities	(6,533)	-	-	-
Hasil Daripada Pinjaman / Proceeds From Borrowing	700,000	-	700,000	-
Tunai Bersih Dijana Daripada Aktiviti Pembiayaan / Net Cash Generated From Financing Activities	**693,467**	**-**	**700,000**	**-**
Tambahan Bersih Dalam Tunai Dan Kesetaraan Tunai / Net Increase In Cash And Cash Equivalents	513,623	1,376,791	579,048	1,357,761
Tunai Dan Kesetaraan Tunai Seperti Pada 1 Januari / Cash And Cash Equivalents As At 1 January	5,905,120	4,528,329	5,832,166	4,474,405
Tunai Dan Kesetaraan Tunai Seperti Pada 31 Disember / Cash And Cash Equivalents As At 31 Disember	**6,418,743**	**5,905,120**	**6,411,214**	**5,832,166**

Polisi-polisi perakaunan dan nota-nota penerangan yang disertakan merupakan sebahagian asasi penyata kewangan ini.
The accompanying accounting policies and explanatory notes form an integral part of the financial statements.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. Maklumat Korporat Dan Aktiviti Utama

Pertubuhan Keselamatan Sosial ("PERKESO") telah ditubuhkan sebagai Jabatan Kerajaan pada 1 Januari 1971 bagi menguatkuasakan Akta Keselamatan Sosial Pekerja 1969. Mulai 1 Julai 1985, PERKESO telah menjadi sebuah Badan Berkanun Persekutuan. PERKESO bertanggungjawab dalam memberi perlindungan keselamatan sosial kepada orang berinsurans dan tanggungan mereka yang layak menerusi pembayaran faedah di bawah Skim-skim Keselamatan Sosial di samping meningkatkan kesedaran mengenai keselamatan dan kesihatan pekerja di Malaysia. Aktiviti utama subsidiari adalah seperti yang dinyatakan di Nota 16 kepada Penyata Kewangan.

PERKESO mentadbir dua jenis skim keselamatan sosial iaitu skim bencana pekerjaan dan skim pencen ilat. Skim-skim ini memberi perlindungan kepada para pekerja dan tanggungan yang layak apabila berlakunya kejadian luar jangka yang menimpa pekerja berkenaan seperti bencana pekerjaan, keilatan dan kematian. Skim ini turut menyediakan kemudahan pemulihan terhadap pekerja yang ditimpa bencana bagi membolehkannya kembali aktif dalam kehidupan harian dan kembali bekerja dengan secepat mungkin.

PERKESO juga menguatkuasakan Akta Keselamatan Sosial Pekerjaan Sendiri 2017 dan mentadbir skim bencana pekerjaan sendiri untuk pemandu teksi, e-hailing dan pemandu bas berkuat kuasa pada 1 Jun 2017 dan diperluaskan kepada 19 sektor lain mulai 1 Januari 2020. Skim ini memberikan perlindungan kepada orang berinsurans yang bekerja sendiri daripada bencana pekerjaan termasuk penyakit khidmat dan kemalangan semasa menjalankan aktiviti pekerjaan dan juga memberi faedah tunai kepada pemandu teksi dan tanggungan mereka di samping faedah perubatan, pemulihan fizikal dan latihan vokasional.

1. Corporate Information And Principal Activities

Social Security Organisation ("PERKESO") was established as a Government Department on 1 January 1971 to enforce the Employees Social Security Act 1969. It became a Federal Statutory Body on 1 July 1985. PERKESO is responsible in providing social security protection to insured persons and their eligible dependants through payment of benefits u nder S ocial S ecurity S chemes besides increasing the awareness on employees' safety and health in Malaysia. The principal activities of the subsidiary is described in Note 16 to the financial statements.

PERKESO administers two types of social security schemes, namely employment injury scheme and invalidity pension scheme. These schemes provide protection to employees and their eligible dependants in the occurrence of unforeseen events to the employee such as employment injury, invalidity and death. These schemes also provide rehabilitation facilities for injured employees, allowing them to regain their active daily life and return to work as soon as permitted.

PERKESO also enforces Self Employment Social Security Act 2017 and administer self-employed employment injury scheme for taxi driver, e-hailing and bus drivers which took effect o n 1 J une 2 017 a nd e xtended t o 1 9 other sectors from 1 January 2020. This scheme provides protection to self-employed insured persons from employment injuries including occupational diseases and accidents during work-related activities and also provides cash benefits t o t axi d rivers a nd their dependants besides providing medical care, physical rehabilitation and vocational training.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

1. Maklumat Korporat Dan Aktiviti Utama (samb)

PERKESO juga telah menguatkuasakan Akta Sistem Insurans Pekerjaan 2017 pada 1 Januari 2018 yang merupakan satu jaringan keselamatan sosial bagi membantu golongan pekerja yang kehilangan pekerjaan. Akta ini mengandungi 2 komponen utama iaitu Insurans Pekerjaan yang memberi faedah melalui bantuan kewangan dan Dasar Pasaran Buruh Aktif sebagai komponen kedua yang menyediakan program latihan, insentif pekerjaan serta bantuan mencari pekerjaan. Faedah-faedah yang disediakan di bawah kedua-kedua komponen ini ialah Elaun Mencari Pekerjaan, Elaun Bekerja Semula Awal, Elaun Pendapatan Berkurangan, Elaun Latihan, Yuran Latihan dan Perkhidmatan Pekerjaan. Akta ini dilaksanakan mulai 1 Januari 2018 dengan memberikan bayaran faedah interim sebanyak RM600 kepada pekerja yang kehilangan pekerjaan sebagai pelaksanaan awalnya. Manakala pelaksanaan sepenuhnya faedah-faedah di bawah Akta ini adalah berkuat kuasa mulai 1 Januari 2019.

PERKESO juga telah menguatkuasakan Akta Keselamatan Sosial Suri Rumah 2022 pada 1 Disember 2022, bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilatan semasa menguruskan rumah tangga.

Ibu Pejabat PERKESO terletak di Menara PERKESO, 281 Jalan Ampang, 50538 Kuala Lumpur. PERKESO mempunyai 14 buah Pejabat Negeri, 39 buah Pejabat PERKESO di seluruh negara dan 1 syarikat subsidiari iaitu Pusat Rehabilitasi PERKESO Sdn. Bhd. di Melaka.

Penyata kewangan bagi tahun kewangan berakhir 31 Disember 2022 ini telah diluluskan untuk diterbitkan oleh Lembaga PERKESO pada 5 April 2023.

1. Corporate Information And Principal Activities (cont)

PERKESO has also enforced the Employment Insurance System Act 2017 on 1 January 2018 which is a social security network to help workers who are losing their jobs. This Act contains two main components which is Employment Insurance that give benefits through financial assistance and the Active Labor Market Policy as the second component providing training programs, job incentives and job search assistance. Benefits provided under these two components are Job Search Allowance, Early Re-Employment Allowance, Reduced Income Allowance, Training Allowance, Training Fee and Job Services. This Act was implemented from 1 January 2018 by providing interim benefits of RM600 to employees who lost their jobs as an initial exercise. Whereas the full implementation of the benefits under this Act is effective from 1 January 2019.

PERKESO providing social security protection to housewives against domestic accidents and invalidity while managing the household.

PERKESO's Headquarters is located at Menara PERKESO, 281 Jalan Ampang, 50538 Kuala Lumpur. It has 14 State Offices, 39 PERKESO offices nationwide and 1 subsidiary company which is PERKESO Rehabilitation Centre Sdn Bhd in Melaka.

The financial statements for the financial year ended 31 December 2022 were authorised for issue by the Board of PERKESO on 5 April 2023.

2. Objektif Dan Polisi Pengurusan Risiko Kewangan

PERKESO terdedah kepada pelbagai risiko kewangan termasuk risiko pasaran, risiko kredit, risiko kecairan dan risiko operasi. Secara umumnya, objektif dan polisi pengurusan risiko kewangan adalah bertujuan meminimumkan risiko dalam pada mengoptimumkan pulangan kepada PERKESO.

2. Financial Risk Management Objectives And Policies

PERKESO is exposed to various financial risks including market risks, credit risk, liquidity risk and operational risk. Generally, the objectives and policies of financial risk management are aimed at minimising risks in optimising returns to PERKESO.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

2. Objektif Dan Polisi Pengurusan Risiko Kewangan (samb)

Risiko Kewangan

Risiko kewangan adalah berkaitan dengan pelbagai perubahan dalam aspek ekonomi yang memberi impak kepada kestabilan kewangan PERKESO. Terdapat tiga (3) jenis risiko kewangan yang dihadapi oleh PERKESO seperti berikut:

i. Risiko pasaran (yang terdiri daripada risiko kadar faedah, risiko harga ekuiti dan risiko mata wang);
ii. Risiko kredit; dan
iii. Risiko kecairan.

Polisi lengkap berkaitan setiap jenis risiko kewangan yang disenaraikan di atas adalah seperti yang didedahkan dalam Nota 33.

3. Dasar Perakaunan Yang Penting

3.1 Penyata Pematuhan Dan Asas Penyediaan

PERKESO telah menerima pakai asas akruan daripada Piawaian Perakaunan Sektor Awam Malaysia ("MPSAS"). Penyata kewangan ini dibentangkan dalam Ringgit Malaysia ("RM"), yang merupakan mata wang fungsian dan pelaporan PERKESO dan semua nilai adalah dibundarkan kepada ribu terdekat ("RM'000"). Dasar-dasar perakaunan telah diguna pakai secara konsisten sepanjang tempoh ini.

Penyata kewangan ini telah disediakan atas asas kos sejarah, kecuali dinyatakan sebaliknya. Penyata aliran tunai disediakan menggunakan kaedah tidak langsung. Penyata kewangan telah disediakan mengikut asas akruan.

3.2 Ringkasan Dasar Perakaunan Yang Penting

a) Asas Penyatuan

Penyata Kewangan Kumpulan mengandungi Penyata Kewangan PERKESO dan subsidiarinya yang disediakan pada akhir tahun kewangan. Penyata Kewangan subsidiari disediakan bagi tarikh pelaporan yang sama dengan PERKESO serta menggunakan dasar perakaunan yang konsisten untuk transaksi dan peristiwa yang mempunyai keadaan yang sama.

2. Financial Risk Management Objectives And Policies (cont)

Financial Risk

Financial risks are associated with various changes in economic aspects which give impact to the PERKESO financial stability. There are three (3) types of financial risks faced by the PERKESO as follows:

i. Market risk (which comprises of interest rate risk, equity price risk and currency risk);
ii. Credit risk; and
iii. Liquidity risk.

Detailed policies pertaining to each type of financial risks as listed above are disclosed in Note 33.

3. Significant Accounting Policies

3.1 Statement Of Compliance And Basis Of Preparation

PERKESO adopted the accrual basis of Malaysian Public Sector Accounting Standards ("MPSAS"). The financial statements are presented in Ringgit Malaysia ("RM"), which is the functional and reporting currency of PERKESO and all values are rounded to the nearest thousand ("RM'000"). The accounting policies have been consistently applied throughout the period.

The financial statements have been prepared on the basis of historical cost, unless stated otherwise. The cash flows statement is prepared using the indirect method. The financial statements are prepared on an accrual basis.

3.2 Summary Of Significant Accounting Policies

a) Basis Of Consolidation

The Group Financial Statements comprises of the Financial Statements of the PERKESO and it's subsidiary which have been prepared as at the financial year end. The Financial Statements of the subsidiary are prepared for the same reporting date as the PERKESO, using consistent accounting policies for transaction and events in similar circumstances.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

a) Asas Penyatuan (samb')

PERKESO mengawal syarikat pelaburan sekiranya dan hanya jika PERKESO mempunyai semua perkara berikut:

(i) Kuasa atas syarikat pelaburan (iaitu hak yang ada yang memberikannya kemampuan semasa untuk mengarahkan aktiviti yang berkaitan dengan syarikat pelaburan);

(ii) Pendedahan, atau hak, terhadap pulangan berubah daripada pelaburannya dengan syarikat pelaburan; dan

(iii) Keupayaan untuk menggunakan kuasanya ke atas syarikat pelaburan untuk mempengaruhi pulangannya.

Subsidiari adalah disatukan dari tarikh pemerolehan, tarikh di mana PERKESO memperolehi kawalan dan berterusan untuk disatukan sehingga ke tarikh kawalan tersebut secara kuatkuasanya tamat. Semua baki, pendapatan dan perbelanjaan serta keuntungan dan kerugian belum realis dalam kumpulan hasil daripada urus niaga dalam kumpulan adalah dihapuskan sepenuhnya.

Gabungan Perniagaan

Gabungan perniagaan diakaunkan menurut kaedah pemerolehan. Kos pemerolehan adalah diukur berdasarkan jumlah balasan yang dipindahkan yang diukur pada nilai saksama pada tarikh pemerolehan dan amaun kepentingan tak kawal dalam entiti syarikat yang dibeli. Kos yang berkaitan dengan pemerolehan adalah dibelanjakan dan termasuk dalam belanja operasi.

Muhibah pada awalnya diukur pada kos, yang merupakan lebihan daripada jumlah balasan yang dipindahkan dan amaun yang diiktiraf untuk kepentingan tak kawal, dan sebarang kepentingan sebelumnya yang dipegang ke atas aset bersih yang dapat dikenal pasti yang dibeli dan liabiliti yang diandaikan. Sekiranya nilai saksama bagi aset bersih yang diperolehi melebihi jumlah balasan yang dipindahkan, Kumpulan menilai semula sama

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

a) Basis Of Consolidation (cont'd)

PERKESO controls an investee if and only if PERKESO has all the following:

(i) Power over the investee (i.e. existing rights that give it the current ability to direct the relevant activities of the investee);

(ii) Exposure, or rights, to variable returns from its investment with the investee; and

(iii) The ability to use its power over the investee to affect its returns.

Subsidiaries are consolidated from the date of acquisition, being the date on which the PERKESO obtains control and continue to be consolidated until the date such control effectively ceased. All intra group balances, income and expenses and unrealised gain and losses resulting from intra group transactions are eliminated in full.

Business Combinations

Business combinations are accounted for using the acquisition method. The cost of an acquisition is measured as the aggregate of the consideration transferred measured at acquisition date fair value and the amount of any non-controlling interests in the acquiree. Acquisition-related costs are expensed as incurred and included in operating expenses.

Goodwill is initially measured at cost, being the excess of the aggregate of the consideration transferred and the amount recognised for non-controlling interests, and any previous interest held, over the net identifiable assets acquired and liabilities assumed. If the fair value of the net assets acquired is in excess of the aggregate consideration transferred, the Group re-assesses whether it has correctly

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

a) Asas Penyatuan (samb')

ada ia telah mengenal pasti semua aset yang diperolehi dengan betul dan semua liabiliti yang diandaikan dan menyemak semula prosedur yang digunakan untuk mengukur amaun yang akan diiktiraf pada tarikh pemerolehan. Sekiranya penilaian semula masih menghasilkan lebihan daripada nilai saksama aset bersih yang diperolehi daripada agregat balasan yang dipindahkan, maka keuntungan diiktiraf dalam lebihan atau kurangan.

Selepas pengiktirafan awal, muhibah diukur pada kos ditolak kerugian penjejasan terkumpul. Bagi tujuan pengujian penjejasan, muhibah yang diperolehi dalam gabungan perniagaan, dari tarikh pemerolehan dialokasikan kepada setiap unit penjana tunai Kumpulan yang dijangka mendapat manfaat daripada gabungan tersebut, tanpa mengira sama ada aset atau liabiliti lain daripada syarikat yang dibeli diperuntukkan kepada unit-unit tersebut.

b) Pelaburan Dalam Subsidiari

Subsidiari adalah semua entiti (termasuk yang diperbadankan untuk tujuan khas) di mana Kumpulan mempunyai kuasa untuk mengawal. Kawalan wujud apabila Kumpulan terdedah, atau mempunyai hak untuk mendapatkan pulangan yang berubah-ubah daripada penglibatannya dengan entiti terlibat dan mempunyai kemampuan untuk mempengaruhi pulangan tersebut melalui kuasa atas entiti tersebut.

Pelaburan tidak tersiar harga dalam subsidiari dinyatakan pada kos dan kemudiaannya diselaraskan kepada nilai boleh pulih yang mengambil kira kerugian penjejasan pada tahun tersebut, jika ada. Dasar untuk pengiktirafan dan pengukuran kerugian penjejasan adalah berpandukan Nota 3.2 (j).

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

a) Basis Of Consolidation (cont'd)

identified all of the assets acquired and all of the liabilities assumed and reviews the procedures used to measure the amounts to be recognised at the acquisition date. If the reassessment still results in an excess of the fair value of net assets acquired over the aggregate consideration transferred, then the gain is recognised in surplus or deficit.

After initial recognition, goodwill is measured at cost less any accumulated impairment losses. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to each of the Group's cash-generating units that are expected to benefit from the combination, irrespective of whether other assets or liabilities of the acquiree are assigned to those units.

b) Investment In Subsidiary

Subsidiaries are all entities (inclusive those incorporated for special purpose) of which the Group has the power to control. Control exists when the Group is exposed, or has rights to variable returns from it's involvement with the entity and has the ability to affect those returns through it's power over the entity.

The unquoted investment in subsidiaries are stated at cost and thereafter adjusted to it's recoverable value which takes into consideration the impairment loss in the said year, if any. The policy for the recognition and measurement of impairment loss is in accordance with Note 3.2 (j).

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

c) Pengiktirafan Hasil

Hasil Daripada Urus Niaga Bukan Pertukaran

Pendapatan Caruman

Pendapatan caruman daripada majikan dan pekerja diiktiraf apabila PERKESO mempunyai hak yang boleh dikuatkuasakan untuk menerimanya.

Geran Kerajaan

Geran kerajaan diiktiraf pada nilai saksamanya apabila terdapat jaminan yang munasabah bahawa geran akan diterima dan PERKESO akan mematuhi semua syarat yang ditetapkan. Geran dengan syarat pada awalnya akan diiktiraf sebagai liabiliti dan berikutnya sebagai hasil daripada urus niaga bukan pertukaran dalam tempoh pelaporan yang memenuhi syaratnya.

Geran kerajaan tanpa syarat diukur pada nilai saksama dan diiktiraf sebagai hasil daripada urus niaga bukan pertukaran pada titik kawalan diperoleh ke atas aset (tunai), hasil berkenaan boleh diukur dengan pasti dan berkemungkinan manfaat ekonomi atau potensi perkhidmatan yang berkaitan dengan aset berkenaan akan mengalir ke PERKESO.

Sebarang geran yang diterima tidak diiktiraf sebagai hasil apabila PERKESO hanya bertindak sebagai ejen pelaksana dan pembayar.

Pendapatan Faedah

Pendapatan faedah diakrukan dengan menggunakan kaedah hasil efektif. Hasil efektif ini mendiskaunkan anggaran terimaan tunai masa hadapan di sepanjang jangkaan usia aset kewangan sehingga amaun yang dibawa bersih aset terbabit. Kaedah ini diaplikasikan kepada baki prinsipal untuk menentukan pendapatan faedah bagi setiap tempoh.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

c) Revenue Recognition

Revenue From Non-Exchange Transactions

Contribution Income

Contribution income from employers and employees is recognised when PERKESO has an enforceable right to receive it.

Government Grant

Government grants are recognised at their fair value when there is a reasonable assurance that the grants will be received and PERKESO will comply with all the stipulated conditions. Grants with conditions will initially be recognised as liability and subsequently as revenue from non-exchange transactions during the reporting period which the conditions are satisfied.

Government grants without conditions are measured at fair value and recognised as revenue from non-exchange transactions at the point control is obtained over the asset (cash), the revenue can be reliably measured and it is probable that the economic benefits or service potential related to the asset will flow to PERKESO.

Any grants received are not recognised as revenue when PERKESO is only acting as an implementing and paying agent.

Interest Income

Interest income is accrued using the effective yield method. The effective yield discounts estimated future cash receipts through the expected life of the financial asset to that asset's net carrying amount. The method applies this yield to the principal outstanding to determine interest income each period.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

c) Pengiktirafan Hasil (samb)

Dividen

Dividen atau agihan yang setara dengannya hendaklah diiktiraf apabila hak pemegang saham atau PERKESO untuk menerima bayaran tersebut ditentukan.

Pendapatan Sewa

Pendapatan sewa hasil daripada pajakan operasi atas pelaburan hartanah dikira pada asas garis lurus di sepanjang tempoh pajakan dan diambil kira sebagai hasil.

Faedah Caruman Lewat Bayar Dan Kompaun

Faedah caruman lewat bayar dan kompaun diiktiraf atas asas tunai.

Penyampaian Perkhidmatan

Hasil daripada penyampaian perkhidmatan diiktiraf setelah pengakuan terimaan dan penyempurnaan sesuatu perkhidmatan. Kos yang dikenakan untuk kerja yang dilaksanakan sehingga ke suatu tarikh tidak termasuk kos yang berkaitan dengan aktiviti masa hadapan, seperti untuk bahan atau bayaran terdahulu.

d) Pelaburan Hartanah

Hartanah pelaburan pada awalnya diukur pada kos yang mana termasuk kos urus niaga yang berkaitan. Amaun yang dibawa adalah termasuk kos penggantian komponen bagi hartanah pelaburan sedia ada pada masa kos tersebut dikenakan sekiranya kriteria pengiktirafan telah dipenuhi dan tidak termasuk kos penyelenggaraan harian bagi hartanah pelaburan.

Selepas pengiktirafan awal, hartanah pelaburan dinyatakan pada nilai saksama. Nilai saksama bagi hartanah pelaburan adalah berdasarkan penilaian oleh penilai bebas dan/atau penilai dalaman berdaftar dan mempunyai kelayakan profesional diiktiraf yang bersesuaian dan pengalaman terkini berkaitan lokasi dan kategori

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

c) Revenue Recognition (cont'd)

Dividen

Dividend or similar distributions must be recognised when the shareholder's or PERKESO's right to receive payments is established.

Rental Incom

Rental income arising from operating leases on properties is accounted for on a straight-line basis over the lease terms and included in revenue.

Interest On Late Contribution And Compound

Interest on late contribution and compound are recognised on a cash basis.

Rendering Of Service

Revenue from rendering of services is recognised upon acknowledgement and completion of services. Costs incurred for work performed to date do not include costs relating to future activity, such as for materials or prepayments.

d) Investment Propert

Investment properties are initially measured at cost, which includes related transaction costs. The carrying amount includes the replacement cost of components of an existing investment property at the time that cost is incurred if the recognition criteria are met and excludes the costs of day-to-day maintenance of an investment property.

After initial recognition, investment properties are stated at fair value. Fair values of investment properties are based on valuations by registered independent and/or in-house valuers and with appropriate recognised professional qualifications and recent experience in the location and category of the properties

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

d) Pelaburan Hartanah (samb)

hartanah yang dinilai. Keuntungan atau kerugian yang terbit daripada perubahan dalam nilai saksama hartanah pelaburan akan diiktiraf dalam lebihan atau kurangan dalam tahun kewangan di mana ianya berlaku.

Jika PERKESO menetapkan bahawa nilai saksama hartanah pelaburan dalam pembinaan tidak boleh ditentukan dengan pasti tetapi menjangka nilai saksama hartanah boleh ditentukan dengan pasti apabila pembinaan siap, PERKESO hendaklah mengukur hartanah pelaburan dalam pembinaan pada kos sehingga sama ada nilai saksamanya boleh ditentukan dengan pasti atau pembinaan siap sepenuhnya (yang mana terdahulu). Apabila PERKESO boleh mengukur dengan pasti nilai saksama hartanah pelaburan dalam pembinaan yang mana sebelumnya telah diukur pada nilai kos, PERKESO hendaklah mengukur hartanah itu pada nilai saksamanya.

Perbelanjaan berikutnya adalah dipermodalkan kepada amaun yang dibawa oleh aset berkenaan hanya apabila terdapat kemungkinan bahawa manfaat ekonomi masa hadapan berkaitan dengan perbelanjaan tersebut akan mengalir kepada PERKESO dan kos bagi item berkenaan boleh diukur dengan pasti. Semua kos pembaikan dan penyelenggaraan lain adalah dibelanjakan apabila ianya berlaku. Apabila sebahagian daripada hartanah pelaburan diganti, amaun yang dibawa bagi bahagian yang diganti akan dinyahiktirafkan.

Hartanah pelaburan adalah dinyahiktirafkan sama ada apabila ia telah dilupuskan atau apabila hartanah pelaburan itu tidak digunakan secara kekal dan tiada manfaat ekonomi masa hadapan yang dijangkakan daripada pelupusannya. Keuntungan atau kerugian yang terbit daripada penamatan atau pelupusan hartanah pelaburan ditentukan daripada perbezaan di antara hasil pelupusan bersih, jika ada, dengan amaun yang dibawa oleh aset itu dan

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

d) Investment Propert (cont'd)

being valued. Gains or losses arising from changes in the fair values of investment properties are recognised in surplus or deficit in the financial year in which they arise.

If PERKESO determines that the fair value of an investment property under construction is not reliably determinable but expects the fair value of the property to be reliably determinable when construction is completed, PERKESO shall measure that investment property under construction at cost until either its fair value becomes reliably determinable or construction is completed (whichever is earlier). Once PERKESO is able to measure reliably the fair value of an investment property under construction that has previously been measured at cost, PERKESO shall measure that property at its fair value.

Subsequent expenditure is capitalised to the asset's carrying amount only when it is probable that future economic benefits associated with the expenditure will flow to PERKESO and the cost of the item can be measured reliably. All other repairs and maintenance costs are expensed when incurred. When part of an investment property is replaced, the carrying amount of the replaced part is derecognised.

Investment properties are derecognised when either they have been disposed of or when the investment property is permanently withdrawn from use and no future economic benefit is expected from its disposal. The gain or loss arising from the retirement or disposal of an investment property is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the asset and is recognised in surplus

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

d) Pelaburan Hartana (samb)

diiktiraf sebagai lebihan atau kurangan dalam tempoh penamatan atau pelupusan itu.

Hartanah pelaburan akan dikelaskan semula sebagai hartanah dan peralatan apabila kegunaan hartanah berubah daripada hartanah pelaburan kepada yang diduduki oleh pemilik. Nilai saksamanya pada tarikh pengelasan semula itu akan menjadi kos untuk tujuan perakaunan berikutnya.

e) Hartanah Dan Peralatan

Semua hartanah dan peralatan adalah dinyatakan pada kos ditolak susut nilai terkumpul dan kerugian penjejasan. Kos termasuk perbelanjaan yang berkaitan secara langsung dengan perolehan item tersebut. Apabila bahagian signifikan hartanah dan peralatan perlu diganti pada masa tertentu, PERKESO mengiktiraf bahagian-bahagian tersebut sebagai aset-aset individu dengan usia guna tertentu dan menyusutnilaikannya dengan sewajarnya. Begitu juga, apabila pemeriksaan menyeluruh dilakukan, kosnya diiktiraf dalam amaun yang dibawa oleh hartanah dan peralatan terbabit sebagai suatu penggantian jika kriteria pengiktirafan tersebut dipenuhi. Semua kos pembaikan dan penyelenggaraan lain diiktiraf dalam lebihan atau kurangan apabila ianya berlaku. Jika suatu aset diperolehi dalam suatu urus niaga bukan pertukaran di mana balasannya adalah tiada atau pada nilai nominal, aset tersebut pada awalnya akan diukur pada nilai saksama.

Kerja dalam kemajuan terdiri daripada kerja-kerja yang melibatkan hartanah dan peralatan yang belum disempurnakan sehingga akhir tahun kewangan semasa. Kerja dalam kemajuan dinyatakan pada nilai kos dan tidak disusutnilaikan sehingga aset berkenaan sedia untuk digunakan.

Tanah pegangan bebas tidak disusut nilai kerana ianya mempunyai usia yang tidak terhad. Hartanah dan peralatan lain

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

d) Investment Propert (cont'd)

or deficit in the period of the retirement or disposal.

When the use of a property changes from investment property to owner-occupied, the property is reclassified as property and equipment. Its fair value at the date of reclassification becomes its cost for subsequent accounting purposes

e) Property And Equipment

All property and equipment are stated at cost less accumulated depreciation and impairment losses. Cost includes expenditure that is directly attributable to the acquisition of the items. When significant parts of property and equipment are required to be replaced at intervals, PERKESO recognises such parts as individual assets with specific useful life and depreciates them accordingly. Likewise, when a major inspection is performed, its cost is recognised in the carrying amount of the property and equipment as a replacement if the recognition criteria are satisfied. All other repair and maintenance costs are recognised in surplus or deficit as incurred. Where an asset is acquired in a non-exchange transaction for nil or nominal consideration, the asset is initially measured at its fair value.

Work in progress consists of works involving property and equipment that have not been completed until the end of the current financial year. Work in progress is stated at cost and is not depreciated until the asset is ready for use.

Freehold land is not depreciated as it has an infinite life. Other property and equipment are depreciated on the

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

e) Hartanah Dan Peralatan (samb)

disusut nilai mengikut kaedah garis lurus untuk memperuntukkan kos kepada nilai sisanya di sepanjang anggaran usia guna yang diringkaskan seperti berikut:

- Tanah pajakan	Baki tempoh pajakan
- Bangunan pejabat	50 tahun
- Ubah suai pejabat	3 tahun
- Kenderaan bermotor	5 tahun
- Peralatan pejabat	5 tahun
- Peralatan vokasional	5 tahun
- Peralatan perubatan	5 tahun
- Perkakasan komputer	3 - 5 tahun

Nilai sisa dan usia guna aset adalah dikaji semula dan diselaraskan secara prospektif, jika bersesuaian, pada akhir setiap tempoh pelaporan.

Amaun yang dibawa oleh suatu aset dikurangkan dengan serta-merta kepada amaun boleh pulih, atau amaun perkhidmatan boleh pulih, jika amaun yang dibawa oleh aset adalah lebih besar daripada anggaran amaun boleh pulih atau amaun perkhidmatan boleh pulih.

PERKESO menyahiktirafkan item hartanah dan peralatan dan/atau mana-mana bahagian signifikan suatu aset sekiranya berlaku pelupusan atau apabila tiada manfaat ekonomi atau potensi perkhidmatan masa hadapan yang dijangka akan diperolehi daripada penggunaannya yang berterusan. Sebarang keuntungan atau kerugian yang terbit daripada penyahiktirafan aset itu (dikira berdasarkan perbezaan di antara hasil pelupusan bersih dan amaun yang dibawa oleh aset tersebut) adalah dimasukkan dalam lebihan atau kurangan apabila aset tersebut dinyahiktirafkan.

Untuk aset yang layak, kos pinjaman adalah dipermodalkan berpandukan dasar perakaunan yang dinyatakan dalam Nota 3.2 (s).

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

e) Property And Equipment (cont'd)

straight-line method to allocate the cost to their residual values over their estimated useful life summarised as follows:

- Leasehold land	Remaining lease period
- Office buildings	50 years
- Office renovations	3 years
- Motor vehicles	5 years
- Office equipment	5 years
- Vocational equipment	5 years
- Medical equipment	5 years
- Computer hardware	3 - 5 years

The assets' residual values and useful life are reviewed, and adjusted prospectively, if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount, or recoverable service amount, if the asset's carrying amount is greater than its estimated recoverable amount or recoverable service amount.

PERKESO derecognises items of property and equipment and/or any significant part of an asset upon disposal or when no future economic benefits or service potential is expected from its continuing use. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the surplus or deficit when the asset is derecognised.

For qualifying assets, borrowing costs are capitalised in accordance with the accounting policies stated in Note 3.2 (s).

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

f) Pajakan

Pajakan kewangan adalah pajakan yang memindahkan sebahagian besar daripada risiko dan manfaat berkaitan dengan pemilikan item yang dipajak kepada PERKESO. Aset yang dipegang di bawah pajakan kewangan dipermodalkan pada permulaan pajakan pada nilai saksama hartanah yang dipajak atau, jika lebih rendah, pada nilai kini bayaran pajakan minimum masa hadapan. PERKESO juga mengiktiraf liabiliti pajakan berkaitan pada permulaan pajakan. Liabiliti yang diiktiraf itu diukur sebagai nilai kini bayaran pajakan minimum masa hadapan pada awal pengiktirafan.

Selepas pengiktirafan awal, bayaran pajakan diagihkan di antara caj kewangan dan pengurangan liabiliti pajakan untuk mencapai suatu kadar faedah yang tetap ke atas baki liabiliti yang tinggal. Caj kewangan diiktiraf sebagai kos kewangan di dalam lebihan atau kurangan.

Aset yang dipegang di bawah pajakan kewangan disusut nilai sepanjang usia guna aset itu. Walau bagaimanapun, jika tiada kepastian yang munasabah bahawa PERKESO akan mendapat hak milik terhadap aset itu pada akhir tempoh pajakan, aset itu akan disusut nilai mengikut yang mana lebih singkat antara anggaran usia guna aset itu dan tempoh pajakan.

Pajakan operasi adalah pajakan yang tidak memindahkan sebahagian besar risiko dan manfaat berkaitan dengan pemilikan item yang dipajak kepada PERKESO. Pembayaran pajakan operasi diiktiraf sebagai perbelanjaan operasi dalam lebihan atau kurangan pada asas garis lurus di sepanjang tempoh pajakan.

g) Perisian Komputer

Aset tidak ketara yang diperolehi secara berasingan pada awalnya diiktiraf pada nilai kos. Kos aset tidak ketara yang diperolehi dalam suatu urus niaga bukan pertukaran adalah nilai saksamanya pada

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

f) Leases

Finance leases are leases that transfer substantially all of the risks and benefits incidental to ownership of the leased item to PERKESO. Assets held under a finance lease are capitalised at the commencement of the lease at the fair value of the leased property or, if lower, at the present value of the future minimum lease payments. PERKESO also recognises the associated lease liability at the inception of the lease. The liability recognised is measured as the present value of the future minimum lease payments at initial recognition.

Subsequent to initial recognition, lease payments are apportioned between finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognised as finance costs in surplus or deficit.

An asset held under a finance lease is depreciated over the useful life of the asset. However, if there is no reasonable certainty that PERKESO will obtain ownership of the asset by the end of the lease term, the asset is depreciated over the shorter of the estimated useful life of the asset and the lease term.

Operating leases are leases that do not transfer substantially all the risks and benefits incidental to ownership of the leased item to PERKESO. Operating lease payments are recognised as an operating expense in surplus or deficit on a straight-line basis over the lease term.

g) Computer Software

Intangible assets acquired separately are initially recognised at cost. The cost of intangible assets acquired in a non-exchange transaction is their fair value at the date of the exchange. Following initial

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

g) Perisian Komputer (samb)

tarikh pertukaran. Selepas pengiktirafan awal, aset tidak ketara dibawa pada kos ditolak sebarang pelunasan terkumpul dan kerugian penjejasan terkumpul. Aset tidak ketara yang dijana secara dalaman, tidak termasuk kos pembangunan yang dipermodalkan, tidak dipermodalkan dan perbelanjaan ditunjukkan di dalam lebihan atau kurangan dalam tempoh di mana perbelanjaan tersebut berlaku.

Kerja dalam kemajuan terdiri daripada kerja-kerja yang melibatkan perisian komputer yang belum disempurnakan sehingga akhir tahun kewangan semasa. Kerja dalam kemajuan dinyatakan pada nilai kos dan tidak disusutnilaikan sehingga aset berkenaan sedia untuk digunakan.

Usia guna aset tidak ketara dinilai sama ada mempunyai tempoh terhad atau tidak terhad.

Aset tidak ketara dengan usia terhad adalah dilunaskan sepanjang usia gunanya:

- Perisian komputer 5 tahun

Aset tidak ketara dengan usia guna terhad adalah dinilai untuk penjejasan apabila wujud tanda-tanda bahawa aset itu mungkin telah terjejas.

Tempoh pelunasan dan kaedah pelunasan bagi aset tidak ketara dengan usia guna terhad adalah dikaji semula pada akhir setiap tempoh pelaporan. Perubahan dalam jangkaan usia guna atau pola jangkaan penggunaan manfaat ekonomi masa hadapan dalam aset adalah dianggap mengubah tempoh atau kaedah pelunasan, yang mana bersesuaian, dan dianggap sebagai perubahan dalam anggaran perakaunan. Perbelanjaan pelunasan ke atas aset tidak ketara dengan usia guna terhad diiktiraf dalam lebihan atau kurangan sebagai kategori belanja yang konsisten dengan sifat aset tidak ketara tersebut.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

g) Computer Software (cont'd)

recognition, intangible assets are carried at cost less any accumulated amortisation and accumulated impairment losses. Internally generated intangible assets, excluding capitalised development costs, are not capitalised and expenditure is reflected in surplus or deficit in the period in which the expenditure is incurred.

Work in progress consists of works involving computer software that have not been completed until the end of the current financial year. Work in progress is stated at cost and is not depreciated until the asset is ready for use.

The useful life of the intangible assets is assessed as either finite or indefinite.

Intangible assets with a finite life is amortised over its useful life:

- Computer software 5 years

Intangible assets with a finite useful life are assessed for impairment whenever there is an indication that the asset may be impaired.

The amortisation period and the amortisation method, for an intangible asset with a finite useful life, are reviewed at the end of each reporting period. Changes in the expected useful life or the expected pattern of consumption of future economic benefits embodied in the asset are considered to modify the amortisation period or method, as appropriate, and are treated as changes in accounting estimates. The amortisation expense on an intangible asset with a finite life is recognised in surplus or deficit as the expense category that is consistent with the nature of the intangible asset.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

g) Perisian Komputer (samb)

Untung atau rugi yang terbit daripada penyahiktirafan aset tidak ketara diukur daripada perbezaan di antara hasil pelupusan bersih dan amaun yang dibawa oleh aset itu dan diiktiraf dalam lebihan atau kurangan apabila aset itu dinyahiktirafkan.

h) Penjejasan Bagi Aset Penjanaan Tunai

Aset yang tertakluk kepada susut nilai atau pelunasan dinilai pada setiap tarikh pelaporan untuk menentukan sama ada terdapat petunjuk bahawa aset tersebut mungkin terjejas. Sekiranya petunjuk tersebut wujud, aset tersebut diuji untuk penjejasan. Bagi tujuan menilai penjejasan, aset dikelompokkan pada tahap terendah di mana sebahagian besarnya terdapat aliran masuk tunai bebas (unit penjanaan tunai ("CGU")). Amaun boleh pulih adalah yang mana lebih tinggi antara nilai saksama aset (atau CGU) ditolak kos untuk dijual dan nilai gunanya. Kerugian penjejasan diiktiraf apabila amaun dibawa aset ("CGU") melebihi amaun boleh pulihnya.

Kerugian penjejasan diiktiraf kepada lebihan atau kurangan melainkan ia membalikkan penilaian semula sebelumnya, di mana dalam kes ini ia dicajkan kepada lebihan penilaian semula. Aset bukan kewangan yang mengalami penjejasan adalah disemak semula untuk kemungkinan pembalikan penjejasan pada setiap tarikh pelaporan. Sebarang kenaikan berikutnya dalam amaun boleh pulih adalah diiktiraf dalam lebihan atau kurangan kecuali ia membalikkan kerugian penjejasan pada aset yang dinilai semula, dalam hal ini, ia dibawa ke rizab lebihan penilaian semula.

i) Penjejasan Bagi Aset Bukan Penjanaan Tunai

PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat petunjuk bahawa suatu aset bukan penjanaan

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

g) Computer Software (cont'd)

Gains or losses arising from derecognition of an intangible asset are measured as the difference between the net disposal proceeds and the carrying amount of the asset and are recognised in the surplus or deficit when the asset is derecognised.

h) Impairment Of Cash-Generating Asset

Assets that are subject to depreciation or amortisation are assessed at each reporting date to determine whether there is any indication that the assets may be impaired. If such indication exists, the asset is tested for impairment. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash generating unit ("CGU")). The recoverable amount is the higher of an asset's (or CGU's) fair value less costs to sell and its value in use. An impairment loss is recognised when the carrying amount of the asset (CGU) exceeds its recoverable amount.

The impairment loss is recognised to surplus or deficit unless it reverses a previous revaluation in which case it is charged to the revaluation surplus. Non-financial assets that suffered an impairment are reviewed for possible reversal of the impairment at each reporting date. Any subsequent increase in recoverable amount is recognised in surplus or deficit unless it reverses an impairment loss on a revalued asset in which case it is taken to revaluation surplus reserve.

i) Impairment Of Non-Cash-Generating Asset

PERKESO assesses at each reporting date whether there is an indication that a non-cash-generating asset may be impaired. If

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

i) Penjejasan Bagi Aset Bukan Penjanaan Tunai (samb)

tunai berkemungkinan terjejas. Jika wujud sebarang petunjuk, atau apabila ujian penjejasan tahunan bagi suatu aset diperlukan, PERKESO menganggarkan amaun perkhidmatan boleh pulih aset itu. Amaun perkhidmatan boleh pulih aset tersebut adalah dinilai pada amaun yang lebih tinggi bagi nilai saksama aset bukan penjanaan tunai tersebut ditolak kos untuk jualan dan nilai gunanya.

Apabila amaun yang dibawa oleh suatu aset melebihi amaun perkhidmatan boleh pulih, maka aset tersebut dianggap terjejas dan nilainya dikurangkan kepada amaun perkhidmatan boleh pulihnya. Dalam menentukan nilai guna aset, PERKESO akan menggunakan sama ada pendekatan kos penggantian susut nilai atau nilai saksama ditolak kos untuk jualan.

Di bawah pendekatan kos penggantian susut nilai, nilai kini bagi baki potensi perkhidmatan suatu aset ditentukan sebagai kos penggantian yang telah disusut nilai bagi aset tersebut. Kos penggantian yang disusut nilai diukur sebagai kos penghasilan semula atau penggantian aset itu, yang mana lebih rendah, ditolak susut nilai terkumpul yang dikira pada asas kos berkenaan, untuk menunjukkan potensi perkhidmatan yang telah digunakan atau telah luput bagi aset itu.

Dalam menentukan nilai saksama ditolak kos untuk jualan, harga aset dalam suatu ikatan perjanjian bagi suatu urus niaga yang tulus, diselaraskan untuk kos tambahan yang dapat dikaitkan secara langsung dengan pelupusan aset itu adalah digunakan. Sekiranya tiada ikatan perjanjian, tetapi aset itu diniagakan di pasaran aktif, maka nilai saksama ditolak kos untuk jualan adalah nilai harga pasaran aset itu ditolak kos pelupusan. Sekiranya tiada ikatan perjanjian jualan atau pasaran aktif untuk aset itu,

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

i) Impairment Of Non-Cash-Generating Asset (cont'd)

any indication exists, or when annual impairment testing for an asset is required, PERKESO estimates the asset's recoverable service amount. An asset's recoverable service amount is the higher of the non-cash generating asset's fair value less costs to sell and its value in use.

Where the carrying amount of an asset exceeds its recoverable service amount, the asset is considered impaired and is written down to its recoverable service amount. In assessing value in use, PERKESO will use either the depreciation replacement cost approach or fair value less costs to sell.

Under the depreciation replacement cost approach, the present value of the remaining service potential of an asset is determined as the depreciated replacement cost of the asset. The depreciated replacement cost is measured as the reproduction or replacement cost of the asset, whichever is lower, less accumulated depreciation calculated on the basis of such cost, to reflect the already consumed or expired service potential of the asset.

In determining fair value less costs to sell, the price of the assets in a binding agreement in an arm's length transaction, adjusted for incremental costs that would be directly attributed to the disposal of the asset is used. If there is no binding agreement, but the asset is traded on an active market, fair value less cost to sell is the asset's market price less cost of disposal. If there is no binding sale agreement or active market for an asset, PERKESO determines fair value less cost to sell based on the best available information.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

i) Penjejasan Bagi Aset Bukan Penjanaan Tunai (samb)

PERKESO menentukan nilai saksama ditolak kos untuk jualan aset berdasarkan maklumat terbaik yang ada.

Bagi setiap aset, penilaian dibuat pada setiap tarikh pelaporan sama ada terdapat sebarang petunjuk bahawa kerugian penjejasan yang diiktiraf sebelum ini mungkin tidak lagi wujud atau mungkin telah berkurangan. Jika petunjuk sedemikian wujud, PERKESO menganggarkan amaun perkhidmatan boleh pulih aset itu. Kerugian penjejasan yang diiktiraf sebelumnya dibalikkan hanya jika terdapat perubahan dalam andaian yang digunakan untuk menentukan amaun perkhidmatan boleh pulih aset itu sejak kerugian penjejasan yang terakhir diiktiraf. Pembalikan adalah dihadkan agar amaun yang dibawa oleh aset itu tidak melebihi amaun perkhidmatan boleh pulihnya, juga tidak melebihi nilai amaun dibawa yang telah ditentukan, nilai bersih setelah ditolak susut nilai, sekiranya tiada kerugian penjejasan bagi aset itu diiktiraf dalam tahun-tahun sebelumnya. Pembalikan tersebut diiktiraf dalam lebihan atau kurangan.

j) Instrumen Kewangan

Aset Kewangan

Pengiktirafan Dan Pengukuran Awal

Aset kewangan dalam skop MPSAS 29 Instrumen Kewangan: Pengiktirafan dan Pengukuran adalah diklasifikasikan sebagai aset kewangan pada nilai saksama melalui lebihan atau kurangan, pinjaman dan penghutang, pelaburan dipegang hingga matang atau aset kewangan sedia untuk dijual, yang mana sesuai. PERKESO menentukan klasifikasi aset kewangannya pada pengiktirafan awal.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

i) Impairment Of Non-Cash-Generating Asset (cont'd))

For each asset, an assessment is made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased.

If such indication exists, PERKESO estimates the asset's recoverable service amount. A previously recognised impairment loss is reversed only if there has been a change in the assumptions used to determine the asset's recoverable service amount since the last impairment loss was recognised. The reversal is limited so that the carrying amount of the asset does not exceed its recoverable service amount, nor exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised for the asset in prior years. Such reversal is recognised in surplus or deficit.

j) Financial Instruments

Financial Assets

Initial Recognition And Measurement

Financial assets within the scope of MPSAS 29 Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, loans and receivables, held-to-maturity investments or available-for-sale financial assets, as appropriate. PERKESO determines the classification of its financial assets at initial recognition.

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Pengiktirafan Dan Pengukuran Awal (samb)

Pembelian atau penjualan aset kewangan yang memerlukan penyerahan aset dalam tempoh masa yang ditetapkan oleh peraturan atau konvensyen di dalam pasaran (urus niaga cara biasa) adalah diiktiraf pada tarikh urus niaga, iaitu tarikh PERKESO memberi komitmen untuk membeli atau menjual aset itu.

Aset kewangan PERKESO termasuk tunai dan deposit jangka pendek, pinjaman dan belum terima lain, instrumen kewangan tersiar dan tidak tersiar dan instrumen kewangan derivatif.

Pengukuran Berikutnya

Pengukuran berikutnya bagi aset kewangan adalah bergantung kepada klasifikasinya.

Aset Kewangan Pada Nilai Saksama Melalui Lebihan Atau Kurangan

Aset kewangan pada nilai saksama melalui lebihan atau kurangan termasuk aset kewangan yang dipegang untuk diniagakan dan aset kewangan pada pengiktirafan awal yang dinyatakan pada nilai saksama melalui lebihan dan kurangan. Aset kewangan adalah diklasifikasikan sebagai dipegang untuk diniagakan sekiranya ia diperoleh bagi tujuan jualan atau pembelian semula dalam tempoh terdekat. Derivatif termasuk derivatif digabungkan yang diasingkan juga diklasifikasikan sebagai dipegang untuk diniagakan melainkan ia dinyatakan sebagai instrumen lindung nilai yang berkesan. Aset kewangan pada nilai saksama melalui lebihan atau kurangan adalah dibawa dalam penyata kedudukan kewangan pada nilai saksama dengan perubahan dalam nilai saksama diiktiraf sebagai lebihan atau kurangan.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Initial Recognition And Measurement (con'd)

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the marketplace (regular way trades) are recognised on the trade date, i.e., the date that PERKESO commits to purchase or sell the asset

PERKESO's financial assets include cash and short-term deposits, loans and other receivables, quoted and unquoted financial instruments and derivative financial instruments.

Subsequent Measurement

The subsequent measurement of financial assets depends on their classification.

Financial Assets At Fair Value Through Surplus Or Deficit

Financial assets at fair value through surplus or deficit include financial assets held for trading and financial assets designated upon initial recognition at fair value through surplus and deficit. Financial assets are classified as held for trading if they are acquired for the purpose of selling or repurchasing in the near term. Derivatives, including separated embedded derivatives are also classified as held for trading unless they are designated as effective hedging instruments. Financial assets at fair value through surplus or deficit are carried in the statement of financial position at fair value with changes in fair value recognised in surplus or deficit.

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Pinjaman Dan Belum Terima

Pinjaman dan belum terima adalah aset kewangan bukan derivatif dengan bayaran yang tetap atau boleh ditentukan yang mana tidak tersiar dalam pasaran aktif. Selepas pengukuran awal, aset kewangan berkenaan kemudiannya diukur pada kos yang dilunaskan menggunakan kaedah faedah efektif ditolak penjejasan. Kos yang boleh dilunaskan adalah dikira dengan mengambil kira apa-apa diskaun atau premium atas perolehan dan fi atau kos-kos yang merupakan bahagian yang penting bagi kadar faedah efektif itu. Kerugian yang terbit daripada penjejasan adalah diiktiraf sebagai lebihan atau kurangan.

Aset Kewangan Sedia Untuk Dijual

PERKESO mengklasifikasikan aset kewangan sedia untuk dijual sebagai aset kewangan bukan derivatif yang ditetapkan sebagai sedia untuk dijual atau tidak diklasifikasikan sebagai pinjaman dan belum terima yang dipegang hingga matang atau aset kewangan pada nilai saksama melalui lebihan atau kurangan.

Selepas pengukuran awal, pelaburan kewangan sedia untuk dijual kemudiannya diukur pada nilai saksama dengan keuntungan atau kerugian tersebut diiktiraf terus ke dalam aset bersih melalui penyata perubahan aset bersih sehingga aset kewangan itu dinyahiktirafkan di mana keuntungan atau kerugian terkumpul itu akan diiktiraf dalam lebihan atau kurangan.

Penyahiktirafan

PERKESO menyahiktirafkan suatu aset kewangan atau, jika berkenaan, sebahagian daripada suatu aset kewangan atau sebahagian daripada suatu kumpulan aset kewangan yang sama apabila:

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Loans And Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortised cost using the effective interest method, less impairment. Amortised cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. Losses arising from impairment are recognised in the surplus or deficit

Available-For-Sale Financial Asset

PERKESO classifies available-for-sale financial assets as non-derivative financial assets that are designated as available for sale or are not classified as loans and receivables, held-to-maturity or financial assets at fair value through surplus or deficit

After initial measurement, available-for-sale financial investments are subsequently measured at fair value with gains or losses recognised directly in net assets through the statement of changes in net assets until the financial asset is derecognised, at which time the cumulative gain or loss is recognised in surplus or deficit.

Derecognition

PERKESO derecognises a financial asset or, where applicable, a part of a financial asset or part of a group of similar financial assets when:

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Penyahiktirafan (samb)

- Hak-hak untuk menerima aliran tunai daripada aset itu telah luput atau diketepikan.

- PERKESO telah memindahkan haknya untuk menerima aliran tunai daripada aset itu atau telah menganggap suatu obligasi untuk membayar aliran tunai yang diterima dengan sepenuhnya tanpa kelewatan yang material kepada pihak ketiga; dan sama ada: (a) PERKESO telah memindahkan sebahagian besar daripada semua risiko dan ganjaran daripada aset itu; atau (b) PERKESO tidak memindahkan mahu pun mengekalkan sebahagian besar daripada semua risiko dan ganjaran aset itu, tetapi telah memindahkan kawalan ke atas aset itu.

Penjejasan Bagi Aset Kewangan

PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat bukti objektif bahawa suatu aset kewangan atau suatu kumpulan daripada aset kewangan telah terjejas. Suatu aset kewangan atau suatu kumpulan daripada aset kewangan dianggap terjejas jika, dan hanya jika, terdapat bukti objektif mengenai penjejasan disebabkan oleh satu atau lebih peristiwa yang telah berlaku selepas pengiktirafan awal aset tersebut (akibat suatu 'peristiwa kerugian') dan peristiwa kerugian berkenaan mempunyai suatu kesan ke atas aliran tunai masa hadapan yang dianggarkan bagi aset kewangan itu atau kumpulan daripada aset kewangan itu yang boleh dianggarkan dengan pasti. Bukti bagi penjejasan aset boleh termasuk petunjuk-petunjuk berikut:

- Penghutang atau suatu kumpulan penghutang mengalami kesukaran kewangan yang signifikan.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Derecognition (con'd)

- The rights to receive cash flows from the asset have expired or is waived.

- PERKESO has transferred its rights to receive cash flows from the asset or has assumed an obligation to pay the received cash flows in full without material delay to a third party; and either: (a) PERKESO has transferred substantially all the risks and rewards of the asset; or (b) PERKESO has neither transferred nor retained substantially all the risks and rewards of the asset, but has transferred control of the asset.

Impairment Of Financial Assets

PERKESO assesses at each reporting date whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred 'loss event') and that loss event has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated. Evidence of impairment may include the following indicators:

- The debtors or a group of debtors are experiencing significant financial difficulty.

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Penjejasan Bagi Aset Kewangan (samb)

- Keingkaran atau kelalaian dalam pembayaran faedah atau prinsipal.
- Kebarangkalian bahawa penghutang mengalami muflis atau penyusunan semula kewangan lain.
- Data yang boleh ditinjau menunjukkan suatu pengurangan yang boleh diukur dalam anggaran aliran tunai masa hadapan (contoh: perubahan dalam tunggakan atau keadaan ekonomi yang menyumbang kepada keingkaran).

Penjejasan Bagi Aset Bukan Kewangan

Kumpulan dan PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat petunjuk bahawa suatu aset berkemungkinan terjejas. Jika wujud sebarang petunjuk, atau apabila penilaian penjejasan tahunan bagi suatu aset diperlukan, Kumpulan dan PERKESO menganggarkan amaun boleh pulih aset itu.

Amaun boleh pulih aset adalah yang mana lebih tinggi antara nilai saksama aset ditolak kos untuk dijual dan nilai gunanya. Bagi tujuan menilai penjejasan, aset dikelompokkan pada tahap terendah di mana terdapat aliran tunai (unit penjanaan tunai ("CGU")) yang dapat dikenal pasti secara berasingan.

Dalam menentukan nilai guna aset, anggaran aliran tunai masa hadapan yang dijangka dihasilkan oleh aset adalah didiskaunkan kepada nilai kininya menggunakan kadar diskaun sebelum cukai yang menggambarkan penilaian pasaran semasa bagi nilai masa bagi wang dan risiko khusus terhadap aset itu. Sekiranya nilai yang dibawa bagi suatu aset melebihi amaun boleh pulihnya, aset tersebut akan dicatat kurang ke amaun boleh pulihnya.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Impairment Of Financial Assets (con'd)

- Default or delinquency in interest or principal payments.
- The probability that debtors will enter bankruptcy or other financial reorganisation.
- Observable data indicates a measurable decrease in estimated future cash flows (e.g. changes in arrears or economic conditions that correlate with defaults).

Impairment Of Non-Financial Assets

The Group and the Company assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when an annual impairment assessment for an asset is required, the Group and the Company makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's fair value less costs to sell and its value in use. For the purpose of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units ("CGU")).

In assessing value in use, the estimated future cash flows expected to be generated by the asset are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset. Where the carrying amount of an asset exceeds its recoverable amount, the asset is written down to its recoverable amoun

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Penjejasan Bagi Aset Bukan Kewangan (samb)

Kerugian penjejasan yang diiktiraf terhadap suatu CGU atau kumpulan CGU adalah pertamanya diperuntukkan untuk mengurangkan nilai yang dibawa bagi sebarang muhibah yang diperuntukkan kepada unit atau kumpulan unit tersebut dan kemudian, untuk mengurangkan nilai yang dibawa bagi aset lain dalam unit atau kumpulan unit tersebut secara pro-rata.

Kerugian penjejasan diiktiraf dalam lebihan atau kurangan kecuali bagi aset yang sebelumnya terbabit dengan penilaian semula di mana ia dibawa ke rizab setakat amaun penilaian semula sebelumnya.

Penilaian dibuat pada setiap tarikh pelaporan sama ada terdapat sebarang petunjuk bahawa kerugian penjejasan yang diiktiraf sebelum ini mungkin tidak lagi wujud atau mungkin telah berkurangan. Kerugian penjejasan yang diiktiraf sebelumnya dibalikkan hanya jika terdapat perubahan dalam andaian yang digunakan untuk menentukan amaun boleh pulih aset itu sejak kerugian penjejasan yang terakhir diiktiraf. Sekiranya berlaku, nilai yang dibawa bagi aset itu akan ditambah sehingga amaun boleh pulihnya. Peningkatan itu tidak boleh melebihi nilai yang dibawa yang telah ditentukan, setelah ditolak susut nilai, sekiranya kerugian penjejasan tidak diiktiraf sebelumnya. Pembalikan tersebut diiktiraf dalam lebihan atau kurangan kecuali aset tersebut diukur pada amaun yang dinilai semula, dalam kes tersebut pembalikan berkenaan diambil kira sebagai peningkatan kepada penilaian semula. Kerugian penjejasan atas muhibah tidak dibalikkan dalam tempoh berikutnya.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Impairment Of Non-Financial Assets (con'd)

Impairment losses recognised in respect of a CGU or groups of CGUs are allocated first to reduce the carrying amount of any goodwill allocated to those units or groups of units and then, to reduce the carrying amount of the other assets in the unit or groups of units on a pro-rata basis.

Impairment losses are recognised in surplus and deficit except for assets that are previously involved where the revaluation was taken to other comprehensive income up to the amount of any previous revaluation.

An assessment is made at each reporting date as to whether there is any indication that previously recognised impairment losses may no longer exist or may have decreased. A previously recognised impairment loss is reversed only if there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. If that is the case, the carrying amount of the asset is increased to its recoverable amount. That increase cannot exceed the carrying amount that would have been determined, net of depreciation, had no impairment loss been recognised previously. Such reversal is recognised in surplus and deficit unless the asset is measured at revalued amount, in which case the reversal is treated as a revaluation increase. Impairment loss on goodwill is not reversed in a subsequent period.

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Aset Kewangan Dibawa Pada Kos Yang Dilunaskan

Bagi aset kewangan yang dibawa pada kos yang dilunaskan, PERKESO pada peringkat awalnya akan menilai sama ada bukti objektif penjejasan wujud secara individu bagi aset kewangan yang secara individunya signifikan atau secara kolektifnya bagi aset kewangan yang tidak signifikan secara individu. Jika PERKESO menentukan bahawa tiada bukti objektif penjejasan wujud bagi suatu aset kewangan yang dinilai secara individu, sama ada signifikan atau tidak, ia termasuk aset dalam suatu kumpulan aset kewangan dengan ciri-ciri risiko kredit yang sama dan secara kolektif menilainya bagi tujuan penjejasan. Aset yang dinilai secara individu untuk penjejasan dan di mana suatu kerugian penjejasan adalah, secara berterusan, diiktiraf adalah tidak termasuk dalam penilaian kolektif bagi penjejasan.

Jika terdapat bukti objektif bahawa kerugian penjejasan telah berlaku, amaun kerugian tersebut adalah diukur sebagai perbezaan di antara amaun yang dibawa oleh aset itu dan nilai kini anggaran aliran tunai masa hadapan (tidak termasuk kerugian kredit yang dijangka pada masa hadapan yang belum berlaku). Nilai kini bagi anggaran aliran tunai masa hadapan adalah didiskaunkan pada kadar faedah efektif asal aset kewangan itu. Jika suatu pinjaman mempunyai suatu kadar faedah yang berubah-ubah, kadar diskaun untuk mengukur sebarang kerugian penjejasan adalah kadar faedah efektif semasa.

Amaun dibawa bagi aset itu adalah dikurangkan melalui penggunaan suatu akaun peruntukan dan amaun kerugian itu diiktiraf dalam lebihan atau kurangan. Pinjaman bersama dengan peruntukan berkaitan adalah dihapus kira apabila tiada prospek realistik bagi pemulihan masa hadapan dan semua cagaran telah direalisasikan atau dipindahkan kepada

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Financial Assets Carried At Amortised Cost

For financial assets carried at amortised cost, PERKESO first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If PERKESO determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or continuous to be, recognised are not included in a collective assessment of impairment.

If there is objective evidence that an impairment loss has been incurred, the amount of the loss is measured as the difference between the assets carrying amount and the present value of estimated future cash flows (excluding future expected credit losses that have not yet been incurred). The present value of the estimated future cash flows is discounted at the financial asset's original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate.

The carrying amount of the asset is reduced through the use of an allowance account and the amount of the loss is recognised in surplus or deficit. Loans together with the associated allowance are written off when there is no realistic prospect of future recovery and all collateral has been realised or transferred to PERKESO. If, in a subsequent year, the

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Aset Kewangan Dibawa Pada Kos Yang Dilunaskan (samb)

PERKESO. Jika, pada tahun berikutnya, amaun bagi anggaran kerugian penjejasan meningkat atau menurun disebabkan oleh suatu peristiwa yang berlaku selepas penjejasan diiktiraf, kerugian penjejasan yang diiktiraf sebelum ini adalah ditambah atau dikurangkan dengan menyelaraskan akaun peruntukan tersebut. Jika hapus kira kemudiannya pulih pada masa hadapan, pemulihan itu dikreditkan kepada kos kewangan dalam lebihan atau kurangan.

Aset Kewangan Sedia Untuk Dijual

Bagi aset kewangan sedia untuk dijual, PERKESO menilai pada setiap tarikh pelaporan sama ada terdapat bukti objektif bahawa suatu pelaburan atau suatu kumpulan pelaburan adalah terjejas.

Bagi aset kewangan yang diklasifikasikan sebagai sedia untuk dijual, bukti objektif termasuk suatu penurunan yang signifikan atau berpanjangan dalam nilai saksama pelaburan yang berkurangan daripada kosnya. 'Signifikan' dinilai terhadap kos asal pelaburan itu dan 'berpanjangan' terhadap tempoh di mana nilai saksama adalah berkurangan daripada kos asalnya. Di mana terdapat bukti penjejasan, kerugian terkumpul - diukur sebagai perbezaan di antara kos pemerolehan dan nilai saksama semasa, ditolak sebarang kerugian penjejasan ke atas pelaburan berkenaan yang sebelum ini diiktiraf dalam lebihan atau kurangan - dikeluarkan daripada rizab dalam aset bersih dan diiktiraf dalam lebihan atau kurangan. Kerugian penjejasan yang diiktiraf dalam lebihan atau kurangan bagi pelaburan ekuiti yang diklasifikasikan sebagai sedia untuk dijual tidak dibalikkan melalui lebihan atau kurangan dalam tempoh berikutnya.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Financial Assets Carried At Amortised Cost (con'd)

amount of the estimated impairment loss increases or decreases because of an event occurring after the impairment was recognised, the previously recognised impairment loss is increased or reduced by adjusting the allowance account. If a future write-off is later recovered, the recovery is credited to finance costs in surplus or deficit.

Available-For-Sale Financial Assets

For available-for-sale financial assets, PERKESO assesses at each reporting date whether there is objective evidence that an investment or a group of investments is impaired.

In the case of equity investments classified as available-for-sale, objective evidence would include a significant or prolonged decline in the fair value of the investment below its cost. 'Significant' is evaluated against the original cost of the investment and 'prolonged' against the period in which the fair value was below its original cost. Where there is evidence of impairment, the cumulative loss – measured as the difference between the acquisition cost and the current fair value, less any impairment loss on that investment previously recognised in the surplus or deficit – is removed from the reserve in net assets and recognised in surplus or deficit. Impairment losses recognised in surplus or deficit on equity investment classified as available-for-sale are not reversed through surplus or deficit in subsequent periods.

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Aset Kewangan Sedia Untuk Dijual (samb)

Dalam kes instrumen hutang yang diklasifikasikan sebagai sedia untuk dijual, penjejasan adalah dinilai berdasarkan kriteria yang sama seperti aset kewangan yang dibawa pada kos yang dilunaskan. Walau bagaimanapun, amaun yang direkodkan bagi penjejasan adalah kerugian terkumpul diukur sebagai perbezaan di antara kos dilunaskan dan nilai saksama semasa, ditolak sebarang kerugian penjejasan ke atas pelaburan berkenaan yang sebelumnya diiktiraf dalam lebihan atau kurangan. Jika dalam tempoh berikutnya, nilai saksama bagi instrumen hutang yang diklasifikasikan sebagai sedia untuk dijual meningkat dan peningkatan itu boleh secara objektifnya dikaitkan kepada suatu peristiwa yang berlaku selepas kerugian penjejasan diiktiraf dalam lebihan atau kurangan, kerugian penjejasan itu akan dibalikkan melalui lebihan atau kurangan.

Liabiliti Kewangan

Liabiliti kewangan diiktiraf dalam penyata kedudukan kewangan apabila PERKESO menjadi pihak kepada peruntukan kontrak instrumen.

Pada pengiktirafan awal, liabiliti kewangan diukur pada nilai saksama, termasuk kos urus niaga untuk liabiliti kewangan yang tidak diukur pada nilai saksama melalui lebihan atau kurangan, yang terlibat secara langsung di dalam mengiktiraf liabiliti kewangan.

Selepas pengiktirafan awal, liabiliti kewangan diklasifikasikan kepada salah satu daripada dua kategori liabiliti kewangan iaitu liabiliti kewangan diukur pada nilai saksama melalui lebihan atau kurangan dan liabiliti kewangan pada kos terlunas.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Available-For-Sale Financial Asset (con'd)

In the case of debt instruments classified as available-for-sale, impairment is assessed based on the same criteria as financial assets carried at amortised cost. However, the amount recorded for impairment is the cumulative loss measured as the difference between the amortised cost and the current fair value, less any impairment loss on that investment previously recognised in surplus or deficit. If in subsequent period, the fair value of a debt instrument classified as available-for-sale increase and the increase can be objectively relates to an event occuring after the impairment loss was recognised in surplus or deficit, the impairment loss is reversed through surplus and deficit.

Financial Liabilities

Financial liabilities are recognised in the statement of financial position when PERKESO becomes a party to the contractual provisions of the instrument.

At initial recognition, financial liabilities are measured at fair value, including transaction costs for financial liabilities not measured at fair value through surplus or deficit, directly attributable to the recognition of financial liabilities.

After initial recognition, financial liabilities are classified into one of the two categories of financial liabilities, i.e. financial liabilities are measured at fair value through surplus or deficit and financial liabilities at amortised cost.

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3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

j) Instrumen Kewangan (samb)

Aset Kewangan (samb)

Liabiliti Kewangan (samb)

Liabiliti kewangan dinyahiktiraf apabila obligasi yang dinyatakan dalam kontrak telah dilepaskan, dibatalkan atau tamat hayat. Sebarang perbezaan di antara nilai yang dibawa bagi liabiliti kewangan yang dinyahiktiraf dan pertimbangan yang dibayar adalah diiktiraf di dalam penyata prestasi kewangan dalam tempoh penyahiktirafan.

k) Mengofset Instrumen Kewangan

Aset dan liabiliti kewangan adalah diofset dan amaun bersih ditunjukkan dalam penyata kedudukan kewangan apabila terdapat hak yang boleh dikuatkuasakan menurut undang-undang untuk mengofset amaun yang diiktiraf dan terdapat suatu niat untuk menyelesaikannya pada suatu asas yang bersih, atau merealisasikan aset dan menyelesaikan liabiliti secara serentak. Hak yang boleh dikuatkuasakan menurut undang-undang hendaklah tidak berlaku secara kebetulan pada peristiwa masa hadapan dan hendaklah dikuatkuasakan dalam perjalanan biasa perniagaan dan dalam peristiwa keingkaran, insolvensi atau kemuflisan.

l) Tunai Dan Kesetaraan Tunai

Tunai dan kesetaraan tunai terdiri daripada tunai di tangan dan tunai di bank, deposit atas panggilan dan pelaburan berkecairan tinggi dengan suatu tempoh matang asal tiga bulan atau kurang, yang sedia ditukar kepada amaun tunai yang diketahui dan tertakluk kepada risiko perubahan nilai yang tidak ketara. Bagi tujuan penyata aliran tunai yang disatukan, tunai dan kesetaraan tunai terdiri daripada tunai dan deposit jangka pendek seperti yang ditakrifkan di atas, setelah mengambil kira overdraf bank belum jelas.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

j) Financial Instrument (cont'd)

Financial Assets (con'd)

Financial Liabilitiest (con'd)

Financial liabilities are derecognised when the obligations specified in the contract have been discharged, cancelled or expired. Any difference between the carrying amount of the derecognised financial liability and the consideration paid is recognised in the statement of financial performance during the period of the derecognition.

k) Offsetting Financial Instruments

Financial assets and liabilities are offset and the net amount presented in the statement of financial position when there is a legally enforceable right to offset the recognised amounts and there is an intention to settle on a net basis, or realise the asset and settle the liability simultaneously. The legally enforceable right must not be contingent on future events and must be enforceable in the normal course of business and in the event of default, insolvency or bankruptcy.

l) Cash And Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash at bank, deposits on call and highly liquid investments with an original maturity of three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value. For the purpose of the statement of cash flows, cash and cash equivalents consist of cash and short-term deposits as defined above, net of outstanding bank overdrafts.

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

m) Peruntukan

Peruntukan adalah diiktiraf apabila PERKESO mempunyai obligasi semasa (undang-undang atau konstruktif) akibat daripada peristiwa lalu, ia berkemungkinan bahawa suatu aliran keluar sumber yang merangkumi manfaat ekonomi atau potensi perkhidmatan akan diperlukan untuk menyelesaikan obligasi itu dan suatu anggaran yang boleh dipercayai yang boleh dibuat daripada amaun obligasi itu.

Di mana PERKESO menjangkakan sebahagian atau semua peruntukan akan dibayar balik, sebagai contoh, di bawah kontrak insurans, pembayaran balik itu adalah diiktiraf sebagai suatu aset yang berasingan hanya apabila pembayaran semula tersebut adalah secara mutlaknya adalah pasti.

Perbelanjaan yang berkait dengan mana-mana peruntukan adalah ditunjukkan dalam penyata prestasi kewangan setelah mengambil kira apa-apa pembayaran balik yang dilakukan.

n) Aset Dan Liabiliti Luar Jangka

PERKESO tidak mengiktiraf aset dan liabiliti luar jangka selain daripada yang terbit daripada penggabungan perniagaan, tetapi mendedahkan kewujudannya dalam penyata kewangan. Liabiliti luar jangka adalah suatu obligasi yang boleh berlaku disebabkan peristiwa lalu yang mana kewujudannya akan disahkan oleh berlakunya atau tidak berlakunya satu atau lebih peristiwa masa hadapan di luar kawalan PERKESO atau suatu obligasi semasa yang tidak diiktiraf kerana tiada kemungkinan bahawa aliran keluar sumber akan diperlukan untuk menyelesaikan obligasi itu.

Liabiliti luar jangka juga terbit dalam kes yang jarang berlaku di mana terdapat suatu liabiliti yang tidak boleh diiktiraf kerana ia tidak boleh diukur dengan pasti. Walau bagaimanapun, liabiliti luar jangka

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

m) Provision

Provisions are recognised when PERKESO has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where PERKESO expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognised as a separate asset only when the reimbursement is virtually certain.

The expense relating to any provision is presented in the statement of financial performance net of any reimbursement.

n) Contingent Assets And Liabilities

PERKESO does not recognise contingent assets and liabilities other than those arising from business combinations, but discloses its existence in the financial statements. A contingent liability is a possible obligation that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of PERKESO or a present obligation that is not recognised because it is not probable that an outflow of resources will be required to settle the obligation.

A contingent liability also arises in the extremely rare case where there is a liability that cannot be recognised because it cannot be measured reliably. However, contingent liabilities do not

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3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

n) Aset Dan Liabiliti Luar Jangka (samb)

tidak termasuk kontrak jaminan kewangan. Aset luar jangka adalah aset yang mungkin terbit daripada peristiwa lalu yang mana kewujudannya akan disahkan oleh berlakunya atau tidak berlakunya satu atau lebih peristiwa masa hadapan di luar kawalan PERKESO. PERKESO tidak mengiktiraf aset luar jangka tetapi mendedahkan kewujudannya di mana aliran masuk manfaat ekonomi adalah berkemungkinan di mana kepastiannya tidak dapat ditentukan.

o) Mata Wang Asing

Urus Niaga Dan Baki

Urus niaga mata wang asing diterjemahkan ke dalam mata wang fungsian dengan menggunakan kadar pertukaran yang berlaku pada tarikh urus niaga atau penilaian di mana item diukur semula. Keuntungan dan kerugian pertukaran asing yang terhasil daripada penyelesaian urus niaga tersebut dan daripada terjemahan pada kadar pertukaran akhir tahun bagi aset dan liabiliti monetari dalam mata wang asing diiktiraf dalam lebihan atau kurangan. Walau bagaimanapun, perbezaan pertukaran ditunda dalam rizab apabila ia timbul daripada aliran tunai yang layak atau lindung nilai pelaburan bersih atau disebabkan oleh perkara yang merupakan sebahagian daripada pelaburan bersih dalam operasi asing.

Butiran bukan monetari yang diukur pada nilai saksama dalam mata wang asing diterjemahkan menggunakan kadar pertukaran pada tarikh nilai saksama ditentukan. Perbezaan terjemahan aset dan liabiliti yang dibawa pada nilai saksama dilaporkan sebagai sebahagian daripada keuntungan atau kerugian nilai saksama. Perbezaan terjemahan bagi aset dan liabiliti kewangan bukan monetari seperti ekuiti yang dipegang pada nilai saksama melalui lebihan atau kurangan diiktiraf dalam lebihan atau kurangan sebagai sebahagian daripada keuntungan

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

n) Contingent Assets And Liabilities (cont'd)

include financial guarantee contracts. A contingent asset is a possible asset that arises from past events whose existence will be confirmed by the occurrence or non-occurrence of one or more uncertain future events beyond the control of PERKESO. PERKESO does not recognise contingent assets but discloses its existence where inflows of economic benefits are probable, but not virtually certain.

o) Foreign Currencies

Transactions And Balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation where items are remeasured. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in surplus or deficit. However, exchange differences are deferred in reserve when they arose from qualifying cash flows or net investment hedges or are attributable to items that form part of the net investment in a foreign operation.

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. Translation differences on assets and liabilities carried at fair value are reported as part of the fair value gain or loss. Translation differences on non-monetary financial assets and liabilities such as equities held at fair value through surplus or deficit are recognised in surplus or deficit as part of the fair value gain or loss. Translation differences on non-monetary financial assets, such as

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

o) Mata Wang Asing (samb)

Urus Niaga Dan Baki (samb)

atau kerugian nilai saksama. Perbezaan terjemahan bagi aset kewangan bukan monetari, seperti ekuiti yang diklasifikasikan sebagai sedia untuk dijual, dimasukkan di dalam rizab.

Perubahan dalam nilai saksama sekuriti monetari dalam mata wang asing yang diklasifikasikan sebagai sedia untuk dijual adalah dianalisa antara perbezaan terjemahan yang disebabkan oleh perubahan dalam kos yang dilunaskan bagi sekuriti berkenaan dan perubahan lain dalam amaun yang dibawa bagi sekuriti berkenaan. Perbezaan terjemahan yang berkaitan dengan perubahan dalam kos terlunas diiktiraf dalam lebihan atau kurangan, dan perubahan lain dalam amaun yang dibawa diiktiraf dalam rizab.

p) Faedah Dan Tuntutan

Belanja faedah dan tuntutan adalah diiktiraf apabila dibayar dengan akruan tempoh berakhir dilaksanakan bagi amaun terhutang kepada benefisiari sedia ada yang mana telah diluluskan untuk pembayaran.

q) Manfaat Pekerja

(i) Manfaat Pekerja Jangka Pendek

Upah, gaji, cuti tahunan berbayar dan cuti sakit, bonus dan manfaat bukan kewangan yang dijangka akan diselesaikan sepenuhnya dalam tempoh 12 bulan selepas akhir tempoh di mana pekerja memberi perkhidmatan yang berkaitan adalah diiktiraf berkenaan dengan perkhidmatan pekerja sehingga akhir tempoh pelaporan dan diukur pada amaun yang dijangka akan dibayar apabila liabiliti berkenaan diselesaikan.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

o) Foreign Currencies (cont'd)

Transactions And Balances (cont'd)

equities classified as available for sale, are included in reserve.

Changes in the fair value of monetary securities denominated in foreign currency classified as available for sale are analysed between translation differences resulting from changes in the amortised cost of the security and other changes in the carrying amount of the security. Translation differences related to changes in amortised cost are recognised in surplus or deficit, and other changes in carrying amount are recognised in reserve.

p) Benefits And Claims

Benefits and claim expenses are recognised when paid with period-end accrual made for amount owing to the existing beneficiaries that have been approved for payment.

q) Employee Benefits

(i) Short Term Employee Benefits

Wages, salaries, paid annual leave and sick leave, bonuses, and non-monetary benefits that are expected to be settled wholly within 12 months after the end of the period in which the employees render the related service are recognised in respect of employees' services up to the end of the reporting period and are measured at the amounts expected to be paid when the liabilities are settled.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

q) Manfaat Pekerja (samb)

(ii) Pelan Caruman Ditentukan

Pelan caruman ditentukan adalah pelan pencen di mana PERKESO membayar caruman tetap kepada Skim Pencen Negara, Kumpulan Wang Simpanan Pekerja (KWSP) dan PERKESO tidak mempunyai obligasi undang-undang atau konstruktif untuk membayar caruman selanjutnya jika dana itu tidak mempunyai aset yang mencukupi untuk membayar semua manfaat pekerja berkaitan dengan perkhidmatan pekerja dalam tempoh semasa dan sebelumnya.

Caruman PERKESO kepada pelan caruman ditentukan adalah dicaj kepada lebihan atau kurangan dalam tempoh yang berkaitan. Caruman prabayar adalah diiktiraf sebagai aset setakat mana bayaran balik tunai atau pengurangan dalam pembayaran masa hadapan itu wujud.

(iii) Obligasi Lain Pasca Pekerjaan

Obligasi lain pasca pekerjaan PERKESO termasuk manfaat kesihatan selepas persaraan kepada pesara dan tanggungan yang berkelayakan dan pembayaran saguhati tamat perkhidmatan kepada anggota PERKESO.

Kelayakan untuk manfaat ini biasanya bersyarat ke atas pekerja yang masih dalam perkhidmatan sehingga umur persaraan dan memenuhi tempoh perkhidmatan minimum. Anggaran kos bagi manfaat ini diakrukan sepanjang tempoh pekerjaan menggunakan kaedah perakaunan yang sama seperti yang digunakan untuk pelan manfaat persaraan ditentukan. Keuntungan dan kerugian aktuari yang terbit daripada pelarasan pengalaman dan perubahan dalam andaian aktuari adalah diiktiraf dalam aset bersih/ekuiti dalam tempoh di mana ia terbit. Obligasi ini adalah dinilai setiap 3 tahun oleh aktuari bebas yang bertauliah.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

q) Employee Benefits

(ii) Defined Contribution Plan

A defined contribution plan is a pension plan under which PERKESO pays fixed contributions to the National Pension Scheme, the Employees' Provident Fund (EPF) and PERKESO has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees benefits relating to employee service in the current and prior periods

PERKESO's contributions to defined contribution plans are charged to surplus or deficit in the period to which they relate. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

(iii) Other Post-Employment Obligations

PERKESO's other post employment obligations include post-retirement healthcare benefits to their retirees and qualified dependents and PERKESO Staff end of service ex-gratia payments.

The entitlement to these benefits is usually conditional on the employee remaining in service up to retirement age and the completion of a minimum service period. The expected costs of these benefits are accrued over the period of employment using the same accounting methodology as used for defined benefit pension plans. Actuarial gains and losses arising from experience adjustments and changes in actuarial assumptions are recognised in net assets/equity in the period in which they arise. These obligations are valued every three (3) years by independent qualified actuaries.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

q) Manfaat Pekerja (samb)

(iii) Obligasi Lain Pasca Pekerjaan (samb)

Manakala nilai manfaat anggota berkaitan dengan pembayaran saguhati tamat perkhidmatan adalah dikira berdasarkan kelayakan manfaat kepada anggota tetap sahaja sepertimana yang diluluskan dalam mesyuarat Lembaga PERKESO Bil. 6 Tahun 2016 dengan formula seperti berikut:

7.5% x Tempoh Bulan Perkhidmatan x Gaji Akhir

(iv) Manfaat Penamatan

Manfaat penamatan adalah dibayar apabila pekerjaan ditamatkan oleh PERKESO sebelum tarikh persaraan biasa, atau apabila seorang pekerja menerima pemberhentian sukarela sebagai pertukaran untuk manfaat ini. PERKESO mengiktiraf manfaat penamatan pada tarikh yang mana lebih awal antara berikut: (a) apabila PERKESO tidak boleh lagi menarik balik tawaran manfaat itu; dan (b) apabila PERKESO mengiktiraf kos penyusunan semula yang termasuk dalam skop MPSAS 25 dan melibatkan pembayaran manfaat penamatan. Dalam kes suatu tawaran yang dibuat untuk menggalakkan pemberhentian sukarela, manfaat penamatan itu diukur berdasarkan bilangan anggota yang dijangka menerima tawaran itu. Manfaat yang kena dibayar lebih daripada 12 bulan selepas akhir tempoh pelaporan adalah didiskaunkan kepada nilai kininya.

r) Peruntukan Bagi Manfaat Sosial

Manfaat sosial merupakan pindahan tunai yang disediakan untuk individu dan/ atau isi rumah tertentu yang memenuhi kriteria kelayakan untuk mengurangkan kesan daripada risiko sosial dan bagi memenuhi keperluan masyarakat secara keseluruhannya. Risiko sosial dalam konteks ini adalah peristiwa atau keadaan yang berkait dengan ciri-ciri individu dan/atau isi rumah (contohnya status umur, kesihatan, kemiskinan dan

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

q) Employee Benefits

(iii) Other Post-Employment Obligations (cont'd)

Whereas the value of the staff benefit in relation to the end of service ex-gratia payment is calculated based on the eligibility of the benefit to the permanent staff only as approved in the Board of PERKESO Meeting No. 6 Year 2016 with the formula as follows:

7.5% x Duration of Months of Service x Last Salary

(iv) Termination Benefits

Termination benefits are payable when employment is terminated by PERKESO before the normal retirement date, or whenever an employee accepts voluntary redundancy in exchange for these benefits. PERKESO recognises termination benefits at the earlier of the following dates: (a) when PERKESO can no longer withdraw the offer of those benefits; and (b) when PERKESO recognises costs for a restructuring that is within the scope of MPSAS 25 and involves the payment of termination benefits. In the case of an offer made to encourage voluntary redundancy, the termination benefits are measured based on the number of employees expected to accept the offer. Benefits falling due more than 12 months after the end of the reporting period are discounted to their present value.

r) Provision For Social Benefits

Social benefits are cash transfers provided to specific individuals and/ or households who meet eligibility criteria to mitigate the effect of social risks and to address the needs of society as a whole. Social risks in this context are events or circumstances that relate to the characteristics of individuals and/or households (for example, age, health, poverty and employment status which may adversely

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

3. Dasar Perakaunan Yang Penting (samb')

3.2 Ringkasan Dasar Perakaunan Yang Penting (samb')

r) Peruntukan Bagi Manfaat Sosial (samb)

pekerjaan yang boleh mendatangkan kesan yang tidak baik terhadap kebajikan individu dan/atau isi rumah).

Liabiliti bagi suatu skim manfaat sosial diiktiraf apabila terdapat obligasi masa kini terhadap aliran keluar sumber akibat peristiwa lampau. Liabiliti diukur pada anggaran terbaik bagi kos yang akan ditanggung untuk memenuhi obligasi kini. Belanja untuk skim manfaat sosial diiktiraf pada masa yang sama dengan pengiktirafan liabiliti.

Peruntukan diiktiraf untuk semua benefisiari yang telah memenuhi kriteria kelayakan untuk pembayaran berikutnya. Perbezaan antara liabiliti yang diiktiraf dan bayaran faedah tunai sebenar adalah diiktiraf dalam lebihan atau defisit dalam tempoh liabiliti diselesaikan.

Apabila liabiliti belum diselesaikan, liabiliti berkenaan akan disemak pada setiap tarikh pelaporan, dan diselaraskan untuk menggambarkan anggaran terbaik semasa bagi bayaran manfaat sosial yang akan dikenakan untuk memenuhi oligasi masa kini.

s) Kos Pinjaman

Kos pinjaman am dan khusus yang berkaitan secara langsung dengan perolehan, pembinaan atau pengeluaran aset yang layak adalah dipermodalkan dalam tempoh masa yang diperlukan untuk menyiapkan dan menyediakan aset berkenaan untuk kegunaan atau penjualan yang dimaksudkan. Aset yang layak adalah aset yang semestinya mengambil tempoh masa yang lama untuk bersedia bagi kegunaan atau penjualan yang dimaksudkan. Pendapatan pelaburan yang diperolehi daripada pelaburan sementara bagi pinjaman khusus, sementara menunggu perbelanjaan ke atas aset yang layak, ditolak daripada kos pinjaman yang layak untuk permodalan. Kos pinjaman lain adalah dibelanjakan dalam tempoh di mana ia ditanggung.

3. Significant Accounting Policies (cont'd)

3.2 Summary Of Significant Accounting Policies (cont'd)

r) Provision For Social Benefits (cont'd)

affect the welfare of individuals and/or households.

Liability is recognised for a social benefit scheme when there is present obligation for an outflow of resources that results from a past event. Liability is measured at the best estimate of the costs to be incurred in fulfilling the present obligation. Expense for social benefit scheme is recognised at the same point of liability recognition.

The provision is recognised for all beneficiary who have met the eligibility criteria for the next payment. Difference between the liability recognised and the actual cash benefit payments is recognised in surplus or deficit in the period which liability is settled.

Where a liability has yet to be settled, the liability is reviewed at each reporting date, and adjusted to reflect the current best estimate of the social benefit payments to be incurred in fulfilling the present obligations.

s) Borrowing Costs

General and specific borrowing costs that are directly attributable to the acquisition, construction or production of a qualifying asset are capitalised during the period of time that is required to complete and prepare the asset for its intended use or sale. Qualifying assets are assets that necessarily take a substantial period of time to get ready for their intended use or sale. Investment income earned on the temporary investment of specific borrowings, pending their expenditure on qualifying assets, is deducted from the borrowing costs eligible for capitalisation. Other borrowing costs are expensed in the period in which they are incurred.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

4. Pertimbangan, Anggaran Dan Andaian Perakaunan Yang Penting

Penyediaan penyata kewangan PERKESO berpandukan MPSAS memerlukan pihak pengurusan membuat pertimbangan, anggaran dan andaian yang memberi kesan terhadap amaun yang dilaporkan pada hasil, belanja, aset dan liabiliti, dan pendedahan yang berkaitan, dan pendedahan liabiliti luar jangka. Ketidakpastian mengenai andaian dan anggaran ini boleh menghasilkan keputusan yang memerlukan suatu pelarasan material kepada amaun yang dibawa oleh aset atau liabiliti yang terlibat dalam tempoh-tempoh di masa hadapan.

(a) Penjejasan Aset Kewangan Sedia Untuk Dijual

Dalam melaksanakan semakan semula penjejasan, pertimbangan berikut adalah diperlukan. Penentuan sama ada pelaburan terjejas adalah berdasarkan petunjuk tertentu termasuk, antara lain, penurunan yang berpanjangan atau signifikan dalam nilai saksama di bawah kos, masalah kewangan yang signifikan oleh penerbit atau penanggung obligasi, kehilangan pasaran perdagangan yang aktif dan penjejasan penarafan kredit penerbit atau penanggung obligasi.

Penentuan mengenai apa yang dianggap 'signifikan' atau 'berpanjangan' memerlukan pertimbangan. Dalam membuat pertimbangan ini, PERKESO menilai faktor-faktor seperti sejarah pergerakan nilai saksama dan tempoh serta sejauh mana nilai saksama suatu pelaburan lebih rendah daripada kosnya.

Penjejasan Nilai Sekuriti Hutang

Bagi sekuriti hutang, penjejasan dikenal pasti berdasarkan analisis aliran tunai yang diunjurkan. Amaun kerugian yang dianggarkan adalah perbezaan di antara amaun yang dibawa oleh aset dan nilai kini anggaran aliran tunai masa hadapan yang didiskaunkan pada kadar faedah efektif asal.

Penjejasan Nilai Sekuriti Ekuiti

Bagi sekuriti ekuiti, penjejasan dikenal pasti berdasarkan kewujudan penurunan

4. Significant Accounting Judgements, Estimates And Assumptions

The preparation of PERKESO's financial statements in accordance with MPSASs requires the management to make judgements, estimates and assumptions that affect the reported amounts on revenues, expenses, assets and liabilities, and the accompanying disclosures, and the disclosure of contingent liabilities. Uncertainty about these assumptions and estimates could result in outcomes that require a material adjustment to the carrying amount of the asset or liability affected in future periods.

(a) Impairment Of Financial Assets Available-For-Sale

In carrying out the impairment review, the following judgements are required. Determination of whether the investments are impaired is based on certain indicators including, amongst others, prolonged or significant decline in fair value below cost, signifcant financial difficulties of the issuers or obligors, the disappearance of an active trading market and deterioration of the credit rating of the issuers or obligors.

The determination of what is deemed 'significant' or 'prolonged' requires judgement. In making this judgement, PERKESO evaluates factors such as historical fair value movements and the period and extent in which the fair value of an investment is below its cost.

Impairment Of Debt Securities

For debt securities, impairment is identified based on analysis of projected cash flows. The amount of loss is estimated as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the original effective interest rate.

Impairment Of Equity Securities

For equity securities, impairment is identified based on establishment of

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

4. Pertimbangan, Anggaran Dan Andaian Perakaunan Yang Penting (samb')

(a) Penjejasan Aset Kewangan Sedia Untuk Dijual (samb')

'signifikan' atau 'berpanjangan' dalam nilai saksama bagi suatu pelaburan di bawah kosnya. PERKESO mengandaikan penurunan dalam nilai saksama di bawah kos sebanyak lebih daripada 20% untuk menjadi 'signifikan' dan tempoh lebih daripada 12 bulan adalah dianggap 'berpanjangan'.

(b) Penjejasan Pinjaman Dan Belum Terima

PERKESO mempertimbangkan faktor-faktor termasuk kualiti kredit dan rekod masa lalu dalam menentukan sama ada suatu kerugian penjejasan patut diiktiraf.

PERKESO membuat andaian mengenai masa depan dan faktor-faktor utama yang lain berkenaan dengan anggaran jumlah dan masa aliran tunai dalam menilai penjejasan nilai bagi pinjaman dan penghutang. Antara faktor yang dipertimbangkan adalah pendedahan agregat PERKESO kepada peminjam, nilai boleh realis bersih cagaran yang disandarkan, daya maju model perniagaan peminjam dan keupayaan untuk menjana aliran tunai yang mencukupi untuk membiayai obligasi hutang. Anggaran ini adalah berdasarkan andaian dan keputusan sebenar mungkin berbeza daripada ini, oleh itu menyebabkan perubahan kepada kerugian penjejasan yang diiktiraf.

(c) Obligasi Bagi Manfaat Perubatan Pasca Persaraan

Manfaat perubatan pasca persaraan kepada pesara dan tanggungan yang berkelayakan bergantung kepada beberapa faktor yang ditentukan pada asas aktuari dengan menggunakan beberapa andaian. Andaian adalah digunakan untuk menentukan kos bersih perubatan pasca persaraan termasuk kadar diskaun dan kadar kos perubatan yang dijangkakan. Sebarang perubahan dalam andaian ini akan memberi kesan kepada amaun yang dibawa bagi obligasi pasca persaraan manfaat perubatan.

4. Significant Accounting Judgements, Estimates and Assumptions (cont'd)

(b) Impairment Of Loans And Receivables (cont'd)

'significant' or 'prolonged' decline in the fair value of an investment below its cost. PERKESO assumed decline in fair value below the cost by more than 20% to be 'significant' and a period of more than 12 months is deemed 'prolonged'.

(b) Impairment Of Loans And Receivables

PERKESO considers factors including credit quality and past due records in determining whether an impairment loss should be recognised.

PERKESO makes assumptions on the future and other key factors in respect of the estimation of the amount and timing of the cash flows in assessing the impairment for loans and receivables. Among the factors considered are PERKESO's aggregate exposure to the borrowers, the net realisable value of the collateral pledged, the viability of the borrower's business model and the capacity to generate sufficient cash flows to service debt obligations. These estimations are based on assumptions and the actual results may differ from these, hence resulting in changes to impairment losses recognised.

(c) Post-Retirement Medical Benefits Obligations

The post-retirement medical benefits to retirees and qualified dependents depend on a number of factors that are determined on actuarial basis using a number of assumptions. The assumptions used in determining the net cost of post-retirement medical include the discount rate and the expected medical cost rate. Any changes in these assumptions will impact the carrying amount of post-retirement medical benefits obligations.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

4. Pertimbangan, Anggaran Dan Andaian Perakaunan Yang Penting (samb')

(c) Obligasi Bagi Manfaat Perubatan Pasca Persaraan (Samb')

PERKESO menentukan kadar diskaun yang sesuai pada setiap tempoh tiga (3) tahun apabila penilaian aktuari dilaksanakan. Kadar diskaun ini telah digunakan untuk menentukan nilai kini anggaran aliran keluar tunai masa hadapan yang diperlukan untuk menyelesaikan obligasi manfaat perubatan pasca persaraan.

Dalam menentukan kadar diskaun yang bersesuaian, PERKESO mengambil kira kadar faedah bon korporat berkualiti tinggi yang didenominasikan dalam mata wang di mana manfaat tersebut akan dibayar dan mempunyai tempoh matang yang hampir bersamaan dengan tempoh liabiliti yang berkaitan.

Kadar kos perubatan adalah berdasarkan purata kos sejarah yang ditanggung oleh PERKESO.

Andaian utama yang digunakan dan analisa sensitiviti bagi andaian utama adalah berdasarkan kepada perubahan dalam satu andaian spesifik sementara semua andaian lain adalah tidak berubah seperti yang didedahkan dalam Nota 18 kepada penyata kewangan.

(d) Obligasi Bagi Manfaat Ganjaran Pasca Persaraan

Manfaat ganjaran pasca persaraan kepada pesara bergantung kepada beberapa faktor yang ditentukan pada asas aktuari dengan menggunakan beberapa andaian. Andaian yang digunakan dalam menentukan kos bersih ganjaran pasca persaraan termasuk kadar diskaun, jangkaan kenaikan gaji tahunan dan kadar semakan gaji. Sebarang perubahan dalam andaian ini akan memberi kesan kepada amaun yang dibawa bagi obligasi manfaat ganjaran pasca persaraan.

PERKESO menentukan kadar diskaun yang bersesuaian pada setiap tempoh tiga (3) tahun apabila penilaian aktuari dilaksanakan. Kadar diskaun ini telah digunakan untuk menentukan nilai kini

4. Significant Accounting Judgements, Estimates and Assumptions (cont'd)

(c) Post-Retirement Medical Benefits Obligations (cont'd)

PERKESO determines appropriate discount rate at every three (3) years when the actuarial valuation is performed. This discount rate was used to determine the present value of the estimated expected future cash outflows required to settle the post-retirement medical benefits obligations.

In determining the appropriate discount rate, PERKESO considers the interest rate of high quality corporate bonds that are denominated in the currency in which the benefits will be paid, and have term to maturity approximating the terms of the related liability.

The medical cost rate is based on the average historical cost incurred by PERKESO

The key assumption used and the sensitivity analysis of the key assumptions based on the change in one specific assumption while holding all other assumptions constant are as disclosed in Note 18 to the financial statement.

(d) Post-Retirement Gratuity Benefits Obligations

The post-retirement gratuity benefits to retirees depend on a number of factors that are determined on actuarial basis using a number of assumptions. The assumptions used in determining the net cost of post-retirement gratuity include the discount rate, expected annual salary increment and salary revision rate. Any changes in these assumptions will impact the carrying amount of post-retirement gratuity benefit obligations.

PERKESO determines appropriate discount rate at every three (3) years when the actuarial valuation is performed. This discount rate was used to determine the present value of the estimated

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

4. Pertimbangan, Anggaran Dan Andaian Perakaunan Yang Penting (samb')

(d) Obligasi Bagi Manfaat Ganjaran Pasca Persaraan (samb')

bagi jangkaan aliran keluar tunai masa hadapan yang diperlukan untuk menyelesaikan obligasi manfaat ganjaran pasca persaraan.

Bagi menentukan kadar diskaun yang bersesuaian, PERKESO mengambil kira kadar faedah bon korporat yang berkualiti tinggi yang didenominasikan dalam mata wang di mana manfaat tersebut akan dibayar dan mempunyai tempoh matang yang hampir bersamaan dengan tempoh liabiliti yang berkaitan.

Kadar kenaikan gaji tahunan adalah berdasarkan kepada purata kenaikan gaji tahun sebelumnya yang ditanggung oleh PERKESO.

Andaian utama yang digunakan dan analisa sensitiviti bagi andaian utama adalah berdasarkan perubahan dalam satu andaian spesifik sementara semua andaian lain adalah tidak berubah seperti yang didedahkan dalam Nota 18 kepada penyata kewangan.

(e) Peruntukan

PERKESO menggunakan anggaran terbaik sebagai asas untuk mengukur sesuatu peruntukan. Anggaran dibuat berdasarkan kepada pengalaman lalu, lain-lain petunjuk atau andaian, perkembangan terkini dan peristiwa masa hadapan yang munasabah dalam menentukan sesuatu peruntukan.

(f) Susut Nilai Hartanah Dan Peralatan

Kos hartanah dan peralatan disusut nilai mengikut kaedah garis lurus. Anggaran akan digunakan dalam pemilihan kaedah susut nilai, hayat berguna dan nilai sisa. Penggunaan sebenar manfaat ekonomi sesuatu hartanah dan peralatan mungkin berbeza daripada anggaran yang digunakan dan ini boleh memberi kesan kepada keuntungan atau kerugian apabila aset-aset dijual atau dilupuskan.

4. Significant Accounting Judgements, Estimates and Assumptions (cont'd)

(d) Post-Retirement Gratuity Benefits Obligations (cont'd)

expected future cash outflows required to settle the post-retirement gratuity benefits obligations.

In determining the appropriate discount rate, PERKESO considers the interest rate of high quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have term to maturity approximating the terms of the related liability.

Annual salary increment rate is based on the average previous year salary increment incurred by PERKESO.

The key assumption used and the sensitivity analysis of the key assumptions based on the change in one specific assumption while holding all other assumptions constant are as disclosed in Note 18 to the financial statement.

(e) Provision

PERKESO used the best estimate as the basis for measuring the provision. The estimate is based on past experience, other indications or assumptions, recent developments and reasonable future events in determining such provision.

(f) Depreciation Of Property And Equipmen

Property and equipment cost is depreciated on a straight-line basis. Estimates will be used in the selection of depreciation methods, useful life and residual values. The actual use of the economic benefits of a property and equipment may differ from the estimates used and this may affect the surplus and deficit when the assets are sold or disposed.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

5. Urus Niaga Pertukaran Pinjaman/ Loans From Exchange Transactions

	Nota/ Note	KUMPULAN DAN PERKESO/ GROUP AND PERKESO 2022 (RM'000)	2021 (RM'000)
Semasa / Current			
Pinjaman Anggota/ Staff Loans	(a)	3,855	3,830
Tabung Pinjaman Pendidikan / Education Loan Funds		2,672	3,129
Institusi Korporat / Corporate Institutions	(b)	-	191,542
		6,527	**198,501**
Bukan Semasa / Non-Current			
Pinjaman Anggota / Staff Loans	(a)	34,868	36,071
Tabung Pinjaman Pendidikan / Education Loan Funds		10,566	12,030
Institusi Korporat / Corporate Institutions	(c)	5,000	-
		50,434	**48,101**
Tolak: / Less:			
Elaun Penjejasan Ke Atas Pinjaman/ Allowance For Impairment On Loans	(d)	(1,050)	(1,376)
		49,384	**46,725**
Jumlah Pinjaman Bersih/ Total Net Loans		**55,911**	**245,226**

(a) Amaun dibawa bagi pinjaman belum terima semasa dianggap sama dengan nilai saksamanya kerana sifat jangka pendeknya. Bagi sebahagian besar pinjaman belum terima bukan semasa, nilai saksama juga tidak berbeza dengan signifikan daripada amaun dibawanya. Pengecualian kepada pinjaman kenderaan, pinjaman perumahan dan tabung pinjaman pendidikan yang diberikan pada kadar faedah yang berbeza daripada kadar pasaran. Baki pinjaman kenderaan, pinjaman perumahan dan tabung pinjaman pendidikan diiktiraf pada nilai saksama yang dikira berdasarkan aliran tunai masa depan yang didiskaunkan menggunakan kadar faedah efektif seperti berikut:
The carrying amount of the current loan receivables is considered to be the same as their fair value due to their short-term nature. For the majority of the non-current loan receivables, the fair values are also not significantly different from their carrying amount. An exception is the car loan, housing loan and education loan funds given at an interest rate that is different than market rate. The car loan, housing loan and education loan fund balances are recognised at fair value computed based on future cash flows discounted using the effective interest rate as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO 2022 (%)	2021 (%)
Pinjaman Kenderaan/ Car Loan	5.41 - 5.78	5.41 - 5.78
Pinjaman Perumahan/ Housing Loan	3.28 - 3.92	3.28 - 3.92
Tabung Pinjaman Pendidikan/ Education Loan Funds	2.00 - 4.03	2.00 - 4.03

(b) Pinjaman dijamin kerajaan kepada entiti berkaitan kerajaan telah matang dalam tahun pada 10 Oktober 2022 tertakluk kepada kadar faedah sebanyak 4.04% (2021: 4.04%) setahun.
A government-guaranteed loan given to a government-related entity matured during the year on 10 October 2022 and was subject to interest rate of 4.04% (2021: 4.04%) per annum.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

5. Urus Niaga Pertukaran Pinjaman (samb') / Loans From Exchange Transactions (cont'd)

(c) Pinjaman kepada institusi korporat tertakluk kepada kadar faedah sebanyak 4.00% setahun dan bayaran balik dalam tempoh tujuh (7) tahun.
Loan to corporate institution subjected to interest rate at 4.00% per annum and repayable in seven (7) years.

(d) Pergerakan dalam elaun penjejasan atas urus niaga pertukaran pinjaman adalah seperti berikut:
Movement in allowance for impairment on loans from exchange transactions is as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Pada 1 Januari / As At 1 January	1,376	1,475
Catatan Semula Dalam Tahun Kewangan / Writeback During The Financial Year	(326)	(99)
Pada 31 Disember/ As At 31 December	**1,050**	**1,376**

6. Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Semasa / Current				
Instrumen Pasaran Wang / Money Market Instruments				
Sekuriti Kerajaan Malaysia / Malaysian Government Securities	-	50,762	-	50,762
Sekuriti Tersiar / Quoted Securities				
Bon Dalam Malaysia / Bonds In Malaysia	1,292,502	116,877	1,292,502	116,877
	1,292,502	**167,639**	**1,292,502**	**167,639**
Bukan Semasa / Non-Current				
Instrumen Pasaran Wang / Money Market Instruments				
Sekuriti Kerajaan Malaysia / Malaysian Government Securities	1,709,699	1,605,348	1,709,699	1,605,348
Terbitan Pelaburan Kerajaan Malaysia / Malaysian Government Investment Issue	807,735	1,103,484	807,735	1,103,484
Sekuriti Tersiar/ Quoted Securities				
Saham Dalam Malaysia / Shares In Malaysia	4,652,938	4,080,336	4,652,938	4,080,336
Saham Luar Malaysia / Shares Outside Malaysia	1,954,015	2,173,671	1,954,015	2,173,671
Bon Dalam Malaysia / Bonds In Malaysia	13,876,654	14,853,676	13,876,654	14,853,676
	20,483,607	21,107,683	20,483,607	21,107,683
Sekuriti Tidak Tersiar / Unquoted Securities				
Saham Dalam Malaysia / Shares In Malaysia	64,783	47,193	64,783	47,193
	23,065,824	**23,863,708**	**23,065,824**	**23,863,708**
	24,358,326	**24,031,347**	**24,358,326**	**24,031,347**

Termasuk dalam pelaburan kewangan sedia untuk dijual adalah bon dan saham yang dilaburkan dalam entiti berkaitan kerajaan masing-masing berjumlah RM11,334.30 juta (2021: RM14,945.73 juta) dan RM4,741.94 juta (2021: RM2,009.40 juta).
Included in the financial investment available-for-sale are bonds and shares invested in government-related entities amounting to RM11,334.30 million (2021: RM14,945.73 million) and RM4,741.94 million (2021: RM2,009.40 million) respectively.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

7. Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit

	Nota/ Note	KUMPULAN/ GROUP 2022 (RM'000)	KUMPULAN/ GROUP 2021 (RM'000)	PERKESO 2022 (RM'000)	PERKESO 2021 (RM'000)
Semasa / Current					
Saham Keutamaan Boleh Tukar Boleh Tebus / Redeemable Convertible Preference Shares		6,206	4,051	6,206	4,051
Saham Keutamaan Boleh Tukar Tidak Boleh Tebus / Irredeemable Convertible Preference Shares		-	19,834	-	19,834
Saham Tersiar Harga Dalam Malaysia / Quoted Shares In Malaysia		148,740	153,605	148,740	153,605
		154,946	**177,490**	**154,946**	**177,490**
Bukan Semasa / Non-Current					
Bon Korporat / Corporate Bonds	(a)	**14,992**	**-**	**-**	**-**
		169,938	**177,490**	**154,946**	**177,490**

(a) Pelaburan dalam entiti berkaitan kerajaan dengan kadar faedah daripada 1.4% hingga 1.8% setahun. / Investments in government-related entities with interest rate from 1.4% to 1.8% per annum.

8. Derivatif/ Derivative

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO 2022 (RM'000)	KUMPULAN DAN PERKESO/ GROUP AND PERKESO 2021 (RM'000)
Aset Semasa / Current Assets		
Terbitan Hak Dan Waran Bagi Saham Dalam Malaysia / Right Issue And Warrants For Shares In Malaysia	372	3,112
Opsyen Jualan Dalam Malaysia / Put Option In Malaysia	38,395	46,439
	38,767	**49,551**
Liabiliti Semasa / Current Liabilities		
Opsyen Belian Dalam Malaysia / Call Option In Malaysia	(19,301)	(1,048)
	19,466	**48,503**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

9. Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions

		KUMPULAN/ GROUP		PERKESO	
		2022	2021	2022	2021
	Nota/ Note	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Faedah Dan Dividen Terakru / Accrued Interest And Dividend		164,325	166,364	163,490	166,306
Prabayar Dan Deposit / Prepayments And Deposits		4,411	3,629	1,846	1,398
Lain-lain Penghutang Dan Pendahuluan/ Other Debtors And Advances		190,122	81,840	189,957	81,283
		358,858	**251,833**	**355,293**	**248,987**
Tolak: / Less:					
Elaun Penjejasan Ke Atas Penghutang / Allowance For Impairment On Debtors	(a)	(17,419)	(15,277)	(17,419)	(15,277)
		341,439	**236,556**	**337,874**	**233,710**

(a) Pergerakan dalam elaun penjejasan atas penghutang adalah seperti berikut: / Movement in allowance for impairment on debtors is as follows:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Pada 1 Januari / As At 1 January	15,277	10,958	15,277	10,958
Caj Dalam Tahun Kewangan / Charge During The Financial Year	3,065	4,776	3,065	4,776
Hapus Kira Dalam Tahun Kewangan Written Off During The Financial Year	(923)	(457)	(923)	(457)
Pada 31 Disember / As At 31 December	**17,419**	**15,277**	**17,419**	**15,277**

10. Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Penghutang - Caruman / Debtors - Contribution	**458,082**	**381,047**

Baki penghutang merupakan caruman belum terima bagi bulan Disember yang diiktiraf berdasarkan terimaan caruman pada bulan berikutnya. /
The debtor balance represents the contribution receivable for the month of December recognised based on actual contribution received in the following month.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

11. Deposit Dengan Institusi Kewangan Berlesen/ Deposit With Licensed Financial Institutions

		KUMPULAN/ GROUP		PERKESO	
		2022	2021	2022	2021
		(RM'000)	(RM'000)	(RM'000)	(RM'000)
Semasa / Current					
Bank Berlesen / Licensed Banks		60,202	85,349	-	70,153
Institusi Kewangan Yang Lain / Other Financial Institutions	(a)	788	23,808	788	23,808
		60,990	**109,157**	**788**	**93,961**
Bukan Semasa/ Non-Current					
Bank Berlesen / Licensed Banks	(b)	448	448	-	-
	(c)	**61,438**	**109,605**	**788**	**93,961**

(a) PERKESO telah menempatkan deposit sebanyak RM787,922.10 (2021: RM807,922.00) sebagai jaminan bank untuk deposit utiliti bagi Menara PERKESO, Putrajaya. Deposit ini dianggap sebagai deposit terbatas. Tempoh matang deposit berkenaan adalah melebihi tiga bulan. /
PERKESO had placed deposits of RM787,922.10 (2021: RM807,922.00) as a bank guarantee for utilities deposits for Menara PERKESO, Putrajaya. These deposits are considered as restricted deposits. The maturity for the deposits are more than three months.

(b) Kumpulan telah mencagarkan deposit tetap berjumlah RM448,000.00 (2021: RM448,000.00) untuk fasiliti Kad Korporat dengan had kredit bagi jumlah yang sama. /
The Group has pledged a fixed deposit of RM448,000.00 (2021: RM448,000.00) for a Corporate Card facility with a credit line of the same amount.

(c) Deposit Kumpulan berjumlah RM60.65 juta (2021: RM108.80 juta) ditempatkan dengan entiti berkaitan kerajaan. /
The Group's deposits amounting to RM60.65 million (2021: RM108.80 million) are held with government-related entities.

Deposit PERKESO berjumlah RM Tiada (2021: RM93.15 juta) ditempatkan dengan entiti berkaitan kerajaan. /
PERKESO's deposits amounting to RM Nil (2021: RM93.15 million) are held with government-related entities.

12. Tunai Dan Kesetaraan Tunai/ Cash And Cash Equivalents

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Tunai Di Tangan Dan Di Bank/ Cash In Hand And At Bank	98,947	147,596	91,418	74,642
Deposit Jangka Pendek/ Short Term Deposits	6,319,796	5,757,524	6,319,796	5,757,524
	6,418,743	**5,905,120**	**6,411,214**	**5,832,166**

Tunai di bank menghasilkan faedah pada kadar terapung berdasarkan kadar deposit harian bank. Deposit jangka pendek ditempatkan untuk tempoh yang berbeza-beza antara satu hari hingga tiga bulan, bergantung kepada keperluan tunai segera PERKESO dan menerima faedah pada kadar deposit jangka pendek masing-masing. /
Cash at bank earns interest at floating rates based on daily bank deposit rates. Short term deposits are made for varying periods of between one day to three months, depending on the immediate cash requirements of PERKESO, and earn interest at the respective short term deposit rates.

Baki tunai Kumpulan berjumlah RM4,505.30 juta (2021: RM4,942.62 juta) disimpan dengan entiti berkaitan kerajaan. /
The Group's cash balances amounting to RM4,505.30 million (2021: RM4,942.62 million) are held with government-related entities.

Baki tunai PERKESO berjumlah RM4,497.78 juta (2021: RM4,869.66 juta) disimpan dengan entiti berkaitan kerajaan. /
PERKESO's cash balances amounting to RM4,497.78 million (2021: RM4,869.66 million) are held with government-related entities.

13. Hartanah Dan Peralatan / Property And Equipment

	Nota / Note	Tanah Pegangan Bebas / Freehold Land (RM'000)	<--- Tanah Pajakan ---> <--- Leasehold Land ---> 50 Tahun Atau Lebih / 50 Years Or More (RM'000)	Kurang Daripada 50 Tahun / Less Than 50 Years (RM'000)	Bangunan Pejabat / Office Buildings (RM'000)	Ubah Suai Pejabat / Office Renovations (RM'000)	Kenderaan Bermotor / Motor Vehicles (RM'000)	Peralatan Pejabat / Office Equipment (RM'000)	Peralatan Vokasional / Vocational Equipment (RM'000)	Peralatan Perubatan / Medical Equipment (RM'000)	Kerja Dalam Kemajuan / Work In Progress (RM'000)	Perkakasan Komputer / Computer Hardware (RM'000)	Jumlah / Total (RM'000)
KUMPULAN 2022 / GROUP 2022													
Kos / Cost													
Pada 1 Januari / As At 1 January		223,166	45,071	1,060	1,088.631	120,801	20,763	14,937	6,401	58,207	23,846	144,029	1,746,912
Tambahan / Additions		845	-	-	-	9,342	1,098	1,823	-	12,637	131,099	518	157,362
Pelupusan/Hapus Kira / Disposals/Write Off		(5,380)	-	-	-	(276)	(499)	(1,451)	-	-	-	(451)	(8,057)
Pindahan Dari Kerja Dalam Kemajuan / Transfer From Work In Progress		-	-	-	-	30,343	-	155	-	-	(37,405)	6,907	-
Dibelanjakan / Expensed Off		-	-	-	-	(83)	-	-	-	-	-	-	(83)
Pengelasan Semula / Reclassification	(a)	-	-	-	-	-	-	-	-	-	(3,398)	17,427	14,029
Pada 31 Disember / As At 31 December		**218,631**	**45,071**	**1,060**		**160,127**	**21,362**	**15,464**	**6,401**	**70,844**	**114,142**	**168,430**	**1,910.163**
Susut Nilai Terkumpul / Accumulated Depreciation													
Pada 1 Januari / As At 1 January		-	8,638	247	193,853	86,918	15,261	10,934	6,175	34,604	-	115,960	472,590
Susut Nilai Bagi Tahun / Depreciation For The Year		-	597	18	21,766	27,217	2,402	1,499	101	7,814	-	17,141	78,555
Pelupusan/Hapus Kira / Disposals/Write Off		-	-	-	-	(12)	(499)	(1,430)	-	-	-	(450)	(2,391)
Pada 31 Disember / As At 31 December		**-**	**9,235**	**265**	**215,619**	**114,123**	**17,164**	**11,003**	**6,276**	**42,418**	**-**	**132,651**	**548,754**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss													
Pada 1 Januari/31 Disember / As At 1 January/31 December		**-**	**-**	**191**	**31,088**	**-**	**-**	**-**	**-**	**-**	**-**	**21**	**31,300**
Amaun Dibawa Pada 31 Disember / Carrying Amount As At 31 December		**218,631**	**35,836**	**604**	**841,924**	**46,004**	**4,198**	**4,461**	**125**	**28,426**	**114,142**	**35,758**	**1,330,109**

(a) Pengelasan semula aset antara hartanah dan peralatan dan perisian komputer.

(a) Reclassification of assets between property and equipment and computer software.

13. Hartanah Dan Peralatan(samb') / Property And Equipment (cont')

	Nota / Note	<--- Tanah Pajakan ---> <--- Leasehold Land ---> Tanah Pegangan Bebas / Freehold Land (RM'000)	50 Tahun Atau Lebih / 50 Years Or More (RM'000)	Kurang Daripada 50 Tahun / Less Than 50 Years (RM'000)	Bangunan Pejabat / Office Buildings (RM'000)	Ubah Suai Pejabat / Office Renovations (RM'000)	Kenderaan Bermotor / Motor Vehicles (RM'000)	Peralatan Pejabat / Office Equipment (RM'000)	Peralatan Vokasional / Vocational Equipment (RM'000)	Peralatan Perubatan / Medical Equipment (RM'000)	Kerja Dalam Kemajuan / Work In Progress (RM'000)	Perkakasan Komputer / Computer Hardware (RM'000)	Jumlah / Total (RM'000)
KUMPULAN 2021 / GROUP 2021													
Kos / Cost													
Pada 1 Januari / As At 1 January		114,429	46,291	1,060	1,059,055	96,373	20,725	17,241	6,354	46,810	42,094	138,471	1,588,903
Tambahan / Additions		-	-	-	44	4,785	804	1,914	47	11,397	145,106	3,347	167,444
Pelupusan/Hapus Kira / Disposals/Write Off		-	(1,220)	-	(513)	(75)	(766)	(4,240)	-	-	-	(169)	(6,983)
Pindahan Dari Kerja Dalam Kemajuan/ Transfer From Work In Progress		108,737	-	-	30,045	19,815	-	22	-	-	(161,135)	2,516	-
Dibelanjakan / Expensed Off		-	-	-	-	(97)	-	-	-	-	(1,793)	-	(1,890)
Pengelasan Semula / Reclassification	(a)	-	-	-	-	-	-	-	-	-	(426)	(136)	(562)
Pada 31 Disember / As At 31 December		**223,166**	**45,071**	**1,060**	**1,088,631**	**120,801**	**20,763**	**14,937**	**6,401**	**58,207**	**23,846**	**144,029**	**1,746,912**
Susut Nilai Terkumpul / Accumulated Depreciation													
Pada 1 Januari / As At 1 January		-	8,272	229	172,273	62,076	13,515	13,763	6,031	28,707	-	101,431	406,297
Susut Nilai Bagi Tahun / Depreciation For The Year		-	604	18	21,756	24,917	2,512	1,405	144	5,897	-	14,833	72,086
Pelupusan/Hapus Kira / Disposals/Write Off		-	(238)	-	(176)	(75)	(766)	(4,234)	-	-	-	(168)	(5,657)
Pengelasan Semula / Reclassification	(a)		-	-	-	-	-	-	-	-		(136)	(136)
Pada 31 Disember / As At 31 December		**-**	**8,638**	**247**	**193,853**	**86,918**	**15,261**	**10,934**	**6,175**	**34,604**	**-**	**115,960**	**472,590**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss													
Pada 1 Januari/31 Disember / As At 1 January/31 December		**-**	**-**	**191**	**31,088**	**-**	**-**	**-**	**-**	**-**	**-**	**21**	**31,300**
Amaun Dibawa Pada 31 Disember / Carrying Amount As At 31 December		**223,166**	**36,433**	**622**	**863,690**	**33,883**	**5,502**	**4,003**	**226**	**23,603**	**23,846**	**28,048**	**1,243,022**

(a) Pengelasan semula aset antara hartanah dan peralatan dan perisian komputer.

(a) Reclassification of assets between property and equipment and computer software.

PERKESO itu Prihatin
Prihatin itu PERKESO

13. Hartanah Dan Peralatan(samb') / Property And Equipment (cont')

	Nota / Note	<--- Tanah Pajakan ---> <--- Leasehold Land ---> Tanah Pegangan Bebas / Freehold Land (RM'000)	50 Tahun Atau Lebih / 50 Years Or More (RM'000)	Kurang Daripada 50 Tahun / Less Than 50 Years (RM'000)	Bangunan Pejabat / Office Buildings (RM'000)	Ubah Suai Pejabat / Office Renovations (RM'000)	Kenderaan Bermotor / Motor Vehicles (RM'000)	Peralatan Pejabat / Office Equipment (RM'000)	Kerja Dalam Kemajuan / Work In Progress (RM'000)	Perkakasan Komputer / Computer Hardware (RM'000)	Jumlah / Total (RM'000)
PERKESO 2022 / PERKESO 2022											
Kos / Cost											
Pada 1 Januari / As At 1 January		223,166	45,071	1,060	1,088,631	119,117	20,043	13,321	20,995	142,563	1,673,967
Tambahan / Additions		845	-	-	-	3,860	717	1,356	128,043	62	134,883
Pelupusan/Hapus Kira / Disposals/Write Off		(5,380)	-	-	-	(276)	(499)	(1,451)	-	(451)	(8,057)
Pindahan Dari Kerja Dalam Kemajuan / Transfer From Work In Progress		-	-	-	-	30,343	-	155	(37,405)	6,907	-
Dibelanjakan / Expensed Off		-	-	-	-	(83)	-	-	-	-	(83)
Pengelasan Semula / Reclassification	(a)	-	-	-	-	-	-	-	(3,398)	17,427	14,029
Pada 31 Disember / As At 31 December		**218,631**	**45,071**	**1,060**	**1,088,631**	**152,961**	**20,261**	**13,381**	**108,235**	**166,508**	**1,814,739**
Susut Nilai Terkumpul / Accumulated Depreciation											
Pada 1 Januari / As At 1 January		-	8,638	247	193,853	86,239	14,766	10,464	-	115,205	429,412
Susut Nilai Bagi Tahun / Depreciation For The Year		-	597	18	21,766	25,825	2,267	1,142	-	16,844	68,459
Pelupusan/Hapus Kira / Disposals/Write Off		-	-	-	-	(12)	(499)	(1,430)	-	(450)	(2,391)
Pada 31 Disember / As At 31 December		**-**	**9,235**	**265**	**215,619**	**112,052**	**16,534**	**10,176**	**-**	**131,599**	**495,480**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss											
Pada 1 Januari/31 Disember / As At 1 January/31 December		**-**	**-**	**191**	**31,088**	**-**	**-**	**-**	**-**	**21**	**31,300**
Amaun Dibawa Pada 31 Disember / Carrying Amount At 31 December		**218,631**	**35,836**	**604**	**841,924**	**40,909**	**3,727**	**3,205**	**108,235**	**34,888**	**1,287,959**

(a) Pengelasan semula aset antara hartanah dan peralatan dan perisian komputer.

(a) Reclassification of assets between property and equipment and computer software.

13. Hartanah Dan Peralatan(samb') / Property And Equipment (cont')

	Nota / Note	Tanah Pegangan Bebas / Freehold Land (RM'000)	<--- Tanah Pajakan ---> <--- Leasehold Land ---> 50 Tahun Atau Lebih / 50 Years Or More (RM'000)	Kurang Daripada 50 Tahun / Less Than 50 Years (RM'000)	Bangunan Pejabat / Office Buildings (RM'000)	Ubah Suai Pejabat / Office Renovations (RM'000)	Kenderaan Bermotor / Motor Vehicles (RM'000)	Peralatan Pejabat / Office Equipment (RM'000)	Kerja Dalam Kemajuan / Work In Progress (RM'000)	Perkakasan Komputer / Computer Hardware (RM'000)	Jumlah / Total (RM'000)
PERKESO 2021 / PERKESO 2021											
Kos / Cost											
Pada 1 Januari / As At 1 January		114,429	46,291	1,060	1,059,055	95,627	20,055	16,614	41,492	137,246	1,531,869
Tambahan / Additions		-	-	-	44	3,847	754	925	142,857	3,106	151,533
Pelupusan/Hapus Kira / Disposals/Write Off		-	(1,220)	-	(513)	(75)	(766)	(4,240)	-	(169)	(6,983)
Pindahan Dari Kerja Dalam Kemajuan / Transfer From Work In Progress		108,737	-	-	30,045	19,815	-	22	(161,135)	2,516	-
Dibelanjakan / Expensed Off		-	-	-	-	(97)	-	-	(1,793)	-	(1,890)
Pengelasan Semula / Reclassification	(a)	-	-	-	-	-	-	-	(426)	(136)	(562)
Pada 31 Disember / As At 31 December		**223,166**	**45,071**	**1,060**	**1,088,631**	**119,117**	**20,043**	**13,321**	**20,995**	**142,563**	**1,673,967**
Susut Nilai Terkumpul / Accumulated Depreciation											
Pada 1 Januari / As At 1 January		-	8,272	229	172,273	61,865	13,147	13,514	-	100,923	370,223
Susut Nilai Bagi Tahun / Depreciation For The Year		-	604	18	21,756	24,449	2,385	1,184	-	14,586	64,982
Pelupusan/Hapus Kira / Disposals/Write Off		-	(238)	-	(176)	(75)	(766)	(4,234)	-	(168)	(5,657)
Pengelasan Semula / Reclassification	(a)		–	-	-	-	-	-		(136)	(136)
Pada 31 Disember / As At 31 December		**-**	**8,638**	**247**	**193,853**	**86,239**	**14,766**	**10,464**	**-**	**115,205**	**429,412**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss											
Pada 1 Januari/31 Disember / As At 1 January/31 December		**-**	**-**	**191**	**31,088**	**-**	**-**	**-**	**-**	**21**	**31,300**
Amaun Dibawa Pada 31 Disember / Carrying Amount As At 31 December		**223,166**	**36,433**	**622**	**863,690**	**32,878**	**5,277**	**2,857**	**20,995**	**27,337**	**1,213,255**

(a) Pengelasan semula aset antara hartanah dan peralatan dan perisian komputer.

(a) Reclassification of assets between property and equipment and computer software.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

14. Perisian Komputer / Computer Software

	Nota/ Note	KUMPULAN/ GROUP		
		Perisian Komputer/ Computer Software	Kerja Dalam Kemajuan/ Work In Progress	Jumlah/ Total
		(RM'000)	(RM'000)	(RM'000)
2022				
Kos/ Cost				
Pada 1 Januari / As At 1 January		421,051	77,801	498,852
Tambahan / Additions		9,330	49,392	58,722
Pelupusan/Hapus Kira / Disposal/ Write Off		(137)	-	(137)
Pindahan Dari Kerja Dalam Kemajuan/ Transfer From Work In Progress		88,598	(88,598)	-
Dibelanjakan / Expensed Off		-	(950)	(950)
Pengelasan Semula / Reclassification	(a)	3,398	(17,427)	(14,029)
Pada 31 Disember / As At 31 December		**522,240**	**20,218**	**542,458**
Pelunasan Terkumpul/ Accumulated Amortisation				
Pada 1 Januari / As At 1 January		295,349	-	295,349
Kenaan Bagi Tahun Kewangan / Charge For The Year		87,380	-	87,380
Pelupusan/Hapus Kira/ Disposal/Write Off		(137)	-	(137)
Pada 31 Disember / As At 31 December		**382,592**	**-**	**382,592**
Kerugian Terjejas Terkumpul/ Accumulated Impairment Loss				
Pada 1 Januari/31 Disember / As At 1 January/As At 31 December		**8,746**	**-**	**8,746**
Amaun Dibawa Pada 31 Disember/ Carrying Amount As At 31 December		**130,902**	**20,218**	**151,120**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

14. Perisian Komputer (samb')/ Computer Software (cont'd)

	Nota/ Note	KUMPULAN/ GROUP Perisian Komputer/ Computer Software	Kerja Dalam Kemajuan/ Work In Progress	Jumlah/ Total
		(RM'000)	(RM'000)	(RM'000)
2021				
Kos / Cost				
Pada 1 Januari / As At 1 January		405,972	48,896	454,868
Tambahan / Additions		7,705	41,414	49,119
Pindahan Dari Kerja Dalam Kemajuan / Transfer From Work In Progress		6,812	(6,812)	-
Dibelanjakan / Expensed Off		-	(5,697)	(5,697)
Pengelasan Semula / Reclassification	(a)	562	-	562
Pada 31 Disember / As At 31 December		**421,051**	**77,801**	**498,852**
Pelunasan Terkumpul/ Accumulated Amortisation				
Pada 1 Januari / As At 1 January		236,478	-	236,478
Kenaan Bagi Tahun Kewangan / Charge For The Year		58,735	-	58,735
Pengelasan Semula / Reclassification	(a)	136	-	136
Pada 31 Disember / As At 31 December		**295,349**	**-**	**295,349**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss				
Pada 1 Januari/31 Disember / As At 1 January/As At 31 December		**8,746**	**-**	**8,746**
Amaun Dibawa Pada 31 Disember / Carrying Amount As At 31 December		**116,956**	**77,801**	**194,757**

Perisian komputer terdiri daripada bayaran lesen, lain-lain kos yang berkaitan secara langsung bagi menyediakan aset untuk kegunaan yang dimaksudkan dan yuran profesional yang terbit secara langsung untuk membawa kepada keadaan aset itu berfungsi. /
Computer software relates to the licence fee, other directly attributable cost of preparing the asset for its intended use and professional fees arising directly from bringing the asset to its working condition.

(a) Pengelasan semula aset antara perisian komputer dan hartanah dan peralatan. /
(a) Reclassification of assets between computer software and property and equipments.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

14. Perisian Komputer (samb')/ Computer Software (cont'd)

		PERKESO		
		Perisian Komputer/ Computer Software	Kerja Dalam Kemajuan/ Work In Progress	Jumlah/ Total
	Nota/ Note	(RM'000)	(RM'000)	(RM'000)
2022				
Kos / Cost				
Pada 1 Januari / As At 1 January		416,844	77,801	494,645
Tambahan / Additions		9,153	49,339	58,492
Pelupusan/Hapus Kira / Disposal/Write Off		(137)	-	(137)
Pindahan Dari Kerja Dalam Kemajuan / Transfer From Work In Progress		88,598	(88,598)	-
Dibelanjakan / Expensed Off		-	(950)	(950)
Pengelasan Semula / Reclassification	(a)	3,398	(17,427)	(14,029)
Pada 31 Disember / As At 31 December		**517,856**	**20,165**	**538,021**
Pelunasan Terkumpul / Accumulated Amortisation				
Pada 1 Januari / As At 1 January		293,748	-	293,748
Kenaan Bagi Tahun Kewangan / Charge For The Year		86,594	-	86,594
Pelupusan/Hapus Kira / Disposal/Write Off		(137)	-	(137)
Pada 31 Disember / As At 31 December		**380,205**	**-**	**380,205**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss				
Pada 1 Januari/31 Disember / As At 1 January/As At 31 December		**8,746**	**-**	**8,746**
Amaun Dibawa Pada 31 Disember / Carrying Amount As At 31 December		**128,905**	**20,165**	**149,070**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

14. Perisian Komputer (samb')/ Computer Software (cont'd)

	Nota/ Note	PERKESO		
		Perisian Komputer/ Computer Software	Kerja Dalam Kemajuan/ Work In Progress	Jumlah/ Total
		(RM'000)	(RM'000)	(RM'000)
2021				
Kos / Cost				
Pada 1 Januari / As At 1 January		401,971	48,896	450,867
Tambahan / Additions		7,499	41,414	48,913
Pindahan Dari Kerja Dalam Kemajuan / Transfer From Work In Progress		6,812	(6,812)	-
Dibelanjakan / Expensed Off		-	(5,697)	(5,697)
Pengelasan Semula / Reclassification	(a)	562	-	562
Pada 31 Disember / As At 31 December		**416,844**	**77,801**	**494,645**
Pelunasan Terkumpul				
Pada 1 Januari / As At 1 January		235,652	-	235,652
Kenaan Bagi Tahun Kewangan / Charge For The Year		57,960	-	57,960
Pengelasan Semula / Reclassification	(a)	136	-	136
Pada 31 Disember / As At 31 December		**293,748**	**-**	**293,748**
Kerugian Terjejas Terkumpul / Accumulated Impairment Loss				
Pada 1 Januari/31 Disember / As At 1 January/As At 31 December		**8,746**	**-**	**8,746**
Amaun Dibawa Pada 31 Disember / Carrying Amount As At 31 December		**114,350**	**77,801**	**192,151**

Perisian komputer terdiri daripada bayaran lesen, lain-lain kos yang berkaitan secara langsung bagi menyediakan aset untuk kegunaan yang dimaksudkan dan yuran profesional yang terbit secara langsung untuk membawa kepada keadaan aset itu berfungsi.
Computer software relates to the licence fee, other directly attributable cost of preparing the asset for its intended use and professional fees arising directly from bringing the asset to its working condition.

(a) Pengelasan semula aset antara perisian komputer dan hartanah dan peralatan.
(a) Reclassification of assets between computer software and property and equipments.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

15. Hartanah Pelaburan / Investment Properties

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Tanah Pajakan Dan Bangunan/ Leasehold Land And Buildings		
Pada 1 Januari / As At 1 January	900,000	900,000
Pelarasan Nilai Saksama Atas Pelaburan Hartanah / Fair Value Adjustment On Investment Properties	3,000	-
Pada 31 Disember / As At 31 December	**903,000**	**900,000**

PERKESO tidak mempunyai sekatan ke atas keupayaan merealisasi hartanah pelaburan dan tidak mempunyai obligasi kontrak sama ada untuk membeli, membina atau membangunkan hartanah pelaburan atau untuk membaiki, menyelenggara dan menaik taraf hartanah tersebut. /
PERKESO has no restriction on the realisability of its investment properties and has no contractual obligations to either purchase, construct or develop investment properties or for repairs, maintenance and enhancements.

Nilai saksama hartanah pelaburan dikategorikan seperti berikut: /
Fair value of investment properties are categorised as follows:

	2022	2021
	Tahap 3/ Level 3	Tahap 3/ Level 3
	(RM'000)	(RM'000)
KUMPULAN dan PERKESO / GROUP and PERKESO		
Tanah Pajakan Dan Bangunan / Leasehold Land And Buildings	903,000	900,000

Jadual berikut menunjukkan teknik penilaian yang digunakan dalam penentuan nilai saksama di Tahap 3, serta input-input yang tidak boleh ditinjau yang signifikan yang digunakan dalam model penilaian. /
The following table shows the valuation techniques used in the determination of fair values within Level 3, as well as the significant unobservable inputs used in the valuation models.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

15. Hartanah Pelaburan (samb') / Investment Properties (cont'd)

Penerangan tentang teknik penilaian dan input-input yang digunakan / Description of valuation technique and inputs used	**Input-input yang tidak boleh ditinjau yang signifikan / Significant unobservable inputs**	**Perhubungan antara input-input yang tidak boleh ditinjau yang signifikan dan pengukuran nilai saksama / Inter-relationship between significant unobservable inputs and fair value measurement**
Aliran tunai didiskaunkan: Kaedah penilaian mempertimbangkan nilai kini bagi aliran tunai bersih yang akan dihasilkan daripada hartanah berkenaan, mengambil kira jangkaan kadar pertumbuhan sewa, tempoh batal, kadar penghunian, kos insentif pajakan seperti tempoh tanpa sewa dan kos lain yang tidak dibayar oleh penyewa. Jangkaan aliran tunai bersih akan didiskaunkan menggunakan kadar diskaun risiko terlaras. Antara faktor lain, anggaran kadar diskaun mempertimbangkan kualiti bangunan dan lokasinya (utama berbanding sekunder), kualiti kredit penyewa dan syarat pajakan. / Sales comparison approach: Sales price of comparable land and buildings in close proximity are adjusted for differences in key attributes such as property size. The most significant input into this valuation approach is price per square foot.	- Kadar permodalan risiko terlaras 5.0% (2021 :5.0%) - Risk-adjusted capitalisation rate 5.0% (2021: 5.0%) - Kadar penghunian 97.0% (2021: 93.2%) - Occupancy rate 97.0% (2021: 93.2%)	Anggaran nilai saksama akan meningkat/ (menurun) sekiranya: / The estimated fair value would increase/ (decrease) if: - Kadar permodalan risiko terlaras adalah lebih rendah/(tinggi) / - risk-adjusted capitalisation rates were lower/(higher) - Kadar penghunian adalah lebih tinggi/ (rendah) / - occupancy rate was higher/(lower)
Pendekatan perbandingan jualan: Harga jualan bagi tanah dan bangunan yang setanding dan berdekatan diselaraskan untuk perbezaan dalam ciri utama seperti saiz hartanah. Input paling signifikan dalam pendekatan penilaian ini adalah harga setiap kaki persegi. / Sales comparison approach: Sales price of comparable land and buildings in close proximity are adjusted for differences in key attributes such as property size. The most significant input into this valuation approach is price per square foot.	Harga setiap kaki persegi (2022: RM3,973.00, 2021: RM3,973.00) / Price per square foot (2022: RM3,973.00, 2021: RM3,973.00)	Anggaran nilai saksama akan meningkat/ (menurun) sekiranya harga setiap kaki persegi adalah lebih tinggi/(rendah) / The estimated fair value would increase / (decrease) if the price per square foot is higher/(lower)

Nilai saksama hartanah pelaburan di atas telah dianggarkan berdasarkan penilaian oleh penilai-penilai bebas yang berdaftar, yang mana berdasarkan kepada bukti pasaran bagi harga urus niaga hartanah yang serupa untuk hartanah tertentu di mana nilai-nilai tersebut akan diselaraskan bagi perbezaan terhadap ciri-ciri utama seperti saiz hartanah dan kualiti kelengkapan dalaman menurut kaedah perbandingan (pendekatan pasaran)./
The fair values of the above investment properties were estimated based on valuations by independent registered valuers, which were based on market evidence of transaction prices for similar properties for certain properties in which the values are adjusted for differences in key attributes such as property size and quality of interior fittings under the comparison method (market approach).

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

16. Pelaburan Dalam Subsidiari / Investment In Subsidiary

	PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Saham Tidak Tersiar Pada Kos / Unquoted Shares At Cost	77,020	77,020

Butiran Subsidiari / Details Of Subsidiary

Nama Subsidiari / Names Of Subsidiary	Negara Diperbadankan/ Country Of Incorporation	Aktiviti Utama/ Principal Activities	Kepentingan Pemilikan / Proportion Of Ownership Interest	
			2021	2020
Pusat Rehabilitasi PERKESO Sdn. Bhd ("PRPSB") *	Malaysia	Perkhidmatan Rehabilitasi Rehabilitation Services	100%	100%

* Tidak diaudit oleh Jabatan Audit Negara.
* Not audited by National Audit Department.

17. Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions

		KUMPULAN / GROUP		PERKESO	
		2022	2021	2022	2021
	Nota/ Note	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Pemiutang Perdagangan/ Trade Creditors	(a)	148,675	150,238	205,263	163,032
Lain-lain Belum Bayar Dan Akruan/ Other Payables And Accruals		231,293	211,038	212,967	210,995
		379,968	**361,276**	**418,230**	**374,027**

(a) Termasuk dalam pemiutang perdagangan adalah RM67.41 juta (2021: RM31.59 juta) yang terbit daripada subsidiari. /
(a) Included in the trade creditors is RM67.41 million (2021: RM31.59 million) arising from a subsidiary.

18. Peruntukan Bagi Manfaat Anggota / Provision For Staff Benefits

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Peruntukan Bagi Manfaat Perubatan Pesara / Provision For Retiree Medical Benefit	893,710	847,590
Peruntukan Bagi Bayaran Saguhati Tamat Perkhidmatan / Provision For End Of Service Gratuity Payment	172,235	162,606
Matang Dalam 12 Bulan / Maturing Within 12 Months	7,135	7,449
Matang Selepas 12 Bulan / Maturing After 12 Months	165,100	155,157
Peruntukan Bagi Gantian Cuti Rehat/ Provision For Replacement Of Leave	30,320	26,885
Matang Dalam 12 Bulan / Maturing Within 12 Months	1,424	1,186
Matang Selepas 12 Bulan / Maturing After 12 Months	28,896	25,699
	1,096,265	**1,037,081**
Peruntukan Bagi Manfaat Anggota	1,096,265	1,037,081
Matang Dalam 12 Bulan / Maturing Within 12 Months	**902,269**	**856,225**
Matang Selepas 12 Bulan / Maturing After 12 Months	**193,996**	**180,856**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

18. Peruntukan Bagi Manfaat Anggota (samb') / Provision For Staff Benefits (con't')

Peruntukan Bagi Manfaat Perubatan Pesara (samb') / Provision For Retiree Medical Benefit (con't')

Pelan manfaat perubatan pasca persaraan menyediakan faedah perubatan iaitu rawatan perubatan dan pergigian kepada pesara dan keluarga yang berkelayakan. /
Post-retirement medical benefit plan provide medical benefits which is medical and dental treatments to eligible retirees and family.

(a) Pergerakan dalam peruntukan bagi manfaat perubatan pesara PERKESO adalah seperti berikut: /
(a) Movement in provision for retiree medical benefit of PERKESO as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Pada 1 Januari / As At 1 January	847,590	831,165
Diiktiraf Dalam Lebihan Atau Kurangan / Recognised In Surplus Or Deficit		
Kos Perkhidmatan Semasa/ Current Service Cost	15,082	15,513
Kos Faedah/ Interest Cost	42,220	35,580
Kerugian/(Keuntungan) Aktuari / Actuarial Loss/(Gain)	1,424	(24,174)
Bayaran Dibuat Dalam Tahun / Payment Made During The Year	(12,606)	(10,494)
Pada 31 Disember / As At 31 December	**893,710**	**847,590**

(b)Andaian Aktuari / Actuarial Assumptions

Andaian aktuari utama yang digunakan pada tarikh pelaporan adalah seperti berikut: /
The principal actuarial assumptions used at the reporting date are as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(%)	(%)
Kadar Diskaun / Discount Rate	5.0	5.0
Kadar Inflasi Kos Perubatan / Medical Cost Inflation Rate	4.9	4.9
Kadar Kematian / Mortality Rate		
- Pra-persaraan / Pre-retirement	Berkaitan umur dan jantina. *Malaysian Assured 2011 - 2015*/ Age and gender related. Malaysian Assured 2011 - 2015	
- Pasca-persaraan / Post-retirement	Jadual PA 90 2 tahun ke belakang / PA 90 Table setback 2 years	

(c) Analisis Sensitiviti/ Sensitivity Analysis

Kesan perubahan dalam andaian aktuari utama ke atas nilai kini obligasi manfaat anggota: /
The effect of changes in the principal actuarial assumptions on the present value of staff benefits obligations:

	+ 1%	- 1%
	(RM'000)	(RM'000)
31 Disember 2022 / 31 December 2022		
Kadar Diskaun / Discount Rate	177,074	(235,425)
Kadar Inflasi Kos Perubatan / Medical Cost Inflation Rate	(238,500)	182,128
31 Disember 2021 / 31 December 2021		
Kadar Diskaun/ Discount Rate	170,587	(231,348)
Kadar Inflasi Kos Perubatan / Medical Cost Inflation Rate	(224,014)	168,929

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

18. Peruntukan Bagi Manfaat Anggota (samb') / Provision For Staff Benefits (con't')

Peruntukan Bagi Bayaran Saguhati Tamat Perkhidmatan / Provision For End Of Service Gratuity Payment

Pelan manfaat ditentukan dengan bayaran sekali gus semasa persaraan atau apabila bersara lebih awal disebabkan kematian, persaraan atas faktor kesihatan atau persaraan pilihan. /
Defined benefit plan with lump sum payment at retirement or at an earlier exit through death, ill-health retirement or optional retirement.

(a) Pergerakan dalam peruntukan bagi bayaran saguhati tamat perkhidmatan PERKESO adalah seperti berikut:/
(a) Movement in provision for end of service gratuity payment of PERKESO as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	**2021**
	(RM'000)	**(RM'000)**
Pada 1 Januari / As At 1 January		
Diiktiraf Dalam Lebihan Atau Kurangan / Recognised In Surplus Or Deficit	162,606	171,895
Kos Perkhidmatan Semasa / Current Service Cost	21,497	10,612
Kos Faedah / Interest Cost	7,452	6,767
Pelan Penyelesaian / Plan Settlements	-	(6,756)
Keuntungan Aktuari / Actuarial Gain	-	(15,236)
Bayaran Dibuat Dalam Tahun / Payment Made During The Year	(19,320)	(4,676)
Pada 31 Disember / As At 31 December	**172,235**	**162,606**

(b)Andaian Aktuari / Actuarial Assumptions

Andaian aktuari utama yang digunakan pada tarikh pelaporan adalah seperti berikut: /
The principal actuarial assumptions used at the reporting date are as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	**2021**
	(%)	**(%)**
Kadar Diskaun / Discount Rate	4.7	4.7
Kadar Kenaikan Gaji / Rate Of Salary Increases	6.5	6.5
Kadar Kematian / Mortality Rate	*Malaysian Assured Lives 2011 - 2015 (M1115)*	

(c) Analisis Sensitiviti/ Sensitivity Analysis

Kesan perubahan dalam andaian aktuari utama ke atas nilai kini obligasi manfaat anggota: /
The effect of changes in the principal actuarial assumptions on the present value of staff benefits obligations:

	+ 1%	**- 1%**
	(RM'000)	**(RM'000)**
31 Disember 2022 / 31 December 2022		
Kadar Diskaun / Discount Rate	(18,818)	16,009
Kadar Kenaikan Gaji / Salary Increment Rate	(1,110)	1,687
31 Disember 2021 / 31 December 2021		
Kadar Diskaun / Discount Rate	(18,282)	15,522
Kadar Kenaikan Gaji / Salary Increment Rate	(960)	1,450

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

18. Peruntukan Bagi Manfaat Anggota (samb') / Provision For Staff Benefits (con't')

Peruntukan Bagi Gantian Cuti Rehat / Provision For Replacement Of Leave

Pelan manfaat ditentukan dengan bayaran sekali gus berdasarkan jumlah hari cuti yang ditunaikan semasa persaraan atau apabila bersara lebih awal disebabkan persaraan pilihan, persaraan atas faktor kesihatan atau kematian dalam perkhidmatan. /
Defined benefit plan with lump sum payment based on number of leave days encashed at retirement or at an earlier exit through optional retirement, ill-health retirement or death in service.

(a) Pergerakan dalam peruntukan bagi gantian cuti rehat PERKESO adalah seperti berikut: /
(a) Movement in provision for replacement of leave of PERKESO as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Pada 1 Januari / As At 1 January	26,885	21,743
Diiktiraf Dalam Lebihan Atau Kurangan / Recognised In Surplus Or Deficit		
Kos Perkhidmatan Semasa / Current Service Cost	3,364	3,173
Kos Faedah / Interest Cost	1,022	883
Pelan Penyelesaian / Plan Settlements	-	(80)
Kerugian Aktuari / Actuarial Loss	-	1,916
Bayaran Dibuat Dalam Tahun / Payment Made During The Year	(951)	(750)
Pada 31 Disember / As At 31 December	**30,320**	**26,885**

(b) Andaian Aktuari / Actuarial Assumptions

Andaian aktuari utama yang digunakan pada tarikh pelaporan adalah seperti berikut: /
The principal actuarial assumptions used at the reporting date are as follows:

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(%)	(%)
Kadar Diskaun / Discount Rate	4.8	4.8
Kadar Kenaikan Gaji / Rate Of Salary Increases	6.5	6.5
Kadar Kematian / Mortality Rate	Malaysian Assured Lives 2011 - 2015 (M1115)	

(c) Analisis Sensitiviti/ Sensitivity Analysis

Kesan perubahan dalam andaian aktuari utama ke atas nilai kini obligasi manfaat anggota: /
The effect of changes in the principal actuarial assumptions on the present value of staff benefits obligations:

	+ 1%	- 1%
	(RM'000)	(RM'000)
Pada 31 Disember 2022 / As At 31 December 2022		
Kadar Diskaun / Discount Rate	3,206	(3,821)
Kadar Kenaikan Gaji / Salary Increment Rate	(3,875)	3,314
31 Disember 2021 / 31 December 2021		
Kadar Diskaun / Kadar Diskaun / Discount Rate	2,922	(3,494)
Kadar Kenaikan Gaji / Salary Increment Rate	(3,258)	2,791

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial / Provision For Social Benefits

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Pada 1 Januari / As At 1 January	285,550	250,316
Diiktiraf Dalam Lebihan Atau Kurangan / Recognised In Surplus Or Deficit	317,217	285,550
Bayaran Dibuat Dalam Tahun / Payment Made During The Year	(285,550)	(250,316)
Pada 31 Disember/ As At 31 December	**317,217**	**285,550**

Pertubuhan Keselamatan Sosial (PERKESO) ditubuhkan di bawah Kementerian Sumber Manusia untuk mentadbir, melaksanakan dan menguatkuasakan Akta berikut: /
PERKESO was established under the Ministry of Human Resources to administer, implement and enforce the following Acts:

i) Akta Keselamatan Sosial Pekerja 1969 (Akta 4); /
Employees' Social Security Act 1969 (Act 4);

ii) Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789); /
Self-Employment Social Security Act 2017 (Act 789);

iii) Akta Sistem Insurans Pekerjaan 2017 (Akta 800); dan /
Employment Insurance System Act 2017 (Act 800); and

iv) Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838). /
Housewives' Social Security Act 2022 (Act 838).

Akta Keselamatan Sosial Pekerja 1969 (Akta 4) / Employees' Social Security Act 1969 (Act 4)

Akta Keselamatan Sosial Pekerja 1969 (Akta 4) merangkumi perlindungan keselamatan sosial kepada pekerja dan tanggungannya melalui Skim Bencana Pekerjaan dan Skim Keilatan. /
The Employees' Social Security Act 1969 (Act 4) covers social security protection to employees and their dependants through the Employment Injury Scheme and the Invalidity Scheme.

a) Skim Bencana Pekerjaan (bagi pekerja tempatan dan asing) / Employment Injury Scheme (for both local and foreign workers)

   Memberi perlindungan kepada pekerja daripada bencana pekerjaan termasuk penyakit pekerjaan dan kemalangan dalam perjalanan. / Provides protection to employees against occupational injuries including occupational diseases and commuting accidents.

b) Skim Keilatan (bagi pekerja tempatan sahaja) / Invalidity Scheme (for local workers only)

   Skim ini memberi perlindungan 24 jam kepada pekerja terhadap keilatan atau kematian akibat daripada sebarang sebab yang tidak berkaitan dengan pekerjaan./ Provides 24-hour protection to employees against invalidity or death due to any reasons not related to employment.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb') / Provision For Social Benefits (con't)

Manfaat yang disediakan di bawah setiap skim di atas adalah seperti berikut: /
Benefits provided under each of the above schemes are as follows:

Skim Bencana Pekerjaan/ Employment Injury Scheme	**Skim Keilatan/ Invalidity Scheme**	**Skim Bencana Pekerjaan Bagi Pekerja Asing/ Employment Injury Scheme For Foreign Workers**
- Faedah Hilang Upaya Sementara/ Temporary Disablement Benefit	- Pencen Ilat / Invalidity Pension	- Faedah Hilang Upaya / - Temporary Disablement Benefit
- Faedah Hilang Upaya Kekal/ Permanent Disablement Benefit	- Bantuan Ilat / Invalidity Grant	- Faedah Hilang Upaya Kekal / Permanent Disablement Benefit
- Elaun Layanan Sentiasa/ Constant-attendance Allowance	- Elaun Layanan Sentiasa/ Survivors' Pension	- Elaun Layanan Sentiasa / Constant-attendance Allowance
- Kemudahan Pemulihan Jasmani/ Vokasional/ Facilities For Physical/ Vocational Rehabilitation	- Kemudahan Pemulihan/ Constant-attendance Allowance	- Kemudahan Pemulihan / - Jasmani/Vokasional / Facilities For Physical/ Vocational Rehabilitation
- Faedah Orang Tanggungan/ Dependants' Benefit	Jasmani/Vokasional dan Dialisis/ Facilities For Physical/ Vocational Rehabilitation And Dialysis	- Faedah Orang Tanggungan / - Dependants' Benefit
- Faedah Pengurusan Mayat/ Funeral Benefit	- Faedah Pengurusan Mayat/ Funeral Benefit	- Faedah Pengurusan Mayat / Funeral Benefit
- Faedah Perubatan/ Medical Benefit	- Faedah Pendidikan/ Education Benefit	- Faedah Perubatan/ Medical Benefit
- Faedah Pendidikan/ Education Benefit		

Skim ini dibiayai oleh caruman yang diterima daripada majikan dan pekerja yang dibahagikan kepada dua (2) kategori seperti berikut: /
The schemes are funded by contributions received from employers and employees divided into two (2) categories as follows:

i) Caruman Kategori Pertama: / Contributions of the First Category:

Bagi pekerja yang berumur kurang daripada 60 tahun, caruman yang perlu dibayar oleh majikan dan pekerja adalah untuk Skim Bencana Pekerjaan dan Skim Keilatan. /
For employees who are less than 60 years of age, contributions payable by employers and employees are for the Employment Injury Scheme and the Invalidity Scheme.

Kadar caruman di bawah kategori ini merangkumi 1.75% daripada bahagian majikan dan 0.5% daripada gaji bulanan pekerja berpandukan kepada jadual caruman. /
The rate of contribution under this category comprises 1.75% of employer's share and 0.5% of employees' monthly wages according to the contribution schedule.

ii) Caruman Kategori Kedua: / Contributions of the Second Category:

Kadar caruman di bawah kategori ini adalah 1.25% daripada gaji bulanan pekerja, yang perlu dibayar oleh majikan, berdasarkan jadual caruman. Semua pekerja yang telah mencapai usia 60 tahun mesti dilindungi di bawah kategori ini untuk Skim Bencana Pekerjaan sahaja. /
The rate of contribution under this category is 1.25% of employees' monthly wages, payable by the employer, based on the contribution schedule. All employees who have reached the age of 60 must be covered under this category for the Employment Injury Scheme only.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb') / Provision For Social Benefits (con't')

Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789) / Self-Employment Social Security Act 2017 (Act 789)

Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789) berkuat kuasa pada 1 Jun 2017 untuk memberi perlindungan kepada pemandu teksi, pemandu e-hailing dan pemandu bas yang bekerja sendiri di bawah Skim Bencana Pekerjaan. Skim ini memberi perlindungan terhadap bencana pekerjaan termasuk penyakit pekerjaan dan kemalangan semasa menjalankan aktiviti berkaitan pekerjaan. /
The Self-Employment Social Security Act 2017 (Act 789) came into force on 1 June 2017 which provides protection to self-employed taxi drivers, e-hailing drivers and self-employed bus drivers under the Employment Injury Scheme. This scheme provides protection against employment injuries including occupational diseases and accidents during work-related activities.

Berkuat kuasa mulai 1 Januari 2020, perlindungan Skim Keselamatan Sosial Pekerjaan Sendiri telah diperluaskan kepada 19 sektor pekerjaan sendiri yang lain iaitu pengangkutan barangan dan makanan, pertanian, penternakan, perhutanan, perikanan, pembuatan, perniagaan atas talian, teknologi maklumat, pemprosesan data, ejen, perkhidmatan profesional, perkhidmatan sokongan, kesenian, perkhidmatan isi rumah, kecantikan dan penjagaan kesihatan, penjaja, pembinaan, premis penginapan dan makanan./
Effective from 1 January 2020, the scheme is extended to 19 other sectors of good and food transport, agriculture, livestock, forestry, fisheries, manufacturing, online business, information technology, data processing, agents, professional services, support services, arts, household services, beauty and healthcare, hawkers, construction, accommodation premises and food.

Manfaat yang diberikan di bawah Skim Bencana Pekerjaan adalah seperti berikut: /
Benefits provided under the Employment Injury Scheme are as follows:

Skim Bencana Pekerjaan / Employment Injury Scheme
- Faedah Hilang Upaya Sementara / Temporary Disablement Benefit
- Faedah Hilang Upaya Kekal / Permanent Disablement Benefit
- Elaun Layanan Sentiasa / Constant-attendance Allowance
- Kemudahan Pemulihan Jasmani/Vokasional / Facilities For Physical/Vocational Rehabilitation
- Faedah Orang Tanggungan / Dependants' Benefit
- Faedah Pengurusan Mayat / Funeral Benefit
- Faedah Perubatan / Medical Benefit
- Faedah Pendidikan / Education Benefit

Skim ini dibiayai oleh caruman yang diterima daripada orang berinsurans. Kadar caruman adalah 1.25% sebulan daripada pendapatan pilihan yang diinsuranskan. /
The scheme is funded by contribution received from insured person. The rate of contribution is 1.25% per month from the insured salary option.

Akta Sistem Insurans Pekerjaan 2017 (Akta 800) / Employment Insurance System Act 2017 (Act 800)

Akta Sistem Insurans Pekerjaan 2017 (Akta 800) berkuat kuasa pada 1 Januari 2018. Akta 800 memberikan perlindungan dan bantuan kepada pekerja yang kehilangan pendapatan pekerjaan melalui skim berikut: /
The Employment Insurance System Act 2017 (Act 800) came into effect on 1 January 2018. Act 800 provides protection and assistance to workers who have lost employment income through the following schemes:

a) Insurans Pekerjaan / Employment Insurance
Memberi manfaat berbentuk kewangan kepada orang berinsurans yang layak menerima manfaat./
Provides monetary benefits for insured person which eligible to received the benefits.

b) Dasar Pasaran Buruh Aktif / Active Labour Market Policies
Memberi bantuan pencarian pekerjaan kepada orang berinsurans.
Provides job search assistance to insured person.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb') / Provision For Social Benefits (con't)

Manfaat yang diberikan di bawah skim di atas adalah seperti berikut:
Benefits provided under the above schemes are as follows:

Insurans Pekerjaan Employment Insurance	Dasar Pasaran Buruh Aktif / Active Labour Market Policies
- Elaun Mencari Pekerjaan (EMP)/ Job Search Allowance (JSA) - Elaun Pendapatan Berkurangan (EPB)/ Reduced Income Allowance (RIA) - Fi/Yuran Latihan (FL)/ Training Fee (TF) - Elaun Latihan (EL)/ Training Allowance (TA) - Elaun Bekerja Semula Awal (EBSA)/ Early Re-employment Allowance (ERA)	- Program Penempatan Semula Pekerjaan / Re-employment Placement Program - Kaunseling Kerjaya / Career Counseling

Akta 800 dibiayai oleh caruman yang diterima daripada majikan dan pekerja. Kadar caruman bagi skim ini adalah 0.2% untuk syer majikan dan 0.2% untuk syer pekerja berdasarkan gaji bulanan pekerja. /
Act 800 is funded by contribution received from employers and employees. The contribution rate for these schemes is 0.2% for the employer and 0.2% for employee based on the employee's monthly salary.

Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838)/ Housewives' Social Security Act 2022 (Act 838)

Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838) berkuat kuasa pada 1 Disember 2022 bertujuan untuk menyediakan perlindungan keselamatan sosial kepada golongan suri rumah daripada bencana domestik dan keilatan semasa melakukan urusan berkaitan rumah tangga. /
The Housewives' Social Security Act 2022 (Act 838) came into effect on 1 December 2022 which aims at providing social security protection to housewives against domestic accidents and invalidity in the course of performing their household duties and affairs.

Manfaat yang diberikan di bawah skim di atas adalah seperti berikut: /
Benefits provided under each of the above scheme is as follows:

Perlindungan Bencana Domestik / Domestic Accident Protection	Perlindungan Keilatan / Invalidity Protection
- Faedah Hilang Upaya Kekal / Permanent Disablement Benefit - Pencen Penakat / Survivors' Pension - Elaun Layanan Sentiasa / Constant-attendance Allowance - Kemudahan Pemulihan Jasmani Atau Dialisis / Physical Rehabilitation Or Dialysis Facilities - Faedah Pengurusan Mayat / Funeral Benefit - Faedah Perubatan / Medical Benefit	- Elaun Keuzuran / Morbid Allowance - Pencen Penakat / Survivors' Pension - Elaun Layanan Sentiasa / Constant-attendance Allowance - Kemudahan Pemulihan Jasmani Atau Dialisis / Physical Rehabilitation Or Dialysis Facilities - Faedah Pengurusan Mayat / Funeral Benefit

Skim ini dibiayai melalui caruman yang dibuat sama ada oleh suami, suri rumah sendiri, keluarga atau mana-mana pihak ketiga bagi suri rumah tersebut. Caruman adalah berjumlah RM120 bagi tempoh 12 bulan berturut-turut dan perlu dibayar terlebih dahulu. /
The scheme is funded through contributions made either by the husband, housewife herself, family or any third party for the housewife. The contribution is amounting to RM120 for a period of 12 consecutive months and must be paid in advance.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb') / Provision For Social Benefits (con't)

Pengiktirafan Peruntukan Manfaat Sosial / Recognition Of Provision For Social Benefits

PERKESO telah mengiktiraf suatu peruntukan bagi semua penerima yang memenuhi kriteria kelayakan untuk pembayaran berikutnya. Bagi tujuan anggaran pembayaran berikutnya, PERKESO menggunakan pembayaran manfaat sosial yang bersifat berkala (iaitu secara umumnya bayaran bulanan) seperti pencen penakat, faedah orang tanggungan, pencen ilat, faedah hilang upaya kekal dan elaun layanan sentiasa. Pembayaran yang bersifat berkala merupakan bahagian yang signifikan daripada jumlah pembayaran manfaat sosial. /
PERKESO has recognised a provision for all beneficiary who have met the eligibility criteria for the next payment. For the purpose of estimating the next payment, PERKESO has used the social benefit payments which are periodical in nature (i.e. monthly payments in general) such as the survivors' pension, dependants' benefit, invalidity pension, permanent disablement benefits and contant-allowance attendance. The payments which are periodical in nature constitute a significant portion of total social benefit payments.

Jadual di bawah menunjukkan jenis pembayaran faedah tunai bersifat berkala bagi pengiktirafan peruntukan untuk manfaat sosial dan kriteria kelayakan yang berkaitan untuk pembayaran berikutnya serta jumlah peruntukan yang diiktiraf. /
The table below outlines the type of cash benefit payments which are periodical in nature scoped in for recognition of provision for social benefit and the related eligibility criteria for the next payment as well as the provision amount recognised.

Jenis Bayaran Faedah Tunai Yang Bersifat Berkala / Type Of Cash Benefit Payments Which Are Periodical In Nature	**Kriteria Kelayakan Bagi Pembayaran Manfaat Sosial Berikutnya / Eligibility Criteria For Next Social Benefit Payment**	**Anggaran Peruntukan/ Estimated Provision**	
		2022	**2021**
		(RM'000)	**(RM'000)**
Faedah di bawah Akta 4: / Benefits under Act 4:			
- Pencen Penakat / Survivors' Pension	Ini merupakan pembayaran berkala yang telah diluluskan oleh PERKESO. Kriteria kelayakan untuk manfaat ini adalah keadaan orang berinsurans. / These are periodical payment which have been approved by PERKESO. Eligibility criteria for these benefits would be the condition of insured person.	175,040	155,476
- Pencen Faedah Orang Tanggungan / Dependants' Benefit Pension		33,777	30,567
- Pencen Ilat / Invalidity Pension		90,808	83,232
- Faedah Hilang Upaya Kekal Berkala / Periodical Permanent Disablement Benefit		13,271	12,186
- Elaun Layanan Sentiasa / Contant-Attendance Allowance	Berdasarkan perkara di atas, peruntukan diiktiraf berdasarkan pembayaran sebenar pada bulan berikutnya untuk penerima faedah yang layak. / Based on the above, provision is recognised based on actual payment in the next month for the eligible beneficiaries.	3,968	4,002

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb')/ Provision For Social Benefits (con't)

Jenis Bayaran Faedah Tunai Yang Bersifat Berkala/ Type Of Cash Benefit Payments Which Are Periodical In Nature	Kriteria Kelayakan Bagi Pembayaran Manfaat Sosial Berikutnya/ Eligibility Criteria For Next Social Benefit Payment	Anggaran Peruntukan/ Estimated Provision	
		2022 (RM'000)	2021 (RM'000)
Faedah di bawah Akta 789:/ Benefits Under Act 800:			
- Pencen Faedah Orang Tanggungan/ Dependants' Benefit Pension	Ini merupakan pembayaran berkala yang telah diluluskan oleh PERKESO. Kriteria kelayakan untuk manfaat ini adalah keadaan orang berinsurans. / These are periodical payment which have been approved by PERKESO. Eligibility criteria for these benefits would be the condition of insured person. Berdasarkan perkara di atas, peruntukan diiktiraf berdasarkan pembayaran sebenar pada bulan berikutnya untuk penerima faedah yang layak. / Based on the above, provision is recognised based on actual payment in the next month for the eligible beneficiaries.	340	87
- Faedah Hilang Upaya Kekal Berkala/ Periodical Permanent Disablement Benefit		11	Tiada penerima sedia ada / No existing recipient
- Elaun Layanan Sentiasa/ Contant-Attendance Allowance		1	
Faedah di bawah Akta 800: / Benefits Under Act 800:			
- Elaun Mencari Pekerjaan / Job Search Allowance	Kriteria kelayakan bagi manfaat ini adalah bukti bahawa penerima faedah secara aktif sedang mencari pekerjaan. / Eligibility criteria for this benefit would be the evidence that the beneficiary is actively seeking for an employment. Bayaran berperingkat maksimum adalah sebanyak 6 kali. Walau bagaimanapun, penerima perlu melalui proses pengesahan dan kelulusan untuk setiap pembayaran. Maka, pembayaran mungkin atau mungkin tidak bersifat berkala. / The maximum installment payment is 6 times. However, the beneficiary will have to go through the process of verification and approval for each payment. Hence, the payment may or may not be periodical in nature. Sehubungan itu tiada peruntukan manfaat sosial diiktiraf bagi skim ini. / Therefore, no provision is recognised for this scheme.	-	-

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb')/ Provision For Social Benefits (con't')

Jenis Bayaran Faedah Tunai Yang Bersifat Berkala/ Type Of Cash Benefit Payments Which Are Periodical In Nature	Kriteria Kelayakan Bagi Pembayaran Manfaat Sosial Berikutnya/ Eligibility Criteria For Next Social Benefit Payment	Anggaran Peruntukan/ Estimated Provision	
		2022 (RM'000)	2021 (RM'000)
Faedah di bawah Akta 838:/ Benefits Under Act 838:			
- Pencen Penakat/ Survivors' Pension	Ini merupakan pembayaran berkala yang telah diluluskan oleh PERKESO. Kriteria kelayakan untuk manfaat ini adalah keadaan orang berinsurans./ These are periodical payment which have been approved by PERKESO. Eligibility criteria for these benefits would be the condition of insured person. Berdasarkan perkara di atas, peruntukan diiktiraf berdasarkan pembayaran sebenar pada bulan berikutnya untuk penerima faedah yang layak./ Based on the above, provision is recognised based on actual payment in the next month for the eligible beneficiaries.	1	-
Jumlah Keseluruhan / Grand Total		**317,217**	**285,550**

Jadual di bawah adalah gambaran keseluruhan bagi demografi dan faktor pengaruh luaran yang mempengaruhi amaun perbelanjaan yang ditanggung untuk setiap Akta. /
The table below is an overview of demographics and external influence factors affecting the amount of expenditures incurred for the respective Acts.

2022

Akta / Act	Demografi / Demographics	Faktor Pengaruh Luaran / External Influence Factors
Akta 4 / Act 4	7,626,328 pekerja aktif / 7,626,328 active employees 1,576,334 pekerja asing aktif / 1,576,334 active foreign workers	- Kemalangan industri / Industrial accidents - Kemalangan pergi balik kerja/ Commuting accidents - Keilatan / Invalidity - Kematian / Death
Akta 789 / Act 789	671,073 pekerja sendiri aktif/ 671,073 active self-employed	- Kemalangan industri / Industrial accidents - Kematian / Death
Akta 800 / Act 800	6,777,108 pekerja akif/ 6,777,108 active employees	- Kegawatan ekonomi Economic downturns - Perubahan landskap perniagaan seperti Revolusi Industri 4.0 / Change of business landscape such as Industrial Revolution 4.0
Akta 838 / Act 838	170,861 suri rumah aktif/ 170,861 active housewives	- Kemalangan domestik / Domestic accidents - Keilatan / Invalidity

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

19. Peruntukan Bagi Manfaat Sosial (samb') / Provision For Social Benefits (con't)

2021

Akta / Act	Demografi / Demographics	Faktor Pengaruh Luaran / External Influence Factors
Akta 4 / Act 4	7,262,571 pekerja aktif / 7,262,571 active employees 1,447,879 pekerja asing aktif / 1,447,879 active foreign workers	- Kemalangan industri / Industrial accidents - Kemalangan pergi balik kerja / Commuting accidents - Keilatan / Invalidity - Kematian/ Death
Akta 789 / Act 789	358,214 pekerja sendiri aktif / 358,214 active self-employed	- Kemalangan industri / Industrial accidents - Kematian / Death
Akta 800 / Act 800	6,903,382 pekerja akif/ 6,903,382 active employees	- Kegawatan ekonomi / Economic downturns - Perubahan landskap perniagaan seperti Revolusi Industri 4.0 / Change of business landscape such as Industrial Revolution 4.0

20. Geran Kerajaan / Government Grant

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Geran Kerajaan Matang Dalam 12 Bulan / Government Grant Maturing Within 12 Months	105,412	434,237	105,412	434,237

(a) Pergerakan dalam geran kerajaan adalah seperti berikut: /
(a) Movement in government grant is as follows:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Pada 1 Januari / As At 1 January	434,237	5,439	434,237	5,431
Geran Kerajaan Diterima / Government Grant Received	1,943,830	8,972,867	1,943,830	8,972,867
Diiktiraf Dalam Lebihan Atau Kurangan / Recognised In Surplus Or Deficit	-	(8)	-	-
Pulangan Pelaburan / Compensation For Loss Of	-	(31,807)	-	(31,807)
Pengeluaran Dibuat / Investment Returns	(2,272,655)	(8,512,254)	(2,272,655)	(8,512,254)
Pada 31 Disember / As At 1 December	**105,412**	**434,237**	**105,412**	**434,237**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

20. Geran Kerajaan (samb') / Government Grant (con't)

Dalam tahun kewangan semasa, Kumpulan menerima geran kerajaan berikut: /
During the financial year, the Group received the following government grants:

a) Geran Untuk Program Bantuan COVID-19 / Grant For COVID-19 Aid Programmes

Berikutan pandemik COVID-19 dan pelbagai Perintah Kawalan Pergerakan yang dikenakan di Malaysia, kerajaan mengumumkan beberapa program bantuan untuk membantu individu dan perniagaan yang telah terjejas akibat pengangguran atau pengurangan pendapatan. Program-program tersebut termasuk: /
Following the COVID-19 pandemic and the various Movement Control Orders imposed in Malaysia, the government announced several aid programmes to assist individuals and businesses who had been negatively impacted by unemployment or a reduction in income. The programmes include:

(i) Program Subsidi Upah (PSU) / Wage Subsidy Programme (WSP)
(ii) Program Pengekalan Pekerjaan (ERP) / Extended Employment Insurance System
(iii) PenjanaKerjaya
(iv) Penjana Gig
(v) SPS Lindung
(vi) SPS Prihatin Wanita
(vii) Program Perlindungan Sosial Dan Latihan Bagi Pekerja Ekonomi Gig / Social Protection and Training Programs for Gig Economic Workers

PERKESO telah dilantik oleh kerajaan sebagai ejen pelaksana program. Sebagai ejen pelaksana, PERKESO bertanggungjawab menilai dan meluluskan permohonan bagi setiap program berdasarkan kriteria kelayakan yang ditetapkan oleh kerajaan. Dana untuk program-program ini telah diperuntukkan oleh kerajaan, disalurkan melalui Kementerian Kewangan ("MoF") dan Kementerian Sumber Manusia ("MoHR") kepada PERKESO, dan seterusnya disalurkan kepada penerima faedah masing-masing. /
PERKESO was appointed by the government as the program's implementing agent. As the implementing agent, PERKESO was in charge of evaluating and approving applications for each programme based on the eligibility criteria established by the government. The funds for these programmes were allocated by the government, channelled through the Ministry of Finance ("MoF") and Ministry of Human Resources ("MoHR") to PERKESO, and subsequently channelled to the respective beneficiaries.

MoF dan MoHR menyalurkan dana berjumlah RM1.92 bilion melalui PERKESO kepada penerima faedah di bawah program masing-masing pada tahun kewangan berakhir 2022. Selepas selesai pelbagai program bantuan COVID-19, MoF mengkehendaki PERKESO menyerahkan dana yang tidak digunakan. Disebabkan oleh obligasi ini, geran yang diterima diklasifikasikan sebagai liabiliti. Geran yang diterima tidak diiktiraf sebagai hasil kerana PERKESO hanya bertindak sebagai ejen pelaksana dan pembayar dalam urus niaga ini. /
MoF and MoHR channelled funds totaling RM1.92 billion through PERKESO to beneficiaries under the respective programmes in the financial year ending 2022. Following the completion of the various COVID-19 relief programmes, the MoF required PERKESO to return any unused funds. Due to these obligations, the grants received were classified as liabilities. The grants received are not recognised as revenue as PERKESO is only acting as an implementing and paying agent in these transactions.

Sehingga 31 Disember 2022, baki geran yang belum digunakan adalah RM99.73 juta berkaitan Program Subsidi Upah. Daripada geran berjumlah RM1.92 bilion, RM70.93 juta telah diperuntukkan untuk program ini bagi membantu penunggang dan wanita dalam ekonomi gig dengan caruman bulanan dengan kerajaan memberi subsidi 80% daripada jumlah caruman bulanan. /
As of 31 December 2022, the balance of the undisbursed grant was RM99.73 million relating to the Wage Subsidy Programme. From a total of RM1.92 billion grants, RM70.93 million was allocated for this programme to assist riders and women in the gig economy with monthly contributions where the government is subsidising 80% of the monthly contribution total.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

20. Geran Kerajaan (samb') / Government Grant (con't)

Sehingga 31 Disember 2022, PERKESO telah mengagihkan RM969.07 bilion kepada majikan dan pekerja di bawah Program PenjanaKerjaya. PERKESO telah menggantung pembayaran Program PenjanaKerjaya berjumlah RM216.08 juta berikutan dakwaan tuntutan palsu dan penyelewengan melibatkan majikan dan penyedia latihan. /
As at 31 December 2022, PERKESO had disbursed RM969.07 billion to employers and employees under the PenjanaKerjaya Programme. PERKESO suspended payments for the PenjanaKerjaya Programme amounting to RM216.08 million following alleged misappropriation and false claims involving employers and training providers.

b) Geran Untuk Skim Keselamatan Sosial Suri Rumah/ Grant For Skim Keselamatan Sosial Suri Rumah

PERKESO menerima geran berjumlah RM5.00 juta dan RM15.00 juta pada 2020 dan 2022 masing-masing untuk melaksanakan Skim Keselamatan Sosial Suri Rumah untuk suri rumah selepas Akta tersebut dikuatkuasakan pada 1 Disember 2022 dan PERKESO telah menggunakan geran berkenaan dalam tahun tersebut. /
PERKESO received grants amounting to RM5.00 million and RM15.00 million in 2020 and 2022 respectively to undertake the implementation of the Housewives' Social Security Scheme upon enforcement of the Act on 1 December 2022 and PERKESO has utilized the grant during the year.

c) Geran Untuk Program Perlindungan Sosial Dan Latihan Bagi Pekerja Ekonomi Gig / Grant For Social Protection and Training Programs for GIG Economic Workers

PERKESO menerima geran berjumlah RM5.68 juta untuk melaksanakan Program Perlindungan Sosial Dan Latihan Bagi Pekerja Ekonomi Gig melalui penyaluran peruntukan di bawah dana COVID-19 pada 2022. /
PERKESO received grants amounting to RM5.68 million to undertake the implementation of the Social Protection and Training Programs for Gig Economic Workers through distribution of allocations under the COVID-19 fund in 2022.

d) Geran Untuk Pembuatan Soket Prostesis Menggunakan Cetakan 3D / Grant For Manufacturing The Prosthesis Pockets Using 3D Printing

PRPSB menerima geran berjumlah RM0.15 juta daripada Kementerian Tenaga, Sains, Teknologi, Alam Sekitar dan Perubahan Iklim ("MESTECC") untuk mengeluarkan soket prostesis menggunakan teknologi percetakan 3D. Sejumlah RM0.10 juta merupakan geran bersama dengan Universiti Teknikal Malaysia ("UTeM") dan telah digunakan sepenuhnya dalam tahun 2020. Geran yang digunakan pada tahun kewangan berjumlah RM Tiada (2021: RM7,870.00) yang diiktiraf sebagai pendapatan pada tahun tersebut. /
PRPSB received grants amounting to RM0.15 million from the Ministry of Energy, Science, Technology, Environment and Climate Change ("MESTECC") to manufacture prosthesis sockets using 3D printing technology. A total of RM0.10 million was a joint grant with Universiti Teknikal Malaysia ("UTeM") and fully utilised in 2020. The grant utilised during the financial year amounting to RM Nil (2021: RM7,870) which is recognised as income during the year.

21. Terimaan Terdahulu/ Advance Receipt

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
Terimaan Terdahulu / Advance Receipt	(RM'000)	(RM'000)
	80,094	47,907

Terimaan terdahulu merupakan caruman yang diterima terdahulu daripada pencarum di bawah Skim Keselamatan Sosial Pekerjaan Sendiri (Akta 789) dan Skim Keselamatan Sosial Suri Rumah (Akta 838) dan akan diiktiraf sebagai hasil dalam tahun kewangan berikutnya. /
Advance receipt represents contributions received in advance from contributors under the Self-Employment Social Security Scheme (Act 789) and Housewives' Social Security Scheme (Act 838) and to be recognised as revenue in the following financial years.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

22. Liabiliti Pajakan / Lease Liabilities

	KUMPULAN/ GROUP	
	2022	2021
	(RM'000)	(RM'000)
Pembayaran Pajakan Masa Depan Belum Bayar / Future Lease Payment Payable:		
- Kurang Satu Tahun / Within One Year	6,693	5,014
- Lebih Satu Tahun Tetapi Kurang Daripada Lima Tahun / More Than One Year But Less Than Five Years	16,110	14,272
Jumlah Bayaran Pajakan Minimum Masa Hadapan / Total Future Minimum Lease Payments	22,803	19,286
Tolak: Caj Kewangan Masa Depan / Less: Future Finance Charges	(754)	(701)
Nilai Kini Bayaran Pajakan Minimum / Present Value Of Minimum Lease Payments	**22,049**	**18,585**
Terdiri Daripada / Comprising:		
Liabiliti Semasa / Current Liabilities	6,328	4,709
Liabiliti Bukan Semasa/ Non-Current Liabilities	15,721	13,876
	22,049	**18,585**

23. Pinjaman / Borrowing

	KUMPULAN/ GROUP	
	2022	2021
	(RM'000)	(RM'000)
Semasa / Current Liabilities	8,728	-
Bukan Semasa / Non-Current Liabilities	700,000	-

Amaun kos pinjaman yang dipermodalkan dalam Hartanah dan Peralatan pada tahun tersebut adalah RM8.73 juta (2021: RM Tiada), diofset oleh pendapatan kewangan berkaitan sebanyak RM6.07 juta (2021: RM Tiada). /
The total amount of borrowing costs capitalised in Property and Equipment during the year was RM8.73 million (2021: RM Nil), offsetted by the related finance income of RM6.07 million (2021: RM Nil).

24. Pendapatan Caruman/ Contribution Income

	KUMPULAN DAN PERKESO/ GROUP AND PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Akta Keselamatan Sosial Pekerja 1969 (Akta 4) / Employees' Social Security Act 1969 (Act 4)	5,029,712	4,474,627
Akta Keselamatan Sosial Pekerjaan Sendiri 2017 (Akta 789) / Self-Employment Social Security Act 2017 (Act 789)	88,499	46,647
Akta Sistem Insurans Pekerjaan 2017 (Akta 800) / Employment Insurance System Act 2017 (Act 800)	769,495	673,847
Akta Keselamatan Sosial Suri Rumah 2022 (Akta 838) / Housewives' Social Security Act 2022 (Act 838)	1,689	-
	5,889,395	**5,195,121**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

25. Hasil Daripada Urus Niaga Pertukaran / Revenue From Exchange Transactions

Hasil daripada urus niaga pertukaran PERKESO adalah terdiri daripada berikut: / Revenue from exchange transactions of PERKESO consists of the following:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Pendapatan Pelaburan Kasar / Gross Investment Income				
Pendapatan Faedah / Interest Income				
Pinjaman Kepada lnstitusi Korporat / Loan To Corporate Institution	6,930	8,600	6,930	8,600
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	820,497	799,871	820,497	799,871
Deposit Dengan Institusi Kewangan Berlesen/ Deposits With Licensed Financial Institutions	11,164	18,024	9,453	17,214
Kesetaraan Tunai / Cash Equivalents	139,675	78,942	139,675	78,942
Pendapatan Dividen Kasar Daripada Pelaburan Kewangan Sedia Untuk Dijual / Gross Dividend Income From Financial Investments Available-For-Sale	243,548	230,478	243,548	230,478
Keuntungan Yang Terbit Daripada Jualan / Penebusan Pelaburan Kewangan Sedia Untuk Dijual / Gains Arising From Sale/Redemption Of Financial Investments Available-For-Sale	357,968	289,239	357,968	289,239
Perubahan Dalam Nilai Saksama / Changes In Fair Value				
Kerugian Bersih Belum Realis Daripada Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Net Unrealised Losses From Financial Assets Designated At Fair Value Through Surplus Or Deficit	10,078	(60,757)	10,078	(60,757)
(Kerugian)/Keuntungan Belum Realis Daripada Penilaian Semula Aset Kewangan Derivatif / Unrealised (Losses) / Gains From Revaluation Of Derivatives Financial Assets	(30,084)	48,417	(30,084)	48,417
Pelarasan Nilai Saksama Atas Pelaburan Hartanah / Fair Value Adjustment On Investment Properties	3,000	-	3,000	-
Keuntungan Bersih Atas Pertukaran Asing / Net Gains On Foreign Exchange	105,767	60,373	105,767	60,373
Pendapatan Sewa Daripada Hartanah Pelaburan / Rental Income From Investment Properties	37,362	34,826	37,362	34,826
Caj Premium / Premium Charges	14,567	-	14,567	-
Pendapatan Lain / Other Income	601	-	601	-
	1,721,073	**1,508,013**	**1,719,362**	**1,507,203**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

25. Hasil Daripada Urus Niaga Pertukaran (samb') / Revenue From Exchange Transactions (con't)

Pendapatan Bukan Pelaburan Lain /
Other Non-Investment Income

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Pendapatan Faedah / Interest Income				
Pinjaman Anggota / Staff Loans	1,892	1,783	1,892	1,783
Tabung Pinjaman Pendidikan / Education Loan Fund	330	416	330	416
Tunai Di Bank / Cash At Banks	1,783	2,386	1,759	2,357
Pendapatan Sewa Daripada Hartanah Bukan Pelaburan / Rental Income From Non-Investment Properties	12,387	15,452	12,219	14,146
Keuntungan Daripada Pelupusan Hartanah Dan Peralatan / Gain From Disposal Of Property And Equipment	84	954	84	954
Pampasan Kerugian Ke Atas Pulangan Pelaburan / Compensation For Loss Of Investment Returns	-	31,807	-	31,807
Pendapatan Lain/ Pendapatan Lain / Other Income	37,510	34,706	34,102	34,007
	53,986	**87,504**	**50,386**	**85,470**

Pendapatan dividen dan faedah Kumpulan berjumlah RM110.45 juta (2021: RM94.08 juta) dan RM110.59 juta (2021: RM760.22 juta) masing-masing diterima daripada entiti berkaitan kerajaan. /
The Group's dividend income and interest income amounting to RM110.45 million (2021: RM94.08 million) and RM110.59 million (2021: RM760.22 million) respectively are received from government-related entities.

Pendapatan dividen dan faedah PERKESO berjumlah RM110.45 juta (2021: RM94.08 juta) dan RM109.31 juta (2021: RM759.38 juta) masing-masing diterima daripada entiti berkaitan kerajaan. /
PERKESO's dividend income and interest income amounting to RM110.45 million (2021: RM94.08 million) and RM109.31 million (2021: RM759.38 million) respectively are received from government-related entities.

Pendapatan sewa PERKESO berjumlah RM17.67 juta (2021: RM19.30 juta) diterima daripada entiti berkaitan kerajaan. /
PERKESO's rental income amounting to RM17.67 million (2021: RM19.30 million) are received from government-related entities.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

26. Tuntutan Dan Faedah Bersih / Net Claims And Benefits

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Faedah Hilang Upaya Sementara / Temporary Disablement Benefit	514,863	540,834	514,863	540,834
Faedah Hilang Upaya Kekal / Permanent Disablement Benefit	563,613	447,171	563,613	447,171
Faedah Orang Tanggungan / Permanent Disablement Benefit	375,669	353,330	375,669	353,330
Pencen Dan Bantuan Ilat / Invalidity Pension And Grant	1,021,274	964,178	1,021,274	964,178
Pencen Penakat / Invalidity Pension And Grant	1,974,190	1,778,065	1,974,190	1,778,065
Faedah Pengurusan Mayat / Funeral Benefit	42,390	41,565	42,390	41,565
Elaun Layanan Sentiasa / Constant-attendance Allowance	47,820	47,891	47,820	47,891
Kemudahan Pemulihan Jasmani Dan Vokasional / Physical And Vocational Rehabilitation Facilities	39,099	30,691	219,456	161,492
Dialisis / Dialysis	334,671	306,038	334,671	306,038
	4,913,589	**4,509,763**	**5,093,946**	**4,640,564**

27. Belanja Berkaitan Faedah / Benefits Related Expenses

	Nota/ Note	KUMPULAN/ GROUP		PERKESO	
		2022	2021	2022	2021
		(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aktiviti Memupuk Kesihatan Dan Keselamatan Pekerjaan / Activities To Promote Occupational Safety And Health		18,734	18,259	18,734	18,259
Mesin Dialisis / Dialysis Machine	(a)	2,800	2,640	2,800	2,640
Program Saringan Kesihatan / Health Screening Programme		1,640	42,671	1,640	42,671
Elaun Lembaga / Board Allowance	(b)	4,388	6,306	4,388	6,306
Elaun Jemaah Doktor / Medical Board Allowance		6,971	4,982	6,971	4,982
Faedah Perubatan / Medical Benefit		5,106	5,565	5,106	5,565
Elaun Jemaah Doktor Rayuan / Appellate Medical Board Allowance		3,016	1,470	3,016	1,470
Elaun Jemaah Rayuan Keselamatan Sosial / Social Security Appellate Board Allowance		307	254	307	254
Perbelanjaan Am / General Expenses		7,435	10,408	7,435	10,408
Lain-lain / Others		33	39	33	39
		50,430	**92,594**	**50,430**	**92,594**

(a) Sumbangan mesin hemodialisis kepada pusat-pusat dialisis panel Organisasi Bukan Kerajaan (NGO) untuk menyediakan rawatan dialisis kepada orang berinsurans yang mengalami kegagalan buah pinggang peringkat akhir. /
Donation of haemodialysis machines to Non-Governmental Organizations (NGOs) panel dialysis centres for providing dialysis treatment to PERKESO's insured persons who suffer from end stage renal failure.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

27. Belanja Berkaitan Faedah (samb) / Benefits Related Expenses (con't)

(b) Elaun Lembaga terdiri daripada: / Board Allowance consists of:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Lembaga PERKESO / Board of PERKESO	2,448	4,277	2,448	4,277
Jawatankuasa Sistem Insurans Pekerjaan / Employment Insurance System Committee	1,229	1,310	1,229	1,310
Panel Pelaburan / Investment Panel	25	25	25	25
Lain-lain / Others	686	694	686	694
	4,388	**6,306**	**4,388**	**6,306**

28. Belanja Operasi / Operating Expenses

	Nota/ Note	KUMPULAN/ GROUP		PERKESO	
		2022	2021	2022	2021
		(RM'000)	(RM'000)	(RM'000)	(RM'000)
Kos Anggota / Staff Costs	(a)	596,692	492,013	571,063	470,918
Bayaran Audit / Audit Fees					
- Tahun Semasa/ Current Year		495	650	385	550
- Terkurang Peruntukan Dalam Tahun Sebelum / Under Provision In Prior Year		15	277	16	277
Belanja Susut Nilai Hartanah Dan Peralatan / Depreciation Of Property And Equipment		78,555	72,086	68,459	64,982
Pelunasan Perisian Komputer / Amortisation Of Computer Software		87,380	58,735	86,594	57,960
Kerugian Daripada Pelupusan Hartanah Dan Peralatan / Losses From Disposal Of Property And Equipment		24	7	24	7
Hapus Kira Hartanah Dan Peralatan / Property And Equipment Written Off		5,643	-	5,643	-
Hartanah Dan Peralatan Dibelanjakan / Property And Equipment Expensed Off		83	1,890	83	1,890
Perisian Komputer Dibelanjakan / Computer Software Expensed Off		950	5,697	950	5,697
Perbelanjaan Sewa / Rental Expenses		65,386	158,817	59,791	153,944
Pelarasan Nilai Saksama Atas Pinjaman Anggota / Fair Value Adjustment On Staff Loans		427	50	427	50
Bekalan Dan Perkhidmatan / Services And Supplies		144,650	112,780	123,449	112,780
Harta Perbekalan / Supply Items		2,915	2,969	2,126	2,969
Pemberian Dan Bayaran Tetap / Grants And Fixed Payment		559	435	559	435
Perbelanjaan Pelaburan / Investment Expenditure		18,799	20,334	18,799	20,334
Perbelanjaan Operasi Lain / Other Operating Expenditure		28,595	34,250	16,171	11,206
		1,031,168	**960,990**	**954,539**	**903,999**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

28. Belanja Operasi (samb) / Operating Expenses (con't)

(a) Kos Anggota terdiri daripada: / Staff Costs consist of:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Gaji, Bonus Dan Elaun / Salaries, Bonus And Allowances	381,242	327,590	361,630	309,071
Caruman KWSP Dan PERKESO / EPF And SOCSO Contribution	66,591	52,859	63,577	50,490
Manfaat Ditentukan / Defined Benefit	90,637	65,696	90,637	65,696
Manfaat Penamatan / Termination Benefit	7,164	11,492	7,164	11,492
Lain-lain / Others	51,058	34,376	48,055	34,169
	596,692	**492,013**	**571,063**	**470,918**

29. Kerugian Penjejasan Bersih Bagi Aset Kewangan / Net Impairment Losses For Financial Assets

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Urus Niaga Pertukaran Pinjaman/ Loans From Exchange Transactions				
Catatan Semula Dalam Tahun / Writeback During The Year	(326)	(99)	(326)	(99)
Hutang Lapuk Pulih Dalam Tahun / Bad Debts Recovered During The Year	(2,709)	(1,645)	(2,709)	(1,645)
Hutang Lapuk Dihapus Kira Dalam Tahun / Bad Debts Written Off During The Year	602	650	602	650
	(2,433)	**(1,094)**	**(2,433)**	**(1,094)**

Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Elaun Diperuntukkan Dalam Tahun / Allowance Made During The Year	3,065	4,776	3,065	4,776
Hutang Lapuk Pulih Dalam Tahun / Bad Debts Recovered During The Year	(1)	(4)	(1)	(4)
Hutang Lapuk Dihapus Kira Dalam Tahun / Bad Debts Written Off During The Year	74	84	74	84
	3,138	**4,856**	**3,138**	**4,856**

Aset Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Elaun Diperuntukkan Dalam Tahun / Allowance Made During The Year	362,553	411,398	362,553	411,398
	363,258	**415,160**	**363,258**	**415,160**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

30. Baki Dan Urus Niaga Pihak Berkaitan Yang Signifikan / Significant Related Party Transactions And Balances

(a) Sebagai tambahan kepada maklumat pihak berkaitan yang didedahkan di lain-lain tempat dalam penyata kewangan, transaksi signifikan antara PERKESO dan subsidiari seperti berikut telah dilaksanakan pada terma yang dipersetujui antara pihak berkenaan di sepanjang tahun kewangan. / In addition to the related party information disclosed elsewhere in the financial statements, the following significant transactions and balances between PERKESO and the subsidiary took place at terms agreed between the parties during the financial year.

	PERKESO	
	2022	2021
	(RM'000)	(RM'000)
Tuntutan Dan Faedah Bersih / Net Claims And Benefits	180,357	130,801
Belanja Operasi / Operating Expenses	157	-
Amaun Terhutang Kepada / Amount Due To		
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	67,420	31,643

(b) Entiti Berkaitan / Government-Related Entities

PERKESO adalah sebuah organisasi di bawah Kementerian Sumber Manusia yang melapor secara langsung kepada Kerajaan Persekutuan Malaysia. Baki dan urus niaga yang signifikan antara PERKESO dan Kerajaan Malaysia dan entiti-entiti lain yang dikawal oleh Kerajaan adalah seperti berikut: / PERKESO is an organisation under the Ministry of Human Resources that reports directly to the Federal Government of Malaysia. The significant transactions and balances between PERKESO and the Government of Malaysia and other entities controlled by the Government are as follows:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	5,000	191,542	5,000	191,542
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	16,076,238	16,955,124	16,076,238	16,955,124
Aset Kewangan Yang Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan	14,992	-	-	-
Deposit Dengan Institusi Kewangan Berlesen / Deposits With Licensed Financial Institutions	60,650	108,797	-	93,153
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	4,505,305	4,942,617	4,497,776	4,869,663
Geran Kerajaan / Government Grant	105,412	434,237	105,412	434,237
Pendapatan Faedah / Interest Income	110,589	760,219	109,312	759,379
Pendapatan Dividen / Dividend Income	110,449	94,078	110,449	94,078
Pendapatan Sewa / Rental Income	17,672	19,301	17,672	19,301
Pampasan Kehilangan Ke Atas Pulangan Pelaburan / Compensation For Loss Of Investment Returns	-	31,807	-	31,807

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

30. Baki Dan Urus Niaga Pihak Berkaitan Yang Signifikan (samb) / Significant Related Party Transactions And Balances (con't)

(c) Pampasan Personel Pengurusan Utama / Compensation Of Key Management Personnel

Pihak-pihak berkaitan dan hubungan mereka dengan PERKESO adalah seperti berikut: / Compensation Of Key Management Personnel

Pihak-pihak Berkaitan / Related Parties	Hubungan / Relationship
Personel Pengurusan Utama / Key Management Personnel	Personel pengurusan utama terdiri daripada ahli Lembaga dan kumpulan pengurusan kanan. / Key management personnel consist of members of the Board and senior management team.
Pihak-pihak Berkaitan Bagi Personel Pengurusan Utama / Related Parties Of Key Management Personnel	- Ahli keluarga terdekat bagi personel pengurusan utama./ Close members of the family of key management personnel.
	- Entiti yang dikawal, dikawal bersama atau yang mana kuasa mengundi signifikan dalam entiti tersebut, secara langsung atau tidak langsung berada pada personel pengurusan utama atau ahli keluarga terdekatnya. / Entities that are controlled, jointly controlled or for which significant voting power in such entity resides with, directly or indirectly by key management personnel or its close members of the family.

Saraan Personel Pengurusan Utama/ Key Management Personnel Remuneration

Saraan bagi personel pengurusan utama PERKESO dalam tahun adalah seperti berikut: / The remuneration of key management personnel of PERKESO during the year are as follows:

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Gaji, Bonus Dan Elaun / Salaries, Bonus And Allowances	9,130	11,264	7,005	9,344
Caruman KWSP Dan PERKESO / EPF And SOCSO Contribution	765	836	466	595
	9,895	**12,100**	**7,471**	**9,939**

31. Komitmen Modal/ Capital Commitment

	KUMPULAN/ GROUP		PERKESO	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Diluluskan Dan Dikontrak Bagi Hartanah Dan Peralatan / Authorised And Contracted For Property And Equipment	434,068	270,806	417,457	260,722
Diluluskan Tetapi Tidak Dikontrak Bagi Hartanah Dan Peralatan / Authorised But Not Contracted For Property And Equipment	4,566	32,836	1,726	29,692
	438,634	**303,642**	**419,183**	**290,414**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

32. Kontingensi / Contingencies

(a) Liabiliti Luar Jangka / Contingent Liabilities

Prosiding masih berjalan di Mahkamah Tinggi dan Mahkamah Rayuan bagi kes rayuan yang dikemukakan oleh Orang Berinsurans dan PERKESO yang tidak berpuas hati dengan keputusan Jemaah Rayuan Keselamatan Sosial membabitkan pembayaran faedah berjumlah RM405,126.58 (2021: RM527,055.00). Tiada peruntukan disediakan untuk liabiliti luar jangka ini./
Proceedings are still ongoing at the High Court and Court of Appeal in appeal cases lodged by Insured Persons and PERKESO over discontentment with Social Security Appellate Board's decisions involving benefit payments amounting to RM405,126.58 (2021: RM527,055.00). No provision has been provided for these contingent liabilities.

33. Polisi Dan Objektif Pengurusan Risiko Kewangan / Financial Risk Management Objectives And Policies

MPSAS 30 memperkenalkan pendedahan yang berkaitan dengan instrumen kewangan dan tidak mempunyai sebarang kesan ke atas klasifikasi dan penilaian instrumen kewangan PERKESO. /
MPSAS 30 introduces disclosures relating to the financial instruments and does not have any impact on the classification and valuation of PERKESO's financial instruments.

PERKESO adalah terdedah kepada risiko kewangan yang terbit daripada operasinya dan penggunaan instrumen kewangan. Risiko kewangan utama termasuk risiko kadar faedah, harga ekuiti dan risiko kredit dan kecairan. /
MPSAS 30 introduces disclosures relating to the financial instruments and does not have any impact on the classification and valuation of PERKESO's financial instruments.

PERKESO mempunyai polisi dan garis panduan yang diluluskan serta kawalan dalaman yang menetapkan strategi perniagaan keseluruhannya untuk menguruskan risiko-risiko tersebut. Objektif keseluruhan pengurusan risiko kewangan PERKESO adalah untuk meningkatkan nilai pihak-pihak yang berkepentingan menerusi pengurusan risiko PERKESO yang berkesan. /
PERKESO is exposed to financial risks arising from its operations and the use of financial instruments. The key financial risks include interest rate, equity price and credit and liquidity risks.

Lembaga PERKESO mengkaji dan bersetuju dengan polisi dan prosedur pengurusan risiko ini. Seksyen berikutnya memberi butiran mengenai pendedahan PERKESO kepada risiko kewangan yang dinyatakan di atas dan objektif, polisi dan proses untuk pengurusan risiko-risiko tersebut. /
PERKESO has an approved set of guidelines and policies as well as internal controls which set out its overall business strategies to manage these risks. PERKESO's overall financial risk management objective is to enhance stakeholders' value through effective management of PERKESO's risks.

Jadual di bawah menunjukkan analisis instrumen kewangan yang dikategorikan seperti berikut: /
The table below provides an analysis of financial instruments categorised as follows:

(a) Nilai Saksama Melalui Lebihan Atau Kurangan / Fair Value Through Surplus Or Deficit ("FVTSD")
(b) Sedia Untuk Dijual / Fair Value Through Surplus Or Deficit ("FVTSD")
(c) Pinjaman Dan Belum Terima Pada Kos Terlunas / Loans And Receivables At Amortised Cost ("LR")

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

KUMPULAN/ GROUP

2022	**Amaun Dibawa/ Carrying Amount**	**Nilai Saksama Melalui Lebihan Atau Kurangan / Fair Value Through Surplus Or Deficit**	**Sedia Untuk Dijual / Available-For-Sale**	**Pinjaman Dan Belum Terima Pada Kos Terlunas/ Loans And Receivables At Amortised Cost**
	(RM'000)	**(RM'000)**	**(RM'000)**	**(RM'000)**
Aset Kewangan / Financial Assets				
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	55,911	-	-	55,911
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,358,326	-	24,358,326	-
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	169,938	169,938	-	-
Derivatif / Derivative	38,767	38,767	-	-
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	341,439	-	-	341,439
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	458,082	-	-	458,082
Deposit Dengan Institut Kewangan Berlesen / Deposit With Licensed Financial Institutions	61,438	-	-	61,438
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	6,418,743	-	-	6,418,743
	31,902,644	**208,705**	**24,358,326**	**7,335,613**
Liabiliti Kewangan / Financial Liabilities				
Derivatif / Derivative	19,301	19,301	-	-
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	379,968	-	-	379,968
Pinjaman / Borrowing	708,728	-	-	708,728
	1,107,997	**19,301**	**-**	**1,088,696**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

KUMPULAN/ GROUP

2021

	Amaun Dibawa/ Carrying Amount	Nilai Saksama Melalui Lebihan Atau Kurangan / Fair Value Through Surplus Or Deficit	Sedia Untuk Dijual / Available-For-Sale	Pinjaman Dan Belum Terima Pada Kos Terlunas/ Loans And Receivables At Amortised Cost
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan / Financial Assets				
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	245,226	-	-	245,226
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,031,347	-	24,031,347	-
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	177,490	177,490	-	-
Derivatif / Derivative	49,551	49,551	-	-
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	236,556	-	-	236,556
Urus Niaga Bukan Pertukaran Boleh Pulih/ Recoverables From Non-Exchange Transactions	381,047	-	-	381,047
Deposit Dengan Institut Kewangan Berlesen / Deposit With Licensed Financial Institutions	109,605	-	-	109,605
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	5,905,120	-	-	5,905,120
	31,135,942	**227,041**	**24,031,347**	**6,877,554**
Liabiliti Kewangan / Financial Liabilities				
Derivatif / Derivative	1,048	1,048	-	-
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	361,276	-	-	361,276
	362,324	**1,048**	**-**	**361,276**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB') / NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

PERKESO

2022	**Amaun Dibawa / Carrying Amount**	**Nilai Saksama Melalui Lebihan Atau Kurangan / Fair Value Through Surplus Or Deficit**	**Sedia Untuk Dijual / Available-For-Sale**	**Pinjaman Dan Belum Terima Pada Kos Terlunas/ Loans And Receivables At Amortised Cost**
	(RM'000)	**(RM'000)**	**(RM'000)**	**(RM'000)**
Aset Kewangan / Financial Assets				
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	55,911	-	-	55,911
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,358,326	-	24,358,326	-
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	154,946	154,946	-	-
Derivatif / Derivative	38,767	38,767	-	-
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	337,874	-	-	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	458,082	-	-	458,082
Deposit Dengan Institut Kewangan Berlesen / Deposit With Licensed Financial Institutions	788	-	-	788
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	6,411,214	-	-	6,411,214
	31,815,908	**193,713**	**24,358,326**	**7,263,869**
Liabiliti Kewangan / Financial Liabilities				
Derivatif / Derivative	19,301	19,301	-	-
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	418,230	-	-	418,230
Amaun Terhutang Kepada Subsidiari / Amount Due To Subsidiary	8	-	-	8
Pinjaman / Borrowing	708,728	-	-	708,728
	1,146,267	**19,301**	**-**	**1,126,966**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb')/ Financial Risk Management Objectives And Policies (con't)

PERKESO

2021

	Amaun Dibawa/ Carrying Amount	Nilai Saksama Melalui Lebihan Atau Kurangan / Fair Value Through Surplus Or Deficit	Sedia Untuk Dijual / Available-For-Sale	Pinjaman Dan Belum Terima Pada Kos Terlunas/ Loans And Receivables At Amortised Cost
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan / Financial Assets				
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	245,226	-	-	245,226
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,031,347	-	24,031,347	-
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	177,490	177,490	-	-
Derivatif / Derivative	49,551	49,551	-	-
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	233,710	-	-	233,710
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	381,047	-	-	381,047
Deposit Dengan Institut Kewangan Berlesen / Deposit With Licensed Financial Institutions	93,961	-	-	93,961
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	5,832,166	-	-	5,832,166
	31,044,498	**227,041**	**24,031,347**	**6,786,110**
Liabiliti Kewangan / Financial Liabilities				
Derivatif / Derivative	1,048	1,048	-	-
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	374,027	-	-	374,027
Amaun Terhutang Kepada Subsidiari/ Amount Due To Subsidiary	57	-	-	57
	375,132	**1,048**	**-**	**374,084**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran / Market Risk

Risiko pasaran adalah risiko potensi kerugian akibat perubahan dalam nilai portfolio pelaburan atau instrumen kewangan lain yang ditunjukkan oleh perubahan dalam pemboleh ubah pasaran seperti kadar faedah semasa, kesan kadar pertukaran mata wang dan perubahan dalam harga saham yang disenaraikan di bursa saham. Pelaburan PERKESO diuruskan oleh Pengurus Portfolio dan Pengurusan PERKESO sendiri. Risiko pasaran diuruskan dan diseimbangkan dengan mempelbagaikan pendedahan pelaburan PERKESO dalam instrumen kewangan berkualiti dan berkecairan tinggi untuk memelihara modal dan mengoptimumkan pulangan atas pelaburan kepada PERKESO./
Market risk is the risk of potential losses due to changes in value of investment portfolio or other financial instruments reflected by changes in market variables such as current interest rates, the impact of currency exchange rates and changes in share prices listed on the stock exchange. PERKESO's investments are managed by Portfolio Managers and the PERKESO's Management themselves. The market risk is managed and balanced by diversifying the exposure of PERKESO's investments into quality and high liquidity financial instruments so as to preserve the capital as and to optimise returns on investment to PERKESO.

(i) Risiko Kadar Faedah / Interest Rate Risk

Risiko kadar faedah adalah risiko perubahan dalam nilai instrumen kewangan disebabkan sensitivitinya terhadap perubahan dalam kadar faedah semasa. Walau bagaimanapun, risiko ini terhad kepada pelaburan jangka pendek dan jangka panjang dengan institusi kewangan berlesen dan pelaburan dalam sekuriti bon yang diuruskan oleh Pengurus Portfolio dan Pengurusan PERKESO. Pelaburan Kumpulan dan PERKESO dalam sekuriti bon adalah pelaburan jangka panjang dalam sekuriti yang bergred kualiti tinggi yang dipegang untuk mengoptimumkan pulangan pelaburan. /
Interest rate risk is the risk of changes in financial instruments' value due to their sensitivity to changes in current interest rates. Nevertheless, the risk is restricted to short-term and long-term investments with licensed financial institutions and investments in bond securities managed by Portfolio Managers and PERKESO's Management. The Group's and PERKESO's investment in bond securities are long-term investments in a high quality graded securities which are held to optimise investment returns.

Jadual berikut menunjukkan aset kewangan dan liabiliti kewangan Kumpulan dan PERKESO dan amaun dibawa, dianalisa berdasarkan penetapan semula faedah atau tarikh matang yang mana lebih awal: /
The following table indicates the Group's and PERKESO's financial assets and financial liabilities and carrying amount, analysed by the interest repricing or maturity date whichever is the earlier:

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(i) Risiko Kadar Faedah (samb') / Interest Rate Risk (con't)

KUMPULAN / GROUP

2022	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non-Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA / CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	-	6,527	-	-	-	-	6,527
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	34	48	1,292,420	-	-	-	1,292,502
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	154,946	154,946
Derivatif / Derivative	-	-	-	-	-	38,767	38,767
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	-	-	-	-	341,439	341,439
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	-	-	-	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	60,990	-	-	-	60,990
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalent	5,355,156	1,020,000	-	-	-	43,587	6,418,743
JUMLAH ASET SEMASA / TOTAL CURRENT ASSETS	**5,355,190**	**1,026,575**	**1,353,410**	**-**	**-**	**1,036,821**	**8,771,996**
ASET BUKAN SEMASA / NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	-	-	-	-	49,384	-	49,384
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	-	-	2,440,273	13,953,815	6,671,736	23,065,824
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	14,992	-	-	14,992
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	-	448	-	-	448
JUMLAH ASET BUKAN SEMASA / TOTAL NON-CURRENT ASSETS	**-**	**-**	**-**	**2,455,713**	**14,003,199**	**6,671,736**	**23,130,648**

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(i) Risiko Kadar Faedah (samb') / Interest Rate Risk (con't)

KUMPULAN / GROUP

2022	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non-Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
LIABILITI SEMASA / CURRENT LIABILITIES							
Derivatif / Derivative	-	-	-	-	-	19,301	19,301
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	-	-	-	-	-	379,968	379,968
Liabiliti Pajakan / Lease Liabilities	-	-	-	-	-	6,328	6,328
Pinjaman / Borrowing	-	-	-	-	8,728	-	8,728
JUMLAH LIABILITI SEMASA / TOTAL CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**8,728**	**405,597**	**414,325**
LIABILITI BUKAN SEMASA/ NON-CURRENT LIABILITIES							
Liabiliti Pajakan / Lease Liabilities	-	-	-	-	-	15,721	15,721
Pinjaman / Borrowing	-	-	-	-	700,000	-	700,000
JUMLAH LIABILITI BUKAN SEMASA/ TOTAL NON-CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**700,000**	**15,721**	**715,721**
2021							
ASET SEMASA/ CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transacti ons	-	6,959	191,542	-	-	-	198,501
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	78	167,561	-	-	-	167,639
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	177,490	177,490
Derivatif / Derivative	-	-	-	-	-	49,551	49,551
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	-	-	-	-	236,556	236,556
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	-	-	-	-	381,047	381,047
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	109,157	-	-	-	109,157
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalent	849,478	4,941,960	-	-	-	113,682	5,905,120
JUMLAH ASET SEMASA / TOTAL CURRENT ASSETS	**849,478**	**4,948,997**	**468,260**	**-**	**-**	**958,326**	**7,225,061**

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33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb')/ Market Risk (con't)

(i) Risiko Kadar Faedah (samb')/ Interest Rate Risk (con't)

KUMPULAN / GROUP

2021	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non-Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET BUKAN SEMASA / NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	-	-	-	3,701	43,024	-	46,725
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	-	-	2,863,128	14,699,380	6,301,200	23,863,708
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	-	448	-	-	448
JUMLAH ASET BUKAN SEMASA / TOTAL NON-CURRENT ASSETS	**-**	**-**	**-**	**2,867,277**	**14,742,404**	**6,301,200**	**23,910,881**
LIABILITI SEMASA / CURRENT LIABILITIES							
Derivatif / Derivative	-	-	-	-	-	1,048	1,048
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	-	-	-	-	-	361,276	361,276
Liabiliti Pajakan / Lease Liabilities	-	-	-	-	-	4,709	4,709
JUMLAH LIABILITI SEMASA / TOTAL CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**-**	**367,033**	**367,033**
LIABILITI BUKAN SEMASA / NON-CURRENT LIABILITIES							
Liabiliti Pajakan / Lease Liabilities	-	-	-	-	-	13,876	13,876
JUMLAH LIABILITI BUKAN SEMASA / TOTAL NON-CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**-**	**13,876**	**13,876**

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(i) Risiko Kadar Faedah (samb') / Interest Rate Risk (con't)

PERKESO

2022	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non-Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA / CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman/ Loans From Exchange Transactions	-	6,527	-	-	-	-	6,527
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	34	48	1,292,420	-	-	-	1,292,502
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	154,946	154,946
Derivatif / Derivative	-	-	-	-	-	38,767	38,767
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	-	-	-	-	337,874	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih/ Recoverables From Non-Exchange Transactions	-	-	-	-	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	788	-	-	-	788
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	5,355,156	1,020,000	-	-	-	36,058	6,411,214
JUMLAH ASET SEMASA / TOTAL NON-CURRENT ASSETS	**5,355,190**	**1,026,575**	**1,293,208**	**-**	**-**	**1,025,727**	**8,700,700**
ASET BUKAN SEMASA / NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman/ Loans From Exchange Transactions	-	-	-	-	49,384	-	49,384
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	-	-	2,440,273	13,953,815	6,671,736	23,065,824
JUMLAH ASET BUKAN SEMASA / TOTAL NON-CURRENT ASSETS	**-**	**-**	**-**	**2,440,273**	**14,003,199**	**6,671,736**	**23,115,208**
LIABILITI SEMASA / CURRENT LIABILITIES							
Derivatif / Derivative	-	-	-	-	-	19,301	19,301
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	-	-	-	-	-	418,230	418,230
Amaun Terhutang Kepada Subsidiari / Amount Due To Subsidiary	-	-	-	-	-	8	8
Pinjaman / Borrowing	-	-	-	-	8,728	-	8,728
JUMLAH LIABILITI SEMASA / TOTAL CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**8,728**	**437,539**	**446,267**
Pinjaman / Borrowing	-	-	-	-	700,000	-	700,000
JUMLAH LIABILITI BUKAN SEMASA/ TOTAL NON-CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**700,000**	**-**	**700,000**

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(i) Risiko Kadar Faedah (samb') / Interest Rate Risk (con't)

PERKESO

2021	Sehingga 1 Bulan Up To 1 Month	>1 - 3 Bulan >1 - 3 Months	>3 - 12 Bulan >3 - 12 Months	>1 - 5 Tahun >1 - 5 Years	> 5 Tahun > 5 Years	Bukan Faedah Sensitif Non-Interest Sensitive	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)	(RM'000)
ASET SEMASA /							
Urus Niaga Pertukaran Pinjaman/ Loans From Exchange Transactions	-	6,959	191,542	-	-	-	198,501
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	78	167,561	-	-	-	167,639
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	-	-	-	-	177,490	177,490
Derivatif / Derivative	-	-	-	-	-	49,551	49,551
Urus Niaga Pertukaran Belum Terima/ Receivables From Exchange Transactions	-	-	-	-	-	233,710	233,710
Urus Niaga Bukan Pertukaran Boleh Pulih/ Recoverables From Non-Exchange Transactions	-	-	-	-	-	381,047	381,047
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	93,961	-	-	-	93,961
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	849,478	4,941,960	-	-	-	40,728	5,832,166
JUMLAH ASET SEMASA / TOTAL NON-CURRENT ASSETS	**849,478**	**4,948,997**	**453,064**	**-**	**-**	**882,526**	**7,134,065**
ASET BUKAN SEMASA / NON-CURRENT ASSETS							
Urus Niaga Pertukaran Pinjaman/ Loans From Exchange Transactions	-	-	-	3,701	43,024	-	46,725
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	-	-	2,863,128	14,699,380	6,301,200	23,863,708
JUMLAH ASET BUKAN SEMASA / TOTAL NON-CURRENT ASSETS	**-**	**-**	**-**	**2,866,829**	**14,742,404**	**6,301,200**	**23,910,433**
LIABILITI SEMASA / CURRENT LIABILITIES							
Derivatif / Derivative	-	-	-	-	-	1,048	1,048
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	-	-	-	-	-	374,027	374,027
Amaun Terhutang Kepada Subsidiari / Amount Due To Subsidiary	-	-	-	-	-	57	57
JUMLAH LIABILITI SEMASA / TOTAL CURRENT LIABILITIES	**-**	**-**	**-**	**-**	**-**	**375,132**	**375,132**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb')/ Market Risk (con't)

(i) Risiko Kadar Faedah (samb')/ Interest Rate Risk (con't)

Sensitiviti Kadar Faedah/ Interest Rate Sensitivity

Jadual berikut menunjukkan sensitiviti terhadap perubahan yang mungkin berlaku dalam kadar faedah terhadap pinjaman tersebut. Dengan semua pemboleh ubah lain yang tetap, jadual di bawah meringkaskan pendedahan Kumpulan dan PERKESO kepada risiko kadar faedah terhadap pinjaman berkadar tetap. Kumpulan dan PERKESO tidak mengambil kira sebarang aset kewangan berkadar tetap pada nilai saksama melalui lebihan atau kurangan. Oleh itu, perubahan kadar faedah pada akhir tempoh pelaporan tidak akan mempengaruhi lebihan atau kurangan. /
The following table demonstrates the sensitivity to a reasonably possible change in interest rates on that portion of borrowings. With all other variables held constant, the table below summarises the Group's and PERKESO's exposure to interest rate risk on fixed rate borrowings. The Group and PERKESO do not account for any fixed rate financial assets at fair value through surplus or deficit. Therefore, a change in interest rates at the end of the reporting period would not affect surplus or deficit.

KUMPULAN / GROUP	**2022**	**2021**
	(RM'000)	**(RM'000)**
Kesan Kepada Rizab / Impact To Reserves		
Kenaikan Dalam 100 Mata Asas (+100 bps) / Increase In 100 Basis Points (+100 bps)	4,096	(31,955)
Penurunan Dalam 100 Mata Asas (-100 bps) / Decrease In 100 Basis Points (-100 bps)	(4,096)	31,955
Kesan Kepada Lebihan Atau Kurangan / Impact To Surplus Or Deficit		
Kenaikan Dalam 100 Mata Asas (+100 bps) / Increase In 100 Basis Points (+100 bps)	240,720	237,880
Penurunan Dalam 100z Mata Asas (-100 bps) / Decrease In 100 Basis Points (-100 bps)	(240,720)	(237,880)
PERKESO		
Kesan Kepada Rizab / Impact To Reserves		
Kenaikan Dalam 100 Mata Asas (+100 bps) / Increase In 100 Basis Points (+100 bps)	4,096	(31,955)
Penurunan Dalam 100 Mata Asas (-100 bps) / Decrease In 100 Basis Points (-100 bps)	(4,096)	31,955
Kesan Kepada Lebihan Atau Kurangan / Impact To Surplus Or Deficit		
Kenaikan Dalam 100 Mata Asas (+100 bps) / Increase In 100 Basis Points (+100 bps)	240,114	237,724
Penurunan Dalam 100 Mata Asas (-100 bps) / Decrease In 100 Basis Points (-100 bps)	(240,114)	(237,724)

Pergerakan yang diandaikan dalam mata asas bagi analisa sensitiviti kadar faedah adalah berdasarkan persekitaran pasaran semasa yang boleh ditinjau./
The assumed movement in basis points for interest rate sensitivity analysis is based on the currently observable market environment.

Pelaburan bagi Kumpulan dan PERKESO dalam sekuriti hutang dan pinjaman berkadar tetap terdedah kepada risiko perubahan nilai saksama disebabkan oleh perubahan kadar faedah. Pelaburan dalam sekuriti ekuiti dan penghutang dan pemiutang jangka pendek adalah tidak terdedah kepada risiko kadar faedah yang signifikan./
The Group's and PERKESO's investments in fixed rate debt securities and its fixed rate borrowings are exposed to a risk of change in their fair value due to changes in interest rates. Investments in equity securities and short-term receivables and payables are not significantly exposed to interest rate risk.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(i) Risiko Kadar Faedah (samb') / Interest Rate Risk (con't)

Pendedahan Kepada Risiko Kadar Faedah / Exposure To Interest Rate Risk

Profil kadar faedah bagi instrumen kewangan berfaedah Kumpulan dan PERKESO, berdasarkan amaun dibawa pada akhir tempoh pelaporan adalah: /
The interest rate profile of the Group's and PERKESO's significant interest-bearing financial instruments, based on carrying amounts as at the end of the reporting period was:

KUMPULAN/ GROUP	2022 (RM'000)	2021 (RM'000)
Instrumen Kadar Tetap / Fixed Rate Instruments		
Aset Kewangan / Financial Assets	20,162,582	21,174,220
Instrumen Kadar Terapung / Floating Rate Instruments		
Aset Kewangan / Financial Assets	4,004,188	2,570,653
PERKESO		
Instrumen Kadar Tetap / Fixed Rate Instruments		
Aset Kewangan / Financial Assets	20,057,557	21,010,173
Instrumen Kadar Terapung / Floating Rate Instruments		
Aset Kewangan / Financial Assets	4,004,188	2,570,653

Kadar Faedah Purata Wajaran Dan Purata Kematangan/ Weighted Average Interest Rate And Average Maturity

Aset Kewangan/ Financial Assets

Kadar faedah purata wajaran setahun dan purata kematangan deposit seperti pada 31 Disember adalah seperti berikut:/
The weighted average interest rates per annum and the average maturity of deposits as at 31 December were as follows:

KUMPULAN / GROUP	Kadar Faedah Purata Wajaran Weighted Average Interest Rates (%)	Purata Kematangan Average Maturity (Hari)
2022		
Bank Berlesen / Licensed Banks	2.51	108
Institusi Kewangan Lain / Other Financial Institutions	2.78	34
2021		
Bank Berlesen / Licensed Banks	1.87	119
Institusi Kewangan Lain / Other Financial Institutions	2.06	71

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(i) Risiko Kadar Faedah (samb') / Interest Rate Risk (con't)

	Kadar Faedah Purata Wajaran Weighted Average Interest Rates	Purata Kematangan Average Maturity
PERKESO	**(%)**	**(Hari)**
2022		
Bank Berlesen / Licensed Banks	2.61	33
Institusi Kewangan Lain / Other Financial Institutions	2.78	34
2021		
Bank Berlesen / Licensed Banks	1.97	55
Institusi Kewangan Lain / Other Financial Institutions	2.06	71

(ii) Risiko Harga Ekuiti / Equity Price Risk

Sekuriti ekuiti tersiar harga Kumpulan dan PERKESO adalah mudah dipengaruhi oleh risiko harga pasaran yang terbit daripada ketidakpastian terhadap nilai masa hadapan sekuriti pelaburan tersebut. PERKESO menguruskan risiko harga ekuiti menerusi kepelbagaian pelaburan dan meletakkan had ke atas instrumen ekuiti secara individu dan keseluruhan. Laporan mengenai portfolio ekuiti adalah dikemukakan kepada pengurusan kanan PERKESO secara berkala. Lembaga PERKESO mengkaji dan meluluskan semua keputusan bagi pelaburan ekuiti./
The Group's and PERKESO's quoted equity securities are susceptible to market price risk arising from uncertainties about future values of the investment securities. PERKESO manages the equity price risk through diversification and placing limits on individual and total equity instruments. Reports on the equity portfolio are submitted to PERKESO's senior management on a regular basis. The Board of PERKESO reviews and approves all equity investment decisions.

Sensitiviti Harga Ekuiti / Equity Price Sensitivity

Jadual berikut menunjukkan sensitiviti terhadap kemungkinan perubahan yang munasabah dalam harga ekuiti, dengan semua pemboleh ubah lain yang tetap, bagi ekuiti Kumpulan dan PERKESO (berikutan perubahan dalam nilai saksama pelaburan ekuiti sedia untuk dijual). /
The following table demonstrates the sensitivity to a reasonably possible change in the equity price, with all other variables held constant, of the Group's and PERKESO's equity (due to changes in the fair value of available-for-sale equity investments).

	Kesan Kepada Lebihan Atau Kurangan Impact To Surplus Or Deficit	Kesan Kepada Rizab Impact To Reserve
	(RM'000)	**(RM'000)**
2022		
Peningkatan 10% Dalam Harga Ekuiti / Increase Of 10% In Equity Price	17,441	595,444
Penurunan 10% Dalam Harga Ekuiti / Decrease Of 10% In Equity Price	(17,441)	(595,444)
2021		
Peningkatan 10% Dalam Harga Ekuiti / Increase Of 10% In Equity Price	22,599	625,401
Penurunan 10% Dalam Harga Ekuiti / Decrease Of 10% In Equity Price	(22,599)	(625,401)

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(a) Risiko Pasaran (samb') / Market Risk (con't)

(iii) Risiko Mata Wang/ Currency Risk

Kumpulan dan PERKESO adalah terdedah kepada risiko mata wang asing bagi sekuriti yang disebut harga di luar Malaysia yang didenominasikan dalam mata wang selain yang berkaitan dengan mata wang fungsian entiti Kumpulan dan PERKESO. Mata wang yang menimbulkan risiko ini adalah terutamanya Dolar U.S. ("USD").
The Group and PERKESO are exposed to foreign currency risk on investment quoted securities outside Malaysia that are denominated in a currency other than the respective functional currency of Group and PERKESO. The currency giving rise to this risk are primarily U.S. Dollar ("USD").

Pendedahan Kepada Risiko Mata Wang Asing / Exposure To Currency Risk
Pendedahan Kumpulan dan PERKESO terhadap risiko mata wang asing (mata wang selain daripada mata wang fungsian entiti Kumpulan dan PERKESO), berdasarkan nilai dibawa pada akhir tempoh pelaporan adalah seperti berikut:/
The Group's and PERKESO's exposure to foreign currency (a currency which is other than the functional currency of the Group and PERKESO entities) risk, based on carrying amounts as at the end of the reporting period are as follows:

KUMPULAN DAN PERKESO / GROUP AND SOCSO	Denominasi dalam USD / Denominated In USD	
	2022	2021
	(RM'000)	(RM'000)
Baki Yang Diiktiraf Dalam Penyata Kedudukan Kewangan / Balances Recognised In The Statement Of Financial Position		
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	1,960,221	2,177,722

Analisis Sensitiviti Risiko Mata Wang / Currency Risk Sensitivity Analysis

Risiko mata wang asing timbul daripada Kumpulan dan PERKESO yang mempunyai mata wang fungsian USD. Pendedahan kepada risiko mata wang bagi Kumpulan dan PERKESO yang tidak mempunyai mata wang fungsian USD adalah tidak signifikan dan dengan itu, analisis sensitiviti tidak ditunjukkan. /
Foreign currency risk arises from Group and PERKESO which have a USD functional currency. The exposure to currency risk of Group and PERKESO which do not have a USD functional currency is not material and hence, sensitivity analysis is not presented.

Pengukuhan USD sebanyak 10% (2021: 10%) berbanding mata wang berikut pada akhir tempoh pelaporan akan meningkatkan ekuiti dan lebihan atau kurangan dengan amaun yang ditunjukkan di bawah. Analisis ini berdasarkan variasi kadar pertukaran mata wang asing yang dianggap wajar oleh Kumpulan dan PERKESO pada akhir tempoh pelaporan. Analisis ini mengandaikan bahawa semua pemboleh ubah lain, khususnya kadar faedah, kekal tidak berubah. /
A 10% (2021: 10%) strengthening of the USD against the following currencies at the end of the reporting period would have increased equity and surplus or deficit by the amounts shown below. This analysis is based on foreign currency exchange rate variances that the Group and PERKESO considered to be reasonably possible at the end of the reporting period. The analysis assumes that all other variables, in particular interest rates, remained constant.

KUMPULAN DAN PERKESO / GROUP AND PERKESO	Ekuiti / Equity		Lebihan Atau Kurangan / Surplus Or Deficit	
	2022	2021	2022	2021
	(RM'000)	(RM'000)	(RM'000)	(RM'000)
USD	196,022	217,772	196,022	217,772

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit / Credit Risk

Risiko kredit adalah risiko yang berlaku akibat daripada ketidakmampuan pihak-pihak yang terlibat dalam urus niaga perniagaan untuk memenuhi tanggungjawab bagi membayar faedah atau pulangan pelaburan seperti yang dipersetujui apabila kontrak terbabit berkuat kuasa. Pendedahan PERKESO terhadap risiko kredit adalah melalui aktiviti pemberian pinjaman, urus niaga perniagaan umum, penempatan tunai, pelaburan dengan institusi kewangan berlesen dan pelaburan dalam bon korporat. PERKESO menguruskan risiko kreditnya dengan memantau secara berterusan kedudukan kewangan dan kelayakan kredit pihak-pihak yang berkaitan untuk menjaga kepentingannya dalam urus niaga yang terlibat. /
Credit risk is the risk that occurs due to the inability of the parties involved in business transactions to meet the responsibility to pay the interest or investment returns as agreed when the contract is enforceable. PERKESO's exposure to credit risk is via lending activities, general business transactions, cash placements, investments with licensed financial institutions and investment in corporate bonds. PERKESO manages its credit risk by continuously monitoring the financial standing and credit worthiness of relevant parties to preserve its interest in the transaction involved.

Analisis Pendedahan Maksimum Kepada Risiko Kredit Dan Jaminan Dan Penambahan Kredit Lain / Analysis Of Maximum Exposure To Credit Risk And Collateral And Other Credit Enhancements

Pada tarikh pelaporan, pendedahan maksimum PERKESO kepada risiko kredit mengikut kelas aset kewangan adalah ditunjukkan dalam jadual berikut:/
At the reporting date, PERKESO's maximum exposure to credit risk by class of financial assets are shown in the following table:

Aset Kewangan/ Financial Assets	Pendedahan Maksimum Kepada Risiko Kredit / Maximum Exposure To Credit Risk		
	Aset Kewangan Berdaulat / Sovereign Financial Asset	Aset Kewangan Bukan Berdaulat / Non-Sovereign Financial Asset	Jumlah / Total
KUMPULAN / GROUP	**(RM'000)**	**(RM'000)**	**(RM'000)**
2022			
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	5,000	50,911	55,911
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	13,304,577	11,053,749	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	169,938	169,938
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	341,439	341,439
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	61,438	61,438
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	-	6,418,743	6,418,743
	13,309,577	**18,554,300**	**31,863,877**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit / Credit Risk

Analisis Pendedahan Maksimum Kepada Risiko Kredit Dan Jaminan Dan Penambahan Kredit Lain (samb') / Analysis Of Maximum Exposure To Credit Risk And Collateral And Other Credit Enhancements (con't)

Aset Kewangan/ Financial Assets	Pendedahan Maksimum Kepada Risiko Kredit / Maximum Exposure To Credit Risk		
	Aset Kewangan Berdaulat / Sovereign Financial Asset	Aset Kewangan Bukan Berdaulat / Non-Sovereign Financial Asset	Jumlah / Total
KUMPULAN / GROUP	**(RM'000)**	**(RM'000)**	**(RM'000)**
2021			
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	191,542	53,684	245,226
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	13,792,085	10,239,262	24,031,347
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	177,490	177,490
Urus Niaga Pertukaran Belum Terima/ Receivables From Exchange Transactions	-	236,556	236,556
Urus Niaga Bukan Pertukaran Boleh Pulih/ Recoverables From Non-Exchange Transactions	-	381,047	381,047
Deposit Dengan Institusi Kewangan Berlesen/ Deposit With Licensed Financial Institutions	-	109,605	109,605
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	-	5,905,120	5,905,120
	13,983,627	**17,102,764**	**31,086,391**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit/ Credit Risk

Analisis Pendedahan Maksimum Kepada Risiko Kredit Dan Jaminan Dan Penambahan Kredit Lain (samb') / Analysis Of Maximum Exposure To Credit Risk And Collateral And Other Credit Enhancements (con't)

Aset Kewangan/ Financial Assets	Pendedahan Maksimum Kepada Risiko Kredit / Maximum Exposure To Credit Risk		
	Aset Kewangan Berdaulat / Sovereign Financial Asset	Aset Kewangan Bukan Berdaulat / Non-Sovereign Financial Asset	Jumlah / Total
PERKESO	**(RM'000)**	**(RM'000)**	**(RM'000)**
2022			
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	5,000	50,911	55,911
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	13,304,577	11,053,749	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	154,946	154,946
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	337,874	337,874
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	458,082	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	788	788
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	-	6,411,214	6,411,214
	13,309,577	**18,467,564**	**31,777,141**
2021			
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	191,542	53,684	245,226
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	13,792,085	10,239,262	24,031,347
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	177,490	177,490
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	233,710	233,710
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	381,047	381,047
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	93,961	93,961
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	-	5,832,166	5,832,166
	13,983,627	**17,011,320**	**30,994,947**

Aset Kewangan Berdaulat terdiri daripada Sekuriti Kerajaan Malaysia, Terbitan Pelaburan Kerajaan, Bon Yang Dijamin oleh Kerajaan Malaysia yang tidak bercagar, selamat dan dijamin sepenuhnya ke atas pembayaran balik prinsipal dan faedah. /
Sovereign Financial Asset comprise of Malaysian Government Securities, Government Investment Issues, Bonds Guaranteed By Government of Malaysia which is uncollateralised, secured and fully guaranteed on repayment of principal and interest.

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit / Credit Risk

Analisis Pengumuran Aset Kewangan Sama Ada Tertunggak Atau Terjejas / Aging Analysis For Either Past Due Or Impaired Financial Assets

Aset Kewangan / Financial Assets	Bukan Tertunggak dan Bukan Terjejas / Neither Past Due Nor Impaired	Tertunggak Sehingga 3 Bulan / Past Due Up To 3 Months	Tertunggak 3 Hingga 12 Bulan / Past Due 3 To 12 Months	Terjejas / Impaired	Jumlah / Total
KUMPULAN / GROUP	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**
2022					
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	55,911	-	-	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,358,326	-	-	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	169,938	-	-	-	169,938
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	341,439	-	-	17,419	358,858
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	458,082	-	-	-	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	61,438	-	-	-	61,438
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	6,418,743	-	-	-	6,418,743
	31,863,877	**-**	**-**	**18,469**	**31,882,346**
2021					
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	245,226	-	-	1,376	246,602
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,031,347	-	-	-	24,031,347
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	177,490	-	-	-	177,490
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	236,556	-	-	15,277	251,833
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	381,047	-	-	-	381,047
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	109,605	-	-	-	109,605
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	5,905,120	-	-	-	5,905,120
	31,086,391	**-**	**-**	**16,653**	**31,103,044**

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit / Credit Risk

Analisis Pengumuran Aset Kewangan Sama Ada Tertunggak Atau Terjejas / Aging Analysis For Either Past Due Or Impaired Financial Assets

Aset Kewangan / Financial Assets	Bukan Tertunggak dan Bukan Terjejas Neither Past Due Nor Impaired	Tertunggak Sehingga 3 Bulan Past Due Up To 3 Months	Tertunggak 3 Hingga 12 Bulan Past Due 3 To 12 Months	Terjejas / Impaired	Jumlah / Total
PERKESO	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**
2022					
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	55,911	-	-	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,358,326	-	-	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	154,946	-	-	-	154,946
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	337,874	-	-	17,419	355,293
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	458,082	-	-	-	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	788	-	-	-	788
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	6,411,214	-	-	-	6,411,214
	31,777,141	**-**	**-**	**18,469**	**31,795,610**
2021					
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	245,226	-	-	1,376	246,602
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	24,031,347	-	-	-	24,031,347
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	177,490	-	-	-	177,490
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	233,710	-	-	15,277	248,987
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	381,047	-	-	-	381,047
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	93,961	-	-	-	93,961
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	5,832,166	-	-	-	5,832,166
	30,994,947	**-**	**-**	**16,653**	**31,011,600**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit / Credit Risk

Analisis terhadap aset kewangan yang dinilai terjejas adalah seperti berikut: /
An analysis of the financial assets assessed to be impaired are as follows:

	31 Disember / 31 December 2022	31 Disember / 31 December 2021
KUMPULAN / GROUP	**(RM'000)**	**(RM'000)**
Aset Kewangan Kasar / Gross Financial Assets	415,819	498,435
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	56,961	246,602
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	358,858	251,833
Tolak: Elaun Penjejasan / Less: Allowance For Impairment	(18,469)	(16,653)
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	(1,050)	(1,376)
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	(17,419)	(15,277)
Aset Kewangan Bersih / Net Financial Assets	**397,350**	**481,782**
PERKESO		
Aset Kewangan Kasar / Gross Financial Assets	412,254	495,589
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	56,961	246,602
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	355,293	248,987
Tolak: Elaun Penjejasan / Less: Allowance For Impairment	(18,469)	(16,653)
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	(1,050)	(1,376)
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	(17,419)	(15,277)
Aset Kewangan Bersih / Net Financial Assets	**393,785**	**478,936**

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb')/ Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit (samb') / Credit Risk (con't)

Kualiti Kredit / Credit Quality

Pembahagian aset kewangan kasar mengikut kualiti kredit seperti pada 31 Disember adalah seperti berikut: /
Distribution of gross financial assets by credit quality as at 31 December are as follows:

Aset Kewangan / Financial Assets	Berdaulat / Sovereign	Kukuh / Strong	Sederhana / Moderate	Lemah / Sub-standard	Tiada Penarafan / Non Rated	Terjejas / Impaired	Jumlah / Total
KUMPULAN / GROUP	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**	**(RM'000)**
2022							
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	5,000	-	-	-	50,911	1,050	56,961
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investment Available-For-Sale	13,304,577	4,372,304	9,709	-	6,671,736	-	24,358,326
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan/ Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	14,992	-	-	154,946	-	169,938
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	-	-	-	341,439	17,419	358,858
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	-	-	-	458,082	-	458,082
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	-	-	61,438	-	61,438
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	-	-	-	-	6,418,743	-	6,418,743
Jumlah / Total	**13,309,577**	**4,387,296**	**9,709**	**-**	**14,157,295**	**18,469**	**31,882,346**
2021							
Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions	191,542	-	-	-	53,684	1,376	246,602
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investment Available-For-Sale	13,792,085	3,937,937	-	125	6,301,200	-	24,031,347
Urus Niaga Pertukaran Belum Terima / Receivables From Exchange Transactions	-	-	-	-	236,556	15,277	251,833
Urus Niaga Bukan Pertukaran Boleh Pulih / Recoverables From Non-Exchange Transactions	-	-	-	-	381,047	-	381,047
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	-	-	-	109,605	-	109,605
Tunai Dan Kesetaraan Tunai / Cash And Cash Equivalents	-	-	-	-	5,905,120	-	5,905,120
Jumlah / Total	**13,983,627**	**3,937,937**	**-**	**125**	**12,987,212**	**16,653**	**30,925,554**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(b) Risiko Kredit / Credit Risk

Kualiti Kredit (samb') / Credit Quality (cont'd)

Aset kewangan dikelaskan mengikut skala penarafan kredit dalaman yang konsisten dengan agensi penarafan kredit luaran. Klasifikasi kualiti kredit adalah seperti berikut: /
Financial assets are classified into an internal rating scale which is consistent with external rating agencies. The credit quality classification is as follows:

(i) Penarafan jangka panjang untuk pembayaran obligasi kewangan jangka panjang /
Long term rating for payment of long term financial obligations

Klasifikasi Kualiti Kredit / Credit Quality Classification	Penarafan Kredit Domestik / Domestic Credit Rating	Definisi Klasifikasi Kualiti Kredit / Definition Of Credit Quality Classification
Berdaulat/ Sovereign	Berdaulat/ Sovereign	Dikeluarkan atau dijamin oleh kerajaan / Issued or guaranteed by the government
Kukuh/ Strong	AA Dan Ke Atas/ AA And Above	Keupayaan yang kukuh untuk memenuhi kewajipan kewangan / Superior or strong ability to meet financial obligations
Sederhana/ Moderate	A	Keupayaan yang mencukupi untuk memenuhi kewajipan kewangan / Adequate ability to meet financial obligations
Lemah/ Sub-standard	BB	Keupayaan rendah/lemah untuk memenuhi kewajipan kewangan/ Low/weak ability to meet financial obligations

(ii) Aset kewangan tiada penarafan/ Non-rated financial assets
Ini termasuk aset kewangan tanpa penarafan kredit luaran. /
This includes financial assets without external credit rating.

(iii) Penarafan jangka pendek untuk pembayaran obligasi kewangan jangka pendek /
Short term rating for payment of short term financial obligations
Ini termasuk aset kewangan yang dinilai sebagai terjejas berdasarkan dasar perakaunan PERKESO. /
This includes financial assets which are assessed as impaired based on PERKESO's accounting policies.

(c) Risiko Kecairan / Liquidity Risk

Risiko kecairan dan aliran tunai berlaku apabila dana yang diperlukan tidak mencukupi untuk memenuhi komitmen kewangan apabila tiba masanya. PERKESO memantau aliran keluar dan aliran masuk tunai yang diunjurkan pada setiap masa bagi memastikan kedudukan kewangannya kekal teguh dengan kecairan yang mencukupi. Di samping itu, PERKESO juga memastikan tahap kecairan asetnya adalah mencukupi dan sentiasa ada apabila diperlukan menerusi penempatan sejumlah wang tunai dan deposit boleh cair di institusi kewangan berlesen berdasarkan anggaran komitmen kewangan yang akan dibayar untuk penyelesaian. /
Liquidity and cash flow risk occurs when funds needed are inadequate to meet financial commitments as and when they fall due. PERKESO monitors the projected cash outflows and inflows at all times to ensure that its financial position remain steadfast with ample liquidity. In addition, PERKESO also ensure its assets liquidity level is sufficient and readily available upon needed by placement of a certain sum of cash and liquidable deposits at licensed financial institutions based on the estimated financial commitments that will due for settlement.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(c) Risiko Kecairan (samb') / Liquidity Risk (con't)

Jadual di bawah meringkaskan profil kematangan liabiliti kewangan Kumpulan dan PERKESO berdasarkan obligasi pembayaran balik kontrak yang tidak didiskaunkan:/
The table below summarises the maturity profile of the Group's and PERKESO's financial liabilities based on contractual undiscounted repayment obligations:

Liabiliti Kewangan / Financial Liabilities	Kurang Daripada 12 Bulan Less Than 12 Months	Lebih Daripada 12 Bulan More Than 12 Months	Jumlah Total
	(RM'000)	(RM'000)	(RM'000)
KUMPULAN / GROUP			
2022			
Derivatif / Derivative	19,301	-	19,301
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	379,968	-	379,968
Liabiliti Pajakan / Lease Liabilities	6,693	16,110	22,803
Pinjaman/ Borrowing	8,728	700,000	708,728
Jumlah / Total	**414,690**	**716,110**	**1,130,800**
2021			
Derivatif / Derivative	1,048	-	1,048
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	361,276	-	361,276
Liabiliti Pajakan / Lease Liabilities	5,014	14,272	19,286
Jumlah / Total	**367,338**	**14,272**	**381,610**
PERKESO			
2022			
Derivatif / Derivative	19,301	-	19,301
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	418,230	-	418,230
Amaun Terhutang Kepada Subsidiari / Amount Due To Subsidiary	8	-	8
Pinjaman / Borrowing	8,728	700,000	708,728
Jumlah / Total	**446,267**	**700,000**	**1,146,267**
PERKESO			
2021			
Derivatif / Derivative	1,048	-	1,048
Urus Niaga Pertukaran Belum Bayar / Payables From Exchange Transactions	374,027	-	374,027
Amaun Terhutang Kepada Subsidiari / Amount Due To Subsidiary	57	-	57
Jumlah / Total	**375,132**	**-**	**375,132**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

33. Polisi Dan Objektif Pengurusan Risiko Kewangan (samb') / Financial Risk Management Objectives And Policies (con't)

(d) Risiko Operasi / Operational Risk

Risiko operasi adalah risiko kerugian yang wujud akibat kegagalan proses kawalan dalaman organisasi. Oleh itu, pendekatan pengurusan risiko operasi adalah dirancang dan diterima pakai secara konsisten oleh PERKESO untuk menyelaras strategi, polisi, proses, teknologi dan meningkatkan pengetahuan di kalangan anggotanya untuk mewujudkan nilai tambah dan penambahbaikan berterusan dalam proses kerja di samping mengamalkan tadbir urus korporat yang baik untuk memastikan pelaksanaan kawalan dalaman yang komprehensif./
Operational risk is the risk of losses that exists due to the failure of organisation's internal control processes. Therefore, operational risk management approach is planned and consistantly adopted by PERKESO to align its strategies, policies, processes, technologies and enhancing knowledge among its staff to create value add and continuous improvement of work processes in addition to practicing good corporate governance to ensure the implementation of comprehensive internal control.

34. Nilai Saksama / Fair Value

(a) Penentuan Nilai Saksama Dan Hierarki Nilai Saksama / Determination Of Fair Value And Fair Value Hierarchy

PERKESO menggunakan hierarki berikut untuk menentukan dan mendedahkan nilai saksama instrumen kewangan menerusi teknik penilaian:/
PERKESO uses the following hierarchy for determining and disclosing the fair value of financial instruments by valuation technique:

Tahap 1: Tersiar (tidak diselaraskan) harga dalam pasaran aktif untuk aset atau liabiliti yang sama. /
Level 1: Quoted (unadjusted) prices in active markets for identical assets or liabilities.

Tahap 2: Input selain daripada tersiar harga yang termasuk dalam Tahap 1 yang mana boleh ditinjau untuk aset atau liabiliti, sama ada secara langsung atau tidak langsung. /
Level 2: Inputs other than quoted prices included within Level 1 that are observable for the asset or liabilities, either directly or indirectly.

Tahap 3: Input untuk aset atau liabiliti yang tidak berdasarkan data pasaran yang boleh ditinjau (input yang tidak boleh ditinjau). /
Level 3: Inputs for the asset or liability that are not based on observable market data (unobservable inputs).

(i) Instrumen Kewangan Di Tahap 1 / Financial Instruments In Level 1

Nilai saksama bagi instrumen kewangan yang diurusniagakan di pasaran aktif adalah berdasarkan harga pasaran tersiar pada tarikh lembaran imbangan. Suatu pasaran dianggap sebagai aktif jika harga tersiar adalah tersedia dan biasanya boleh didapati daripada suatu pertukaran dan harga tersebut mewakili urus niaga pasaran yang sebenar dan berlaku secara kebiasaan mengikut asas urus niaga yang tulus. Ini termasuk ekuiti tersenarai dan sekuriti hutang korporat yang diurusniagakan secara aktif. /
The fair value of financial instruments traded in active markets is based on quoted market prices at the balance sheet date. A market is regarded as active if quoted prices are readily and regularly available from an exchange and those prices represent actual and regularly occurring market transactions on an arm's length basis. This includes listed equities and corporate debt securities which are actively traded.

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

34. Nilai Saksama / Fair Value

(a) Penentuan Nilai Saksama Dan Hierarki Nilai Saksama (samb') / Determination Of Fair Value And Fair Value Hierarchy (con't)

(ii) Instrumen Kewangan Di Tahap 2 / Financial Instruments In Level 2

Apabila nilai saksama ditentukan menggunakan harga tersiar dalam pasaran kurang aktif atau harga tersiar bagi aset dan liabiliti yang bersamaan, instrumen tersebut secara umumnya diklasifikasikan sebagai Tahap 2. Dalam keadaan di mana harga tersiar secara umumnya tidak boleh didapati, PERKESO kemudiannya menentukan nilai saksama berdasarkan teknik-teknik penilaian yang menggunakan input parameter pasaran yang mana termasuk tetapi tidak terhad kepada keluk hasil, turun naik dan kadar pertukaran asing. Majoriti teknik-teknik penilaian hanya menggunakan data pasaran yang boleh ditinjau, dengan itu kebolehpercayaan terhadap pengukuran nilai saksama itu adalah tinggi. Ini termasuk sekuriti kerajaan dan bon korporat.
Where fair value is determined using quoted prices in less active markets or quoted prices for similar assets and liabilities, such instruments are generally classified as Level 2. In cases where quoted prices are generally not available, PERKESO then determine fair value based upon valuation techniques that use as inputs, market parameters including but not limited to yield curves, volatilities and foreign exchange rates. The majority of valuation techniques employ only observable market data and so reliability of the fair value measurement is high. These would include government securities and corporate bonds.

(iii)Instrumen Kewangan Di Tahap 3 / Financial Instuments In Level 3

PERKESO mengklasifikasikan instrumen kewangan sebagai Tahap 3 apabila terdapat kebergantungan ke atas input-input yang tidak boleh ditinjau pada model penilaian yang menyumbang secara signifikan terhadap nilai instrumen. Rizab penilaian atau pelarasan harga yang mana bersesuaian akan digunakan untuk digabungkan menjadi nilai saksama. /
PERKESO classifies financial instruments as Level 3 when there is reliance on unobservable inputs to the valuation model attributing to a significant contribution to the instrument value. Valuation reserves or pricing adjustments where applicable will be used to converge to fair value.

Teknik-teknik penilaian dan input-input yang digunakan secara umumnya bergantung kepada terma kontrak dan risiko yang terdapat dalam instrumen itu serta ketersediaan maklumat harga di pasaran. Teknik-teknik utama yang digunakan termasuk aset ketara bersih, aliran tunai didiskaunkan dan lain-lain model penilaian yang bersesuaian. Ini termasuk pelaburan ekuiti persendirian. /
The valuation techniques and inputs used generally depend on the contractual terms and the risks inherent in the instrument as well as the availability of pricing information in the market. Principal techniques used include net tangible assets, discounted cash flows and other appropriate valuation models. These includes private equity investments.

(b) Instrumen Kewangan Diukur Pada Nilai Saksama Dan Hierarki Nilai Saksama / Financial Instruments Measured At Fair Value And The Fair Value Hierarchy

Nilai saksama instrumen kewangan dan teknik penilaian serta input-input yang digunakan untuk menentukan nilai saksama adalah seperti berikut:/
The fair value of the financial instruments and valuation technique and inputs used to determine the fair value are as follows:

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

34. Nilai Saksama (samb') / Fair Value (con't)

(b) Instrumen Kewangan Diukur Pada Nilai Saksama Dan Hierarki Nilai Saksama (samb') / Financial Instruments Measured At Fair Value And The Fair Value Hierarchy (con't)

KUMPULAN / GROUP

2022	**Jumlah / Total**	**Tahap 1 / Level 1**	**Tahap 2 / Level 2**	**Tahap 3 / Level 3**
	(RM'000)	**(RM'000)**	**(RM'000)**	**(RM'000)**
Aset Kewangan / Financial Assets				
Pelaburan Sedia Untuk Dijual / Financial Investments Available-For-Sale				
- Saham Tersiar Harga / Quoted Shares	6,606,953	6,606,953	-	-
- Sekuriti Kerajaan Malaysia / Malaysian Government Securities	1,709,699	-	1,709,699	-
- Terbitan Pelaburan Kerajaan Malaysia / Malaysian Government Investment Issues	807,735	-	807,735	-
- Bon Tersiar Harga / Quoted Bonds	15,169,156	-	15,169,156	-
- Saham Tidak Tersiar Harga / Unquoted Shares	64,783	-	-	64,783
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	169,938	169,938	-	-
Derivatif / Derivative	38,767	372	38,395	-
	24,567,031	**6,777,263**	**17,724,985**	**64,783**
Liabiliti Kewangan / Financial Liabilites				
Pinjaman / Borrowing	708,728	-	-	708,728
2021				
Aset Kewangan / Financial Assets				
Pelaburan Sedia Untuk Dijual / Financial Investments Available-For-Sale				
- Saham Tersiar Harga / Quoted Shares	6,254,007	6,254,007	-	-
- Sekuriti Kerajaan Malaysia / Malaysian Government Securities	1,656,110	-	1,656,110	-
- Terbitan Pelaburan Kerajaan Malaysia / Malaysian Government Investment Issues	1,103,484	-	1,103,484	-
- Bon Tersiar Harga / Quoted Bonds	14,970,553	-	14,970,553	-
- Saham Tidak Tersiar Harga / Unquoted Shares	47,193	-	-	47,193
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	177,490	177,490	-	-
Derivatif / Derivative	49,551	3,112	46,439	-
	24,258,388	**6,434,609**	**17,776,586**	**47,193**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

34. Nilai Saksama (samb') / Fair Value (con't)

(b) Instrumen Kewangan Diukur Pada Nilai Saksama Dan Hierarki Nilai Saksama (samb') / Financial Instruments Measured At Fair Value And The Fair Value Hierarchy (con't)

PERKESO

2022	**Jumlah / Total**	**Tahap 1 / Level 1**	**Tahap 2 / Level 2**	**Tahap 3 / Level 3**
	(RM'000)	**(RM'000)**	**(RM'000)**	**(RM'000)**
Aset Kewangan / Financial Assets				
Pelaburan Sedia Untuk Dijual / Financial Investments Available-For-Sale				
- Saham Tersiar Harga / Quoted Shares	6,606,953	6,606,953	-	-
- Sekuriti Kerajaan Malaysia / Malaysian Government Securities	1,709,699	-	1,709,699	-
- Terbitan Pelaburan Kerajaan Malaysia / Malaysian Government Investment Issues	807,735	-	807,735	-
- Bon Tersiar Harga / Quoted Bonds	15,169,156	-	15,169,156	-
- Saham Tidak Tersiar Harga / Unquoted Shares	64,783	-	-	64,783
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	154,946	154,946	-	-
Derivatif / Derivative	38,767	372	38,395	-
	24,552,039	**6,762,271**	**17,724,985**	**64,783**
Liabiliti Kewangan / Financial Liabilites				
Pinjaman / Borrowing	708,728	-	-	708,728
2021				
Aset Kewangan / Financial Assets				
Pelaburan Sedia Untuk Dijual/ Financial Investments Available-For-Sale				
- Saham Tersiar Harga / Quoted Shares	6,254,007	6,254,007	-	-
- Sekuriti Kerajaan Malaysia / Malaysian Government Securities	1,656,110	-	1,656,110	-
- Terbitan Pelaburan Kerajaan Malaysia / Malaysian Government Investment Issues	1,103,484	-	1,103,484	-
- Bon Tersiar Harga / Quoted Bonds	14,970,553	-	14,970,553	-
- Saham Tidak Tersiar Harga / Unquoted Shares	47,193	-	-	47,193
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	177,490	177,490	-	-
Derivatif / Derivative	49,551	3,112	46,439	-
	24,258,388	**6,434,609**	**17,776,586**	**47,193**

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

(c) Nilai Saksama Bagi Instrumen Kewangan Tidak Dibawa Pada Nilai Saksama / Fair Value Of Financial Instruments Not Carried At Fair Value

(i) Tunai Dan Kesetaraan Tunai, Deposit Dengan Institusi Kewangan Berlesen, Belum Terima Dan Belum Bayar / Cash And Cash Equivalents, Deposits With Licensed Financial Institutions, Receivables And Payables

Amaun dibawa bagi aset dan liabiliti kewangan ini adalah anggaran yang munasabah bagi nilai saksama disebabkan ianya sama ada bersifat jangka masa pendek atau boleh dibayar balik atas permintaan. / The carrying amount of these financial assets and liabilities are reasonable approximation of fair value due either to their short term nature or are repayable on demand.

(ii) Urus Niaga Pertukaran Pinjaman / Loans From Exchange Transactions

Amaun dibawa bagi urus niaga pertukaran pinjaman adalah hampir dengan nilai saksama. Nilai saksama bagi pinjaman belum terima adalah dianggarkan dengan mendiskaunkan anggaran aliran tunai masa hadapan menggunakan kadar faedah semasa bagi aset kewangan dengan profil risiko yang sama. / The carrying amount of loans from exchange transactions approximate the fair value. The fair value of loans receivable are estimated by discounting the estimated future cash flows using current interest rates for financial assets with similar risk profile.

(d) Penyesuaian Terhadap Penilaian Saksama Tahap 3 Bagi Pelaburan Kewangan Sedia Untuk Dijual / Reconciliation Of Level 3 Fair Valuation Of Financial Investments Available-For-Sale

Penyesuaian terhadap penilaian saksama Tahap 3 bagi pelaburan kewangan sedia untuk dijual adalah seperti jadual berikut: / The following table provides a reconciliation of Level 3 fair valuation for financial investments available-for-sale:

	2022	2021
	RM'000	RM'000
Pada 1 Januari / At 1 January	47,193	34,107
Belian / Purchase	7,918	13,354
Pulangan Modal / Return Of Capital	(1,311)	-
Keuntungan / (Kerugian) Diiktiraf Dalam Aset Bersih / Rizab / Gains/ (Losses) Recognised In Net Asset / Reserve	10,983	(268)
Pada 31 Disember / As At 31 December	**64,783**	**47,193**

(e) Risiko Harga Ekuiti Tidak Tersiar / Unquoted Equity Price Risk

Sekuriti ekuiti tidak tersiar PERKESO adalah mudah terdedah kepada risiko pasaran dan kecairan./ PERKESO's unquoted equity securities are susceptible to market and liquidity risk.

Jadual berikut menunjukkan sensitiviti terhadap kemungkinan perubahan yang munasabah dalam nilai saksama ekuiti, dengan semua pemboleh ubah lain tidak berubah, bagi ekuiti tidak tersiar PERKESO. Ia tidak memberi kesan ke atas lebihan atau kurangan PERKESO. / The following table demonstrates the sensitivity to a reasonably possible change in equity fair value with all other variables held constant, of PERKESO's unquoted equity. There is no impact on PERKESO's surplus or deficit.

	Kesan Kepada Rizab / Impact To Reserve	
	2022	2021
	RM'000	RM'000
Peningkatan 10% Dalam Nilai Saksama Saham Tidak Tersiar / Increase of 10% in Fair Value of Unquoted Shares	6,478	4,719

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

35. Angka Perbandingan / Comparative Information

Angka perbandingan untuk penyata kewangan telah dinyatakan semula di mana perlu untuk disesuaikan dengan persembahan penyata kewangan dalam tahun semasa. /
The comparative figures for the financial statements have been reclassified where necessary to conform with the presentation of the statements in the current year.

	Seperti Dilaporkan Sebelumnya As previously stated	Klasifikasi Semula Reclassification	Seperti Yang Dinyatakan Semula As Restated
	(RM'000)	(RM'000)	(RM'000)
31 Disember 2020 / 31 December 2020			
KUMPULAN / GROUP			
Penyata Kedudukan Kewangan / Statement of Financial Position			
Aset Semasa / Current Assets			
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	61,925	61,925
Derivatif / Derivative	-	87	87
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	1,015,021	(448)	1,014,573
Aset Bukan Semasa / Non-Current Assets			
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	61,925	(61,925)	-
Derivatif / Derivative	87	(87)	-
Deposit Dengan Institusi Kewangan Berlesen / Deposit With Licensed Financial Institutions	-	448	448
PERKESO			
Penyata Kedudukan Kewangan / Statement of Financial Position			
Aset Semasa / Current Assets			
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	-	61,925	61,925
Derivatif / Derivative	-	87	87
Aset Bukan Semasa / Non-Current Assets			
Aset Kewangan Dinyatakan Pada Nilai Saksama Melalui Lebihan Atau Kurangan / Financial Assets Designated At Fair Value Through Surplus Or Deficit	61,925	(61,925)	-
Derivatif / Derivative	87	(87)	-

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

35. Angka Perbandingan (samb')/ Comparative Information (con't)

31 Disember 2020 / 31 December 2020

NOTA-NOTA KEPADA PENYATA KEWANGAN / NOTES TO THE FINANCIAL STATEMENTS

26. Belanja Operasi / Staff Costs

		KUMPULAN / GROUP		
		Seperti Dilaporkan Sebelumnya As previously stated	Klasifikasi Semula Reclassification	Seperti Yang Dinyatakan Semula As Restated
		(RM'000)	(RM'000)	(RM'000)
Kos Anggota / Staff Costs	(a)	429,099	31,062	460,161
Bekalan Dan Perkhidmatan / Services And Supplies		136,143	(31,062)	105,081
(a) Kos Anggota Terdiri Daripada: / Staff Costs Consist Of:				
Lain-lain / Others		2,216	31,062	33,278

		PERKESO		
		Seperti Dilaporkan Sebelumnya As previously stated	Klasifikasi Semula Reclassification	Seperti Yang Dinyatakan Semula As Restated
		(RM'000)	(RM'000)	(RM'000)
Kos Anggota / Staff Costs	(a)	412,909	31,062	443,971
Bekalan Dan Perkhidmatan / Services And Supplies		136,143	(31,062)	105,081
(a) Kos Anggota Terdiri Daripada: / Staff Costs Consist Of:				
Lain-lain / Others		1,989	31,062	33,051

NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN BERAKHIR 31 DISEMBER 2022 (SAMB')
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022 (CONT'D)

35. Angka Perbandingan (samb') / Comparative Information (con't)

31 Disember 2020 / 31 December 2020

NOTA-NOTA KEPADA PENYATA KEWANGAN / NOTES TO THE FINANCIAL STATEMENTS

32. Polisi Dan Objektif Pengurusan Risiko Kewangan / Financial Risk Management Objectives And Policies

(b) Risiko Kredit / Credit Risk

Analisa Pendedahan Maksimum Kepada Risiko Kredit Dan Jaminan Dan Penambahan Kredit Lain / Analysis Of Maximum Exposure To Credit Risk And Collateral And Other Credit Enhancements

	Seperti Dilaporkan Sebelumnya As previously stated	Klasifikasi Semula Reclassification	Seperti Yang Dinyatakan Semula As Restated
	(RM'000)	(RM'000)	(RM'000)
Pendedahan Maksimum Kepada Risiko Kredit / Maximum Exposure To Credit Risk Sovereign Financial Asset			
Aset Kewangan Berdaulat / Sovereign Financial Asset			
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	19,873,390	(5,594,243)	14,279,147
Aset Kewangan Bukan Berdaulat / Non-Sovereign Financial Asset			
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	4,195,334	5,594,243	9,789,577

Kualiti Kredit / Credit Quality

	Seperti Dilaporkan Sebelumnya As previously stated	Klasifikasi Semula Reclassification	Seperti Yang Dinyatakan Semula As Restated
	(RM'000)	(RM'000)	(RM'000)
Aset Kewangan Berdaulat / Sovereign Financial Asset			
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	19,873,390	(5,594,243)	14,279,147
Aset Kewangan Tiada Penarafan / Non Rated Financial Asset			
Pelaburan Kewangan Sedia Untuk Dijual / Financial Investments Available-For-Sale	-	5,594,243	5,594,243

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