



LAPORANTAHUNAN
ANNUALREPORT

2015

PERTUBUHAN KESELAMATAN SOSIAL
SOCIAL SECURITY ORGANISATION



RASIONAL KULIT COVER RATIONALE

Warna hijau kulit mencerminkan keharmonian, kesegaran dan kecerdasan yang diperlukan bagi menjamin pencapaian perlindungan keselamatan sosial. Jalur bulatan berwarna melambangkan konsep jaringan keselamatan sosial yang berteraskan lima teras utama dalam pelan Strategik PERKESO 2016-2020. Di samping menggambarkan hala tuju PERKESO yang dinamik dalam memberi perlindungan keselamatan sosial berteraskan semangat Rukun Negara dan Nilai-Nilai Teras Bersama PERKESO. Jalur berwarna berbentuk bulatan melambangkan teras-teras perlindungan PERKESO yang berasaskan prinsip keadilan sosial. Warna hitam kelabu melambangkan aspirasi PERKESO untuk terus mengharungi cabaran mendatang. Warna kuning melambangkan semangat kesetiaan warga kerja PERKESO dalam memberikan perkhidmatan melangkaui ekspektasi pelanggan. Jalur merah melambangkan semangat gigih kerja berpasukan dan hubungan tripartite antara Kerajaan, Majikan dan Pekerja. Jalur berwarna biru muda (cyan) melambangkan kelestarian amalan budaya kerja kreativiti dan inovasi. Jalur berwarna Biru Gelap melambangkan keadilan sosial dalam penggantian pendapatan pekerja hilang upaya.

The green colour of the cover represents the harmony, freshness and vitality required in order to guarantee that social security protection is achieved. The coloured circles portray the concept of a social security network that is based on the five main thrusts of SOCSO's Strategic Plan 2016-2020. It also represents SOCSO's direction that is dynamic in providing social security protection based on the spirit of Rukun Negara and SOCSO's Shared Core Values. The circular coloured strips represent the SOCSO protection thrusts based on the principle of social justice. The greyish black colour symbolises SOCSO's aspirations in continuing to face the challenges that come. The colour yellow depicts the loyal spirit of all SOCSO workforce in rendering service that exceeds the clients' expectations. The red strip represents the determination and team spirit as well as the tripartite relationship between the Government, Employers and Employees. The cyan coloured strip represents the preservation of a working culture of creativity and innovation. The dark blue strip symbolises social justice in the form of compensation for employees who have been disabled.

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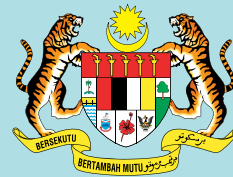
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KEMENTERIAN SUMBER MANUSIA
MINISTRY OF HUMAN RESOURCES



KEMENTERIAN
SUMBER MANUSIA

YB DATO' SRI RICHARD RIOT ANAK JAEM
Menteri Sumber Manusia
Minister of Human Resources



KEMENTERIAN SUMBER MANUSIA
MINISTRY OF HUMAN RESOURCES



KEMENTERIAN
SUMBER MANUSIA

DATO' SRI HAJI ISMAIL BIN HAJI ABD. MUTTALIB
Timbalan Menteri Sumber Manusia
Deputy Minister of Human Resources





PROFIL KORPORAT
CORPORATE PROFILEPelan Induk
Transformasi
KerajaanThe Government
Transformation Programme

“Sejajar dengan Pelan Induk Transformasi Kerajaan, PERKESO komited untuk mendokong Visi dalam Fasa 3 (2015 – 2020): Matlamat Wawasan 2020 akan tercapai di mana rakyat menikmati taraf kehidupan dan kemakmuran lebih tinggi, manakala kualiti perkhidmatan awam juga meningkat”.

“In line with the Government Transformation Programme, SOCSO is committed in upholding the Vision towards Phase 3 (2015-2020): The goal of Vision 2020 will be achieved where the people of Malaysia are able to enjoy a better quality of life and wellbeing, and the quality of public service is improved”.



6 Prinsip

Merakyatkan Perkhidmatan Awam
6 Public Service Outreach Principles



Justeru, Pengurusan PERKESO komited melestarikan amalan nilai-nilai murni kepada anggotanya menerusi amalan SENYUM, SAPA, SALAM, SANTUN dan PRIHATIN (S4P) dalam usaha untuk memberikan penyampaian perkhidmatan terbaik melangkaui ekspektasi pelanggan dengan mendukung konsep 'prihatin' mendekati rakyat.

Hence, SOCSO's Management is committed in preserving the practice of good values among its staff through the practice of *SENYUM, SAPA, SALAM, SANTUN dan PRIHATIN (S4P)* in the effort to deliver the best service which goes beyond the clients' expectations, with the concept of caring for the people.

PROFIL KORPORAT
CORPORATE PROFILE



LATAR BELAKANG

Pertubuhan Keselamatan Sosial (PERKESO) telah ditubuhkan sebagai sebuah Jabatan Kerajaan di bawah Kementerian Sumber Manusia bagi mentadbir, melaksana dan menguatkuasakan Akta Keselamatan Sosial Pekerja 1969 dan Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja 1971. Pada 1 Julai 1985, status PERKESO telah berubah kepada sebuah Badan Berkanun dan mulai 1 Januari 1992, PERKESO telah melaksanakan sistem saraannya sendiri iaitu Sistem Saraan Baru PERKESO.

BACKGROUND

The Social Security Organisation (SOCSO) was established as one of the government departments under the Human Resources Ministry to administer, implement and enforce the Employees' Social Security Act 1969 and the Employees' Social Security Regulations (General) 1971. On 1 July 1985, SOCSO's status was changed to a Statutory Body and since 1 January 1992, SOCSO has implemented its own remuneration system known as Sistem Saraan Baru PERKESO.

FUNGSI DAN PERANAN

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; *Minimum Standard for Social Security*. Dalam memenuhi matlamat tersebut, fungsi utama PERKESO adalah untuk memberi perlindungan keselamatan sosial kepada pekerja dan tanggungannya menerusi Skim Bencana Pekerjaan dan Skim Keilatan. Skim Bencana Pekerjaan memberi perlindungan kepada para pekerja daripada bencana pekerjaan termasuk penyakit khidmat dan kemalangan semasa perjalanan berkaitan dengan pekerjaan.

Skim Keilatan memberi perlindungan 24 jam kepada pekerja terhadap keilatan atau kematian akibat sebarang sebab yang berlaku di luar waktu kerja. Kedua-dua skim adalah untuk menyediakan faedah tunai kepada pekerja dan tanggungannya apabila berlaku kejadian luar jangka di samping menyediakan rawatan perubatan, pemulihan jasmani atau latihan vokasional. PERKESO juga menjalankan aktiviti pencegahan kemalangan melalui program peningkatan kesedaran keselamatan dan kesihatan pekerjaan dalam kalangan pekerja dan majikan.

Bagi memastikan kesejahteraan warga pekerja yang layak, PERKESO konsisten mengamalkan tiga tonggak Keselamatan Sosial iaitu Pencegahan, Pemulihan dan Pampasan selaras dengan Misi PERKESO yang diperuntukkan di bawah Seksyen 40, Akta Keselamatan Sosial Pekerja 1969. PERKESO sentiasa melaksanakan usaha berterusan dalam mewujudkan budaya pencegahan kemalangan di tempat kerja dan dalam perjalanan ke tempat kerja. Ini bagi memastikan kesedaran keselamatan dan kesihatan pekerjaan dipertingkatkan untuk menjaga kepentingan dan kebajikan pekerja.

FUNCTION AND ROLE

The concept of SOCSO Social Security Protection is based on the concept of joint responsibility through the pooling of resources, sharing of risk and replacement of income. Social security protection is a basic need that must be fulfilled as agreed upon in the International Labour Organisation Geneva Convention 1952, namely, Convention 102: Minimum Standards for Social Security. In meeting the said objective, the main function of SOCSO is to provide social security protection for employees and their dependants through the Employment Injury Scheme and the Invalidity Scheme. The Employment Injury Scheme provides protection to employees from occupational injuries including occupational diseases and accidents occurring during travel in connection with work.

The Invalidity Scheme provides 24-hour protection to employees against invalidity or death due to causes occurring outside working hours. Both schemes provide cash benefits to employees and their dependants in the event of unforeseen events in addition to providing medical treatment, physical rehabilitation or vocational training. SOCSO also conducts accident prevention activities through occupational safety and health awareness programmes among employees and employers.

In order to ensure the wellbeing of eligible employees, SOCSO consistently practices the three pillars of Social Security, namely Prevention, Rehabilitation and Compensation, in line with its Mission as prescribed under Section 40 of the Employees’ Social Security Act 1969. SOCSO constantly implements efforts to create a culture of accident prevention at the work place and in commuting to the work place. This is to ensure that awareness of occupational safety and health is raised to protect the interests and welfare of employees.

SKIM BENCANA PEKERJAAN
Employment Injury Scheme

<p>1</p>  <p>Faedah Perubatan Medical Benefit</p>	<p>2</p>  <p>Faedah Hilang Upaya Sementara Temporary Disablement Benefit</p>
<p>3</p>  <p>Faedah Hilang Upaya Kekal Permanent Disablement Benefit</p>	<p>4</p>  <p>Elaun Layanan Sentiasa Constant-Attendance Allowance</p>
<p>5</p>  <p>Kemudahan Pemulihan Jasmani atau Vokasional Physical or Vocational Rehabilitation</p>	<p>6</p>  <p>Program Return To Work Return To Work Programme</p>
<p>7</p>  <p>Faedah Orang Tanggungan Dependants' Benefit</p>	<p>8</p>  <p>Faedah Pengurusan Mayat Funeral Benefit</p>
<p>9</p>  <p>Faedah Pendidikan Education Benefit</p>	

SKIM KEILATAN
Invalidity Scheme

<p>1</p>  <p>Pencen Ilat Invalidity Pension</p>	<p>2</p>  <p>Bantuan Ilat Invalidity Grant</p>
<p>3</p>  <p>Elaun Layanan Sentiasa Constant-Attendance Allowance</p>	<p>4</p>  <p>Pencen Penakat Survivors' Pension</p>
<p>5</p>  <p>Faedah Pengurusan Mayat Funeral Benefit</p>	<p>6</p>  <p>Kemudahan Pemulihan Jasmani atau Vokasional Physical or Vocational Rehabilitation</p>
<p>7</p>  <p>Program Return To Work "Return To Work" Programme</p>	<p>8</p>  <p>Faedah Pendidikan Education Benefit</p>



MEMBERIKAN PERKHIDMATAN TERBAIK
GIVING THE BEST SERVICES

49 PEJABAT PERKESO DI SELURUH NEGARA
49 SOCSO OFFICES NATIONWIDE

PUSAT REHABILITASI PERKESO
SOCSO REHABILITATION CENTRE

8 KAUNTER UTC
8 UTC COUNTERS



PERLIS
Kangar

KEDAH
Alor Setar
Langkawi
Sg Petani
Kulim
UTC Kedah

PULAU PINANG
Seberang Jaya
Georgetown

PERAK
Ipoh
Taiping
Kuala Kangsar
Taph
Teluk Intan
UTC Perak

SELANGOR
Petaling Jaya
Klang
Rawang
Kajang

WILAYAH PERSEKUTUAN
Ibu Pejabat
Kuala Lumpur
UTC Kuala Lumpur

MELAKA
Ayer Keroh
Pusat REHAB
UTC Melaka

JOHOR
Johor Bahru
Muar
Batu Pahat
Kluang
Segamat
UTC Johor Bahru

PAHANG
Kuantan
Temerloh
Bentong
UTC Kuantan

TERENGGANU
Kuala Terengganu
Kemaman
Dungun

KELANTAN
Kota Bahru
Kuala Krai

SABAH
Kota Kinabalu
Tawau
Sandakan
Lahad Datu
Keningau
W.P. Labuan

SARAWAK
Kuching
Sibu
Miri
Bintulu
Sri Aman
Sarikei
Kapit
Mukah
Limbang

DIREKTORI PEJABAT PERKESO DIRECTORY OF SOCSO OFFICES

WILAYAH PERSEKUTUAN KUALA LUMPUR

PERTUBUHAN KESELAMATAN SOSIAL

Menara PERKESO
281 Jalan Ampang
50538 Kuala Lumpur
T : 03-4264 5000
F : 03-4256 7713

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
No. 155, Jalan Tun Razak
50400 Kuala Lumpur
T : 03-2687 2600
F : 03-2687 2633

SELANGOR

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
Lot 141, Seksyen 6
Jalan Selangor
46990 Petaling Jaya, Selangor
T : 03-7949 8888
F : 03-7956 7492

PERTUBUHAN KESELAMATAN SOSIAL

29, Jalan Setia Rawang 1
KM 25, Jalan Ipoh
48000 Rawang, Selangor
T : 03-6091 6519 / 6937 / 2427
F : 03-6092 1091

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
No. 2, Jalan Tiara 2, Bandar Baru Klang
41150 Klang, Selangor
T : 03-3344 2501
F : 03-3342 5255

PERTUBUHAN KESELAMATAN SOSIAL

No.15, Jalan Hentian 1A
Pusat Hentian Kajang, Jalan Reko
43000 Kajang, Selangor
T : 03-8733 0230
F : 03-8733 0246

JOHOR

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
No. 26, Jalan Susur 5
Off Jalan Tun Abdul Razak, Larkin
80200 Johor Bahru, Johor
T : 07-225 6600 / 6000
F : 07-223 3180 / 3190

PERTUBUHAN KESELAMATAN SOSIAL

No. 34 & 35, Taman Tun Dr. Ismail
Jalan Bakri, 84000 Muar, Johor
T : 06-954 2164 / 2771
F : 06-954 2254

PERTUBUHAN KESELAMATAN SOSIAL

No. 16 & 17, Jalan Setia Jaya
Taman Setia Jaya
83000 Batu Pahat, Johor
T : 07-433 1333
F : 07-432 2724 / 07-431 3009

PERTUBUHAN KESELAMATAN SOSIAL

No. 28, Jalan Duku
86000 Kluang, Johor
T : 07-773 3481 / 7481
F : 07-773 9437 / 07-772 5573

PERTUBUHAN KESELAMATAN SOSIAL

No. 13, Jalan Emas
Taman Batu Hampar
85000 Segamat, Johor
T : 07-933 3300
F : 07-932 4490

PROFIL KORPORAT
CORPORATE PROFILE**DIREKTORI PEJABAT PERKESO**
DIRECTORY OF SOCSO OFFICES**PULAU PINANG****PERTUBUHAN KESELAMATAN SOSIAL**

Wisma PERKESO
No. 269, Jalan Burma
10538 Georgetown, Pulau Pinang
T : 04-238 9888
F : 04-238 9800

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
No. 3012, Lebuh Tenggiri 2
13700 Seberang Jaya Perai, Pulau Pinang
T : 04-388 7666
F : 04-388 7688 (Ting.3), 04-388 7677 (Ting.4)

PERAK**PERTUBUHAN KESELAMATAN SOSIAL**

Wisma PERKESO
No. 83, Jalan Hospital
30450 Ipoh, Perak
T : 05-254 5487 / 05-253 8477
F : 05-255 7693

PERTUBUHAN KESELAMATAN SOSIAL

No. 2 & 4, Persiaran Taiping
34000 Taiping, Perak
T : 05-805 7050
F : 05-807 8680 / 0051

PERTUBUHAN KESELAMATAN SOSIAL

No. 8E/8F, Plot 3000 & 3001
Jalan Raja Chulan
33000 Kuala Kangsar, Perak
T : 05-773 3000 / 05-776 5930
F : 05-776 7292 / 0168

PERTUBUHAN KESELAMATAN SOSIAL

No. 8-10, Medan Sri Intan, Jalan Sekolah
36000 Teluk Intan, Perak
T : 05-622 1935
F : 05-622 1946 / 05-621 0892

PERTUBUHAN KESELAMATAN SOSIAL

Lot 5399, No. 6 & 7, Jalan Bidor
35000 Tapah, Perak
T : 05-401 1226
F : 05-401 5226

NEGERI SEMBILAN**PERTUBUHAN KESELAMATAN SOSIAL**

Wisma PERKESO
Lot 3757, No. 52, Jalan Sungai Ujong
70000 Seremban, Negeri Sembilan
T : 06-766 9000
F : 06-761 2402 / 06-761 2404

PERTUBUHAN KESELAMATAN SOSIAL

No. 8 & 9, Jalan Melang 1
Pusat Komersial Melang
72000 Kuala Pilah, Negeri Sembilan
T : 06-482 1934 / 1935
F : 06-481 4763 / 06-484 2064

DIREKTORI PEJABAT PERKESO DIRECTORY OF SOCSO OFFICES

MELAKA

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
Jalan Persekutuan MITC
Ayer Keroh, Hang Tuah Jaya
75450 Melaka
T : 06-251 6888
F : 06-232 6587

KEDAH

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
Lot 186, Jalan Telok Wanjah
05538 Alor Setar, Kedah
T : 04-774 6666
F : 04-733 9840 / 9870

PERTUBUHAN KESELAMATAN SOSIAL

No. 17, Persiaran Bunga Raya
Langkawi Mall
07000 Langkawi, Kedah
T : 04-969 8701 / 8702 / 8703
F : 04-966 1620

PERTUBUHAN KESELAMATAN SOSIAL

No. 30 & 31, Lengkok Cempaka 1
Persiaran Cempaka, Bandar Aman Jaya
08000 Sg. Petani, Kedah
T : 04-448 1200
F : 04-442 9392

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
582 & 583, Lorong Kemuning 1
Taman Kemuning
09000 Kulim, Kedah
T : 04-496 2203
F : 04-495 1070

KELANTAN

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
PT 304 - 307 Seksyen 22, Jalan Kota Darul Naim
15538 Kota Bharu, Kelantan
T : 09-745 6666
F : 09-748 0737

PERTUBUHAN KESELAMATAN SOSIAL

Lot 2441, Mukim Bandar Kuala Krai
Bandar Kuala Krai
18000 Kuala Krai, Kelantan
T : 09-960 2120
F : 09-966 4737

TERENGGANU

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
Lot 2467, Jalan Air Jernih
20538 Kuala Terengganu
T : 09-632 5000
F : 09-623 3346 / 09-632 5005

PERTUBUHAN KESELAMATAN SOSIAL

Lot PT 16086 & Lot PT 16087
Taman Chukai Utama
Jalan Kubang Kurus
24000 Kemaman, Terengganu
T : 09-850 2054 / 2057
F : 09-858 1068

PERTUBUHAN KESELAMATAN SOSIAL

Lot 8433, Jalan Yahya Ahmad
23000 Dungun, Terengganu
T : 09-842 3301 / 3304
F : 09-845 8290

DIREKTORI PEJABAT PERKESO
DIRECTORY OF SOCSO OFFICES**PAHANG****PERTUBUHAN KESELAMATAN SOSIAL**

Wisma PERKESO
Jalan Mat Kilau
25000 Kuantan, Pahang
T : 09-565 8000
F : 09-565 8001 / 8040

PERTUBUHAN KESELAMATAN SOSIAL

No. 19 & 21, Jalan Sudirman 3
Bandar Baru Seri Semantan
28000 Temerloh, Pahang
T : 09-290 1702
F : 09-296 2415

PERTUBUHAN KESELAMATAN SOSIAL

TB – P4, Pusat Perniagaan Ketari
Jalan Ketari
28700 Bentong, Pahang
T : 09-222 1827
F : 09-222 0408

PERLIS**PERTUBUHAN KESELAMATAN SOSIAL**

No. 6A & 8A, Jalan Hospital
01000 Kangar, Perlis
T : 04-976 7100
F : 04-976 9877

SARAWAK**PERTUBUHAN KESELAMATAN SOSIAL**

Wisma PERKESO, Lot 436, Section 54
No. 52, Travilion Commercial Centre
Jalan Padungan
93100 Kuching, Sarawak
T : 082-221 666
F : 082-421 940

PERTUBUHAN KESELAMATAN SOSIAL

Lot 1184 & 1185, Blok 9 M.C.L.D
Miri Water Front Commercial Centre
98000 Miri, Sarawak
T : 085-419 800
F : 085-422 296

PERTUBUHAN KESELAMATAN SOSIAL

4D, Jalan Sabu, Peti Surat 301
95008 Sri Aman, Sarawak
T : 083-322 660
F : 083-325 686

PERTUBUHAN KESELAMATAN SOSIAL

No. SL6, Lot 2141
New Township Extension, Jalan Green
96400 Mukah Sarawak
T : 084-873 530
F : 084-873 531

PERTUBUHAN KESELAMATAN SOSIAL

No. 31, Jalan Jubli Mutiara
96100 Sarikei, Sarawak
T : 084-654 611
F : 084-654 612

PERTUBUHAN KESELAMATAN SOSIAL

No. 180, Lot 3466, Tingkat Bawah, Tingkat 1 & 2
Parkcity Commerce Square
Jalan Tun Ahmad Zaidi, P.O Box 957
97008 Bintulu, Sarawak
T : 086-334 617
F : 086-331 042

DIREKTORI PEJABAT PERKESO DIRECTORY OF SOCSO OFFICES

PERTUBUHAN KESELAMATAN SOSIAL

No. 1 – 5, Lorong Pahlawan 7
Jalan Pahlawan
96000 Sibu, Sarawak
T : 084-213 066 / 067
F : 084-212 350

PERTUBUHAN KESELAMATAN SOSIAL

Wisma Ngieng Ping Toh
Tingkat Bawah & Tingkat 1
Lot 544, Peti Surat 4351
Jalan Airport, 96800 Kapit, Sarawak
T : 084-797 287
F : 084-799 287

PERTUBUHAN KESELAMATAN SOSIAL

Lot 1083, Jalan Buangsiol
Limbang Town District
98700 Limbang, Sarawak
T : 085-210 742
F : 085-210 741

SABAH

PERTUBUHAN KESELAMATAN SOSIAL

Wisma PERKESO
No. 11, Lorong Sempelang Tanjung Aru
88100 Kota Kinabalu, Sabah
T : 088-517 800
F : 088-245 819

PERTUBUHAN KESELAMATAN SOSIAL

No. 4294 & 4295, Lot 1 & 2, Jalan Budi
91000 Tawau, Sabah
T : 089-779 522 / 220
F : 089-778 441

PERTUBUHAN KESELAMATAN SOSIAL

Lot 203 & 204, Blok 23, Lorong Prima 7
Fasa 3, Bandar Prima, Batu 4
90000 Sandakan, Sabah
T : 089-219 937 / 089-274 243
F : 089-272 507

PERTUBUHAN KESELAMATAN SOSIAL

MDLD 3827 Fajar Centre, Peti Surat 61193
91120 Lahad Datu, Sabah
T : 089-889 576 / 089-882 627
F : 089-884 272

PERTUBUHAN KESELAMATAN SOSIAL

Tingkat 1 & 2, Lot 22, Blok B
ADIKA Commercial Complex
Peti Surat 704
89008 Keningau, Sabah
T : 087-332 578
F : 087-336 722

PERTUBUHAN KESELAMATAN SOSIAL

Tingkat 1, Bangunan Public Bank
Jalan Merdeka, Peti Surat 80394
87014 Wilayah Persekutuan Labuan
T : 087-414 535
F : 087-424 613

**Kami sentiasa membantu kerana pelanggan adalah keutamaan kami...
We are always ready to help because our clients are our main priority...**



SALURAN KHIDMAT PELANGGAN CUSTOMER SERVICE CHANNELS



Talian Khidmat Pelanggan
Customer Service Line
1 300 22 8000



Laman Sesawang / Website
www.perkeso.gov.my



SMS dengan menaip PERKESO TANYA jarak
(PERTANYAAN ANDA) jarak (Nombor kad pengenalan)
Hantar ke 15888
SMS by typing **PERKESO TANYA** space (your query)
space (identity card number) space
Send to 15888



Emel / Email
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Hari bertemu pelanggan
pada hari Khamis pertama setiap bulan di Ibu
Pejabat dan semua Pejabat PERKESO
Meet the Clients Day
on the first Thursday of each month at the
Headquarters and all SOCSO offices



PENGIKTIRAFAN PENARAFAN LIMA BINTANG MAMPU
RECOGNITION OF FIVE STAR RATINGS MAMPU



PIAGAM PELANGGAN CLIENTS' CHARTER

Membayar Faedah Hilang Upaya Sementara (FHUS) kepada pekerja yang terbencana dalam tempoh 5 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima;

To pay Temporary Disablement Benefit to injured employees within 5 days upon receipt of all relevant information and completed documents.

Membayar Faedah Hilang Upaya Kekal kepada pekerja yang terbencana dalam tempoh 7 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima;

To pay Permanent Disablement Benefit to injured employees within 7 days upon receipt of all relevant information and completed documents.

Membayar Faedah Orang Tanggungan kepada orang tanggungan dalam tempoh 7 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima;

To pay Dependants' Benefit to beneficiaries within 7 days upon receipt of all relevant information and completed documents.

Membayar Pencen Ilat kepada pekerja yang layak dalam tempoh 7 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima;

To pay Invalidity Pension to eligible employees within 7 days upon receipt of all relevant information and completed documents.

JANJI KAMI



OUR PROMISE

Membayar Pencen Penakat kepada orang tanggungan dalam tempoh 7 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima;

To pay Survivors' Pension to beneficiaries within 7 days upon receipt of all relevant information and completed documents.

Membayar Faedah Pengurusan Mayat kepada waris pekerja yang layak dalam tempoh 3 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima;

To pay Funeral Benefit to eligible beneficiaries within 3 days upon receipt of all relevant information and completed documents.

Mendaftar Majikan dan Pekerja Baru serta memberi nombor kod majikan PERKESO dalam tempoh 1 hari selepas semua maklumat dan dokumen yang diperlukan lengkap diterima; dan

To Register New Employers and Employees and issue the employer's code number within 1 day upon receipt of all relevant information and completed documents.

Mengeluarkan Surat Akuan Penerimaan Aduan kepada pengadu dalam tempoh 3 hari daripada tarikh aduan diterima.

To issue an Acknowledgement Letter to complainant within 3 days from the date a complaint is lodged.

VISI, MISI, OBJEKTIF DAN NILAI KORPORAT MISSION, VISION AND CORPORATE VALUES



VISI

Peneraju keselamatan sosial yang unggul dan cemerlang menjelang 2020.

VISION

To become the premier and outstanding leader in social security towards 2020.

MISI

Memberi perlindungan keselamatan sosial kepada pekerja dan tanggungan mereka menerusi skim-skim keselamatan sosial serta meningkatkan kesedaran keselamatan dan kesihatan pekerjaan bagi meningkatkan kesejahteraan sosial pekerja.

MISSION

To provide social security protection to employees and their dependants through social security schemes and to cultivate awareness of occupational safety and health that will ultimately improve the social wellbeing of employees.

OBJEKTIF

Menyediakan perlindungan keselamatan sosial kepada semua pekerja dan tanggungan mereka menerusi skim-skim keselamatan sosial berasaskan konsep masyarakat penyayang selaras dengan Dasar Pembangunan Negara dan Wawasan 2020.

OBJECTIVE

To provide social security protection to all employees and their dependants through social security schemes based on the concept of a caring society in line with the National Development Policy and Vision 2020.

NILAI

PERKESO PRIHATIN adalah budaya kami yang disemai bersama nilai-nilai murni sejagat agar aspirasi keprihatinan dapat direalisasikan dalam meningkatkan penyampaian perkhidmatan demi kesejahteraan pelanggan.

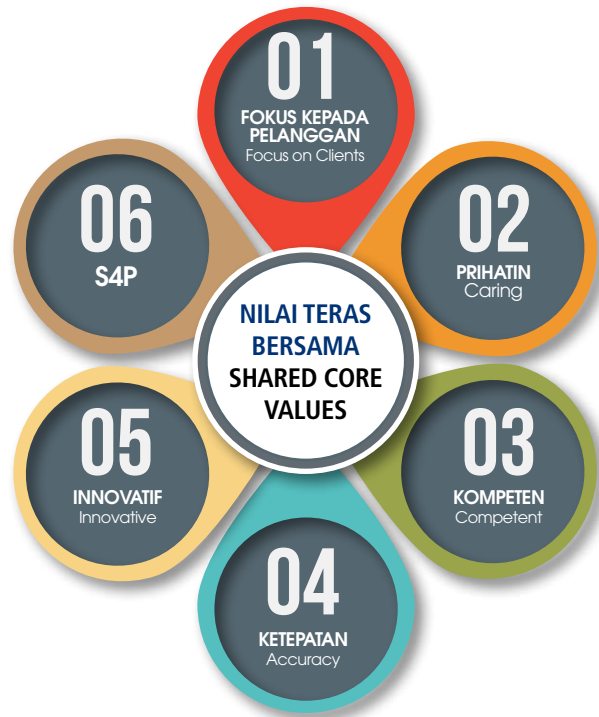
VALUE

"PERKESO PRIHATIN" is our culture that has been cultivated together with universal good values so that the aspiration to be caring can be realised in improving the delivery of services for the sake of the clients' wellbeing.

NILAI TERAS BERSAMA SHARED CORE VALUES

Meralisasikan Pelan Strategik PERKESO 2016-2020 didukung oleh nilai-nilai teras bersama seluruh warga PERKESO. Mengota janji dan sentiasa berpegang kepada asas utama Perkhidmatan Awam seperti integriti dan semangat berpasukan. Menyemai nilai mulia seperti SENYUM, SALAM, SAPA, SANTUN dan PRIHATIN (S4P) di samping turut berpegang kepada lima Nilai Teras Bersama dalam mencapai visi dan misi yang dikotakan. Nilai Teras Bersama iaitu:

Realising the SOCSO Strategic Plan 2016-2020 supported by the shared core values of all SOCSO staff. Keeping our promises and always upholding the main tenets of Public Service such as integrity and teamwork. Instilling good values such as *SENYUM, SALAM, SAPA, SANTUN* and *PRIHATIN (S4P)*, in addition to upholding the five shared core values in working towards achieving the vision and mission promised. The Shared Core Values are:



FOKUS KEPADA PELANGGAN

Organisasi yang efisien memerlukan anggota yang cemerlang di dalam memenuhi expektasi para pelanggan. Fokus kepada pelanggan dengan memberi perhatian dan tumpuan utama dalam memberi perkhidmatan yang terbaik bertaraf dunia.

FOCUS ON CLIENTS

An efficient organisation requires a workforce that is excellent in meeting the expectations of their clients. The organisation focusses on clients by giving attention and priority towards providing the best world-class service.



PRIHATIN

Mempersiap dan membentuk budaya prihatin, sumber manusia yang berkualiti, berpegang kepada nilai kemanusiaan dan prinsip profesionalisme. Keperibadian mulia dan keprihatinan kepada semua pihak berkepentingan dan pelanggan menjadi amalan bagi membawa perkhidmatan yang cemerlang dan memenuhi aspirasi rakyat.

CARING

Establishing and cultivating a culture of caring, quality human resources, adhering to the principles of humanity and professionalism. A noble character and concern for all stakeholders and clients becomes our practice in order to provide excellent service and fulfill the aspirations of the people.

PROFIL KORPORAT
CORPORATE PROFILE**KOMPETEN**

Mewujudkan semangat daya saing, berkebolehan, keupayaan sebagai pengamal keselamatan sosial (*Social Security Practitioner*) berpotensi, berkomunikasi secara efektif, berkerjasama antara satu sama lain, memberikan makna dan implikasi besar kepada pencapaian yang positif dan peningkatan kualiti perkhidmatan.

COMPETENT

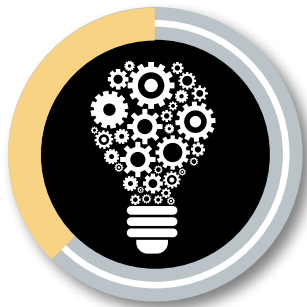
Creating a spirit of competitiveness, as well as abilities and capabilities as a Social Security Practitioner with great potential, effective communications and cooperativeness gives great meaning and implication to positive achievements and improvement of the quality of service.

**KETEPATAN**

Sentiasa meningkatkan nilai kompetensi serta bertindak dengan penuh komitmen, tepat dengan memanfaatkan kepakaran khusus apabila melaksanakan cadangan penyelesaian menerusi proses penambahbaikan setiap tugas yang dipertanggungjawabkan bagi menghasilkan *output* dan *outcome* yang disasarkan.

ACCURACY

Always increasing the value of competency and acting with full commitment, being precise by utilising specific expertise in the implementation of proposed solutions through the process of improving each task that one is responsible for in order to achieve the output and outcome targeted.

**INOVATIF**

Sentiasa bersedia, berketerampilan dan kaya dengan idea yang kreatif mengilhamkan idea yang bernas, baharu dan bijaksana dalam mengusahakan, penambahbaikan, pembaharuan sesuai dengan persekitaran dan tuntutan masa.

INNOVATIVE

Always prepared, skilful and rich with constructive ideas, inspiring new, clever and sound ideas in the efforts towards improvement, reformation and change according to the environment and demands of the time.

**S4P**

Sentiasa menyebarkan dan mengamalkan nilai-nilai murni menerusi amalan SENYUM, SAPA, SALAM dan SANTUN. Berbudaya PRIHATIN sebagai jati diri dan identiti korporat Organisasi.

S4P

Always spread and practice good values through the practice of "SENYUM, SAPA, SALAM, dan SANTUN". CARING cultured as self-esteem and corporate identity of the Organisation.

PEMACU PERUBAHAN GAME CHANGERS

PERKESO telah mengenalpasti empat Pemacu Perubahan menerusi pendekatan yang inovatif bagi mempercepatkan transformasi Organisasi untuk mencapai semua *outcome* pelan tindakan yang telah dirangka. Empat Pemacu Perubahan tersebut adalah seperti berikut:-

SOCSCO has identified four Game Changers through an innovative approach to accelerate the transformation of the Organisation in order to achieve all the desired outcome of the action plan designed. The four Game Changers are as follows:

1

Meningkatkan Potensi Produktiviti dengan Amalan Strategi Lautan Biru

Increasing potential productivity through the practice of National Blue Ocean Strategy

2

Membudayakan Nilai-nilai Murni di Kalangan Anggota PERKESO Selain Memperkasakan Modal Insan

Enculturating good values amongst SOCSCO workforce in addition to reinforcing its Human Capital.

3

Mempertingkatkan Keupayaan Libat Urus dengan Pelanggan, Stakeholders, Agensi dan NGO dengan Program yang Merupakan Teras Utama Organisasi

Increasing the ability to engage with Clients, Stakeholders, Agencies and NGOs with programmes that form the main core of the Organisation

4

Mempergiatkan Program-program yang Berpaksikan Kreativiti, Inovasi dan Kualiti

Intensifying programmes based on Creativity, Innovation and Quality

**FOKUS STRATEGI
KORPORAT
CORPORATE STRATEGY
FOCUS**

7 fokus utama mentransformasi perkhidmatan PERKESO dalam memenuhi ekspektasi pelanggan sejajar dengan fokus RMKe-11 iaitu **“Mempertingkatkan Penyampaian Perkhidmatan dengan Mengutamakan Pencapaian dan Rakyat Didahulukan”**

7 key focus in transforming SOCSO’s services towards fulfilling clients’ expectation in line with the focus of the 11th Malaysia Plan, that is **“Enhancing Service Delivery with People First Performance Now”**



HALA TUJU STRATEGIK 2016 – 2020 2016 – 2020 STRATEGIC DIRECTION



Lima teras strategik utama dikenal pasti bagi membantu PERKESO untuk melaksanakan fungsi dan peranannya. PERKESO perlu lebih proaktif menangani cabaran-cabaran untuk merealisasikan Visi dan Misi Pertubuhan. Teras-teras yang telah dipilih begitu signifikan untuk PERKESO agar objektif untuk mentransformasikan Organisasi dapat dicapai ke arah merealisasikan Visi menjadi Peneraju Keselamatan Sosial Yang Unggul dan Cemerlang Menjelang 2020. Teras strategik ini juga sejajar dengan Dasar Transformasi Negara dan RMKe-11 bagi memastikan usaha untuk merealisasikan matlamat Malaysia menjadi negara maju dan inklusif selaras dengan Wawasan 2020.

Five key strategic thrusts have been identified in order to assist SOCSO in the implementation of its function and role. SOCSO needs to be more proactive in handling the challenges that it faces in realising its Vision and Mission. The thrusts that have been identified are indeed significant to SOCSO in achieving its objectives to transform the Organisation towards realising its Vision to become the Premier and Outstanding Leader in Social Security Towards 2020. These strategic thrusts are also parallel to the National Transformation Policy and the 11th Malaysia Plan in realising Malaysia's aspirations of becoming a developed and inclusive nation in line by Vision 2020.

Lima teras strategik utama tersebut adalah seperti berikut:-

The five main strategic thrusts are as follows:

- ① **Memperkasa Kecemerlangan dan Pembangunan Modal Insan**
Empowering Human Capital Excellence and Development

- ② **Mentransformasi Perkhidmatan Menerusi Penjenamaan**
Transforming Services Through Branding

- ③ **Memperkukuh Kemampanan Dana dan Tadbir Urus**
Strengthening Sustainability of Funds and Governance

- ④ **Meningkatkan Kesejahteraan Sosial Pelanggan**
Improving Clients' Social Wellbeing

- ⑤ **Melestarikan Budaya Kreativiti, Inovasi dan Kualiti**
Preserving a Culture of Creativity, Innovation and Quality

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015

CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

1969

- Akta Keselamatan Sosial Pekerja, 1969 mendapat perkenan Diraja pada 2 April.
- The Employees' Social Security Act, 1969 received the Royal assent on 2nd April.

1971

- Pertubuhan Keselamatan Sosial (PERKESO) ditubuhkan sebagai sebuah Jabatan Kerajaan di bawah Kementerian Buruh pada 1 Oktober.
- Pelaksanaan skim perlindungan PERKESO yang pertama di Johor Bahru pada 1 Oktober.
- Pekerja yang bergaji RM500 dan ke bawah layak untuk mencarum dengan PERKESO bagi majikan yang mempunyai 5 orang dan lebih pekerja.
- Syarikat Jackson & Masacorale merupakan majikan pertama berdaftar dengan PERKESO. Manakala Encik Mohd Taib bin Hassan adalah pekerja pertama yang didaftarkan oleh majikan dengan PERKESO.
- Majikan membayar caruman bulanan pekerja menggunakan setem caruman.
- The Social Security Organisation (SOCSO) was established as a Government Department under the Ministry of Labour on 1st October.
- Implementation of the first SOCSO protection scheme in Johor Bahru on 1st October.
- Employee with a salary of RM500 and below eligible for contribution with PERKESO in the case of employers having 5 or more employees.
- Jackson & Masacorale become the first employer to be registered with SOCSO. Mr. Mohd Taib bin Hassan became the first employee registered by his employer with SOCSO.
- Employers paid the employees' monthly contribution using contribution stamps.

1972

- Akta Keselamatan Sosial Pekerja, 1969 dengan rasminya dilancarkan oleh Tun Abdul Razak, Perdana Menteri Malaysia pada 1 Julai.
- The Employees' Social Security Act, 1969 was officially launched by Tun Abdul Razak, Prime Minister of Malaysia on 1st July.

1973

- Pada 2 Julai 1973 PERKESO dengan kerjasama Jabatan Pos Malaysia telah mengeluarkan setem pos kenang-kenangan.
- Sehingga 31 Disember, skim PERKESO diperluaskan ke 19 buah pejabat di Semenanjung Malaysia
- On 2nd July 1973, SOCSO in collaboration with the Postal Department of Malaysia, issued its commemorative stamp.
- As of 31 December, the SOCSO scheme has been expanded to 19 offices throughout Peninsular Malaysia.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015



- Pencen Ilat mula diperkenalkan dan pelaksanaan skim perlindungan PERKESO di Kuching, Sarawak dan Kota Kinabalu, Sabah.
 - Pada tahun 1974 Pencen Ilat diperluaskan ke 14 buah pejabat PERKESO di seluruh Negara termasuk di Sabah dan Sarawak.
-
- The Invalidity Pension was first introduced and the SOCSO protection scheme was implemented in Kuching, Sarawak and Kota Kinabalu, Sabah.
 - In 1974 the Invalidity Pension was expanded to 14 SOCSO offices nationwide including Sabah and Sarawak.



- "Perkhidmatan Pemulihan" meliputi penyediaan latihan jasmani dan vokasional kepada orang berinsurans yang mengalami hilang upaya dilancarkan.
 - Bermulanya pembayaran caruman oleh majikan menggunakan cek.
-
- The Rehabilitation Service, which included physical and vocation training for disabled insured persons, was launched.
 - Commencement of contributions payment by cheque.



- PERKESO telah memperkenalkan kaedah penggunaan sistem caruman berkomputer.
 - Pusat komputer PERKESO telah dirasmikan pada bulan Mei 1978 oleh YB Datuk Lee San Choon, Menteri Buruh dan Tenaga Rakyat.
-
- SOCSO introduced the computerised contributions system.
 - The SOCSO computer centre was officially launched in May 1978 by YB Datuk Lee San Choon, Minister of Labour and Manpower.



- Pada 1 Oktober 1980 Skim perlindungan PERKESO berjaya dilaksanakan di seluruh Semenanjung Malaysia meliputi semua perusahaan yang mempunyai 5 orang pekerja atau lebih dan bergaji tidak melebihi RM500 sebulan.
 - Bayaran Faedah Pengurusan Mayat dinaikkan kepada RM500 dan gantian bayaran pukal tidak melebihi 20% sebagai satu pilihan dibenarkan.
-
- On 1st October 1980 the SOCSO protection scheme was successfully implemented throughout Peninsular Malaysia, covering all industries having 5 or more employees with wages of not more than RM500 per month.
 - Payment of Funeral Benefit was increased to RM500 and a substitute lump sum payment not exceeding 20% was allowed as an option.



- Pindaan bagi memperluaskan pemakaian Akta kepada perusahaan-perusahaan yang mengurangkan bilangan pekerja kepada kurang daripada 5 orang.
-
- An amendment was effected to expand the application of the Act to industries, reducing the required number of employees to less than 5 persons.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015

CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

1983

- PERKESO memperkenalkan sistem waran bagi pembayaran berkala kepada penerima Faedah Hilang Upaya Kekal, Faedah Orang Tanggungan, Pencen Ilat dan Elaun Layanan Sentiasa.
- SOCSO introduced the warrant system for periodic payments to recipients of Permanent Disablement Benefit, Dependant's Benefit, Invalidity Pension and Constant-Attendance Allowance.

1984

- PERKESO telah mengecualikan pekerja-pekerja tertentu dalam Badan Berkanun dan Pihak Berkuasa Tempatan daripada liputan PERKESO yang telah memilih Skim Baru atau dilantik atau terikat di bawah Skim Baru.
- SOCSO exempted specific employees of statutory bodies and local authorities who had opted for the New Scheme or were appointed or bound under the New Scheme from SOCSO coverage.

1985

- PERKESO dijadikan sebuah Badan Berkanun mulai 1 Julai.
- Pencen Penakat mula diperkenalkan pada 1 Januari.
- Faedah Pengurusan Mayat telah ditingkatkan dari RM500 kepada 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 mulai 1 Januari.
- Kadar harian minima Faedah Hilang Upaya Sementara dan Kekal dinaikkan daripada RM2.50 kepada RM8.00.
- PERKESO melancarkan logo baru berbentuk heksagon yang melambangkan fungsi kerajaan, majikan dan pekerja dalam pembangunan negara.
- SOCSO was made a Statutory Body with effect from 1st July.
- Survivors' Pension was first introduced on 1st January.
- The Funeral Benefit was increased from RM500 to RM1,000.
- With effect from 1st January all employees with a salary of RM1,000 and below became eligible to contribute to SOCSO, in the case of employers with 5 or more employees.
- The minimum daily rate for Temporary and Permanent Disablement Benefits was increased from RM2.50 to RM8.00.
- SOCSO launched its new hexagon-shaped logo which symbolized the functions of the government, employers and employees in the development of the nation.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015



- Keseluruhan negeri Sabah dan Sarawak melaksanakan skim perlindungan PERKESO mulai 1 Ogos.
- Kadar harian minimum Faedah Hilang Upaya Sementara, Faedah Hilang Upaya Langsung yang kekal dan Faedah Orang Tanggungan ditingkatkan dari RM2.50 kepada RM8.00.
- Pekerja diberi pilihan untuk mengambil 1/5 daripada bayaran berkala sebagai bayaran pukal bagi taksiran melebihi 20% untuk hilang upaya kekal.
- Takrif anak diperluaskan meliputi semua kategori anak termasuk anak angkat di bawah umur 21 tahun.
- Melonggarkan syarat kebergantungan bagi duda dan ibubapa bagi kelayakan Pencen Penakat dan Faedah Orang Tanggungan di bawah kedua-dua skim.
- Kelayakan automatik kepada pekerja yang layak di bawah Akta tanpa memerlukan pendaftaran oleh majikan terlebih dahulu.
- Meningkatkan kadar harian Faedah Hilang Upaya Sementara dari 70% kepada 80%.
- Faedah Hilang Upaya Langsung Kekal dan Faedah Orang Tanggungan dinaikkan daripada 70% kepada 90% daripada gaji harian purata anggapan.
- Kadar Pencen Ilat ditetapkan di antara 50% sehingga 65%.
- Memperluaskan liputan Akta kepada majikan yang menggaji 5 orang atau lebih tanpa mengira had gaji. Walau bagaimanapun hanya pekerja yang bergaji RM1000 ke bawah sahaja yang layak diliputi.

- With effect from 1st August, the SOCSO protection scheme was implemented throughout Sabah and Sarawak.
- The minimum daily rate for Temporary Disablement Benefit, Permanent Disablement Benefit and Dependents' Benefit was increased from RM2.50 to RM8.00.
- Employees were given the option to take 1/5 of the periodic payment as a lump sum payment for estimates exceeding 20% in the case of permanent disablement.
- The definition of "child" was expanded to include all categories including adopted children under the age of 21 years.
- Conditions for dependence, in the case of widowers and parents, were liberalised in respect of eligibility for Survivors' Pension and Dependant's Benefits under both schemes.
- Automatic eligibility was granted to employees who are eligible under the Act without requiring prior registration of employers.
- The daily rate for Temporary Disablement Benefit was increased from 70% to 80%.
- The Permanent Disablement Benefit and Dependents' Benefit were increased from 70% to 90% of the average estimated daily wage.
- The Invalidity Pension rate was stipulated to be between 50% to 65%.
- Coverage of the Act was expanded to include employers having 5 or more employees regardless of salary limits. However, only employees with a salary of RM1000 and below were eligible for coverage.



- PERKESO telah diasingkan daripada Sistem Saraan Baru Kerajaan dan Sistem Saraan Baru PERKESO telah diperkenalkan.
- Semua pekerja bergaji RM2,000 dan ke bawah adalah layak untuk mencarum dengan PERKESO walaupun majikan mempunyai seorang pekerja. Manakala, pekerja yang mempunyai gaji melebihi RM2,000 adalah diberi pilihan untuk mencarum.
- Perlindungan kemalangan perjalanan (kemalangan perjalanan pergi dan balik kerja) telah diperkenalkan pada 1 Januari.
- Jangka masa kelayakan bagi Skim Pencen Ilat dan Bantuan Ilat adalah dikurangkan dari 36 bulan kepada 24 bulan.

- SOCSO was removed from the New Government Remuneration System and a new SOCSO Remuneration System was introduced.
- All employees with a salary of RM2,000 and below became eligible to contribute to SOCSO regardless of the number of employees that the employer has. Employees with a salary of more than RM2,000 were given the option to contribute.
- Travel accident protection (accidents during the commute to and from work) was introduced on 1st January.
- The qualifying period for Invalidity Pension and Invalidity Grant was reduced from 36 months to 24 months.



- Semua pekerja asing adalah dikecualikan dari dilindungi oleh Akta Keselamatan Sosial Pekerja (AKSP) mulai 1 April melalui perintah.
- All foreign workers were excluded from coverage under the Employees' Social Security Act with effect from 1st April.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015

CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

1994

- PERKESO menandatangani perjanjian pembelian Ibu Pejabat PERKESO berharga RM78 juta pada bulan Oktober.
- SOCSO signed the agreement for the purchase of its Headquarters at the price of RM78 million in October.

1995

- Pembayaran caruman terus menggunakan EDI, pita komputer dan disket diperkenalkan.
- PERKESO telah diiktiraf dan dianugerahkan Piagam Pelanggan Terbaik bagi kategori Badan Berkanun oleh Unit Pemodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU).
- Payment of direct contributions using EDI, computer tape and diskette was introduced.
- SOCSO was given the recognition and award for the Best Clients' Charter under the Statutory Bodies category by the Malaysian Administrative Modernisation and Management Planning Unit (MAMPU).

1996

- Kadar bulanan minimum bagi Pencen Ilat dan kadar bulanan penuh Pencen Penakat dinaikkan dari RM171.43 kepada RM192.86 mulai tahun 1996.
- Kadar harian minimum Faedah Hilang Upaya Sementara, Faedah Hilang Upaya Langsung yang kekal dan Faedah Orang Tanggungan dinaikkan kepada RM9.00.
- The minimum monthly rate for Invalidity Pension and the full monthly rate for Survivors' Pension were increased from RM171.43 to RM192.86 with effect from 1996.
- The minimum daily rate for Temporary Disablement Benefit, Permanent Disablement Benefit and Dependants' Benefit was increased to RM9.00.

1997

- Faedah Pendidikan telah diperkenalkan pada 2 Mei 1997 dengan peruntukan sejumlah RM30 juta dan bemula dengan seramai 49 orang peminjam.
- The Education Benefit was introduced on 2nd May 1997 with an allocation of RM30 million. The programme began with 49 borrowers.

1998

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

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015



- Pendermaan mesin Haemodialisis kepada pusat-pusat amal diperkenalkan sebagai satu faedah di bawah skim perlindungan PERKESO.
 - Kadar bulanan minimum bagi Pencen Ilat dan kadar bulanan penuh Pencen Penakat dinaikkan kepada RM250.
 - Kadar harian minimum Faedah Hilang Upaya Sementara, Faedah Hilang Upaya Langsung yang kekal dan Faedah Orang Tanggungan dinaikkan kepada RM10.00.
-
- Donation of haemodialysis machines to charitable organisations was introduced as one of the benefits under SOCSO protection scheme.
 - The minimum monthly rate for Invalidity Pension and full monthly rate for Survivors' Pension were increased to RM250.
 - The minimum daily rate for Temporary Disablement Benefit, Permanent Disablement Benefit and Dependants' Benefit was increased to RM10.00.



- Rawatan dialisis diperkenalkan sebagai satu faedah di bawah skim perlindungan PERKESO mulai 1 Januari.
-
- Dialysis treatment was introduced as one of the benefits under the SOCSO protection scheme with effect from 1st January.



- Sambutan ulang tahun PERKESO ke 30 tahun diadakan pada 6 November.
 - Kemudahan dialisis telah diperluaskan lagi kepada penerima Bantuan Ilat yang mana kemudahan ini hanya diberi kepada penerima Pencen Ilat sahaja pada tahun 1999.
 - Penurunan kuasa kepada Pengurus Pejabat PERKESO bagi memperakui kelayakan pihak menuntut dan melulus serta membayar tuntutan faedah jangka panjang (pukal).
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- SOCSO's 30th anniversary celebrations were held on 6th November.
 - The provision of dialysis facilities, which was previously only given to recipients of the Invalidity Pension in 1999, was further expanded to recipients of the Invalidity Grant.
 - SOCSO Office Managers were given the power to verify the eligibility of claimants and to approve and pay claims for long term benefits (lump sum).



- Memperolehi persijilan MS ISO 9002:1994 dalam pemprosesan tuntutan Faedah Hilang Upaya Sementara di Ibu Pejabat PERKESO dan pejabat PERKESO Negeri, Wilayah Persekutuan Kuala Lumpur.
 - Hari Bertemu Pelanggan telah diadakan di semua pejabat PERKESO termasuk di Ibu Pejabat pada setiap hari Sabtu minggu kedua.
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- The SOCSO Headquarters and the Kuala Lumpur State Office achieved MS ISO 9002:1994 certification for processing of claims for Temporary Disablement Benefit.
 - Meet the Clients Days were held every second Saturday of the month at all SOCSO offices including the Headquarters.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

2004

- Pelancaran PERKESO Prihatin.
 - Majlis pelancaran bayaran segera bagi Faedah Hilang Upaya Sementara dan Faedah Pengurusan Mayat oleh Datuk Wira Dr. Fong Chan Onn.
 - Memperolehi persijilan MS ISO 9001:2000 bagi pemprosesan Faedah Hilang Upaya Sementara di pejabat PERKESO Kuala Lumpur dan Faedah Hilang Upaya Kekal di pejabat PERKESO Negeri Sembilan.
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- Launch of *PERKESO Prihatin*.
 - Launching ceremony of immediate payment for Temporary Disablement Benefit and Funeral Benefit by Datuk Wira Dr. Fong Chan Onn.
 - The Kuala Lumpur Office obtained MSO ISO 9001:2000 certification for processing of Temporary Disablement Benefit. The Negeri Sembilan State Office obtained the same for processing of Permanent Disablement Benefit.

2005

- Pindaan Akta Keselamatan Sosial Pekerja 1969 berkuatkuasa mulai 1 Mei 2005 berkenaan siling gaji pekerja telah dinaikkan dari RM2,000 kepada RM3,000 sebulan.
 - Duda/balu yang menerima pensen, perkahwinan semula pada atau selepas 1 Mei 2005, pensen yang diterima terus dikekalkan.
 - Mulai 1 Mei, duda/balu layak mendapat Pensen Penakat atau Faedah Orang Tanggungan tanpa mengira tahap kebergantungan.
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- The amendment of the Employees' Social Security Act 1969 with effect from 1st May 2005 in respect of employee's salary ceiling. The said salary ceiling was raised from RM2,000 to RM3,000 per month.
 - Widowers/widows receiving pension, who have remarried on or after 1st May 2005, continued to receive the said pension.
 - With effect from 1st May, widowers/widows became eligible to receive Survivors' Pension or Dependants' Benefit regardless of the level of dependency.

2006

- YB Menteri Sumber Manusia telah meluluskan pelarasan kadar bayaran pensen di bawah Skim Insurans Bencana Pekerjaan dan Skim Pensen Ilat yang berkuatkuasa pada 1 Januari 2006.
 - Perlaksanaan tindakan pengkompaunan di bawah AKSP, 1969 dan Peraturan Keselamatan Sosial Pekerja (Pengkompaunan Kesalahan) 2006 pada 1 Mac 2006.
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- YB Minister of Human Resources approved the adjustmet of pension payments under the Employment Injury Insurance Scheme and the Invalidity Pension Scheme with effect from 1st January 2006.
 - Implementation of compounding of offences under the Employees' Social Security Act 1969 and the Employees' Social Security (Compounding of Offences) Regulations 2006, with effect from 1st March 2006.

2007

- Pindaan ke atas Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja 1971 bermula Mac 2007.
 - Program pemulihan *Return To Work* telah diperkenalkan oleh PERKESO.
 - Perasmian Seminar *Return To Work* di Hotel Renaissance Kuala Lumpur.
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- Amendments to the Employees' Social Security (General) Regulations 1971 effective March 2007.
 - "Return To Work" Rehabilitation programme was introduced by SOCSO.
 - The "Return To Work Seminar" was officially opened at Renaissance Hotel, Kuala Lumpur.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015



- Lawatan Menteri dan Timbalan, YB Datuk Seri Dr. S. Subramaniam dan Datuk Rohaini Ahmad ke Menara PERKESO Kuala Lumpur.
- Visit by Minister and Deputy Minister, YB Datuk Seri Dr. S. Subramaniam and Datuk Rohaini Ahmad to Menara PERKESO, Kuala Lumpur.



- Mulai 1 Januari 2009, caj perkhidmatan bagi pinjaman pendidikan PERKESO diturunkan dari 4% kepada 2% setahun.
- Program Hari Bertemu Pelanggan pada Hari Khamis pertama setiap bulan dilaksanakan di semua pejabat PERKESO seluruh Negara.
- PERKESO telah beralih dan mengamalkan Persijilan MS ISO 9001:2008 mulai 15 Julai 2009.
- Majlis Pelancaran mySMS Aduan PERKESO 15888 telah dilancarkan oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia pada 26 Februari 2009.
- YB Datuk S. Subramaniam telah merasmikan Seminar Kebangsaan *Return To Work* di Hotel Renaissance, Kuala Lumpur pada 18 Mei 2009.
- Lawatan Timbalan Menteri Sumber Manusia, YB Senator Dato' Maznah Mazlan ke Menara PERKESO pada 26 Mei 2009.
- PERKESO telah melancarkan program "OPS KESAN" pada 1 Ogos 2009 bertujuan mengesan majikan yang tidak berdaftar dan mencarum.
- YBhg. Datuk Abu Huraira Abu Yazid telah dilantik sebagai Pengerusi Lembaga PERKESO yang baru pada 1 Ogos 2009.
- With effect from 1st January 2009, the service charge for SOCSO education loan was reduced from 4% to 2% per annum.
- The Meet the Clients programme on the first Thursday of each month was implemented at all SOCSO offices nationwide.
- SOCSO shifted and began practising MS ISO 9001:2008 certification effective 15th July 2009.
- The mySMS Aduan PERKESO 15888 hotline was officially launched by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources on 26th February 2009.
- YB Datuk S. Subramaniam officiated the National "Return To Work" Seminar held at the Renaissance Hotel, Kuala Lumpur on 18th May 2009.
- Visit by the Deputy Minister of Human Resources, YB Senator Dato' Maznah Mazlan to Menara PERKESO on 26th May 2009.
- SOCSO launched its "OPS KESAN" programme on 1st August 2009 with a view to tracking employers who have not registered and contributed.
- YBhg. Datuk Abu Huraira Abu Yazid was appointed as SOCSO's new Chairman of the Board on 1st August 2009.



- Pada 11 Februari 2010 YAB Dato' Seri Mohd Najib Tun Abd Razak telah melancarkan MyCOID di PICC Putrajaya. PERKESO adalah salah satu daripada lima agensi yang menggunakan nombor SSM sebagai nombor rujukan tunggal di pelbagai agensi.
- Pada 1 Mac 2010 YB Menteri Sumber Manusia melancarkan kenaikan bayaran penerima faedah berkala di antara 0.6% hingga 11.3% kepada penerima faedah yang menerima pencen tahun 2007 dan sebelumnya.
- Pada 4 Mei 2010 YABhg. Datin Paduka Seri Rosmah Mansor, isteri Perdana Menteri telah merasmikan Taska Permata di Menara PERKESO.
- Pada 1 Jun 2010 Ops Kesan telah dilancarkan oleh Ketua Eksekutif PERKESO di Pejabat PERKESO Kajang.
- Pada 26 Julai 2010 Persidangan *Return To Work* Peringkat Kebangsaan diadakan di Sunway Pyramid Convention Centre.
- On 11th February 2010, YAB Dato' Seri Mohd Najib Tun Abd Razak launched MyCOID at PICC Putrajaya. SOCSO is one of the five agencies using its SSM number as the sole reference number at various agencies.
- On 1st March 2010, the Minister of Human Resources launched an increase in the payments to recipient of periodical benefits, between 0.6% to 11.3%, to beneficiaries receiving pension from the year 2007 and earlier.
- On 4th May 2010, YABhg. Datin Paduka Seri Rosmah Mansor, wife of the Prime Minister, officially opened Taska Permata in Menara PERKESO.
- On 1st Jun 2010, Ops Kesan was launched by the Chief Executive of SOCSO at the Kajang SOCSO Office.
- On 26th July 2010 the National Return to Work Conference was held at Sunway Pyramid Convention Centre.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

- Pembukaan kaunter pada hari Sabtu di pejabat PERKESO Jalan Ampang, Pejabat PERKESO Kuala Lumpur dan Pejabat PERKESO Negeri Selangor mulai 8 Januari 2011.
 - Pelancaran Ops Kesan PERKESO pada 7 Mac di Pejabat PERKESO Kuala Lumpur pada 7 Mac 2011 oleh Ketua Eksekutif PERKESO.
 - Pembukaan kaunter pada hari Sabtu di Pejabat PERKESO Negeri Johor, Pulau Pinang (Seberang Jaya), Perak, Negeri Sembilan dan Pejabat PERKESO Klang mulai 14 Mei 2011.
 - YB Senator Dato' Maznah Mazlan, Timbalan Menteri Sumber Manusia telah melancarkan Kempen Perjalanan Selamat ke Tempat Kerja Kebangsaan 2011 di Kompleks MAS, KLIA Sepang pada 28 Jun 2011.
 - Kempen "Senyum" telah dilancarkan pada 30 Jun 2011 di Menara PERKESO oleh YB Senator Dato' Maznah Mazlan Timbalan Menteri Sumber Manusia.
 - Seminar Kebangsaan Program *Return To Work* 2011 telah dirasmikan oleh Menteri Sumber Manusia pada 4 Julai 2011 di PWTC Kuala Lumpur.
 - Pembukaan kaunter setempat PERKESO di Balai Raya Bandar Muadzam Shah, Pahang pada hari Rabu minggu pertama dan ketiga setiap bulan.
 - Video Keselamatan PERKESO berjudul "Dah Nak Sampai" telah memenangi tempat Kedua di Festival Filem Dan Multimedia Antarabangsa 2011 bersempena dengan XIX World Congress on Safety and Health di Istanbul, Turki pada 11 – 15 September 2011.
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- Counters at the SOCSO Office in Jalan Ampang, Kuala Lumpur SOCSO Office and Selangor State Office began operating on Saturdays with effect from 8th January 2011.
 - The Chief Executive of SOCSO launched the "Ops Kesan" on 7th March at the Kuala Lumpur SOCSO Office.
 - Counters at SOCSO state offices in Johor, Pulau Pinang (Seberang Jaya), Perak, Negeri Sembilan and the Klang SOCSO Office began operating on Saturdays with effect from 14th May 2011.
 - YB Senator Dato' Maznah Mazlan, Deputy Minister of Human Resources launched the 2011 National Safe Commuting to Work Campaign at the MAS Complex, KLIA, Sepang, on 28th June 2011.
 - The "Senyum" Campaign was launched on 30th June 2011 at Menara PERKESO by YB Senator Dato' Maznah Mazlan, Deputy Minister of Human Resources.
 - The National Return To Work Seminar 2011 was officiated by the Minister of Human Resources on 4th July 2011 at PWTC Kuala Lumpur.
 - Opening of SOCSO one-stop counter at the Balai Raya Bandar Muadzam Shah, Pahang on the first and third Wednesdays of each month.
 - SOCSO Safety Video entitled "Dah Nak Sampai" won second place at the International Film and Multimedia Festival 2011 held in conjunction with the XIX World Congress on Safety and Health in Istanbul, Turkey on 11th-15th September 2011.



- Majlis Pelancaraan *iSPAAA* oleh YB Senator Dato Maznah Mazlan, Timbalan Menteri Sumber Manusia di Menara PERKESO Kuala Lumpur pada 8 Mac 2012.
- Majlis pengumuman Pelarasan Kadar Pencen Faedah PERKESO oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Menara PERKESO Kuala Lumpur pada 21 Mac 2012.
- Majlis Upacara Pecah Tanah Pusat Rehabilitasi PERKESO oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Bandar Hang Tuah Jaya, Melaka pada 23 Mac 2012.
- Majlis Pelancaran Kempen Perjalanan Selamat ke Tempat Kerja 2012 oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Dewan Seri Sarjana, UNITEN, Bangi, Selangor pada 24 April 2012.
- Perasmian Majlis Pelancaran Manual Panduan Bagi Taksiran Hilang Upaya Berdasarkan Pekerjaan Bagi Kegunaan Jemaah Doktor/ Jemaah Doktor Rayuan oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Sunway Putra Hotel, Kuala Lumpur pada 26 April 2012.
- Majlis KICK-OFF Projek *ICT Core System Cluster 1 & Cluster 2* oleh Datuk K. Selvarajah, Ketua Eksekutif PERKESO di Menara PERKESO, Kuala Lumpur pada 27 April 2012.
- Pelancaran Manual Keselamatan & Kesihatan Pekerjaan PERKESO oleh Datuk Abu Huraira Abu Yazid, Pengerusi Lembaga PERKESO di Menara PERKESO, Kuala Lumpur pada 3 Mei 2012.
- Perasmian Seminar Kebangsaan Kajian Pengenaln Skim Insurans Pemberhentian Kerja oleh Datuk K. Selvarajah, Ketua Eksekutif PERKESO di PWTC, Kuala Lumpur pada 24 Mei 2012.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
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- Perasmian *ISSA Technical Conference for South East Asia (SEA)* oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Seri Pacific Hotel, Kuala Lumpur pada 18 – 19 Jun 2012.
 - Penerbitan Buku Mewah (*Coffee Table*) sempena Sambutan Ulang Tahun ke-40 PERKESO pada 18 Jun 2012.
 - Perasmian Persidangan Kebangsaan Program *Return To Work* 2012 oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di PWTC, Kuala Lumpur pada 20 – 21 Jun 2012.
 - Majlis Penyampaian Cek Suntikan Erythropoietin & Lawatan Bertemu Pesakit-Pesakit oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Pusat Hemodialisis St John Ambulans Malaysia, Klang, Selangor pada 7 Julai 2012.
 - Program Keselamatan Bermotosikal Kebangsaan Kepada Pencarum PERKESO 2012 dirasmikan oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Ibu Pejabat PLUS, Petaling Jaya, Selangor pada 16 Ogos 2012.
 - Seminar Pencegahan Kemalangan 2012 dirasmikan oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di PWTC, Kuala Lumpur pada 2 – 3 Oktober 2012.
 - Sidang media Program Saringan Kesihatan PERKESO oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Wisma PERKESO Kuala Lumpur pada 15 Oktober 2012.
 - Majlis Malam Anugerah Kualiti & Inovasi PERKESO 2011 yang dirasmikan oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Sunway Putra Hotel Kuala Lumpur pada 17 Disember 2012.
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- Launch of iSPAAA by YB Senator Dato' Maznah Mazlan, Deputy Minister of Human Resources at the Menara PERKESO in Kuala Lumpur on 8th March 2012.
 - Announcement of the SOCSO Pension Rate Adjustment by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resource at Menara PERKESO in Kuala Lumpur on 21st March 2012.
 - Groundbreaking of the SOCSO Rehabilitation Centre by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Bandar Hang Tuah Jaya, Melaka on 23rd March 2012.
 - Launch of the Safe Commuting to Work Campaign 2012 by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Dewan Seri Sarjana, UNITEN, Bangi, Selangor on 24th April 2012.
 - Official launch of the Guidelines to Assessment of Disablement Based on Occupation for Use by Panel Doctors/Appellate Doctors by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Sunway Putra Hotel, Kuala Lumpur on 26th April 2012.
 - Kick-off of the ICT Core System Cluster 1 & Cluster 2 Project by Datuk K. Selvarajah, Chief Executive of SOCSO at Menara PERKESO, Kuala Lumpur on 27th April 2012.
 - Launch of the SOCSO Occupational Safety & Health Manual by Datuk Abu Huraira Abu Yazid, Chairman of the Board, at Menara PERKESO, Kuala Lumpur on 3rd May 2012.
 - Opening ceremony of the National Seminar on Study to Introduce Termination of Service Insurance Scheme officiated by Datuk K. Selvarajah, Chief Executive of SOCSO at PWTC, Kuala Lumpur on 24th May 2012.
 - Opening ceremony of the ISSA Technical Conference for South East Asia (SEA) by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Seri Pacific Hotel, Kuala Lumpur on 18th-19th June 2012.
 - Publication of Coffee Table Book in conjunction with the SOCSO's 40th Anniversary Celebrations on 18th June 2012.
 - Opening ceremony of the National Conference on the Return to Work Programme 2012 by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at PWTC, Kuala Lumpur on 20th-21st June 2012.
 - Cheque presentation ceremony for Erythropoietin Injection & Meet the Patients Visit by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at the St. John Ambulance of Malaysia Haemodialysis Centre, Klang, Selangor on 7th July 2012.
 - The 2012 National Motorcycle Safety Programme for SOCSO Contributors was officially launched by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at the PLUS Headquarters, Petaling Jaya, Selangor on 16th August 2012.
 - The 2012 Accident Prevention Seminar held on 2nd-3rd October 2012 was officiated by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at PWTC, Kuala Lumpur.
 - Press Conference for SOCSO Health Screening Programme held by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Wisma PERKESO Kuala Lumpur on 15th October 2012.
 - SOCSO Quality & Innovation Awards Night 2011 was officiated by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Sunway Putra Hotel Kuala Lumpur on 17th December 2012.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

- Majlis Pelancaran Program Saringan Kesihatan PERKESO telah dirasmikan oleh YAB Tan Seri Muhyiddin Yassin, Timbalan Perdana Menteri di *Freescale Semiconductor* Sg Way, Petaling Jaya pada 18 Februari 2013.
- Majlis Pengumuman Pemberian Elaun Rehabilitasi RTW PERKESO oleh YB Datuk Seri Dr. S. Subramaniam, Menteri Sumber Manusia di Yayasan Kebajikan SSL Strok & Pembangunan Masyarakat pada 26 Mac 2013.
- Majlis Pengumuman Anggota Perkhidmatan Awam Bertaraf Sementara dan Kontrak Dilindungi Di Bawah Skim PERKESO oleh YB Datuk Dr. S. Subramaniam, Menteri Sumber Manusia di Pejabat Menteri Putrajaya pada 28 Mac 2013.
- Majlis Pelancaran Pusat Transformasi Bandar (UTC) oleh YAB Datuk Seri Mohd Najib Tun Abdul Razak, Perdana Menteri Malaysia di Kuantan pada 11 April 2013.
- Majlis Pelancaran 1Malaysia Support For Housewives (1MS4HW) & Karnival Azam Kerja 1Malaysia oleh YAB Tan Sri Muhyiddin Yassin, Timbalan Perdana Menteri di Dataran Segamat, Johor pada 25 April 2013.
- Program Timbalan Menteri YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di Kuala Besut pada 20 Julai 2013.
- Perasmian Majlis Anugerah Khidmat Cemerlang & Khidmat Setia PERKESO 2012 oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Hotel Grand Seasons, Kuala Lumpur pada Ogos 2013.
- Pelancaran Ops Kesan PERKESO oleh Datuk K. Selvarajah, Ketua Eksekutif PERKESO di Wisma PERKESO Kuala Lumpur pada 3 September 2013.
- Majlis Perasmian Seminar Pencegahan Kemalangan oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Hotel Sunway Putra, Kuala Lumpur pada 23 September 2013 .
- Majlis Penutupan Seminar Pencegahan Kemalangan oleh YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di Hotel Sunway Putra, Kuala Lumpur pada 24 September 2013.
- Majlis *Tripartite Forum Unemployment Insurance (UI)* dirasmikan oleh Datuk K. Selvarajah, Ketua Eksekutif PERKESO di Hotel Double Tree By Hilton pada 2 Oktober 2013 .
- Majlis Perasmian Pejabat Menteri & Penyampaian Cek Faedah PERKESO oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di PERKESO Kuching, Sarawak pada 12 Oktober 2013.
- Perasmian Seminar "*Commuting Accident Prevention 2013*" oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Monash University Subang Jaya, Selangor pada 9 & 10 Disember 2013.

2013

- YAB Tan Seri Muhyiddin Yassin, Deputy Prime Minister, officially launched SOCSO's Health Screening Programme at Freescale Semiconductor Sg. Way, Petaling Jaya on 18th February 2013.
- Announcement of SOCSO Return to Work Rehabilitation Allowance by YB Datuk Seri Dr. S. Subramaniam, Minister of Human Resources at Yayasan Kebajikan SSL Strok & Pembangunan Masyarakat on 26th March 2013.
- Announcement made by YB Datuk Dr. S. Subramaniam, Minister of Human Resources in a ceremony held at the Minister's Office in Putrajaya on 28th March 2013, that temporary and contractual staff in the Public Services shall be covered under the SOCSO Scheme.
- Launch of the Urban Transformation Centre (UTC) by YAB Datuk Seri Mohd Najib Tun Abdul Razak, Prime Minister of Malaysia, in Kuantan on 11th April 2013.
- Launch of the 1Malaysia Support For Housewives (1MS4HW) & the 1Malaysia Work Spirit Carnival by YAB Tan Sri Muhyiddin Yassin, Deputy Prime Minister in a ceremony held at Dataran Segamat, Johor on 25th April 2013.
- YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Deputy Minister of Human Resources attended a programme held in Kuala Besut on 20th July 2013.
- Opening ceremony of the Excellent Service & Loyal Service Awards 2012 by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at the Grand Seasons Hotel in Kuala Lumpur in August 2013.
- Launch of *OPS Kesan* by Datuk K. Selvarajah, Chief Executive of SOCSO at Wisma PERKESO Kuala Lumpur on 3rd September 2013.
- Opening ceremony of the Accident Prevention Seminar by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources, at Sunway Putra Hotel, Kuala Lumpur on 23rd September 2013.
- Closing ceremony of the Accident Prevention Seminar by YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Deputy Minister of Human Resources at Sunway Putra Hotel, Kuala Lumpur on 24th September 2013.
- The Tripartite Forum on Unemployment Insurance was officially opened by Datuk K. Selvarajah, Chief Executive of SOCSO at the Double Tree By Hilton Hotel on 2nd October 2013.
- Inauguration of Minister's Office & Presentation of SOCSO Benefits Cheque by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at SOCSO Kuching, Sarawak on 12th October 2013.
- Opening of the Commuting Accident Prevention Seminar 2013 by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at Monash University Subang Jaya, Selangor on 9th & 10th December 2013.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
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- Majlis Penyerahan Faedah PERKESO oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di PERKESO Kuching, Sarawak pada 7 Februari 2014.
 - Program PERKESO Bersama Media 2014 bersama YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Hotel Hilton Kuching, Sarawak pada 14 & 15 Mac 2014.
 - Majlis Pelancaran Buku '*Guidelines on Impairment & Disability Assessment of Traumatic Injuries, Occupational Diseases & Invalidity 3rd Edition*' oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di PWTC, Kuala Lumpur pada 18 Mac 2014.
 - Lawatan YBhg. Datuk Seri Saripuddin Kasim, Ketua Setiausaha Kementerian Sumber Manusia ke Menara PERKESO pada 19 Mac 2014.
 - Majlis Pelancaran Kempen Perjalanan Selamat ke Tempat Kerja oleh Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di Mydin Hypermarket Seremban 2, Negeri Sembilan pada 12 April 2014.
 - Pelancaran Ops Kesan PERKESO 2014 oleh Datuk K. Selvarajah, Ketua Eksekutif PERKESO di Pejabat PERKESO Johor Bharu, Johor pada 5 Mei 2014.
 - Majlis Tandatangani CIP PERKESO-SPRM oleh YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di Pejabat PERKESO Petaling Jaya, Selangor pada 6 Mei 2014.
 - Persidangan Kebangsaan *Return To Work* 2014 oleh YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di PWTC, Kuala Lumpur pada 24 – 25 Jun 2014.
 - Program Kesedaran Keselamatan & Kesihatan Pekerjaan Bersama YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di SONY EMCS (M) Sdn Bhd. pada 9 Julai 2014.
 - Program Kesedaran Keselamatan & Kesihatan Pekerjaan Bersama YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Timbalan Menteri Sumber Manusia di Asturi Metal Builders, Gebeng, Kuantan, Pahang pada 18 Julai 2014.
 - *SOCSCO Workers' Health Promotion Seminar 2014: Initiating Employees Health* oleh YB Datuk Abu Huraira Abu Yazib, Pengerusi Lembaga PERKESO di Hotel Corus, Kuala Lumpur pada 19 Ogos 2014.
 - Majlis Anugerah Khidmat Cemerlang & Khidmat Setia PERKESO 2013 bersama YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di PWTC, Kuala Lumpur pada 25 Ogos 2014.
 - *31st ASSA Board Meeting* Anjuran Bersama PERKESO dan KWSP di Hotel Aloft pada 8 - 10 September 2014.
 - Majlis penyerahan mesin dialisis kepada *National Kidney Foundation Sarawak* oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di NKf Kuching, Sarawak pada 20 September 2014.
 - Majlis Pelancaran "Video Pemulihan PERKESO" oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia pada 29 September 2014.
 - Pusat Rehabilitasi PERKESO telah mula beroperasi pada 1 Oktober 2014.
 - Majlis Kemuncak Anugerah Kualiti & Inovasi PERKESO 2014 bersama YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Kuala Lumpur pada 4 November 2014.
 - Program Turun Padang Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia dalam Program Saringan Kesihatan PERKESO di Genting Highlands Convention Centre pada 28 November 2014.
 - Seminar *Commuting Accident Prevention* 2014 di Monash University Subang Jaya, Selangor pada 9 dan 10 Disember 2014.
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- Presentation of SOCSO Benefit by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at SOCSO Kuching, Sarawak on 7th February 2014.
 - SOCSO with Media Programme 2014, with YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at the Hilton Hotel, Kuching, Sarawak on 14th & 15th March 2014.
 - Launch of the book entitled "*Guidelines on Impairment & Disability Assessment of Traumatic Injuries, Occupational Diseases & Invalidity, 3rd Edition*" by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at PWTC, Kuala Lumpur on 18th March 2014.
 - Visit by YBhg. Datuk Seri Saripuddin Kasim, Secretary General of the Ministry of Human Resources to Menara PERKESO on 19th March 2014.
 - Launch of the Safe Commuting Campaign to Work by YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Deputy Minister of Human Resources at Mydin Hypermarket, Seremban 2, Negeri Sembilan on 12th April 2014.
 - Launch of Ops Kesan 2014 by Datuk K. Selvarajah, Chief Executive of SOCSO at the Johor Bharu SOCSO Office, Johor on 5th May 2014.
 - Signing ceremony of the PERKESO-SPRM CIP by YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Deputy Minister of Human Resources at the Petaling Jaya SOCSO Office, Selangor on 6th May 2014.
 - Opening of the National Return to Work Conference 2014 by YB Dato' Sri Hj Ismail Bin Hj Abd Muttalib, Deputy Minister of Human Resources at PWTC, Kuala Lumpur on 24th to 25th June 2014.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

- Occupational Safety & Health Awareness programme with YB Dato' Sri Hj Ismail Bin Hj Abd. Muttalib, Deputy Minister of Human Resources held at SONY EMCS (M) Sdn. Bhd. on 9th July 2014.
- Occupational Safety & Health Awareness programme with YB Dato' Sri Hj Ismail Bin Hj Abd. Muttalib, Deputy Minister of Human Resources at Asturi Metal Builders, Gebeng, Kuantan, Pahang on 18th July 2014.
- Opening of SOCSO Workers' Health Promotion Seminar 2014: Initiating Employees' Health by YB Datuk Abu Huraira Abu Yazib, Chairman of the Board at Corus Hotel, Kuala Lumpur on 19th August 2014.
- 2013 SOCSO Excellent Service & Loyal Service Awards Ceremony with YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at PWTC, Kuala Lumpur on 25th August 2014.
- The 31st ASSA Board Meeting jointly organised by SOCSO and EPF at the Aloft Hotel on 8th-10th September 2014.
- Presentation of dialysis machine to the National Kidney Foundation Sarawak by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at NKf Kuching, Sarawak on 20th September 2014.
- Launch of the SOCSO Rehabilitation Video by YB Dato' Sri Richard Riot Anak jaem, Minister of Human Resources on 29th September 2014.
- The SOCSO Rehabilitation Centre began its operations on 1st October 2014.
- The SOCSO Quality & Innovation Awards Ceremony 2014 with Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources in Kuala Lumpur on 4th November 2014.
- "Program Turun Padang" by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources, in conjunction with the SOCSO Health Screening Programme, at Genting Highlands Convention Centre on 28th November 2014.
- 2014 Commuting Accident Prevention Seminar held at Monash University Subang Jaya, Selangor on 9th and 10th December 2014.



- Program turun padang PERKESO bersama YB Dato' Sri Hj Ismail Bin Hj Abd. Muttalib, Timbalan Menteri Sumber Manusia ke kawasan banjir di Maran, Pahang pada 15 Januari 2015.
- *ISSA Academy Workshop: Return To Work and Reintegration* di Pusat Rehabilitasi PERKESO, Melaka pada 27-29 Januari 2015.
- Pesaraan Datuk K. Selvarajah sebagai Ketua Eksekutif PERKESO ke-8 pada 4 April 2015. Beliau telah berkhidmat semenjak 11 November 2008.
- YBhg. Dato' Dr. Mohammed Azman Bin Dato' Aziz Mohammed telah dilantik sebagai Ketua Eksekutif PERKESO ke-9 yang baharu berkuatkuasa pada 5 April 2015.
- Majlis Penyampaian Faedah PERKESO dan Alat Pemulihan oleh YB Dato' Sri Hj Ismail Bin Hj Abd. Muttalib, Timbalan Menteri Sumber Manusia di Pejabat PERKESO Negeri Pahang pada 10 April 2015.
- Majlis menandatangani *Memorandum of Understanding on Disability Management for Employers & Workers By SOCSO, Malaysian Employers Federation (MEF) and Malaysian Trade Union Congress (MTUC)* oleh YBhg. Datuk Seri Hj. Saripuddin Bin Hj. Kasim, Ketua Setiausaha Kementerian Sumber Manusia di Intercontinental Hotel, Kuala Lumpur pada 21 April 2015.
- Karnival Pekerjaan dan Penyampaian Faedah PERKESO 2015 Peringkat Negeri Pulau Pinang oleh YB Dato' Seri Dr. Zahid Bin Hamidi, Menteri Dalam Negeri.
- Sambutan Hari Pekerja 2015 di Borneo Convention Centre, Kuching pada 1 Mei 2015 bersama YAB Dato' Sri Haji Mohammad Najib Bin Tun Haji Abdul Razak, Perdana Menteri Malaysia.
- Majlis Perasmian Karnival Azam Kerja Negeri Pahang anjuran Jabatan Tenaga Kerja (JTK) oleh YB Dato' Sri Hj Ismail Bin Hj Abd. Muttalib, Timbalan Menteri Sumber Manusia di Dewan Majlis Daerah Rompin pada 3 Mei 2015.
- Pelancaran S4P – Senyum, Sapa, Salam, Santun dan Prihatin oleh YBhg. Dato' Dr. Mohammed Azman Bin Dato' Aziz Mohammed, Ketua Eksekutif PERKESO di Menara PERKESO pada 22 Mei 2015.
- Lawatan rasmi YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia ke Pejabat PERKESO Miri, Sarawak dan taklimat mengenai pembukaan pejabat PERKESO Limbang & Mukah serta Majlis Penyampaian Faedah PERKESO pada 10 Jun 2015.
- Pelancaran Kempen Perjalanan Selamat ke Tempat Kerja 2015 oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Malaysia Airports Holdings Berhad (MAHB) pada 26 Mei 2015.
- Majlis Penyerahan Mesin Hemodialisis PERKESO oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia di Hospital Daerah Serian pada 13 Jun 2015.
- Penyampaian Cek Faedah kepada Waris Pendaki Gunung Gempa Bumi Ranau, Sabah oleh YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia pada 15 Jun 2015.

SOROTAN PERISTIWA BERSEJARAH PERKESO 1969 - 2015
CHRONOLOGY OF HISTORICAL EVENTS 1969-2015

- Pejabat PERKESO Mukah mula beroperasi pada 1 Julai 2015.
 - Program Lawatan YB Menteri Sumber Manusia ke Pusat Rehabilitasi PERKESO pada 30 Julai 2015.
 - *Accident Prevention Seminar (APS)* 2015 dirasmikan oleh YB Dato' Sri Hj Ismail bin Hj Abd. Muttalib, Timbalan Menteri Sumber Manusia di Dewan Tun Hussein Onn, PWTC pada 25-26 Ogos 2015.
 - Pelancaran Ops Kesan PERKESO Peringkat Kebangsaan di Pejabat PERKESO Negeri Selangor pada 3 September 2015.
 - Pejabat PERKESO Limbang mula beroperasi pada 10 September 2015.
 - *RTW Carnival 2015* di KL Sentral pada 6 Oktober 2015.
 - YB Menteri Sumber Manusia merasmikan pejabat PERKESO Mukah pada 9 November 2015.
 - Program *SOCSCO Run & Ride* di Dataran DBKL pada 15 November 2015.
 - Pada 5 Jun 2015, Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja (Pindaan) 2015 telah diwartakan dan berkuatkuasa pada 15 Jun 2015 tarikh akhir pembayaran caruman bulanan PERKESO hendaklah dibayar dalam tempoh 15 hari dalam bulan yang berikutnya caruman itu kena dibayar dan adalah terpakai mulai pembayaran caruman untuk bulan Julai 2015.
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- "*Program Turun Padang PERKESO*" with YB Dato' Sri Hj. Ismail bin Hj. Abd Muttalib, Deputy Minister of Human Resources at the flood affected area in Maran, Pahang on 15th January 2015.
 - The ISSA Academy Workshop: Return to Work and Reintegration at SOCSO Rehabilitation Centre, Melaka on 27th-29th January 2015.
 - Retirement of Datuk K. Selvarajah as the 8th Chief Executive of SOCSO on 4th April 2015. He had been in service since 11th November 2008.
 - YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed was appointed as the 9th Chief Executive of SOCSO with effect from 5th April 2015.
 - Presentation ceremony of SOCSO Benefits and Rehabilitation Equipment by YB Dato' Sri Hj. Ismail bin Hj. Abd Muttalib, Deputy Minister of Human Resources at the Pahang State Office on 10th April 2015.
 - Signing ceremony of the Memorandum of Understanding on Disability Management for Employers & Workers by SOCSO, Malaysian Employers Federation (MEF) and Malaysian Trade Union Congress (MTUC) by YBhg. Datuk Seri Hj. Saripuddin bin Hj. Kasim, Secretary General of the Ministry of Human Resources at the Intercontinental Hotel, Kuala Lumpur on 21st April 2015.
 - Pulau Pinang Job Carnival and Presentation of SOCSO Benefit 2015 by YB Dato' Seri Dr. Zahid bin Hamidi, Minister of Home Affairs.
 - Labour Day 2015 celebrations at the Borneo Convention Centre, Kuching on 1st May 2015 with YAB Dato' Sri Haji Mohammad Najib bin Tun Haji Abdul Razak, Prime Minister of Malaysia.
 - Opening ceremony of Karnival Azam Kerja Negeri Pahang, organised by the Department of Manpower (JTK), officiated by YB Dato' Sri Hj. Ismail bin Hj. Abd Muttalib, Deputy Minister of Human Resources at Dewan Majlis Daerah Rompin on 3rd May 2015.
 - Launch of S4P – *Senyum, Sapa, Salam, Santun dan Prihatin* by YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed, Chief Executive of SOCSO at Menara PERKESO on 22nd May 2015.
 - Official visit by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources to the Miri SOCSO Office, Sarawak and briefing regarding the opening of SOCSO offices in Limbang and Mukah, as well as the Presentation Ceremony of SOCSO Benefit on 10th June 2015.
 - Launch of the Safe Commuting to Work Campaign 2015 by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at Malaysia Airports Holdings Berhad (MAHB) on 26th May 2015.
 - Presentation Ceremony of SOCSO Haemodialysis Machine by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources at the Serian District Hospital on 13th June 2015.
 - Presentation of Benefits Cheque to the heirs of the mountain climbing victims of the Ranau Earthquake, Sabah by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources on 15th June 2015.
 - Mukah SOCSO Office began its operations on 1st July 2015.
 - Visit by YB Minister of Human Resources to the SOCSO Rehabilitation Centre on 30th July 2015.
 - The 2015 Accident Prevention Seminar, held at Dewan Tun Hussein Onn, PWTC from 25th-26th August 2015, officially opened by YB Dato' Sri Hj. Ismail bin Hj. Abd Muttalib, Deputy Minister of Human Resources.
 - Launch of the National Level SOCSO Ops Kesan at the Selangor State Office on 3rd September 2015.
 - Limbang SOCSO Office began its operations on 10th September 2015.
 - Return To Work Carnival 2014 held at KL Sentral on 6th October 2015.
 - Official opening of Mukah SOCSO Office by YB Minister of Human Resources on 9th November 2015.
 - SOCSO Run & Ride programme held at Dataran DBKL on 15th November 2015.
 - On 5th June 2015, the Employees' Social Security (General) Regulations (Amendment) 2015 was gazetted and with effect from 15th June 2015 the last day for payment of monthly contributions shall be the 15th day of the month following the month in which the contribution becomes payable. This became applicable starting from contributions for the month of July 2015.



PERUTUSAN PENGERUSI

CHAIRMAN'S STATEMENT

“Tadbir urus yang baik pada dasarnya, merangkumi penyertaan, ketelusan dan kebertanggungjawaban. Rangka kerja tadbir yang berkesan memerlukan penglibatan semua pihak yang berkepentingan untuk saling melengkapi dengan penuh tanggungjawab dalam memainkan peranan semakan dan sekatan, dan dalam memperkukuh amalan tadbir urus korporat. Dengan pendekatan yang sepadu dan secara kumulatif, rangka kerja tadbir urus korporat yang berkesan dapat dilaksanakan dengan jayanya. Setiap seorang daripada kita, tanpa mengira kedudukan, sama ada sebagai pengawalselia atau ahli, adalah sama bertanggungjawab”

“ Good governance, at its core, encompasses participation, transparency and accountability. An effective administrative framework requires the involvement of all interested parties to complement each other with full responsibility in establishing checks and balances, and in strengthening the practice of corporate governance. With an integrated and cumulative approach, an effective corporate governance can be successfully implemented. Each of us, regardless of rank, whether a regulator or employee, are equally responsible.”

DATUK ABU HURAIRA BIN ABU YAZID

Pengerusi Lembaga
Chairman of The Board

PERUTUSAN Pengerusi
CHAIRMAN'S STATEMENT

Assalamualaikum
warahmatullahi
wabarakatuh, Salam
Sejahtera, Salam
1 PERKESO dan
Salam Sehati Sejiwa.

Saya selaku Pengerusi Lembaga Pertubuhan Keselamatan Sosial (PERKESO) dengan sukacitanya membentangkan Laporan Tahunan dan Penyata Kewangan yang telah diaudit bagi tahun kewangan berakhir 31 Disember 2015.

SENARIO IKLIM EKONOMI

Pada tahun 2015, persekitaran ekonomi dan kewangan global dipengaruhi oleh tiga perkembangan utama. Pertama, harga komoditi global jatuh mendadak hingga mencecah paras yang rendah pasca krisis. Senario ini memberikan kesan yang ketara kepada prospek pertumbuhan negara-negara pengekspor komoditi dan pengimport komoditi, di samping kesan inflasi terhadap kedua-dua ekonomi tersebut.

Kedua, pasaran kewangan antarabangsa mengalami turun naik yang lebih ketara, didorong oleh peralihan dasar dalam ekonomi utama, aktiviti spekulatif, penghindaran risiko yang tinggi, serta kejatuhan mendadak harga minyak dan komoditi utama yang lain. Ketiga, pertumbuhan global menjadi sederhana. Pertumbuhan yang sederhana dalam ekonomi maju ini tidak memadai untuk mengimbangi pertumbuhan sederhana ekonomi sedang pesat membangun.

As the Chairman of the Board of the Social Security Organisation (SOCSO) I am pleased to table the Annual Report and audited Financial Statement for the financial year ending 31st December 2015.

ECONOMIC CLIMATE SCENARIO

In 2015, the global economic and financial environment was affected by three main development. Firstly, the global commodity prices dropped significantly to a low post-crisis. This scenario had an apparent impact on the prospect for growth of countries that are exporters and importers of commodity, in addition to having an inflation impact on both such economies.

Secondly, the international financial market experienced apparent volatility driven by the policy transitions in main economies, speculative activities, high risk avoidance, as well as the abrupt drop in oil and other main commodity prices. Thirdly, global growth was at best only average. This average growth in a developed economy was not sufficient to offset the average growth of a rapidly developing economy.

Keluaran Negara Kasar Malaysia meningkat pada kadar purata tahunan 5.8% sejak pelaksanaan Program Transformasi Ekonomi. Pendapatan isi rumah Malaysia tahun ini menunjukkan corak positif, selari prestasi ekonomi yang berdaya tahan. Malaysia mengekalkan penguasaannya dalam pasaran sukuk global apabila menguasai 63% terbitan sukuk global pada separuh pertama tahun 2015.

The Malaysian Gross National Product registered an average annual rate of 5.8% since the implementation of the Economic Transformation Programme. The Malaysian household income for this year has shown a positive pattern, in line with a resilient economic performance. Malaysia has maintained its domination of the global sukuk market with a 63% domination of global sukuk issues in the first half of 2015.

Walaupun berhadapan dengan lanskap ekonomi dunia dan senario iklim ekonomi serantau yang mencabar dan tidak menentu pada tahun 2015, ekonomi Malaysia masih mencatatkan pertumbuhan sebanyak 5.0% (2014: 6.0%), disokong oleh peningkatan permintaan dalam negeri yang berterusan. (Berdasarkan intipati Laporan Tahunan Bank Negara 2015).

Keluaran Negara Kasar Malaysia meningkat pada kadar purata tahunan 5.8% sejak pelaksanaan Program Transformasi Ekonomi. Pendapatan isi rumah Malaysia tahun ini menunjukkan corak positif, selari prestasi ekonomi yang berdaya tahan. Malaysia mengekalkan penguasaannya dalam pasaran sukuk global apabila menguasai 63% terbitan sukuk global pada separuh pertama tahun 2015.

Dasar monetari Malaysia kekal akomodatif, tumpuan ke atas usaha menyokong pertumbuhan ekonomi mampan dalam persekitaran harga yang stabil. Sektor pembuatan Malaysia masih mencatat prestasi lebih baik pada 2015 didorong oleh aktiviti ekonomi domestik yang baik dan pemulihan sektor luaran.

Despite facing challenging and uncertain world economic landscape and regional economic climate in 2015, the Malaysian economy still managed to record a growth of 5.0% (2014: 6.0%), supported by increase in domestic demand. (Based on the gist of the Bank Negara Annual Report 2015).

The Malaysian Gross National Product registered an average annual rate of 5.8% since the implementation of the Economic Transformation Programme. The Malaysian household income for this year has shown a positive pattern, in line with a resilient economic performance. Malaysia has maintained its domination of the global sukuk market with a 63% domination of global sukuk issues in the first half of 2015.

The Malaysian monetary policy has remained accommodative, with a focus on the efforts to support a sustainable economic growth within a stabilised price environment. The Malaysian manufacturing sector recorded better performance in 2015, moved by better domestic economic activity and the recovery of external sectors.

Pada tahun 2015, jumlah majikan aktif telah meningkat kepada 414,677 majikan sementara pekerja aktif pula meningkat kepada 6.35 juta pekerja. Pendapatan caruman PERKESO meningkat sebanyak RM149.75 juta atau 5.57% kepada RM2,838.33 juta berbanding RM2,688.57 juta pada 2014.

In 2015 the number of active employers increased to 414,677 while the number of active employees grew to 6.35 million. SOCSO's contributions income increased by RM149.75 million or 5.57% to RM2,838.33 million compared to RM2,688.57 million in 2014.

KEDUDUKAN KEWANGAN PERKESO

Prestasi Kewangan PERKESO

Sebagai yang sedia maklum, PERKESO memperoleh dua sumber utama kewangan untuk menampung kewajipannya. Ini terdiri daripada hasil dari pulangan pelaburan dan caruman.

Pada 2015, pulangan pelaburan selepas pelarasan adalah berjumlah RM1,096.43 juta menurun sebanyak RM518.21 juta atau 32.09% berbanding RM1,614.65 juta pada 2014. Prestasi pulangan pelaburan yang menurun adalah disebabkan keadaan pasaran saham yang tidak menentu yang didorong oleh beberapa faktor antaranya kejatuhan harga minyak mentah global, kejatuhan nilai Ringgit Malaysia berbanding US Dolar dan kesan kelembapan pertumbuhan ekonomi di negara China.

Indeks Komposit Bursa Malaysia (KLCI) pada penutup 2015 mencapai 1,693 mata berbanding 1,761 mata pada penutup 2014 iaitu jatuh 68 mata atau 3.9%. Implikasi kepada kelembapan pertumbuhan ekonomi global dan serantau ini telah memberi kesan kepada pendapatan pelaburan PERKESO dan secara tidak langsung memberi kesan kepada kadar pulangan pelaburan 2015. Kadar Pulangan Pelaburan (ROI) PERKESO tahun kewangan 2015 mengalami penyusutan pada kadar 4.89% berbanding kadar 7.69% pada 2014.

SOCSO FINANCIAL POSITION

SOCSO Financial Performance

As is widely known, SOCSO has two main financial sources to meet its obligations. The two main sources comprise proceeds from investment returns and contributions.

In 2015, return on investments after adjustment amounted to a total of RM1,096.43 million, equivalent to a reduction of RM518.21 million or 32.09% compared to the RM1,614.65 million earned in 2014. The reduction on investment returns is due to the volatile stock market driven by several factors including the fall in global crude oil price, the drop in value of Ringgit Malaysia against the US Dollar and the effect of the sluggish economic growth of China.

The Bursa Malaysia Composite Index (KLCI), at the close of 2015 posted 1,693 points compared to the 1,761 points at the close of 2014, equivalent to a drop of 68 points or 3.9%. The implication of the sluggish global and regional economic growth affected SOCSO's investment income and indirectly affected the 2015 rate of returns on investment. The SOCSO Returns on Investment (ROI) for the financial year 2015 experienced a decline to a rate of 4.89% compared to 7.96% in 2014.

PERUTUSAN Pengerusi
CHAIRMAN'S STATEMENT

Prestasi pulangan pelaburan dan kadar pulangan pelaburan yang lebih rendah berbanding tahun sebelumnya menyebabkan jumlah pendapatan PERKESO bagi tahun 2015 menurun sebanyak RM368.09 juta atau 8.49% kepada RM3,967.40 juta berbanding RM4,335.49 juta pada tahun 2014. Perbezaan ketara dalam pencapaian prestasi pelaburan tahun 2015 berbanding 2014 sebahagian besarnya disebabkan oleh arahan risiko strategik Panel Pelaburan kepada untuk mengurangkan pegangan kepada ekuiti memandangkan keadaan pasaran pada tahun 2014.

Keadaan ekonomi yang sedemikian juga memberi kesan kepada sumber caruman untuk PERKESO. Pertambahan majikan dan pekerja aktif dari sektor swasta yang menjadi penyumbang utama kepada peningkatan sebanyak 5.57% dalam pendapatan caruman pada 2015 adalah lebih rendah berbanding 6.77% tempoh yang sama tahun sebelumnya. Peningkatan ini berikutan perluasan skop caruman ke atas kakitangan perkhidmatan awam bertaraf kontrak dan sementara.

Pada tahun 2015, jumlah majikan aktif telah meningkat kepada 414,677 majikan sementara pekerja aktif pula meningkat kepada 6.35 juta pekerja. Pendapatan caruman PERKESO meningkat sebanyak RM149.75 juta atau 5.57% kepada RM2,838.33 juta berbanding RM2,688.57 juta pada 2014.

Di sebalik pendapatan, jumlah perbelanjaan PERKESO telah meningkat sebanyak RM261.28 juta atau 9.06% kepada RM3,145.52 juta berbanding RM2,884.23 juta pada tahun 2014. Keadaan ini hasil daripada dua sudut utama: perbelanjaan mengurus dan perbelanjaan tanggungan. Peningkatan emolumen, perbelanjaan bekalan dan perkhidmatan telah mempengaruhi peningkatan perbelanjaan mengurus yang meningkat sebanyak RM64.77 juta atau 16.35% kepada RM460.98 juta berbanding RM396.21 juta pada tahun 2014.

Sementara itu, jumlah keseluruhan perbelanjaan pembayaran faedah (termasuk Program Saringan Kesihatan) pada tahun 2015 telah meningkat sebanyak RM197.09 juta atau 7.99% kepada RM2,665.16 juta berbanding RM2,468.07 juta pada 2014. Peningkatan ini adalah disebabkan kesan langsung daripada peningkatan dalam bilangan terkumpul penerima semua jenis faedah (tidak termasuk Program Saringan Kesihatan) sebanyak 5.07% atau 25,209 penerima kepada 469,404 orang berbanding 444,195 orang pada 2014.

Justeru secara keseluruhannya, pendapatan bersih PERKESO telah menurun sebanyak 43.37% atau RM629.38 juta kepada RM821.88 juta pada 2015 berbanding RM1,451.26 juta pada tahun 2014.

The investment performance and rate of return on investments were lower compared to the previous year. This has resulted in a decrease in SOCSO's 2015 income by RM368.09 million or 8.49%, to RM3,967.40 million compared to RM4,335.49 million in 2014. The higher 2014 income was largely due to the strategic risk directives issued by the Investment Panel to reduce holding in equities given the then prevalent market conditions.

The economic situation also affected statutory contributions to SOCSO. The increase in the number of active employers and employees from the private sector in 2015 was the main contributing factor to the increase of 5.57% in income from contributions. This rate is however lower compared to 6.77% within the same period in the previous year. The increase in the the number of contributors largely was derived from the expansion of contributions scope to include contract and temporary staff of the public service.

In 2015 the number of active employers increased to 414,677 while the number of active employees grew to 6.35 million. SOCSO's contributions income increased by RM149.75 million or 5.57% to RM2,838.33 million compared to RM2,688.57 million in 2014.

On the flip side, SOCSO's total expenditure increased by RM261.28 million or 9.06% to RM3,145.52 million compared to RM2,884.23 million in 2014. This is the result of two key aspects: increase in operating expenditure and hike in liability expenditure. The increase in emoluments, supply and services expenditure pushed up the operating expenditure resulting in an increase of RM64.77 million or 16.35% to RM460.98 million compared to RM396.21 million in 2014.

The overall total benefits expenditure (including the Health Screening Programme) in 2015 increased by RM197.09 million or 7.99% to RM2,665.16 million compared to RM2,468.07 million in 2014. This increase is due to the direct effect of the increase in the accumulated number of beneficiaries of all types of benefits (excluding the Health Screening Programme) by 5.07% or 25,209 beneficiaries to 469,404 beneficiaries compared to 444,195 beneficiaries in 2014.

On the aggregate, this decreased SOCSO's net income by 43.37% or RM629.38 million to RM821.88 million in 2015 compared to RM1,451,26 million in 2014.

Sekuriti Kerajaan yang merupakan instrumen jaminan Kerajaan merangkumi 43.80% alokasi daripada dana pelaburan PERKESO pada tahun 2015. Pelaburan dalam Sekuriti Kerajaan memberikan pulangan paling tinggi iaitu sebanyak RM433.81 juta atau 39.57% meningkat sebanyak RM32.39 juta atau 8.07% berbanding 2014 sebanyak RM401.42 juta.

Government securities, in the form of government guarantee instruments, encompass 43.80% of the allocation from the SOCSO investment fund in 2015. In absolute terms, investment in Government Securities generated the highest return of RM433.81 million or 39.57%, an increase of RM32.39 million or 8.07% compared to the RM401.42 million in 2014.

Kemampuan Dana

PERKESO perlu mengekalkan kemampuan dananya untuk jangka masa panjang bagi membiayai perbelanjaan mengurus dan tanggungan yang semakin meningkat selari dengan pertambahan bayaran faedah. Strategi mengoptimumkan pulangan pelaburan serta pemantapan pengurusan kewangan mampu mengukuhkan dana PERKESO. Justeru, pada tahun 2015 PERKESO terus memberi peningkatan kepada pulangan pelaburan serta penilaian risiko kewangan dan strategi baharu dalam portfolio pelaburan.

PERKESO masih mengamalkan kepada wajaran "*lower of costs or marked to market*" dalam dana ekuitinya. Sehubungan dengan ini, iklim ekonomi dan pasaran mendorong alokasi aset pelaburan tahun 2015. Sekuriti Kerajaan yang merupakan instrumen jaminan Kerajaan merangkumi 43.80% alokasi daripada dana pelaburan PERKESO pada tahun 2015. Pelaburan dalam Sekuriti Kerajaan memberikan pulangan paling tinggi iaitu sebanyak RM433.81 juta atau 39.57% meningkat sebanyak RM32.39 juta atau 8.07% berbanding 2014 sebanyak RM401.42 juta.

Pelaburan dalam instrumen pasaran wang adalah kedua tertinggi dengan alokasi asetnya sebanyak 27.82% memberikan pulangan pelaburan kedua tertinggi iaitu sebanyak RM320.18 juta atau 29.20%, meningkat sebanyak RM27.25 juta atau 9.30% berbanding RM292.93 juta bagi 2014.

Sustainability of Funds

SOCSO needs to maintain the sustainability of its funds in the long run in order to fund its operating and liability expenditures which continue to increase in line with the increase in benefits payments. The strategy to optimise investment returns and to consolidate financial management will be able to strengthen SOCSO's funds. Thus in 2015, SOCSO continued its focus to improve investment returns as well as its financial risk management and new strategies on its investment portfolio.

SOCSO still maintains a "*lower of costs or marked to market*" valuation of in its equity funds. The economic and market climate has driven the allocation of investment assets for the year 2015. Government securities, in the form of government guarantee instruments, encompass 43.80% of the allocation from the SOCSO investment fund in 2015. In absolute terms, investment in Government Securities generated the highest return of RM433.81 million or 39.57%, an increase of RM32.39 million or 8.07% compared to the RM401.42 million in 2014.

Investment in money market instruments posted the second highest return of RM320.18 million or 29.20%, amounting to an increase of RM27.25 million of 9.30% compared to RM292.93 million in 2014.

Dana pelaburan PERKESO mencatat pertumbuhan sebanyak 3.77% atau RM849.79 juta kepada RM23,386.50 juta pada penutup tahun kewangan 2015 berbanding RM22,536.71 juta pada 2014.

SOCSO's investment fund posted a growth of 3.77% or RM849.79 million to RM23,386.50 million at the close of the 2015 financial year compared to RM22,536.71 million in 2014.

Seterusnya diikuti pelaburan dalam ekuiti dengan aset alokasinya sebanyak 16.55%. Lanya memberikan pulangan sebanyak RM220.26 juta atau 20.09% menurun sebanyak RM598.35 juta atau 73.09% berbanding 2014 sebanyak RM818.61 juta. "Penurunan" pulangan ini, seperti dinyatakan sebelum ini adalah kerana tahun 2014 adalah luar biasa berdasarkan tindakan mengambil keuntungan dalam sebahagian dana ekuiti. Keadaan pasaran ekuiti pada tahun 2015 memberi peluang untuk PERKESO mengukuhkan dana ekuitinya.

Justeru itu pelaburan dalam ekuiti dengan aset alokasinya sebanyak RM3,870.88 juta meningkat sebanyak RM853.46 juta atau 28.28% berbanding 2014 sebanyak RM3,017.42 juta. Portfolio SHK meningkat sebanyak 12.20% atau RM300.99 juta kepada RM2,767.27 juta berbanding RM2,466.29 juta pada 2014. Pelaburan di dalam SHK adalah 11.83% daripada aset pelaburan PERKESO.

Pelaburan Terkumpul

Dana pelaburan PERKESO mencatat pertumbuhan sebanyak 3.77% atau RM849.79 juta kepada RM23,386.50 juta pada penutup tahun kewangan 2015 berbanding RM22,536.71 juta pada 2014.

Peningkatan ini terutamanya disebabkan oleh peningkatan di dalam pendapatan caruman PERKESO sebanyak 5.57% atau RM149.75 juta kepada RM2,838.33 juta berbanding RM2,688.57 juta pada tahun 2014.

The next highest return came from investment in equity with an asset allocation of 16.55%. This investment gave a return of RM220.26 million or 20.09%, a decrease of RM598.35 million or 73.09% compared to RM818.61 million in 2014. This "decrease" in returns, as previously stated, is due to the fact that 2014 was a remarkable year based on profit from part of the equity funds. The condition of the equity market in 2015 gave the opportunity to SOCSO to strengthen its equity funds.

Thus, investment in equity with allocation of assets of RM3,870.88 million increased by RM853.46 million or 28.28% compared to RM3,017.42 million in 2014. Private Debt Security (PDS) portion increased by 12.20% or RM300.99 million to RM2,767.27 million compared to RM2,466.29 million in 2014. Investment in PDS forms 11.83% of SOCSO's overall investment assets.

Accumulated Investments

SOCSO's investment fund posted a growth of 3.77% or RM849.79 million to RM23,386.50 million at the close of the 2015 financial year compared to RM22,536.71 million in 2014.

This increase is mainly due to the increase in SOCSO's contribution income of 5.57% or RM149.75 million to RM2,838.33 million compared to RM2,688.57 million in 2014.

Secara keseluruhannya, pencapaian Petunjuk Prestasi Utama (KPI) Pelan Strategik PERKESO 2011-2015 bagi tahun 2015 adalah pada tahap "AMAT BAIK" dengan pencapaian sebanyak 94.11%.

Overall, the SOCSO Strategic Plan 2011-2015 Key Performance Indicator (KPI) achievement for the year 2015 was at a "VERY GOOD" level, with an achievement of 94.11%.

PRESTASI PERKESO 2015

Pencapaian prestasi kewangan dan prestasi pelaburan yang positif telah membolehkan PERKESO terus memantapkan lagi kecekapan operasi dan perkhidmatannya selaras dengan Empat Teras Strategik utama iaitu:

TERAS 1	Meningkatkan Kefahaman dan Kesedaran Keselamatan Sosial
TERAS 2	Memperkuatkan Keberkesanan Penyampaian Perkhidmatan
TERAS 3	Memperkasakan Keupayaan dan Kapasiti Modal Insan
TERAS 4	Mengekalkan Kemampanan Dana

Secara keseluruhannya, pencapaian Petunjuk Prestasi Utama (KPI) Pelan Strategik PERKESO 2011-2015 bagi tahun 2015 adalah pada tahap "AMAT BAIK" dengan pencapaian sebanyak 94.11%. Fokus utama telah diberikan ke atas usaha-usaha meningkatkan kesedaran awam terhadap skim-skim keselamatan sosial dan menilai tahap kepuasan kualiti perkhidmatan serta memupuk kesedaran keselamatan dan kesihatan pekerjaan di kalangan majikan dan pekerja. Pencapaian purata KPI Pelan Strategik di bawah Teras 1 adalah di tahap "CEMERLANG" iaitu 95.18%.

SOCSO'S PERFORMANCE 2015

Positive financial and investment performances have enabled SOCSO to continue to solidify its operating efficiency and services in line with the Four Key Strategic Thrusts, namely:

THRUST 1	Increasing Understanding and Awareness of Social Security
THRUST 2	Strengthening the Effectiveness of Service Delivery
THRUST 3	Empowering Human Capital Capability and Capacity
THRUST 4	Maintaining the Sustainability of Funds

Overall, the SOCSO Strategic Plan 2011-2015 Key Performance Indicator (KPI) achievement for the year 2015 was at a "VERY GOOD" level, with an achievement of 94.11%. Main focus was given to efforts in raising public awareness of social security schemes and assessing the level of satisfaction towards the quality of service, as well as cultivating occupational safety and health awareness among employers and employees. The average Strategic Plan KPI achievement for Thrust 1 was at "EXCELLENT" level, at 95.18%.

Sistem pengoperasian PERKESO sentiasa ditambahbaik melalui perekayasaan proses, prosedur kerja, pelaksanaan sistem teknologi maklumat secara menyeluruh dalam pengoperasian yang telah disasarkan bagi tahun 2015. Hasil program dan aktiviti yang dilaksanakan, pencapaian purata KPI Pelan Strategik di bawah Teras 2 adalah pada tahap "AMAT BAIK" dengan purata peratus pencapaian sebanyak 93.88%.

Fokus pengurusan sumber manusia yang terancang dan komprehensif sepanjang tahun 2015 telah dilaksanakan bagi membudayakan kreativiti dan inovasi, kepantasan bertindak dalam membuat keputusan dan berintegriti tinggi. Lima (5) strategi yang digariskan ke atas pengurusan sumber manusia pada tahun 2015 adalah memantapkan pengurusan dan pembangunan sumber manusia, memantapkan keutuhan pengurusan, mewujudkan persekitaran kerja yang kondusif, membudayakan kreativiti dan inovasi di kalangan warga dan memantapkan kualiti perkhidmatan. Pencapaian purata KPI Pelan Strategik di bawah Teras 3 adalah pada tahap "AMAT BAIK" iaitu 92.54%.

Manakala teras strategik bagi mengoptimumkan pulangan pelaburan tahun 2015 serta pemantapan pengurusan kewangan telah diberi tumpuan dalam mengukuhkan dana PERKESO. Aspek penilaian risiko kewangan dan pelaburan juga telah diberi keutamaan agar pulangan pelaburan optimum yang disasarkan tercapai secara konsisten. Pencapaian purata KPI Pelan Strategik di bawah Teras 4 adalah pada tahap "AMAT BAIK" iaitu 94.85%. Momentum strategik dalam mengoptimumkan pulangan pelaburan pada tahun-tahun mendatang adalah menjadi keutamaan.

Justeru itu, bagi tujuan pencapaian prestasi dan pengurusan strategi, metodologi pengukuran prestasi *Balanced Scorecard (BSC)* telah dimuktamadkan pada 30 Julai 2015, selaras dengan kerangka hala tuju PERKESO yang memberi fokus kepada empat perspektif utama iaitu perspektif kewangan, pelanggan, proses dalaman, dan kapasiti organisasi bagi mendepani cabaran.

The SOCSO operating system is constantly being improved through reengineering of processes, working procedures and holistic implementation of information technology system in operations targeted for the year 2015. As a result of the programmes and activities carried out, the Strategic Plan KPI achievement for Thrust 2 was at a "VERY GOOD" level with an average achievement of 93.88%.

A planned and comprehensive human resource management focus was implemented throughout 2015 in order to enculturate creativity and innovation, quick acting in making decisions and high integrity. The five strategies outlined for human resource management in 2015 are: solidifying human resource management and development, solidifying management integrity, creating a working environment that is conducive, enculturating creativity and innovation amongst the workforce, and solidifying the quality of services rendered. The Strategic Plan KPI achievement under Thrust 3 is at a "VERY GOOD" level, at 92.54%.

Meanwhile, the strategic thrust to optimise investment returns for the year 2015 as well as to solidify financial management was given attention in the strengthening of SOCSO's funds. Priority was also given to the aspect of financial and investment risk assessment so as to consistently achieve the targeted optimum return on investments. The Strategic Plan KPI achievement under Thrust 4 is at a "VERY GOOD" level, with an achievement of 94.85%. The strategic momentum in optimising investment returns in the years to come will remain a priority.

In an effort to assess the performance achievement and management of strategy, the Balanced Scorecard (BSC) measuring methodology was finalised on 30th July 2015. This is consistent with SOCSO's direction that focused on four key perspectives, namely, finance, clients, internal process, and organisational capacity in order to face future challenges.

PERUTUSAN Pengerusi
CHAIRMAN'S STATEMENT**INISIATIF DAN BIDANG KEBERHASILAN UTAMA PERKESO 2015**

PERKESO sentiasa komited memenuhi misinya dalam memberi perlindungan keselamatan sosial kepada pekerja dan tanggungan mereka menerusi skim-skim keselamatan sosial serta memupuk kesedaran keselamatan dan kesihatan pekerjaan demi meningkatkan kesejahteraan sosial pekerja. Melaksanakan usaha berterusan dalam mewujudkan budaya pencegahan kemalangan di tempat kerja dan dalam perjalanan ke tempat kerja. Inisiatif ini bagi memastikan kesedaran keselamatan dan kesihatan pekerjaan dipertingkatkan untuk menjaga kepentingan dan kebajikan pekerja.

Komitmen PERKESO menerusi inisiatif strategik dan tumpuan dalam bidang keberhasilan utama akan menjadi teras fokus utama. Menerusi Program *Return To Work (RTW)*, Pusat Rehabilitasi PERKESO dan Program Saringan Kesihatan (HSP) yang dijalankan diyakini dapat memberikan impak signifikan dalam jangka panjang.

Program Return To Work

"Program *Return To Work (RTW)* telah diperkenalkan oleh PERKESO pada 15 Januari 2007. Program ini merupakan program pemulihan fizikal yang disediakan kepada Orang Berinsurans PERKESO yang mengalami hilang upaya akibat kecederaan atau penyakit bagi mengembalikan fungsi anggota badan dan seterusnya kembali semula ke alam pekerjaan lebih awal, sihat dan selamat. Sejak program ini dilancarkan dan sehingga 31 Disember 2015, seramai 12,981 peserta telah berjaya dipulihkan dan kembali semula bekerja.

Pusat Rehabilitasi PERKESO

Pusat Rehabilitasi PERKESO di Bandar Hijau, Hang Tuah Jaya Melaka. Penubuhannya telah beroperasi mulai pada 1 Oktober 2014. Pada tahun 2015, seramai 531 pesakit telah mendapatkan rawatan pemulihan melalui program rehabilitasi fizikal dan vokasional secara komprehensif bagi mengembalikan semula Orang Berinsurans PERKESO ke alam pekerjaan berbanding 95 pesakit pada tahun 2014 dan secara langsung dapat meningkatkan taraf hidup dan sosio-ekonomi orang terbencana.

SOCSO INITIATIVES AND KEY RESULTS AREA 2015

SOCSO continues to be committed to fulfilling its mission of providing social security protection to employees and their dependants through social security schemes as well as promoting awareness of occupational safety and health in order to improve the social wellbeing of workers. This includes the implementation of continuous efforts in creating a culture of accident prevention at work and during the commute to the work place. This initiative is taken to ensure that occupational safety and health awareness is intensified in order to safeguard the interests and welfare of employees.

SOCSO's commitment through its strategic initiative and focus on the key results area will be the main focus thrust. SOCSO is confident that the Return To Work Programme (RTW), the SOCSO Rehabilitation Centre and the Health Screening Programme (HSP) will have a significant impact in the long run.

Return To Work Programme

The Return to Work (RTW) programme was introduced by SOCSO on 15th January 2007. This programme is a physical rehabilitation programme made available to SOCSO's Insured Persons who have experienced disability due to injury or disease, in order to enable them to return their bodily functions and subsequently returning them to work earlier, healthier and safer. Since the launch of this programme till 31st December 2015, a total of 12,981 participants have been successfully rehabilitated and returned to work.

SOCSO Rehabilitation Centre

The SOCSO Rehabilitation Centre is located in Bandar Hijau, Hang Tuah Jaya, Melaka. The centre began its operations on 1st October 2014. In 2015, a total of 531 patients received rehabilitation treatment through comprehensive physical and vocational rehabilitation programmes in order for them return to employment, compared to 95 patients treated in 2014. This programme directly improves the quality of life and the socio-economy of injured persons.

Sehingga 31 Disember 2015, sebanyak 446,813 pencarum PERKESO telah menjalani pemeriksaan kesihatan di Klinik Panel HSP dan daripada jumlah ini, 141,093 orang wanita telah menjalani pemeriksaan mamogram. Jumlah keseluruhan perbelanjaan saringan kesihatan bagi tahun 2015 adalah sebanyak RM4.67 juta.

As of 31st December 2015, a total of 446,813 SOCSO contributors have undergone health examination at HSP Panel Clinics. This included 141,093 women who have undergone mammogram examination. The overall health screening expenditure for the year 2015 amounted to RM4.67 million.

Program Saringan Kesihatan (HSP)

Pada tahun 2015, sebanyak 201,490 baucar telah diedarkan kepada pencarum yang layak menjadikan secara keseluruhan 2.17 juta baucar telah diedarkan kepada pekerja melalui majikan masing-masing sejak program ini dilancarkan pada tahun 2013. Sehingga 31 Disember 2015, sebanyak 446,813 pencarum PERKESO telah menjalani pemeriksaan kesihatan di Klinik Panel HSP dan daripada jumlah ini, 141,093 orang wanita telah menjalani pemeriksaan mamogram. Jumlah keseluruhan perbelanjaan saringan kesihatan bagi tahun 2015 adalah sebanyak RM4.67 juta.

Program Saringan Kesihatan Bergerak yang telah dimulakan pada Februari 2015 bertujuan bagi meningkatkan kadar penggunaan baucar HSP oleh pekerja yang masih belum menggunakan kemudahan ini terutamanya pekerja yang menerima baucar pada tahun 2013 dan 2014 dengan membawa kemudahan ini secara lebih meluas ke premis pekerjaan mereka. Sehingga 31 Disember 2015, sebanyak 310 program telah dijalankan dengan penglibatan hampir 11,000 orang pekerja yang menggunakan baucar di bawah program ini.

Health Screening Programme (HSP)

In 2015 a total of 201,490 vouchers were distributed to eligible contributors resulting in an overall total issuance of 2.17 million vouchers since the inception of this programme in 2013. As of 31st December 2015, a total of 446,813 SOCSO contributors have undergone health examination at HSP Panel Clinics. This included 141,093 women who have undergone mammogram examination. The overall health screening expenditure for the year 2015 amounted to RM4.67 million.

A mobile health screening programme was established in February 2015 with a view to increase the rate of usage of HSP vouchers by employees who have yet to make use of this facility, especially those employees who received the vouchers in 2013 and 2014, by bringing such facility to their work premises. As of 31st December 2015, a total of 310 programmes have been carried out with the involvement of almost 11,000 employees who made use of the vouchers given under this programme.

PERUTUSAN Pengerusi
CHAIRMAN'S STATEMENT**Program Keselamatan dan Kesihatan Pekerjaan**

PERKESO telah melaksanakan usaha berterusan dalam mewujudkan budaya pencegahan kemalangan di tempat kerja dan dalam perjalanan ke tempat kerja. Kemalangan industri dan pergi balik kerja terus menjadi cabaran kepada PERKESO dalam menyediakan keselamatan sosial kepada pencarumnya. Melalui pelbagai aktiviti multi agensi yang telah dijalankan, kemalangan industri telah menunjukkan penurunan, manakala kemalangan perjalanan pergi dan balik kerja pula masih lagi menunjukkan peningkatan setiap tahun. Pada 2015, PERKESO telah melaksanakan 342 program Keselamatan dan Kesihatan Pekerjaan serta 139 program kesedaran kemalangan perjalanan termasuk penekanan aktiviti-aktiviti khas.

Program Advokasi dan Pencegahan

Sepanjang tahun 2015, sebanyak 62,837 kes kemalangan telah dilaporkan iaitu penurunan sebanyak 494 kes atau 0.78% berbanding 63,331 kes pada 2014. Kemalangan perusahaan telah menurun sebanyak 2.94% iaitu dari 35,294 kes pada 2014 kepada 34,258 kes pada 2015. Manakala, bagi kemalangan semasa dalam perjalanan yang berkaitan pekerjaan, ianya meningkat sebanyak 1.93% iaitu dari 28,037 kes pada 2014 kepada 28,579 kes pada 2015. Dalam memastikan penurunan kadar kemalangan terutamanya kemalangan pergi dan balik kerja tercapai sepertimana yang disasarkan oleh PERKESO, sebanyak 284 program advokasi pencegahan kemalangan perjalanan telah dilaksanakan di seluruh negara pada tahun 2015 terhadap 100 majikan yang mencatatkan kemalangan yang tertinggi. Menerusi inisiatif yang telah dijalankan, sebanyak 88 majikan dari jumlah tersebut telah mencatatkan penurunan kadar kemalangan 10% berbanding tahun sebelumnya.

Melalui pelbagai aktiviti multi agensi yang telah dijalankan, kemalangan industri telah menunjukkan penurunan, manakala kemalangan perjalanan pergi dan balik kerja pula masih lagi menunjukkan peningkatan setiap tahun.

As a result of SOCSO's collaboration with various multi-agency activities, industrial accidents have decreased. However, commuting accidents still show increased each year.

Occupational Safety and Health Programme

SOCSO continuous to implement efforts in creating a culture of accident prevention at work and during commuting to the work place. Industrial and commuting accidents remain a challenge to SOCSO in the provision of social security to its contributors. As a result of SOCSO's collaboration with various multi-agency activities, industrial accidents have decreased. However, commuting accidents still show an increase each year. In 2015, SOCSO conducted 342 Occupational Safety and Health programmes as well as 139 commuting accident awareness programmes including emphasis on specific activities.

Advocacy and Prevention Programme

Throughout 2015 a total of 62,837 accident cases were reported, reflecting a reduction of 494 cases or 0.78% compared to 63,331 cases in 2014. Industrial accidents decreased by 2.94%, that is from 35,294 cases in 2014 to 34,258 cases in 2015. However, work-related commuting accidents increased by 1.93%, from 28,037 cases in 2014 to 28,579 cases in 2015. In an effort to manage down these commuting accidents, SOCSO conducted 284 commuting accident prevention advocacy programmes nationwide at 100 employers who recorded the highest number of accidents. Through such initiatives, 88 employers out of the said total have recorded a reduction in commuting accidents by 10% compared to the prior year.

Publisiti meluas melalui media cetak telah diterbitkan di akhbar-akhbar utama tempatan di samping publisiti juga turut diadakan melalui radio dan media elektronik utama. Inisiatif strategik ini telah berjaya meningkatkan tahap kesedaran kepada majikan dan pekerja seterusnya berjaya meningkatkan bilangan majikan dan pekerja berdaftar.

Widespread publicity was garnered through the print media with publication in main local newspapers in addition to the publicity programmes through mainstream radio and electronic media. This strategic initiative has successfully increased the level of awareness among employers and employees and subsequently increased the number of registered employers and employees.

Pada tahun 2015 PERKESO telah membelanjakan sebanyak RM11.40 juta menerusi aktiviti memupuk kesihatan dan Keselamatan Sosial serta program advokasi dan pencegahan yang telah dijalankan. Inisiatif ini bagi memastikan kesedaran keselamatan dan kesihatan pekerjaan dipertingkatkan untuk menjaga kepentingan dan kebajikan pekerja.

Inisiatif Publisiti dan Promosi

Program dan inisiatif publisiti diadakan bertujuan untuk memberi kefahaman dan kesedaran kepada golongan pekerja dan majikan berkaitan skim dan faedah-faedah yang disediakan oleh PERKESO. Program publisiti ini diadakan menerusi pembukaan *booth* atau pameran yang diadakan di premis majikan atau pun di tempat-tempat awam yang dikendalikan oleh pihak Ibu Pejabat dan pejabat PERKESO di seluruh negara.

Publisiti meluas melalui media cetak telah diterbitkan di akhbar-akhbar utama tempatan di samping publisiti juga turut diadakan melalui radio dan media elektronik utama. Inisiatif strategik ini telah berjaya meningkatkan tahap kesedaran kepada majikan dan pekerja seterusnya berjaya meningkatkan bilangan majikan dan pekerja berdaftar.

In 2015, SOCSO spent RM11.40 million towards activities to promote health and social security as well as advocacy and prevention programmes. These initiatives were taken to ensure occupational safety and health awareness was intensified in order to safeguard the interests and wellbeing of employees.

Publicity and Promotional Initiative

Publicity initiatives and programmes were carried out with the purpose of giving an understanding and awareness to employees and employers of the schemes and benefits offered by SOCSO. Publicity programmes were held through the opening of booths or exhibitions on employers' premises and at any public locations organised by SOCSO offices nationwide.

Widespread publicity was garnered through the print media with publication in main local newspapers in addition to the publicity programmes through mainstream radio and electronic media. This strategic initiative has successfully increased the level of awareness among employers and employees and subsequently increased the number of registered employers and employees.

PERUTUSAN Pengerusi
CHAIRMAN'S STATEMENT**ANUGERAH DAN PENGIKTIRAFAN**

Inisiatif dan kesungguhan warga PERKESO mengadaptasi amalan budaya kreativiti dan inovasi telah melonjakkan kecemerlangan organisasi dalam dan di persada antarabangsa menerusi pelbagai pengiktirafan dan anugerah yang diterima dalam usaha memartabatkan perlindungan keselamatan sosial di negara ini. Anugerah berprestij yang telah diraih sepanjang tahun 2015 menjadi pencetus perubahan dalam merealisasikan visi dan misi PERKESO. Pencapaian yang diperolehi merupakan kayu pengukur prestasi PERKESO untuk terus berkhidmat dengan lebih cemerlang dalam menghadapi pelbagai cabaran.

Penarafan 5 Bintang MAMPU

Komitmen tinggi dan prestasi cemerlang warga kerja PERKESO telah menyumbang kepada pencapaian cemerlang penyampaian perkhidmatan PERKESO secara keseluruhannya. PERKESO telah berjaya menerima Penarafan 5 Bintang oleh MAMPU bagi tahun 2015-2016 kerana kecemerlangan Organisasi dalam penyampaian perkhidmatan melangkaui ekspektasi pelanggan. Program Hari Bertemu Pelanggan yang diadakan pada hari Khamis pertama setiap bulan dan Skwad Prihatin antara inisiatif yang memberi nilai tambah kepada pelanggan.

Selain itu, PERKESO turut menerima pelbagai anugerah di peringkat antarabangsa termasuklah anugerah "*Salutogenic Design Project for Rehabilitation Environment (SOCSO Rehabilitation Centre)*", "*Transformation Recognition Award (SOCSO Rehabilitation Centre)*", Anugerah Emas Bagi Kategori "*Excellence in Government Sector Marketing (SOCSO Return To Work Program)*", "*Certificate of Merit with Special Mention to Social Security Organisation of Malaysia for Health Screening Programme*" dan "*Outstanding Public & Healthcare Service Award*".

AWARDS AND RECOGNITION

The initiative and determination of SOCSO workforce in adopting a culture of creativity and innovation has boosted the organisation's excellence, locally and internationally, as evidenced by the various recognitions and awards received for its efforts in upholding the prestige of social security protection in this country. The prestigious awards earned throughout 2015 served as catalyst for change in the realisation of SOCSO's vision and mission. The achievements attained became the measuring stick for SOCSO's performance to continue providing excellent service, in the face of various challenges.

MAMPU 5-Star Rating

The high commitment and excellent performance of SOCSO workforce contributed to its excellent achievement in SOCSO's overall service delivery. SOCSO succeeded in obtaining a 5-star rating by MAMPU for the year 2015-2016, for the organisation's excellence in service delivery that exceeds the clients' expectations. The "Meet the Clients" programme held on the first Thursday of each month and the Prihatin Squad are among the initiatives that add value to the services rendered to clients.

In addition, SOCSO also received various awards internationally including the "*Salutogenic Design Project for Rehabilitation Environment (SOCSO Rehabilitation Centre)*" Award, the "*Transformation Recognition Award (SOCSO Rehabilitation Centre)*", the Gold Award in the "*Excellence in Government Sector Marketing (SOCSO Return to Work Programme)*" category, the "*Certificate of Merit with Special Mention to Social Security Organisation of Malaysia for Health Screening Programme*" and the "*Outstanding Public & Healthcare Service Award*".

Sijil Audit Bersih Laporan Ketua Audit Negara

Ketua Audit Negara dalam laporannya mengesahkan bahawa Penyata Kewangan yang dikemukakan memberi gambaran yang benar dan saksama terhadap kedudukan kewangan Pertubuhan Keselamatan Sosial bagi tahun berakhir 31 Disember 2015 serta hasil operasi dan aliran tunai untuk tahun tersebut selaras dengan piawaian perakaunan yang diluluskan. Justeru, Ketua Audit Negara telah menganugerahkan Sijil Bersih bagi Penyata Kewangan PERKESO tahun 2015.

PENGHARGAAN

Dengan berlatarbelakangkan pelbagai kejayaan yang telah dicapai oleh PERKESO, saya 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 sosio-ekonomi dan keselamatan sosial warga pekerja demi menjaga kesejahteraan sosial pekerja dan orang tanggungan mereka.

Akhir kata, saya bagi pihak Lembaga dan seluruh warga PERKESO ingin merakamkan setinggi penghargaan kepada YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia dan YB Dato' Sri Haji Ismail bin Haji Abd. Muttalib, Timbalan Menteri Sumber Manusia serta Ketua Setiausaha Kementerian Sumber Manusia, YBhg. Dato' Sri Adenan Bin Ab. Rahman serta mantan YBhg Dato' Sri Saripudin di atas nasihat dan pandangan serta dorongan yang diberikan dalam memantapkan lagi peranan PERKESO sebagai peneraju perlindungan keselamatan sosial di negara ini.

Clean Audit Certificate under the Auditor General's Report

The Auditor General, in his report, has confirmed that the Financial Statement submitted has provided "a true and just" account of the financial standing of the Social Security Organisation for the year ending 31st December 2015. Additionally, its operations results and cash flow for the said year are in line with the approved accounting standards. The Auditor General has thus awarded a Clean Certificate for SOCSO's 2015 Financial Statement.

ACKNOWLEDGEMENT

With a background of the various success achieved by SOCSO, I would like to record my sincerest appreciation to the Board Members and the Investment Panel Members as well as the SOCSO workforce for their continued commitment and solid support. I believe that the SOCSO workforce will continue to give their support towards the effort to benefit from the opportunities available and in facing the coming challenges in the socio-economic and employee social security landscape, in order to uphold the social wellbeing of employees and their dependants.

Finally, on behalf of the Board and the entire SOCSO workforce, I would like to record my sincerest appreciation to YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources and YB Dato' Sri Haji Ismail bin Haji Abd. Muttalib, Deputy Minister of Human Resources as well as to the Secretary General of the Ministry of Human Resources, YBhg. Dato' Sri Adenan bin Ab. Rahaman and the former Secretary General, YBhg. Dato' Sri Saripudin for their advice and views as well as encouragement given in solidifying SOCSO's role as the leader in social security protection in the country.



DATUK ABU HURAIRA BIN ABU YAZID

Pengerusi Lembaga
Pertubuhan Keselamatan Sosial
Chairman of The Board
Social Security Organisation

AHLI LEMBAGA

BOARD MEMBERS

▶ **DATUK ABU HURAIRA BIN ABU YAZID**

Pengerusi
Chairman

▶ **DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED**

(dilantik / appointed 05.04.2015)

▶ **DATUK K. SELVARAJAH**

(bersara wajib / retired 04.04.2015)

Ketua Eksekutif
Chief Executive

▶ **LIM SENG GIM**

Ahli Mewakili Kementerian Kewangan
Member Representing the Ministry of Finance

▶ **DATO' MOHD SAHAR BIN DARUSMAN**

Ahli Mewakili Kementerian Sumber Manusia
Member Representing the Ministry of Human Resources

▶ **DR. HAJI DAUD BIN ABDUL RAHIM**

Ahli Mewakili Kementerian Kesihatan
Member Representing the Ministry of Health

▶ **ALAN KHOO CHOOM KWONG**

▶ **DR. MICHAEL CHIAM TOW HUI**

▶ **RAMADASS A/L ARUMUGAM**

▶ **JOHN CHUA KHENG CHEW**

▶ **DATUK DR. PHILIP D I TING**

(tamat perkhidmatan / completion 08.12.2015)

(dilantik / appointed 09.12.2015)

Ahli Mewakili Majikan

Members Representing the Employers

▶ **TUAN HAJI MOHAMAD IBRAHIM BIN HAJI HAMID** A.B.S

▶ **AWANG ALI BIN AHMAD RAJI @ AMAT**

▶ **GOPALKISHNAM NADESAN**

▶ **A. NAVAMUKUNDAN**

▶ **DATUK AZIH BIN MUDA**

(tamat perkhidmatan / completion 31.07.2015)

(dilantik / appointed 21.08.2015)

Ahli Mewakili Orang Berinsurans

Members Representing the Insured Persons

-
- ▶ **DATIN PADUKA HAJAH SERIPAH NOLI BINTI SYED HUSSIN**
 - ▶ **LEE SIANG CHIN**
 - ▶ **DATO' PROFESSOR DR. SUDIN BIN HARON**
 - ▶ **DATO' DR. VASAN SINNADURAI**
 - ▶ **BATI JURAM**
- Ahli Mempunyai Pengalaman dalam Keselamatan Sosial**
Members with Experience in Social Security
-
- ▶ **DATO' ABDUL AZIZ BIN ABU BAKAR**
 - ▶ **SI KIANG SENG**
 - ▶ **MOHAMMED AMIN BIN AZIZ**
 - ▶ **ISMAIL BIN ASSIM**
 - ▶ **ALBERT TANG YEW LIONG**
- Ahli Silih Ganti**
Alternate Members
-
- ▶ **RAHIM BIN MOHAMAD**
- Setiausaha Lembaga**
Secretary of the Board
-
- ▶ **ABDULLAH KAMAL BIN AHMAD**
- Penolong Setiausaha Lembaga**
Assistant Secretary of the Board

PROFIL AHLI LEMBAGA

BOARD MEMBERS' PROFILE



DATUK ABU HURAIRA BIN ABU YAZID

Pengerusi Lembaga
Chairman of the Board

Datuk Abu Huraire bin Abu Yazid telah dilantik sebagai Pengerusi Lembaga bermula pada 1 Ogos 2009. Berkelulusan Ijazah Sarjana Muda Ekonomi dan beliau adalah seorang yang berpengalaman luas dalam bidang kewangan, industri logistik dan pos. Antara sektor korporat yang pernah mendapat khidmat beliau termasuklah Pos Malaysia, Bank Simpanan Nasional, Public Bank, Citibank, Chase Manhattan (sekarang dikenali sebagai JP Morgan Chase), Maybank dan pernah dilantik sebagai Ahli Penasihat Kumpulan VISA Antarabangsa. Ketika ini, beliau adalah juga Ahli Lembaga Pengarah United Overseas Bank (Malaysia) dan beliau mempengerusikan Jawatankuasa Lembaga Risiko serta Ganjaran.

Datuk Abu Huraire bin Abu Yazid was appointed as Chairman of the Board with effect from 1 August 2009. He holds a Bachelor of Economics Degree and has extensive experience in the finance, logistics and postal industries. He has served in Pos Malaysia, Bank Simpanan Nasional, Public Bank, Citibank, Chase Manhattan (now JP Morgan Chase), Maybank and has been appointed as a member of the International Advisory Board of VISA Group. At present, he is also serving on the Board of Directors of the United Overseas Bank (Malaysia) where he chairs the Risk Management and Remuneration Committees.



DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED

Ketua Eksekutif
Chief Executive

Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed, telah dilantik sebagai Ketua Eksekutif, PERKESO pada 5 April 2015. Berkelulusan Ijazah Sarjana dalam bidang Pentadbiran Perniagaan dari Oxford Business College, Oxford UK dan Ijazah Perubatan dan Ijazah Pembedahan dari Universiti Malaya, Kuala Lumpur. Beliau memulakan kerjaya sebagai doktor perubatan pada tahun 1993 dan pada tahun 2001, beliau merupakan doktor perubatan yang pertama yang diambil oleh PERKESO. Beliau telah dinaikkan pangkat sebagai Pengurus Besar Kanan Operasi pada 2007, seterusnya sebagai Timbalan Ketua Eksekutif (Operasi) PERKESO pada 2011.

Beliau bertanggungjawab mempertingkatkan penglibatan PERKESO di bidang keselamatan dan kesihatan pekerjaan, latihan kepada doktor perubatan, program pengurusan hilang upaya dan program kembali bekerja, promosi kesihatan pekerjaan dan penubuhan Pusat Rehabilitasi PERKESO yang dilengkapi peralatan terkini. Di samping itu, beliau turut memainkan peranan penting dalam peningkatan kutipan caruman PERKESO melalui aktiviti pemeriksaan dan seterusnya peningkatan pelaburan melalui aset terpilih. Beliau telah memperkenalkan pendekatan 'PERKESO Prihatin dan konsep S4P' dalam usaha meningkatkan penyampaian perkhidmatan PERKESO bagi kesejahteraan pelanggan dalam tempoh lima tahun akan datang.

Keupayaan dan sumbangan beliau dalam bidang keselamatan dan kesihatan pekerjaan, keselamatan sosial dan kesihatan awam diiktiraf di dalam dan luar negara. Beliau telah terlibat secara aktif dalam *Royal College of Physicians of Ireland* sejak 2005 dan dianugerahkan sebagai *Fellow of The Faculty of Occupational Medicine* sejak 2010 dan Ahli *International Disability Management Standards Council (IDMSC)*. Selain itu, beliau turut dilantik sebagai *International Social Security Association (ISSA) Bureau Member* dan *ISSA Nominations Committee* mulai Mei 2015.

Dato' Dr. Mohammed Azman was appointed as Chief Executive of SOCSO on 5 April 2015. He holds a Master of Business Administration degree from Oxford Business College, United Kingdom as well as a Bachelor of Medicine and Bachelor of Surgery degrees from the University of Malaya, Kuala Lumpur. He started his career in 1993 as a medical doctor and in 2001 became the first medical doctor to be employed by SOCSO. He was promoted to Senior General Manager of Operations in 2007, and subsequently as Deputy Chief Executive (Operations) in 2011.

He was responsible for the enhanced involvement of SOCSO in the field of occupational safety and health, training of general physicians, disability management and return to work programmes, employees' health promotion and recently, the state-of-the-art SOCSO Rehabilitation Centre. In addition, he also played an important role in the improvement of collection of contributions through inspection activities and increased investment in selected assets. He also introduced the 'PERKESO Prihatin and S4P' concept in order to improve SOCSO's delivery of services for the wellbeing of clients within the next five years.

His capabilities and contributions in the field of occupational safety and health, social security and public health have been recognized both locally and internationally. He has been actively involved in the *Royal College of Physicians of Ireland* since 2005 and was made a *Fellow of the Faculty of Occupational Medicine* in 2010. He is also a *Member of International Disability Management Standards Council (IDMSC)*. In addition, he was also appointed as the *International Social Security Association (ISSA) Bureau Member* and *ISSA Nominations Committee* with effect from May 2015.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**LIM SENG GIM**

Mewakili Kementerian Kewangan
Representing the Ministry of Finance

Encik Lim Seng Gim merupakan Timbalan Setiausaha Bahagian (Sektor Makro) di Bahagian Fiskal dan Ekonomi, Kementerian Kewangan. Beliau dilantik sebagai Ahli Lembaga PERKESO mewakili Kementerian Kewangan pada 1 April 2013. Berkelulusan Diploma in Public Administration (INTAN), Bachelor of Social Science (Hons), USM dan Master in Business Administration, University of Birmingham, United Kingdom.

Berpengalaman luas dalam sektor awam di pelbagai Jabatan dan Kementerian. Beliau mula berkhidmat sebagai Pegawai Kastam Tingkatan 1, Penolong Pegawai Kebajikan Masyarakat, Penolong Pengarah di Unit Perancangan Ekonomi, Negeri Perak. Beliau seterusnya ditugaskan sebagai Ketua Penolong Setiausaha di Bahagian Analisa Ekonomi dan Antarabangsa, Kementerian Kewangan. Seterusnya menjawat jawatan sebagai Ketua Seksyen (Makroekonomi), Bahagian Analisa Ekonomi dan Antarabangsa, Kementerian Kewangan. Beliau juga merupakan Ahli Lembaga Institut Pengajian Strategik dan Antarabangsa (ISIS).

Mr. Lim Seng Gim, who is the Divisional Deputy Secretary (Macroeconomics) in the Fiscal & Economics Division, Ministry of Finance, was appointed to the Board as a representative of the Ministry of Finance on 1st April 2013. He holds a Diploma in Public Administration (INTAN), a Bachelor of Social Science (Hons) degree from USM and a Master of Business Administration degree from the University of Birmingham, United Kingdom.

He has extensive experience in the public sector, in various departments and ministries. He began his career as a Customs Officer, and then as an Assistant Social Welfare Officer, and was later appointed as Assistant Director in the Economic Planning Unit of the State of Perak. He was later assigned as Principal Assistant Secretary for the Economics & International Division, Ministry of Finance. Prior to his present position, he was the Head of Macroeconomics, Economics and International Analysis Division, Ministry of Finance. Mr Lim also serves as a Member of the Board of the Institute of Strategic and International Studies (ISIS).



DATO' MOHD SAHAR BIN DARUSMAN

Mewakili Kementerian Sumber Manusia
Representing the Ministry of Human Resources

Dato' Mohd Sahar bin Darusman merupakan Timbalan Ketua Setiausaha (Dasar & Antarabangsa), Kementerian Sumber Manusia dan telah dilantik sebagai Ahli Lembaga PERKESO pada 16 Ogos 2013. Berkelulusan Ijazah Sarjana Muda Sastera (Kepujian) Sosiologi, UKM (1981), Diploma Pentadbiran Awam (INTAN) (1982), Diploma dalam Pengurusan Maklumat Pembangunan, University of Birmingham, UK (1993) dan Ijazah Sarjana dalam Sains Sosial, University of Birmingham, UK (1994).

Berpengalaman luas dalam sektor awam di pelbagai Jabatan dan Kementerian. Beliau mula berkhidmat sebagai Penolong Pengarah, Unit Pemodenan Tadbiran dan Perancangan Tenaga Manusia (MAMPU), Jabatan Perdana Menteri, Cawangan Sarawak (1983-1987), Penolong Pengarah Cawangan Skim, Bahagian Perjawatan, Jabatan Perkhidmatan Awam (1988-1994), Ketua Penolong Setiausaha, Bahagian Kabinet, Jabatan Perdana Menteri (1994-1998), sebelum berpindah ke Kementerian Sumber Manusia pada tahun 1998 sebagai Ketua Penolong Setiausaha, Bahagian Perancangan dan Penyelidikan Dasar dan Setiausaha Bahagian, Bahagian Dasar Sumber Manusia (2004). Beliau memegang jawatan Timbalan Ketua Setiausaha (Dasar dan Antarabangsa), Kementerian Sumber Manusia mulai Oktober 2009 sehingga sekarang.

Dato' Mohd Sahar bin Darusman, who is the Deputy Secretary General (Policy and International Affairs), Ministry of Human Resources, was appointed to the Board of SOCSO on 16 August 2013. He holds a Bachelor of Arts (Hons) degree in Sociology, UKM (1981), a Diploma in Public Administration (INTAN) (1982), a Diploma in Information Management for Development, University of Birmingham, UK (1993) and a Master's degree in Social Science, University of Birmingham, UK (1994).

He has extensive experience in various departments and ministries in the public sector. He started his service as Assistant Director, Administrative Modernisation and Manpower Planning (MAMPU), Prime Minister's Department, Sarawak Branch (1983-1987) and served as Assistant Director for the Scheme Branch, Personnel Division, Public Service Department (1988-1994), Principal Assistant Secretary of the Cabinet Division, Prime Minister's Department (1994-1998), before moving to the Ministry of Human Resources in 1998 as the Principal Assistant Secretary, Policy Planning and Research Division and Undersecretary for Human Resources Policy Division (2004), Ministry of Human Resources. He currently holds the post of Deputy Secretary General (Policy and International Affairs), Ministry of Human Resources, a position he has held since October 2009.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**DR. HAJI DAUD BIN ABDUL RAHIM**

Mewakili Kementerian Kesihatan
Representing the Ministry of Health

Dr. Haji Daud bin Abdul Rahim merupakan Ketua Sektor Kesihatan Pekerjaan dan Alam Sekitar, Cawangan Penyakit Tidak Berjangkit, Bahagian Kawalan Penyakit dan telah dilantik sebagai Ahli Lembaga Mewakili Kementerian Kesihatan mulai 1 Ogos 2011. Beliau memiliki Ijazah Perubatan dari Universiti Kebangsaan Malaysia dan memiliki MPH dari University of Philippines, Manila. Beliau mula berkhidmat sebagai Pegawai Perubatan di Hospital Melaka pada tahun 1981 dan pernah menjawat jawatan sebagai Pengarah Hospital Sultanah Aminah, Johor Bahru pada tahun 2007-2010.

Dr. Haji Daud bin Abdul Rahim, who is the Head of the Occupational and Environmental Health Sector, Non-communicable Diseases Branch, Disease Control Division, was appointed as a Board Member Representing the Ministry of Health effective 1 August 2011. Dr. Haji Daud graduated with a Medical Degree from the National University of Malaysia (UKM) and holds a MPH from the University of Philippines, Manila. He started his career as a Medical Officer at the Malacca Hospital in 1981 and served as the Director of Sultanah Aminah Hospital, Johor Bahru from 2007-2010.



ALAN KHOO CHOOM KWONG

Mewakili Majikan
Representing the Employers

Encik Alan Khoo Choom Kwong berpengalaman dalam bidang Pengurusan Sumber Manusia. Ketika ini beliau adalah Pengurus Kanan Sumber Manusia di Syarikat Perladangan tersenarai di Sabah dan juga Pengarah bagi semua anak syarikatnya. Beliau telah dilantik sebagai Ahli Lembaga Mewakili Majikan bermula pada 1 April 2002. Beliau berkelulusan Ijazah Sarjana Pentadbiran Perniagaan daripada Charles Sturt University, Australia dan Ijazah Sarjana Muda Sastera (Ekonomi), University of Windsor, Canada. Pada masa ini, beliau merupakan Pengerusi Persatuan Perundingan Majikan-Majikan Sabah (SECA) dan Ahli Majlis Persekutuan Majikan-Majikan Malaysia (MEF). Beliau juga telah dilantik sebagai Ahli Lembaga Majlis Perundingan Gaji Negara (MPGN) dan Ahli Lembaga Majlis Penasihat Buruh Kebangsaan (NLAC) di bawah Kementerian Sumber Manusia, Malaysia.

Mr. Alan Khoo Choom Kwong is experienced in the field of Human Resources Management. He is currently the Senior Manager – Human Resources of a Listed Plantations Company in Sabah and he is also the Director of all its subsidiary companies. He was appointed to the Board Representing Employers on 1 April 2002. He holds a Master of Business Administration (MBA) from the Charles Sturt University, Australia and a Bachelor of Arts (Economics) from the University of Windsor, Canada. He presently serves as the Chairman for the Sabah Employers' Consultative Association (SECA) and the Council Member for the Malaysian Employers' Federation (MEF). He was also appointed as the Council Member of National Wages Consultative Council (NWCC) and National Labour Advisory Council (NLAC) under the Ministry of Human Resources, Malaysia.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**DR. MICHAEL CHIAM TOW HUI**Mewakili Majikan
Representing the Employers

Dr. Michael Chiam telah dilantik sebagai Ahli Lembaga PERKESO sejak Ogos 2003 di mana sebelum ini beliau adalah salah seorang Ahli Lembaga silih ganti. Beliau juga merupakan Ahli Panel Pelaburan PERKESO. Seorang Akauntan Bertauliah dan Company Secretary berdasarkan profesinya, beliau juga merupakan Ahli Institut Akauntan Malaysia (MIA), Ahli Malaysian Association Company Secretaries, Chartered Member Institute of Internal Auditors dan pemegang Master of Business Administration (MBA) dengan satu pasca siswazah berganda Diploma dalam Latihan dan Pembangunan. Dr. Chiam adalah pemegang Ijazah Doktor Falsafah dalam Perancangan Strategik dan Sumber Manusia, pengkhususan dalam Tanggungjawab Sosial.

Kini, beliau adalah Pengarah Eksekutif Paragon Corporation Sdn. Bhd. Sepanjang kariernya, beliau sentiasa berada di peringkat kanan dan memegang pelbagai jawatan di peringkat Pengurusan, Kewangan dan Akaun, Syarikat Keusahawanan, Sumber Manusia, Perancangan dan Hal Ehwal Korporat, Operasi Perkapalan serta Perolehan selama 33 tahun. Jawatan terakhir beliau adalah sebagai Pengarah Nedlloyd Malaysia dan Ketua Operasi dalam P&O Nedlloyd, iaitu sebuah syarikat Multi Nasional dalam bidang perkapalan. Kerjaya awal beliau bermula di sektor perladangan di bahagian Audit Dalaman selain jawatan-jawatan lain. Ketika ini beliau adalah President of Commercial Employers Association of Peninsular Malaysia, Council Member of MEF, Director of MEF Academy dan Human Resource Bureau Chairman of SMI Association Malaysia.

Dr. Michael Chiam was appointed as a Board Member of SOCSO with effect from August 2003. Prior to this appointment he was an Alternate Board Member. He also sits on the Investment Panel of SOCSO. A Chartered Accountant and Company Secretary by profession, he is a member of the Malaysian Institute of Accountants (MIA) and the Malaysian Association of Company Secretaries. He is also a Chartered Member of the Institute of Internal Auditors and holds a Master of Business Administration (MBA) with a post graduate double Diploma in Training and Development. Dr. Chiam also holds a Ph.D and his primary research was in Strategic and Human Resource Management specialising in Social Responsibilities.

He is now the Executive Director of Paragon Corporation Sdn. Bhd. For the most part of his career spanning some 33 years, he has been in senior management and has held various positions in Finance & Accounts, Entrepreneurial Management, Human Resources, Planning & Corporate Affairs, and Shipping Operations and Procurement. His last position was as Director of Nedlloyd Malaysia and the Chief of Operations in P&O Nedlloyd, a multi-national shipping company. He began his career in the plantation sector, among others, in the Internal Audit Division. At present, he is the President of the Commercial Employers Association of Peninsular Malaysia and a Council Member of MEF. He is also the Director of the MEF Academy and the Human Resources Bureau Chairman of SMI Association Malaysia.



RAMADASS A/L ARUMUGAM

Mewakili Majikan
Representing the Employers

Selepas menamatkan pengajian dari Universiti Malaya dengan Ijazah B.Ec, Encik Ramadass mula berkhidmat di Kementerian Sumber Manusia sebagai Pegawai Perhubungan Industri dari 1972 -1976. Pada tahun 1977, beliau menyertai Persatuan Pengeluar-Pengeluar Pertanian Tanah Melayu (MAPA) sebagai Pegawai Perhubungan Industri dan berkhidmat dengan Persatuan sehingga 1990 di mana beliau mewakili majikan perladangan di Mahkamah Perusahaan dari tahun 1980 dan juga pernah dilantik sebagai Ahli Panel Mahkamah Perusahaan. Setelah memperolehi ijazah LLB (London) pada tahun 1986 dan CLP (Mal) pada tahun 1987, beliau telah memulakan amalan guaman di bawah nama Tetuan Ramadass & Associates pada tahun 1991, khusus dalam Undang-undang Perindustrian.

Pada masa ini, beliau terlibat dalam mewakili majikan dalam hal-hal yang berkaitan dengan kes-kes pemuangan kerja, pertikaian perdagangan, isu pengiktirafan kesatuan dan pertikaian perundingan kolektif, yang berkaitan dengan terma-terma dan syarat-syarat pekerjaan termasuk penentuan gaji secara industri dan juga sebagai asas penubuhannya. Selain terlibat dalam Mahkamah, beliau juga telah menjalankan beberapa program latihan dalaman dalam undang-undang perindustrian serta telah menjadi penceramah di pelbagai forum kebangsaan dan antarabangsa mengenai perhubungan perusahaan dan pengurusan sumber manusia dan khususnya dalam subjek berikut:

- Perjanjian Kolektif dan Perundingan Kolektif
- *Performance Linked Wage System*
- Fleksibiliti Pengurusan Perniagaan di Malaysia - Kekangan Perundangan
- Pembaharuan Undang-undang Buruh dan Pembangunan Modal Insan di Malaysia
- *Equity & Good Conscience The Employers' Enigma* (Amalan Kesaksamaan dan Keadilan Majikan)
- Pekerjaan & Perlindungan Pekerja Asing
- Perjanjian Kolektif dan Perundingan Kolektif - Prinsip Penetapan Gaji

Beliau merupakan Timbalan Ahli Badan Pentadbir Pertubuhan Buruh Antarabangsa mewakili Majikan Malaysia bagi tempoh 2008 hingga 2011. Beliau juga memegang jawatan Naib Presiden Persekutuan Majikan-Majikan Malaysia (MEF); Ahli Lembaga Pengarah PERKESO, Ahli Majlis Penasihat Buruh Kebangsaan; Ahli Jawatankuasa Teknikal Kementerian Sumber Manusia dalam pengemaskinian undang-undang perburuhan di samping mewakili Persekutuan Majikan Malaysia dalam Jawatankuasa Perundingan Mahkamah Perindustrian.

Mr. A. Ramadass, after graduating from University of Malaya with a Bachelor of Economics Degree, first served in the Ministry of Human Resources as an Industrial Relations Officer from 1972-1976. In 1977 he joined the Malayan Agricultural Producers Association (MAPA) as an Industrial Relation Officer and served the Association until 1990 during which time he represented plantation employers in the Industrial Court. He was also appointed as a Panel Member of the Industrial Court. Having obtained his LL.B (London) in 1986 and CLP (Mal) in 1987, he commenced legal practice and subsequently opened his own practice under the name and style of Messrs Ramadass & Associates in 1991, specialising in Industrial Law.

Currently he is involved in representing employers in matters related to dismissal cases, trade disputes, union recognitions issues and collective bargaining disputes, which relate to terms and conditions of employment including wage determination on industry basis as well as establishment basis. Besides appearing in Courts, he has also conducted several in-house training programmes on industrial law and has been invited to speak at various national and international forums on industrial relations and human resource management, and in particular the following subjects:

- Collective Agreement and Collective Bargaining
- Performance Linked Wage System
- Flexibility in Managing Business in Malaysia – The Legislative Constraints
- Labour Law Reforms and Human Capital Development in Malaysia
- Equity & Good Conscience - The Employers' Enigma
- The Employment & Protection of Foreign Workers; and
- Collective Agreement and Collective Bargaining – Wage Determination Principles.

He was a Deputy Member of the Governing Body of the International Labour Organisation representing Malaysian Employers for the period 2008 to 2011. He also holds the position of Vice President of the Malaysian Employers' Federation (MEF); Member of the SOCSO Board of Directors, Member of the National Labour Advisory Council; Member of the Ministry of Human Resources Technical Committee for the Updating of Labour Legislation. He has also represented the Malaysian Employers' Federation in the Industrial Court Negotiations Committee.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**DATUK DR. PHILIP D I TING**

PGBK, AM, D.UNIV(Hon), FCA(Aust), B.BUS, CPA, CA(M)

Mewakili Majikan
Representing the Employers

Datuk Dr. Philip Ting, seorang Ahli Lembaga Pengarah yang menyertai PERKESO pada Januari 2016. Datuk Dr. Philip Ting memegang Ijazah Sarjana Perniagaan pengkhususan dalam Perakaunan, serta Ijazah Kedoktoran dari Swinburne University of Technology, Australia. Beliau adalah ahli Institut Akauntan Awam Bertauliah Malaysia dan merupakan Akauntan Bertauliah Institut Akauntan Malaysia.

Beliau merupakan seorang Fellow Institute of Chartered Accountants Australia, penglibatan sebagai akauntan bertauliah selama 17 tahun bermula di Touche Ross & Co Australia pada tahun 1973 dan terakhir sebagai Rakan Kongsi Arthur Andersen & Co / Hanafiah Raslan & Mohamad di Malaysia. Beliau juga merupakan rakan pengurusan di syarikat Business Systems Consulting. Dari tahun 1991 hingga 1994, beliau adalah Ketua Pegawai Eksekutif Sarawak Securities Sdn Bhd, sebuah syarikat broker-saham utama di Malaysia. Seterusnya dari tahun 1994 hingga 1998, beliau merupakan Pengarah Urusan Kumpulan Cahya Mata Sarawak Berhad, sebuah konglomerat di Malaysia. Selain itu, beliau memangku Ketua Pegawai Eksekutif Kumpulan Encorp Berhad dari 1 Oktober 2010 hingga 30 November 2010 dan sepanjang kerjayanya, beliau banyak menghabiskan masa selaku perunding di Australia, Amerika Syarikat dan di negara-negara di seluruh Asia Tenggara.

Selain itu, beliau juga merupakan Konsul Kehormat Australia di Sarawak dan Timbalan Presiden Dewan Perniagaan dan Industri Sarawak, merangkap Ahli Lembaga dan Ahli Majlis Swinburne University of Technology, Sarawak serta Pengerusi Jawatankuasa Kewangan Universiti selain sebagai Timbalan Pengerusi Ibraco Berhad sejak tahun 2001.

Datuk Dr. Philip Ting, a director, joined the board of SOCSO in January 2016. Datuk Dr. Philip Ting holds a Bachelor of Business Degree majoring in Accounting, as well as a Doctorate of the University from Swinburne University of Technology, Australia. He is a member of the Malaysian Institute of Certified Public Accountants and a Chartered Accountant of the Malaysian Institute of Accountants.

A Fellow of the Institute of Chartered Accountants in Australia, he was in public practice for 17 years beginning with Touche Ross & Co in Australia in 1973 and ending as a Partner of Arthur Andersen & Co/Hanafiah Raslan & Mohamad in Malaysia. He was managing partner of the firms' Business Systems Consulting unit. From 1991 to 1994, he was Chief Executive Officer of Sarawak Securities Sdn Bhd, a major stock-broking company in Malaysia. From 1994 to 1998, he was Group Managing Director of Cahya Mata Sarawak Berhad, a diversified conglomerate in Malaysia. He was the acting Group Chief Executive Officer of Encorp Berhad from 1 October 2010 to 30th November 2010. During his working career, he spent a significant amount of time consulting in Australia, the United States of America and in countries throughout Southeast Asia.

He is the honorary Consul for Australia in Sarawak and the deputy president of the Sarawak Chamber of Commerce and Industries. He is also a board and council member of Swinburne University of Technology, Sarawak and chairman of the University's finance committee. He is deputy chairman of Ibraco Berhad since 2001.



**TUAN HAJI MOHAMAD IBRAHIM
BIN HAJI HAMID A.B.S.**

Mewakili Orang Berinsurans
Representing the Insured Persons

Tuan Haji Mohamad Ibrahim bin Haji Hamid A.B.S., telah dilantik sebagai Ahli Lembaga Mewakili Orang Berinsurans bermula pada 1 Ogos 2003. Pada masa ini beliau berkhidmat dengan Telekom Malaysia Sarawak selaku Pegawai Sokongan. Beliau juga merupakan Pengerusi Kongres Kesatuan Sekerja Malaysia (MTUC) Sarawak dan Ahli Majlis Am MTUC Peringkat Kebangsaan, Presiden Kesatuan Pekerja Telekom Sarawak (UTES), Naib Presiden Rangkaian Kesatuan Antarabangsa Pusat Buruh Malaysia (UNI-MLC), Ahli Silih Ganti Majlis Penasihat Buruh Kebangsaan (NLAC) dan Ahli Panel Mahkamah Perusahaan Malaysia. Beliau adalah juga Ahli Majlis Tertinggi Majlis Perkhidmatan Kesatuan Sekerja Pekerja ASEAN (ASETUC) Sektor Malaysia. Di peringkat Wilayah dan Antarabangsa, beliau adalah Pengerusi Sektor Perkhidmatan Maklumat Teknologi Komunikasi (ICTS) ASEAN, Ahli Silih Ganti Majlis Tertinggi UNI- Asia Pacific, Ahli Silih Ganti Lembaga Eksekutif Dunia UNI, Ahli Silih Ganti Lembaga Pengarah ICTS UNI Dunia.

Tuan Haji Ibrahim bin Haji Mohamad Hamid, A.B.S., has been appointed to the Board Representing Insured Person on 1 August 2003. He is currently serving with Telekom Malaysia Sarawak as Support Officer. He is the Chairman of Malaysian Trades Union Congress (MTUC) Sarawak and MTUC General Council member at the national level, the President of the Union of Telecoms Employees Sarawak (UTES), Vice- President of Union Network International - Malaysia Labour Centre (UNI - MLC), Alternate Members of the National Labour Advisory Council (NLAC), Panel Members of the Malaysian Industrial Court. He is also a Council Member of the ASEAN Services Employees Trade Union Council (ASETUC) Malaysia Sector. At the Regional and International level, he is the Chairman of Information Communications Technology Services Sector (ICTS) ASEAN, Alternate Member of the Supreme Council UNI- Asia Pacific, Alternate Members of the UNI World Executive Board, Alternate Member of the Board of Directors of UNI ICTS World.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**AWANG ALI BIN AHMAD RAJI @ AMAT**Mewakili Orang Berinsurans
Representing the Insured Persons

Encik Awang Ali bin Ahmad Raji @ Amat dilantik sebagai Ahli Lembaga Mewakili Orang Berinsurans mulai 1 Ogos 2013. Beliau pernah berkhidmat di Bahagian Operasi, Lembaga Pelabuhan - Pelabuhan Sabah dari 1 Mac 1983 hingga 31 Ogos 2004. Mula menyertai Syarikat Sabah Ports Sdn Bhd sebagai Penyelia Operasi setelah Lembaga Pelabuhan-Pelabuhan Sabah diswastakan sepenuhnya pada 1 September 2004. Berpengalaman luas dalam berkesatuan sejak berkhidmat dengan Kerajaan dan terlibat secara langsung dalam penubuhan Kesatuan Pekerja- Pekerja Sabah Ports Sdn Bhd (KPPSPSB) pada 31 Mac 2006. Dipilih sebagai Penolong Setiausaha KPPSPSB pada masa itu dan kemudiannya sebagai Timbalan Presiden dan menjadi Presiden pada 1 November 2011 setelah menang tanpa bertanding.

Beliau menjadi Pengerusi Kongres Kesatuan Sekerja Malaysia (MTUC) Sabah selepas menang dalam pemilihan pada tahun 2010 dan menang semula tanpa bertanding pada pemilihan sesi 2013-2016. Selain dari itu beliau juga telah dilantik oleh Kementerian Sumber Manusia Malaysia 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.

Mr. Awang Ali bin Ahmad Raji @ Amat was appointed to the Board as a Representative of Insured Persons from 1 August 2013. He previously served in the Operations Division of the Sabah Ports Authority between 1 March 1983 and 31 August 2004. He first joined the Sabah Ports Company Sdn Bhd as the Supervisor of Operations after the complete privatisation of Sabah Ports Authority on 1 September 2004. He has had extensive experience in unions since joining the Government service and was involved directly in the establishment of the Sabah Ports Sdn. Bhd. Union of Employees (SPSBEU) on 31 March 2006 at which time he was selected to be the Assistant Secretary and thereafter the Deputy President. He became the President of SPSBEU on 1 November 2011 after winning, uncontested, in the elections.

He first became the Chairman of MTUC (Sabah) after winning during the 2010 elections, and retained his position after winning, uncontested, during the 2013-2016 elections. In addition, he has also been appointed by the Ministry of Human Resources as a Member of the National Labour Advisory Council (NLAC) representing Sabah, as well as a Member of the Social Security Appellate Board (SSAB) of Sabah, a Member of the Industrial Court of Sabah and a Member of the Committee on Assessment of Application for Deferment of the Minimum Wages Order 2012.



GOPALKISHNAM NADESAN

Mewakili Orang Berinsurans
Representing the Insured Persons

Encik Gopalkishnam Nadesan dilantik sebagai Ahli Lembaga Mewakili Orang Berinsurans mulai 1 Jun 2014. Beliau adalah seorang yang berpengalaman luas dalam kesatuan sekerja melebihi 30 tahun. Sekarang beliau menyandang jawatan sebagai Setiausaha Agung Kongres Kesatuan Sekerja Malaysia (MTUC), Setiausaha Agung National Union of Transport Equipment & Allied Industries Workers (NUTEAIW) dan Setiausaha Agung di Industrial Global Union Federation National Council. Selain daripada itu, beliau juga Ahli Panel Mahkamah Perusahaan, Ahli Majlis Penasihat Buruh Kebangsaan (NLAC) dan Ahli Majlis Gaji Minimum Kebangsaan.

Mr. Gopalkishnam Nadesan was appointed to the Board as a Representative of Insured Persons from 1 June 2014. He is a man with extensive experience of over 30 years in trade unions. At present, he serves as the Secretary-General of the Malaysian Trade Union Congress (MTUC), Secretary General of the National Union of Transport Equipment & Allied Industries Workers (NUTEAIW) and Secretary-General of the Industrial - Global Union Federation National Council. Apart from that, he is also a Member of the Industrial Court Panel, Member of the National Labor Advisory Council (LNAC) and a Member of the National Minimum Wage Council.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**DATUK AZIH BIN MUDA**Mewakili Orang Berinsurans
Representing the Insured Persons

Datuk Azih bin Muda telah dilantik sebagai Ahli Lembaga PERKESO mewakili Orang Berinsurans mulai 28 Ogos 2015. Berpengalaman luas dalam perkhidmatan awam khususnya Pengurusan Kerajaan Tempatan, Majlis Bandaraya Kuala Terengganu sejak tahun 1978. Beliau turut aktif dan memimpin pelbagai pertubuhan, Pengerusi Lembaga Koperasi dan memimpin Kesatuan Kebangsaan Pekerja-Pekerja Pihak Berkuasa Tempatan Semenanjung Malaysia (ANULAE). Menganggotai Ahli Majlis Negara bagi Keselamatan dan Kesihatan Pekerjaan serta Ahli Penasihat Buruh Kebangsaan (NLAC). Pada masa ini, beliau menyandang jawatan Presiden Kesatuan Pekerja-Pekerja Di Dalam Perkhidmatan Awam (CUEPACS), Presiden ANULE, Pengerusi Koperasi Pekerja-Pekerja Pihak Berkuasa Tempatan Malaysia Berhad (KOSPETA) dan Pengerusi Koperasi Kakitangan Majlis Bandaraya Kuala Terengganu. Beliau juga adalah Ahli Lembaga Pengarah Kumpulan Wang Amanah Persaraan (KWAP) dan Naib Pengerusi Majlis Bersama Kebangsaan (MBK) bagi Pekerja-Pekerja Am dalam Kumpulan Sokongan.

Datuk Azih bin Muda was appointed to the Board of SOCSO as a Member Representing Insured Persons with effect from 28th August 2015. He has extensive experience in public service, specifically in Local Authority Management, serving the Kuala Terengganu City Council since 1978. He is also active and heads various organisations, among others, as the Chairman of the Board of Co-operative as well as head of the Amalgamated National Union of Local Authorities Employees Malaysia (ANULAE). He is also a member of the National Council on Occupational Safety and Health and a member of the National Labour Advisory Council (NLAC). At present, he holds the post of President of the Congress of Union of Employees in the Public and Civil Services Malaysia (CUEPACS), President of ANULAE, Chairman of Koperasi Pekerja-Pekerja Pihak Berkuasa Tempatan Malaysia Berhad (KOSPETA) and Chairman of Koperasi Kakitangan Majlis Bandaraya Kuala Terengganu. He also serves on the Board of Directors of Kumpulan Wang Amanah Persaraan (Retirement Fund Corporation) (KWAP) and as the Vice Chairman of the National Joint Council on General Workers in the Support Group.



DATIN PADUKA HAJAH SERIPAH NOLI BINTI SYED HUSSIN

Ahli Mempunyai Pengalaman Dalam Keselamatan Sosial
Member with Experience in Social Security

Datin Paduka Hajah Seripah Noli binti Syed Hussin dilantik sebagai Ahli Lembaga Yang Mempunyai Pengalaman Dalam Keselamatan Sosial bermula 1 Oktober 2009. Beliau pernah dilantik sebagai Ahli Exco Kerajaan Negeri Selangor, Ahli Majlis Bandaraya Petaling Jaya, Ahli Lembaga Putrajaya Holdings dan berpengalaman luas dalam sektor korporat. Beliau pernah dilantik menjadi Ahli Lembaga Pengarah di Government-Linked Companies (GLCs), antaranya di Tenaga Nasional Berhad (TNB). Berkelulusan Ijazah Sarjana Muda Pentadbiran Perniagaan dari Western Michigan University, Amerika Syarikat, Diploma Pengurusan Kredit, UiTM dan Sijil Pengurusan Kewangan dari Swinburne University, Melbourne, Australia.

Datin Paduka Hajah Seripah Noli binti Syed Hussin was appointed to the Board as a Member with Experience in Social Security with effect from 1st October 2009. She has served as an Exco Member for the Selangor State Government, a Petaling Jaya City Council Member, and a Board Member of Putrajaya Holdings. She has vast experience in the corporate sector and has been appointed to the Board of Directors of Government-Linked Companies (GLCs) such as Tenaga Nasional Berhad (TNB). She holds a Bachelor of Business Administration degree from Western Michigan University, USA, a Diploma in Credit Management, UiTM and a Certificate in Financial Management from Swinburne University Melbourne, Australia.

PROFIL AHLI LEMBAGA
BOARD MEMBERS' PROFILE**DATO' PROFESSOR DR. SUDIN BIN HARON**

Ahli Mempunyai Pengalaman Dalam Keselamatan Sosial
Member with Experience in Social Security

Dato' Professor Dr. Sudin bin Haron telah dilantik sebagai Ahli Lembaga PERKESO mulai 21 Ogos 2015 mewakili Ahli Yang Berpengalaman Dalam Bidang Keselamatan Sosial. Berkelulusan Ijazah Doktor Falsafah (PhD) dari University of New England (UNE, Australia) dalam bidang Pengurusan Keusahawanan Islam dan Promosi Kebajikan, Pengarah Pinjaman Mikro dan Pelancongan. Beliau merupakan ahli akademik dan telah menerbitkan lebih 10 buah buku dan 50 journal luar negara Berkaitan Perbankan dan Kewangan Islam serta Analisa Keberkesanan Kos Efektif Bank-Bank Komersial Di Malaysia. Beliau telah menyelia lebih 20 orang pelajar Ijazah Sarjana dan memegang jawatan sebagai Independent Director CIMB Islamic Berhad. Pada masa ini beliau adalah Penasihat Khas kepada University College Bestari, Terengganu dan Pengerusi Yayasan Waqaf Malaysia.

Dato' Professor Dr. Sudin bin Haron was appointed to the Board of SOCSO on 21st August 2015, as a Member with Experience in Social Security. He holds a Doctor of Philosophy (Ph.D) degree from the University of New England, Australia in the field of Management of Islamic Entrepreneurship and Welfare Promotion, Micro Credit and Tourism. He is an academic who has published more than 10 books and 50 international journals in relation to Islamic Banking and Finance, as well as Analysis on the Cost Effectiveness of Commercial Banks in Malaysia. He has supervised more than 20 Masters students and holds the post of Independent Director of CIMB Islamic Berhad. At present, he is the Special Advisor to the University College Bestari, Terengganu and the Chairman of the Malaysian Waqaf Foundation.



ENCIK BATI JURAM

Ahli Mempunyai Pengalaman Dalam Keselamatan Sosial
Member with Experience in Social Security

Encik Bati Juram telah dilantik sebagai Ahli Lembaga Yang Berpengalaman dalam Keselamatan Sosial mulai 21 Ogos 2015. Berkelulusan Ijazah Sarjana Sains dari University of Wales Institute of Science and Technology (UWIST) (1984), Ijazah Sarjana Muda Sains Kemasyarakatan dengan Kepujian (Dua-Atas) dari Universiti Sains Malaysia, Pulau Pinang (1975) dan Ahli Korporate Chartered Institute of Transport (1982).

Berpengalaman luas dalam Perusahaan Pelabuhan dan Perkapalan, Perkhidmatan Awam, Pasukan Sukarela Angkatan Tentera, dan Pertubuhan Bukan Kerajaan (NGO). Beliau banyak terlibat dalam mempertingkatkan kemampuan dan prestasi pekerja dan penyelia melalui Skim Latihan dan Pembangunan Kemahiran dalam bidang Pengendalian Kargo, Pengendalian Bahan, Pengendalian Alat dan Perkakas Kargo dan Kapal, Kepimpinan, Keselamatan dan Kesihatan Kerja; dan sebagai Fasilitator dan Penyelaras Program UNDP - TRAINMAR (*Training in Maritime Industries*) Malaysia seperti *Workshop* Latihan dan Pembangunan, Pentadbiran dan Pengoperasian Pelabuhan, Program Pengurusan Terminal Kontainer dan Konvensional, dan Mengendalikan Kargo Berbahaya di dalam dan luar Negara. Pernah dijemput sebagai pensyarah di Kolej dan Universiti Awam dan Swasta tempatan.

Mempunyai dua-puluh satu (21) tahun (1983-2004) sebagai Pegawai Pemerintah (OC) Rejimen Jurutera Pakar (RAW-Unit Pelabuhan Sarawak), sebahagian dari Pelan Kontinjensi Kerajaan untuk terus menyelenggarakan perkhidmatan pelabuhan semasa darurat.

Kini masih berkhidmat dengan Majlis Adat Istiadat Sarawak, di Jabatan Ketua Menteri, Sarawak dan sebagai Ahli Council of Elders, Dayak Bidayuh *National Association* (DBNA) Sarawak, mengumpul, mendokumentasikan dan memberi khidmat nasihat mengenai kebudayaan dan Adat Resam Etnik (Bidayuh) Sarawak yang bukan Islam.

Mr. Bati Juram was appointed to the Board as a Member with Experience in Social Security on 21st August 2015. He holds a Master of Science degree from the University of Wales Institute of Science and Technology (UWIST) (1984), a Bachelor of Social Science degree (2nd Class Upper Honours) from Universiti Sains Malaysia, Pulau Pinang (1975), and is a Corporate Member of The Chartered Institute of Transport, United Kingdom (1982),

He has vast experience in Ports and Shipping Industries, Public Services, the Armed Forces Voluntary Services Corps and Non-Governmental Organisations. He has been involved in improving workers and supervisors' capacity and capability, safety and welfare through the development and delivery of Skills Competency Training Scheme in Stevedoring, Materials Handling, Handling of Cargo and Ship's Gears, Leadership, Occupational Safety and Health Courses; and as a Co-ordinator and Facilitator for UNDP- TRAINMAR (Training in Maritime Industries) Malaysia's for the Training and Development Workshop, Port Administration & Operations, Conventional & Container Terminal Management Programmes, locally and abroad. He has also, from 1985-2006 been engaged to deliver lectures at local Private and Public Colleges and Universities.

He has 21 years (1983-2004) as Officer Commanding (OC) of the Royal Engineers Regiment (Port Unit- Sarawak) as part of the National Government's Contingency Plan to provide for uninterrupted Port and Logistics Services in the event of emergency.

He is presently attached to the Council of Customs and Traditions of Sarawak, in The Chief Minister Office and a Member of the Council of Elders of Dayak Bidayuh National Association (DBNA) Sarawak, documenting, codifying and to provide advice on the cultures and Customary Laws of Non-Muslim Natives of Sarawak.

AHLI PANEL PELABURAN

INVESTMENT PANEL MEMBERS

“PERKESO komited menghadapi cabaran persekitaran ekonomi yang mencabar dan pantas berubah bagi memastikannya terus relevan. Bagi menjamin dan mengekalkan kemampuan dana, strategi Mengoptimumkan Pulangan Pelaburan, Pemantapan Pengurusan Kewangan serta Penilaian Risiko Kewangan dan Pelaburan telah diberi keutamaan sepanjang 2015”

“SOCISO is committed in facing an economic environment that is challenging and fast changing in order to ensure its continued relevance. In order to guarantee and maintain the sustainability of funds, a strategy to Optimise Returns on Investment, Strengthen Financial Management as well as Evaluation of Financial and Investment Risks has been given priority throughout 2015.”

AHLI PANEL PELABURAN
INVESTMENT PANEL MEMBERS



DATUK ABU HURAIRA BIN ABU YAZID

Pengerusi
Chairman

**DATO' DR. MOHAMMED AZMAN BIN
DATO' AZIZ MOHAMMED**

Ketua Eksekutif
Chief Executive



AHLI PANEL PELABURAN
INVESTMENT PANEL MEMBERS



DATUK K. GIVANANADAM

Ahli Mewakili Kementerian Kewangan
Member Representing Ministry of Finance

NORZILA BINTI ABDUL AZIZ

Ahli Mewakili Bank Negara Malaysia
Member Representing Bank Negara Malaysia



AHLI PANEL PELABURAN
INVESTMENT PANEL MEMBERS



DR. MICHAEL CHIAM TOW HUI

Ahli Mewakili Majikan
Member Representing Employers



DATUK AZIH BIN MUDA

Ahli Mewakili Orang Berinsurans
Member Representing Insured Persons



AHLI PANEL PELABURAN
INVESTMENT PANEL MEMBERS



BATI JURAM

Ahli yang Mempunyai Pengalaman
Dalam Keselamatan Sosial
Members with Experience in Social Security



DATO' PROFESSOR DR. SUDIN HARON

Ahli yang Mempunyai Pengalaman
Dalam Keselamatan Sosial
Members with Experience in Social Security



AHLI JAWATANKUASA LEMBAGA DAN PANEL PELABURAN

INVESTMENT BOARD AND PANEL COMMITTEE MEMBERS

JAWATANKUASA PANEL PELABURAN 2015 INVESTMENT PANEL COMMITTEE 2015

1. DATUK ABU HURAIRA BIN ABU YAZID
2. DATUK K. SELVARAJAH
3. DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED
4. DATUK K. GIVANANADAM
5. PUAN NORZILA BINTI ABDUL AZIZ
6. DR. MICHAEL CHIAM TOW HUI
7. ENCIK A. NAVAMUKUNDAN
8. DATUK AZIH BIN MUDA
9. ENCIK LEE SIANG CHIN
10. ENCIK MUNUSAMY SENGAN
11. DATO' PROFESSOR DR. SUDIN BIN HARUN
12. ENCIK BATI JURAM

Nota:

YBhg. Datuk K. Selvarajah diganti oleh YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed (mulai / w.e.f 5.04.2015)

Encik A. Navamukundan diganti oleh YBhg. Datuk Azih bin Muda (mulai / w.e.f 21.08.2015)

Encik Lee Siang Chin diganti oleh YBhg. Dato' Professor Dr. Sudin Haron (mulai / w.e.f 21.08.2015)

Encik Munusamy Sengan diganti oleh Encik Bati Juram (mulai / w.e.f 21.08.2015)

JAWATANKUASA AUDIT LEMBAGA 2015 BOARD AUDIT COMMITTEE 2015

1. DATIN PADUKA HAJAH SERIPAH NOLI BINTI SYED HUSSIN
2. DATUK K. SELVARAJAH
3. DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED
4. ENCIK ALAN KHOO CHOOM KWONG
5. TUAN HAJI MOHAMAD IBRAHIM BIN HAJI HAMID A.B.S.
6. DR. HAJI DAUD BIN ABDUL RAHIM

Nota / Note:

YBhg. Datuk K. Selvarajah diganti oleh YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed (mulai / w.e.f 5 April 2015)

JAWATANKUASA KEWANGAN 2015 FINANCE COMMITTEE 2015

1. DATUK ABU HURAIRA BIN ABU YAZID
2. DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED
3. ENCIK LIM SENG GIM
4. DATO' MOHD SAHAR BIN DARUSMAN
5. ENCIK JOHN CHUA KHENG CHEW
6. ENCIK RAMADASS A/L ARUMUGAM
7. ENCIK GOPALKISHNAM A/L NADESAN
8. ENCIK AWANG ALI BIN AHMAD RAJI @ AMAT

JAWATANKUASA PERJAWATAN 2015 PERSONNEL COMMITTEE 2015

1. DATUK ABU HURAIRA BIN ABU YAZID
2. DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED
3. DATO' DR. VASAN SINNADURAI
4. DATO' MOHD SAHAR BIN DARUSMAN
5. ENCIK RAMADASS A/L ARUMUGAM
6. ENCIK JOHN CHUA KHENG CHEW
7. TUAN HAJI MOHAMAD IBRAHIM BIN HAJI HAMID A.B.S.
8. ENCIK A. NAVAMUKUNDAN
9. DATUK AZIH BIN MUDA
10. ENCIK BATI JURAM

Nota / Note:

Encik A. Navamukundan diganti oleh YBhg. Datuk Azih bin Muda (mulai / w.e.f 21.08.2015)

YBhg. Dato' Dr. Vasan Sinnadurai diganti oleh Encik Bati Juram (mulai / w.e.f 21.08.2015)

JAWATANKUASA PUSAT REHABILITASI 2015 REHABILITATION CENTRE COMMITTEE 2015

1. DATUK ABU HURAIRA BIN ABU YAZID
2. DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED
3. DATO' DR. VASAN SINNADURAI
4. DR. MICHAEL CHIAM TOW HUI
5. DR. HAJI DAUD BIN ABDUL RAHIM
6. ENCIK GOPALKISHNAM A/L NADESAN



PERUTUSAN KETUA EKSEKUTIF

STATEMENT BY THE CHIEF EXECUTIVE

PERKESO telah mengenalpasti Empat Pemacu Perubahan menerusi strategi dan pendekatan yang inovatif bagi mempercepatkan transformasi Organisasi untuk mencapai *outcome* pelan tindakan yang telah dirangka. Empat Pemacu Perubahan tersebut adalah:-

- Meningkatkan potensi produktiviti dengan amalan Strategi Lautan Biru.
- Membudayakan nilai-nilai murni dalam kalangan anggota PERKESO menerusi amalan \$4P selain memperkasakan Modal Insan.
- Mempertingkatkan keupayaan libat urus dengan pelanggan, *stakeholders*, agensi dan NGO dengan program yang merupakan teras utama Organisasi.
- Mempergiatkan program-program yang berpaksikan Kreativiti, Inovasi dan Kualiti.

SOCSCO has identified four Change Drivers through an innovative approach to accelerate the transformation of the Organisation in order to achieve all the desired outcome of the action plan designed. The four Change Drivers are as follows:

- Increasing potential productivity with the practice of the National Blue Ocean Strategy.
- Enculturating good values amongst SOCSCO workforce through the practice of \$4P in addition to empowering Human Capital.
- Improving the ability to engage with clients, stakeholders, agencies and NGOs with programmes that form the main core of the Organisation.
- Intensifying programmes that are anchored on Creativity, Innovation and Quality.

DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED

Ketua Eksekutif
Pertubuhan Keselamatan Sosial
Chief Executive
Social Security Organisation

PERUTUSAN KETUA EKSEKUTIF
STATEMENT BY THE CHIEF EXECUTIVE

Bismillahirrahmanirrahim

Assalamualaikum
Warahmatullahi Wabarakatuh.
Salam Sejahtera,
Salam 1PERKESO,
Salam Sehati Sejiwa dan
Salam S4P: Senyum, Sapa,
Salam, Santun dan Prihatin.

Alhamdulillah, setinggi-tinggi kesyukuran ke hadrat Allah S.W.T. kerana dengan izin serta limpah kurniaNya, maka kita dapat menerbitkan laporan tahunan untuk tahun 2015 dan saya mengambil kesempatan ini untuk merakamkan setinggi-tinggi penghargaan kepada barisan sidang redaksi dan semua yang terlibat dalam menjayakan penerbitan Laporan Tahunan PERKESO 2015. Laporan tahunan ini bukan hanya merakamkan program dan aktiviti yang dilaksanakan sepanjang tahun 2015 malahan menjadi kayu pengukur dalam menilai pencapaian PERKESO secara keseluruhan.

Tahun 2015 menyaksikan tahun yang penuh dengan pelbagai cabaran dan kejayaan buat PERKESO. PERKESO sebagai peneraju perlindungan insurans keselamatan sosial pekerja telah memperkukuhkan keberkesanan penyampaian perkhidmatannya di samping mengekalkan fokusnya dalam memenuhi keperluan jaminan keselamatan sosial pelanggan dan *stakeholders* pada masa kini dan masa hadapan di samping meningkatkan tahap pengurusan risiko yang menjadi ancaman mendatang.

Namun, kejayaan yang lebih mendasar ialah penzahiran keupayaan dan keperihatinan semua warga PERKESO sebagai pengamal keselamatan sosial bagi mengoptimalkan penggunaan modal insan dalam memberikan perkhidmatan yang benar-benar mendahulukan rakyat dan mengutamakan pencapaian.

Alhamdulillah, all praise to Allah S.W.T for with His grace we are able to publish this annual report for the year 2015. I would like to take this opportunity to record my sincerest appreciation to the editorial board and those who have been involved in the publication of the SOCSO Annual Report 2015. This annual report not only records the programmes and activities conducted throughout 2015, but in fact it is also serves as a gauge in evaluating SOCSO's overall achievements.

2015 saw a year that was filled with various challenges and successes for SOCSO. SOCSO, as the leader in employee social security insurance protection, has consolidated the effectiveness of its service delivery apart from maintaining its focus in meeting the social security needs of clients and stakeholders, now and in the future. In addition, SOCSO has also improved its management of future risks.

However, a more fundamental success is the realisation of the capacity and conscientiousness of all SOCSO staff as social security practitioners in optimising the use of human capital in order to provide service that really puts the rakyat first and that focuses on achievements.

**Pelan Strategik
PERKESO 2011-2015
adalah manifestasi
kesungguhan PERKESO
untuk melaksanakan
transformasi
penyampaian
perkhidmatannya
ke arah pencapaian
yang lebih cemerlang
dalam menghadapi
cabaran-cabaran
yang mendatang.**

**The SOCSO Strategic Plan
2011-2015 is a manifestation
of SOCSO's determination in
transforming its service delivery
towards a more excellent
achievement in facing
challenges to come.**

Penguatan keberkesanan pengoperasian penyampaian perkhidmatan yang diukur berdasarkan Petunjuk Prestasi Utama atau *Key Performance Indicator (KPI)* merupakan agenda utama yang diberi tumpuan pada tahun 2015 dalam usaha memenuhi harapan rakyat dan pelanggan.

Pelan Strategik PERKESO 2011-2015 adalah manifestasi kesungguhan PERKESO untuk melaksanakan transformasi penyampaian perkhidmatannya ke arah pencapaian yang lebih cemerlang dalam menghadapi cabaran-cabaran yang mendatang.

Pelan Strategik PERKESO 2011-2015 adalah berlandaskan kepada empat teras strategi utama iaitu:

TERAS 1	Meningkatkan Kefahaman dan Kesedaran Keselamatan Sosial
TERAS 2	Memperkukuhkan Keberkesanan Pengoperasian Penyampaian Perkhidmatan
TERAS 3	Memperkasakan Keupayaan dan Kapasiti Modal Insan
TERAS 4	Mengekalkan Kemampanan Dana

Consolidation of the effectiveness of service delivery operations measured against the Key Performance Indicator (KPI) has been a key agenda of 2015, in the effort to fulfil the hopes of the rakyat and clients.

The SOCSO Strategic Plan 2011-2015 is a manifestation of SOCSO's determination in transforming its service delivery towards a more excellent achievement in facing challenges to come.

The SOCSO Strategic Plan 2011-2015 is based on four strategic thrusts, namely:

THRUST 1	Increasing Understanding and Awareness of Social Security
THRUST 2	Consolidation of the Effectiveness of Service Delivery Operations
THRUST 3	Empowering Human Capital Capabiliy and Capacity
THRUST 4	Maintaining Sustainability of Funds

PERUTUSAN KETUA EKSEKUTIF
STATEMENT BY THE CHIEF EXECUTIVE**MENINGKATKAN KEFAHAMAN DAN KESEDARAN KESELAMATAN SOSIAL**

PERKESO terus komited dalam menyebarkan maklumat mengenai skim perlindungan PERKESO untuk meningkatkan kesedaran masyarakat menerusi seminar perlindungan keselamatan sosial dan program publisiti yang diadakan di seluruh negara.

Seminar Perlindungan Keselamatan Sosial Kebangsaan Tahun 2015 yang dijalankan di seluruh negara telah menarik seramai 2,098 peserta yang terdiri daripada majikan dan pekerja dari pelbagai industri. Sambutan ini menunjukkan peningkatan kesedaran serta pematuhan majikan dan pekerja terhadap kepentingan perlindungan keselamatan sosial.

Program publisiti yang diadakan bertujuan untuk memberi kefahaman dan kesedaran kepada golongan pekerja dan majikan berkaitan skim dan faedah-faedah perlindungan keselamatan sosial yang disediakan oleh PERKESO kepada mereka. Semua skim dan faedah ini disediakan selaras dengan Akta Keselamatan Sosial Pekerja, 1969 dan Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja, 1971. Program publisiti ini diadakan menerusi pembukaan *booth* atau pameran yang diadakan di premis majikan atau pun di tempat-tempat awam yang dikendalikan oleh pihak Ibu Pejabat dan pejabat PERKESO di seluruh negara.

Publisiti melalui media massa juga memainkan peranan penting dalam memastikan semua informasi mengenai PERKESO dapat disebarluaskan kepada orang ramai. Sepanjang tempoh 2015, pelbagai aktiviti publisiti melalui media cetak telah diterbitkan di akhbar-akhbar utama tempatan seperti Utusan Malaysia, Kosmo, Berita Harian, Harian Metro, The Star, New Straits Times, The China Press, Nanyang Siang Pau, Tamil Nesan, Malaysia Nanban, Sarawak Borneo, Sabah Borneo dan lain-lain. Publisiti meluas juga turut diadakan melalui media elektronik dan radio utama antaranya di TV1, TV2, TV3, NTV7, TV8, TV9, TV Al-Hijrah, Bernama TV, Astro serta radio KLfm, Minalfm dan Traxxfm. PERKESO juga akan menggunakan perkhidmatan "Integrated marketing" bagi memperkasakan keberkesanan publisiti.

INCREASING UNDERSTANDING AND AWARENESS OF SOCIAL SECURITY

SOCSO remains committed in disseminating information regarding its protection schemes in order to raise the awareness of the public through social security protection seminars and publicity programmes conducted nationwide.

The National Social Security Protection Seminars 2015 held throughout the country attracted a total of 2,098 participants comprising employers and employees from various industries. This response showed an increase in awareness and compliance on the part of the employers as well as employees in respect of the importance of social security protection.

The publicity programmes aimed to give an understanding and awareness to employees and employers about the social security protection schemes and benefits provided by SOCSO. All the schemes and benefits are made available in line with the Employees' Social Security Act 1969 and the Employees' Social Security (General) Regulations 1971. Publicity is gained through the opening of booths or exhibitions held on employer premises or at any event held in public locations by the SOCSO headquarters or offices nationwide.

Publicity through the mass media also played an important role in ensuring that all information in respect of SOCSO could be disseminated to the public. Throughout the year 2015, various publicity activities were published in major local newspapers such as Utusan Malaysia, Kosmo, Berita Harian, Harian Metro, The Star, New Straits Times, The China Press, Nanyang Siang Pau, Tamil Nesan, Malaysia Nanban, Sarawak Borneo, Sabah Borneo and others. Widespread publicity was also garnered through electronic media and major radio stations, among others, TV1, TV2, TV3, NTV7, TV8, TV9, TV Al-Hijrah, Bernama TV, Astro as well as radio KLfm, Minalfm and Traxxfm. SOCSO will also use intergrated marketing services in order to strengthen the effectiveness of publicity.

Pada tahun 2015, bilangan program advokasi dan pencegahan yang dijalankan telah meningkat sebanyak 14.5% iaitu dari 284 program berbanding 248 program yang dijalankan pada tahun 2014.

In 2015, the number of advocacy and prevention programmes carried out increased by 14.5%, that is from 248 programmes conducted in 2014 to 284 programmes.

PERKESO telah melaksanakan usaha berterusan dalam mewujudkan budaya pencegahan kemalangan di tempat kerja dan dalam perjalanan ke tempat kerja. Ini bagi memastikan kesedaran keselamatan dan kesihatan pekerjaan dipertingkatkan untuk menjaga kepentingan dan kebajikan pekerja seiring dengan kehendak tiga tonggak keselamatan sosial yang diamalkan oleh PERKESO iaitu Pencegahan, Pemulihan dan Pampasan dan selaras dengan Seksyen 40, Akta Keselamatan Sosial Pekerja 1969.

PERKESO telah memperuntukkan bantuan geran kewangan kepada Badan-Badan Bukan Kerajaan (NGOs) bagi melaksanakan program serta kursus yang berkaitan dengan Keselamatan dan Kesihatan Pekerjaan. Menerusi kerjasama ini, pada tahun 2015 bilangan program yang dijalankan telah meningkat kepada 690 program berbanding 688 program pada tahun 2014.

Program advokasi dan pencegahan yang telah dilaksanakan oleh pejabat-pejabat PERKESO di seluruh negara dalam memastikan penurunan kadar kemalangan terutamanya kemalangan pergi dan balik kerja tercapai seperti mana yang disasarkan dalam Pelan Tindakan Induk bagi Keselamatan dan Kesihatan Pekerjaan 2011-2015 (OSHMP 2015). Pada tahun 2015, bilangan program advokasi dan pencegahan yang dijalankan telah meningkat sebanyak 14.5% iaitu dari 248 program berbanding 248 program yang dijalankan pada tahun 2014.

Menyedari hakikat bahawa pengurusan aduan awam perlu diuruskan secara sistematik dan dipertingkatkan keberkesannya, maka satu sistem penambahbaikan bagi mendaftar dan memantau aduan telah diselenggarakan.

SOCSO has implemented continuous efforts in creating a culture of accident prevention at the workplace and in commuting to the workplace. This is to ensure that occupational safety and health awareness is increased in order to protect the interest and welfare of employees in line with the three pillars of social security practiced by SOCSO, namely, Prevention, Rehabilitation and Compensation, as well as in line with the provisions of Section 40 of the Employees' Social Security Act 1969.

SOCSO has allocated financial grants to Non-Governmental Organisations (NGOs) for the implementation of programmes as well as courses related to Occupational Safety and Health. Through this cooperation, in 2015, the number of programmes conducted increased to 690 programmes compared to the 688 programmes conducted in 2014.

The number of advocacy and prevention programmes conducted by SOCSO offices nationwide to ensure a reduction in accident rates, especially in respect of commuting accidents, achieved the target stipulated in the Occupational Safety and Health Master Plan 2011-2015. In 2015, the number of advocacy and prevention programmes carried out increased by 14.5%, that is from 248 programmes conducted in 2014 to 284 programmes.

Realising the fact that management of public complaints need to be done systematically and its effectiveness must be improved, a system to improve the registration and monitoring of complaints was implemented.

PERUTUSAN KETUA EKSEKUTIF
STATEMENT BY THE CHIEF EXECUTIVE

Secara keseluruhannya, pencapaian KPI penyampaian perkhidmatan PERKESO bagi tempoh Januari hingga Disember 2015 adalah pada tahap Amat Baik dengan peratus pencapaian sebanyak 94.11%.

Overall, SOCSO's service delivery KPI achievement for the period January to December 2015 is at a Very Good level with a percentage of 94.11%.

Fokus strategik bagi meningkatkan pencapaian Pengurusan Aduan adalah dengan meneruskan penambahbaikan pelaksanaan Sistem iSPAAA (*integrated* Sistem Pengurusan Aduan Agensi Awam) kepada SISPAA (Sistem Pengurusan Aduan Awam) hasil kerjasama strategik dengan Biro Pengaduan Awam (BPA), Jabatan Perdana Menteri. Sistem SISPAA membenarkan semakan status aduan dibuat secara atas talian dan pelanggan dapat membuat aduan dengan lebih mudah dan ianya dapat diuruskan dengan lebih efisien dan efektif.

Pendekatan menerusi tema PERKESO Prihatin dalam usaha meningkatkan penyampaian perkhidmatan bagi kesejahteraan pelanggan dalam tempoh lima tahun akan datang menjadi agenda utama. Pelan tindakan menerusi mewujudkan Skwad Prihatin dan *Damage Control Team* serta pelaksanaan *Service Recovery* dalam pengurusan aduan merupakan satu inisiatif perlu dilaksanakan tahun 2016.

MEMPERKUKUHKAN KEBERKESANAN PENGOPERASIAN PENYAMPAIAN PERKHIDMATAN

Pada 2015, PERKESO telah berjaya mempertingkatkan prestasi Piagam Pelanggan dengan peratus keseluruhan pencapaian adalah 98.78% melebihi sasaran peratus pencapaian sebanyak 98%. Keberkesanan penyampaian perkhidmatan PERKESO turut dibuktikan menerusi hasil kajian kepuasan pelanggan yang dijalankan pada tahun 2015 di mana Indeks Kepuasan Pelanggan terhadap perkhidmatan berada pada tahap Sangat Baik iaitu 86.03%. Secara keseluruhannya, pencapaian KPI penyampaian perkhidmatan PERKESO bagi tempoh Januari hingga Disember 2015 adalah pada tahap Amat Baik dengan peratus pencapaian sebanyak 94.11%.

The strategic focus to improve Complaints' Management is to continue upgrading the iSPAAA System (Integrated Public Agency Complaints' Management System) to the SISPAA (Public Complaints' Management System), through a strategic cooperation with the Public Complaints' Bureau (BPA), Prime Minister's Department. The SISPAA allows online checking of the status of complaints. It also facilitates clients in lodging complaints which are managed in a more efficient and effective manner.

The approach themed *PERKESO Prihatin*, in the effort to improve service delivery for the wellbeing of the clients within the next five years, will be SOCSO's key agenda. An action plan through the establishment of the Prihatin Squad and Damage Control Team as well as implementation of Service Recovery in complaints' management is an initiative that needs to be implemented in 2016.

CONSOLIDATION OF THE EFFECTIVENESS OF SERVICE DELIVERY OPERATIONS

In 2015, SOCSO successfully improved its Clients' Charter performance with an overall percentage of 98.78%, exceeding the targeted achievement of 98%. The effectiveness of SOCSO's service delivery has also been proven through a customer satisfaction survey done in 2015 whereby the Customer Satisfaction Index showed that service is at a Very Good level with an achievement of 86.03%. Overall, SOCSO's service delivery KPI achievement for the period January to December 2015 is at a Very Good level with a percentage of 94.11%.

Pusat Rehabilitasi PERKESO kini mempunyai kapasiti tenaga kerja seramai 93 orang yang terdiri daripada tenaga kerja dalam bidang sains kesihatan bersekutu, pemulihan, perubatan, pengurusan hilang upaya dan pentadbiran. Pusat Rehabilitasi PERKESO dijangka akan menjadi hub rehabilitasi strategik di Malaysia dan rantau ASEAN menjelang tahun 2020.

The SOCSO Rehabilitation Centre now has a workforce of 93 personnel comprising staff in the field of allied health sciences, rehabilitation, medicine, disability management and administration. The SOCSO Rehabilitation Centre is expected to become the strategic rehabilitation hub in Malaysia and in the ASEAN region come the year 2020.

Program *Return To Work* (Program Kembali Semula Bekerja) merupakan kemudahan pemulihan fizikal yang disediakan kepada Orang Berinsurans yang mengalami hilang upaya akibat kecederaan atau penyakit bagi mengembalikan fungsi anggota badan dan mental seterusnya kembali semula ke alam pekerjaan lebih awal, sihat dan selamat. Pada tahun 2015, terdapat peningkatan sebanyak 24.4% atau 340 Orang Berinsurans dengan jumlah seramai 1,731 Orang Berinsurans berbanding 1,391 Orang Berinsurans pada tahun 2014 menyertai program ini. Pada tahun 2015, seramai 2,347 Orang Berinsurans yang menyertai program ini telah berjaya dipulihkan dan kembali semula bekerja melebihi sasaran yang telah ditetapkan iaitu 2,230 Orang Berinsurans walaupun terdapat penurunan sebanyak 9.14% atau 236 Orang Berinsurans berbanding 2,583 Orang Berinsurans pada tahun 2014.

Pada tahun 2015, seramai 531 pesakit telah mendapatkan rawatan pemulihan melalui program rehabilitasi fizikal dan vokasional secara komprehensif bagi mengembalikan semula Orang Berinsurans PERKESO ke alam pekerjaan berbanding 95 pesakit pada tahun 2014 iaitu peningkatan sebanyak 459% atau seramai 436 pesakit. Pusat Rehabilitasi PERKESO kini mempunyai kapasiti tenaga kerja seramai 93 orang yang terdiri daripada tenaga kerja dalam bidang sains kesihatan bersekutu, pemulihan, perubatan, pengurusan hilang upaya dan pentadbiran. Pusat Rehabilitasi PERKESO dijangka akan menjadi hub rehabilitasi strategik di Malaysia dan rantau ASEAN menjelang tahun 2020.

The "Return To Work Programme" is a physical rehabilitation facility made available to Insured Persons who are disabled due to injury or disease, in order to return their bodily and mental functions so as to enable them to return to work earlier, healthier and in a safer condition. In 2015, there has been an increase of 24.4%, or 340 Insured Persons, with a total of 1,731 Insured Persons compared to 1,391 Insured Persons in 2014 participating in this programme. In 2015, 2,347 Insured Persons who participated in the programme were successfully rehabilitated and returned to work, exceeding the target of 2,230 Insured Persons stipulated, despite a reduction of 9.14% or 236 Insured Persons compared to 2,583 Insured Persons in 2014.

In 2015, 531 patients received treatment under the comprehensive physical and vocational rehabilitation programmes made available in order to return Insured Persons to the working world, compared to 95 patients in 2014 which translates to an increase of 459% or 436 patients. The SOCSO Rehabilitation Centre now has a workforce of 93 personnel comprising staff in the field of allied health sciences, rehabilitation, medicine, disability management and administration. The SOCSO Rehabilitation Centre is expected to become the strategic rehabilitation hub in Malaysia and in the ASEAN region come the year 2020.

PERUTUSAN KETUA EKSEKUTIF
STATEMENT BY THE CHIEF EXECUTIVE**MEMPERKUKUHKAN KEUPAYAAN DAN KAPASITI MODAL INSAN**

Kunci kepada kejayaan transformasi PERKESO untuk menjadi sebuah organisasi global adalah warga kerja kami. Bagi kami untuk terus memberikan prestasi dan perkhidmatan yang cemerlang, PERKESO memerlukan tenaga kerja yang berpengetahuan serta berupaya menterjemahkan pengetahuan tersebut kepada hasil yang baik. Ke arah ini, PERKESO akan memperkukuhkan Sumber Manusia melalui Program Penilaian Potensi dan Kompetensi (PROSPEK), Program Pelan Penggantian (PROPER) dan Program Pelan Peralihan Kerjaya (PROJEK), yang mengambil pendekatan bersepadu untuk melatih dan membangunkan anggota PERKESO agar mereka sentiasa bermotivasi untuk menjalankan tugas berdasarkan kemampuan terbaik.

Amalan terbaik secara bersama untuk meningkatkan kesejahteraan rakyat menerusi skim keselamatan sosial, saling melengkapi dan bertunjangkan "*esprit de corps*" dalam organisasi ke arah mencapai hala tuju yang sama. Kesedaran bersama menerusi amalan mulia seperti Senyum, Sapa, Salam, Santun & Prihatin (S4P) adalah nilai murni keprihatinan bagi membentuk masyarakat sejahtera, inklusif serta produktif melalui kesediaan menghulurkan bantuan dengan ikhlas dan penuh kasih sayang.

Warga PERKESO perlulah bersedia untuk mengamalkan nilai-nilai budaya kerja terbaik, memperbaharui komitmen sebagai "*Social Security Practitioner*" untuk sentiasa bersedia memikul amanah, memberi tanggungjawab dan memberi mutu perkhidmatan melangkaui ekspektasi pelanggan (*delighting the customer*). Mengamalkan budaya kerja berprestasi tinggi, meningkatkan produktiviti dan kreativiti. Warga PERKESO perlulah terus bekerja dengan gigih dan berhemah dalam melaksanakan tugas serta tanggungjawab yang telah diamanahkan.

EMPOWERING HUMAN CAPITAL CAPABILITY AND CAPACITY

The key to SOCSO's transformation in becoming a global organisation is our workforce. In order to continue giving excellent service and performance, SOCSO needs a workforce that is knowledgeable as well as having the ability to translate such knowledge into excellent results. To this end, SOCSO will consolidate its Human Resources through the Potential and Competency Evaluation Programme (PROSPEK), the Succession Plan Programme (PROPER) and the Career Transition Plan Programme (PROJEK), all of which take an integrated approach to train and develop SOCSO's staff so that they remain motivated in discharging their duties to the best of their abilities.

The joint best practice to improve the netizen's wellbeing is through a social security scheme that is complementary and based on the "*esprit de corps*" within an organisation moving towards the same direction. This awareness, through the noble practice such as *Senyum, Sapa, Salam, Santun & Prihatin* (S4P) is a conscientiousness in forming a prosperous society that is inclusive and productive through the organisation's readiness to provide sincere and caring assistance to those in need.

SOCSO staff must be ready to practise the best working values and to renew their commitment towards being a Social Security Practitioner in order to always be ready to carry the trust, discharge their responsibilities and to provide service that exceeds the clients' expectations (*delighting the customer*). The organisation shall also adopt a work culture of high performance as well as improving its productivity and creativity. SOCSO staff need to continue working determinedly and conscientiously in performing the duties and responsibilities entrusted to them.

MENGEKALKAN KEMAMPANAN DANA

Keberkesanan aktiviti dan program yang dijalankan telah memberi kesedaran kepada masyarakat, pekerja dan majikan mengenai kepentingan keselamatan sosial. Faktor ini telah menjadi salah satu penyumbang penting kepada kenaikan jumlah kutipan caruman.

Dana pelaburan PERKESO mencatat pertumbuhan sebanyak 3.77% atau RM849.79 juta kepada RM23,386.50 juta berbanding RM22,536.71 juta pada 2014. Pada tahun hadapan, PERKESO akan mengoptimumkan pulangan pelaburan menerusi aktiviti peningkatan kutipan caruman, meningkatkan pelaburan daripada aset terpilih serta menyediakan ekosistem yang kondusif dan komprehensif untuk pelaburan baharu dan mempergiat alokasi aset pelaburan PERKESO di dalam dan luar Negara. Kedudukan Kumpulan Wang Keselamatan Sosial sehingga tahun berakhir 2015 juga meningkat sebanyak 3.57% kepada RM23,863.76 juta berbanding RM23,041.88 juta pada 2014.

TADBIR URUS KORPORAT

Dalam usaha untuk terus mengorak langkah ke hadapan, beberapa langkah rasionalisasi serta penyusunan semua struktur organisasi telah diambil oleh PERKESO untuk memastikan sistem tadbir urus sedia ada lebih cekap dan berkesan bagi meningkatkan tahap pencapaian penyampaian perkhidmatannya dan dana keselamatan sosial yang lebih dinamik.

Pada asasnya, reka bentuk dan strategi perlu mencapai objektif berkembar iaitu untuk mencapai prestasi perniagaan berterusan dan akauntabiliti korporat yang mantap. Dengan tahap inovasi yang terus meningkat dalam persekitaran yang lebih liberal dan penyahkawalan, satu rangka kerja tadbir urus yang lebih berasaskan prinsip berbanding dengan yang berasaskan peraturan menjadi relevan. Dengan itu, pendekatan tersebut perlu menghasilkan panduan yang umum tetapi jelas, standard berasaskan prinsip teras, dan bukannya peraturan dan pengawalan yang bersifat *rigid*. Prestasi tadbir urus berterusan dan akauntabiliti korporat yang mantap telah berjaya dibuktikan dengan Penarafan Lima Bintang dalam Penilaian Penarafan Bintang Agensi Sektor Awam Tahun 2015-2016.

MAINTAINING THE SUSTAINABILITY OF FUNDS

The effectiveness of the activities and programmes conducted has raised the awareness of the society, employees and employers of the importance of social security. This is a main contributing factor to the increase in total collection of contributions.

SOCSO's investment fund recorded a growth of 3.77% or RM849.79 million, that is from RM22,536.71 million in 2014 to RM23,386.50 million. Next year, SOCSO will optimise its investment returns through activities to increase total contributions collection, increase in investment from selected assets as well as the provision of a conducive and comprehensive ecosystem for new investments. It will also intensify allocations of SOCSO investment assets, both local and abroad. The Social Security Fund, as of the year ending 2015, has also increased by 3.57% to a total of RM23,863.76 million compared to RM23,041.88 million in 2014.

CORPORATE GOVERNANCE

In the effort to continue moving forward, several rationalisation measures as well as organisational restructuring have been implemented by SOCSO in order to ensure that the existing system of governance becomes more efficient and effective. This serves to improve SOCSO's service delivery as well as to achieve a more dynamic social security fund.

Fundamentally, the design and strategy need to achieve the twin objectives of continuous business performance and solid corporate accountability. With a level of innovation that continues to increase within a more liberal and deregulated environment, a framework that is based more on principles compared to that which is based on regulations becomes relevant. Hence, the approach needs to produce a general but clear guidance, standards that are based on core principles, and not regulations and controls that are rigid in nature. The continued governance performance and solid corporate accountability was successfully proven when the organisation earned a Five-Star Rating in the Public Sector Agency Star Rating Assessment for the year 2015-2016.

PERUTUSAN KETUA EKSEKUTIF
STATEMENT BY THE CHIEF EXECUTIVE

ANUGERAH DAN PENGIKTIRAFAN

Momentum kecemerlangan serta pengiktirafan yang diterima di persada antarabangsa merupakan satu testimoni kepada PERKESO sejak penubuhannya pada tahun 1971.

Kejayaan dan pengiktirafan sepanjang tahun 2015 telah melonjakkan imej PERKESO, antaranya menerusi pengiktirafan *'Certificate Of Merit With Special Mention From Jury'* melalui pertandingan *"ISSA Good Practice Awards Asia And The Pacific"* pada 2 November 2015 di Muscat, Oman. Pengiktirafan sebagai penyedia perkhidmatan pemulihan dan rehabilitasi dalam *"Transformation Recognition Award"* pada 10 September 2015 di Singapura, menerusi projek *SOCSO Rehabilitation Centre (SRC)*. Pengiktirafan ini adalah sebahagian dari kejayaan utama dan iltizam PERKESO untuk terus mengukuhkan tekad meningkatkan prestasi pada masa depan. Buat pertama kalinya, PERKESO berjaya menerima anugerah daripada Malaysian Medical Association (MMA) menerusi *"MMA Outstanding Public & Healthcare Award"* pada 30 Mei 2015 di Kota Bahru, Kelantan. Pengiktirafan turut diterima melalui *"Academy Award for Salutagenic Design Project for Rehabilitation Environment"* semasa *11th World Congress and Exhibition on Design & Health* yang telah diadakan di Hong Kong pada 19 Julai 2015.

Tahun 2015, menyaksikan transformasi dalam penilaian Penarafan Bintang Agensi Sektor Awam di mana model Indeks Penarafan Bintang (Indeks SSR) telah diperkenalkan oleh Unit Pemodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU). Penarafan bintang merupakan penandarasan prestasi budaya kecemerlangan Agensi-agensi Kerajaan. Transformasi kepada penilaian berasaskan empat (4) bidang fokus iaitu Pematuhan, Kualiti, Transformasi dan Inovasi. Buat julung kalinya PERKESO telah menerima pengiktirafan penarafan 5 Bintang bagi tempoh tahun penilaian 2015-2016. Sesungguhnya pengiktirafan ini amat bermakna dan akan menjadi pemacu kecemerlangan dan keprihatinan PERKESO dalam memberikan perkhidmatan terbaik melangkaui ekspektasi pelanggan.

AWARDS AND RECOGNITION

The momentum of excellence as well as recognitions received in the international arena serve as testimony for SOCSO since its establishment in 1971.

The successes and recognitions earned throughout 2015 has raised the image of SOCSO. Among the notable achievements is the award of the *"Certificate of Merit with Special Mention from Jury"* during the *"ISSA Good Practice Awards Asia and the Pacific"* competition held on 2nd November 2015 in Muscat, Oman. The organisation was also recognised as a rehabilitation service provider in the Transformation Recognition Awards held on 10th September 2015 in Singapore, for the SOCSO Rehabilitation Centre (SRC) project. This recognition is part of SOCSO's key success and commitment to strengthen its determination in improving performance in the future. For the first time ever, SOCSO received an award from the Malaysian Medical Association (MMA) during the MMA Outstanding Public & Healthcare Awards held on 30th May 2015 in Kota Bahru, Kelantan. The organisation also received an Academy Award for Salutagenic Design Project for Rehabilitation Environment during the 11th World Congress and Exhibition on Design & Health held in Hong Kong on 19th July 2015.

The year 2015 saw a transformation in the Public Sector Agency Star Rating assessment wherein the Star Rating Index (SSR Index) was introduced by the Malaysian Administrative Modernisation and Management Planning Unit (MAMPU). The transformation of assessment is based on four (4) areas of focus namely, Compliance, Quality, Transformation and Innovation. For the first time ever, SOCSO earned a five-star rating for the year of assessment 2015-2016. Indeed, this recognition is very meaningful and will be the catalyst for SOCSO's excellence and care in providing the best service which exceeds the client's expectations.

MELANGKAH KE HADAPAN

PERKESO sebagai sebuah agensi yang berteraskan pelanggan sedang mengambil langkah untuk melaksanakan transformasi menerusi penjenamaan semula (*rebranding*). PERKESO perlu memberi tumpuan terhadap usaha memenuhi kehendak pelanggan dan *stakeholders* walaupun ianya bukanlah tugas yang mudah. Selaras dengan dasar Kerajaan dalam Strategi Pembangunan Nasional Malaysia (MyNDS) dalam teras RMKe-11, PERKESO turut berperanan sebagai agen perubahan yang menyokong kepada kesejahteraan masyarakat pekerja (*well-being of employees*). Lakaran Pelan Strategik PERKESO tahun 2016-2020, adalah berteraskan konsep "*Learning and Growth*" yang berpaksikan kepada peningkatan kepakaran dan pengetahuan menerusi pembangunan modal insan ke arah melahirkan "*Subject-Matter Expert (SME)*" dalam lanskap perlindungan keselamatan sosial.

Selepas berhadapan dengan ketidaktentuan ekonomi sepanjang 2015, PERKESO telah bersedia untuk kembali ke landasan yang lebih mantap dan lebih fokus berteraskan kepada belanjawan berhemat. Bajet PERKESO 2015 yang bertemakan "*Bajet Berwawasan Dana Dipelihara Pelanggan Diutamakan*", tumpuan perbelanjaan kepada pembangunan kapasiti modal insan dan pulangan pelaburan bagi memastikan tahun fiskal yang konservatif.

Di peringkat global dan serantau, lanskap kewangan pada tahun-tahun mendatang dijangka akan memperlihatkan perubahan yang positif dan meyakinkan, walaupun berkemungkinan akan berdepan dengan cabaran kejatuhan harga minyak dan penyusutan nilai matawang negara. Prasyarat utama kepada kejayaan agenda transformasi ialah pembentukan PERKESO sebagai sebuah entiti yang mantap dan boleh bertindak berasaskan matlamat yang dikongsi bersama sambil menyisihkan budaya keterpisahan (silo). Justeru, manfaat yang dikongsi bersama inilah yang akan melonjak prestasi PERKESO untuk mencapai matlamat yang disasarkan.

MOVING FORWARD

SOCSO, as an agency that is client-based, is now taking steps to implement its transformation through rebranding. As an organisation, SOCSO needs to focus on the efforts to meet clients' and stakeholders' requirements, even if it not an easy task. In line with the Government's policy in the Malaysian National Development Strategy (MyNDS) within the 11th Malaysia Plan thrust, SOCSO also plays a role as an agent of change that supports the wellbeing of employees. The SOCSO Strategic Plan 2016-2020 is based on the concept of Learning and Growth which centres around the increase of expertise and knowledge through the development of human capital towards the creation of Subject-Matter Experts (SME) within the social security protection landscape.

Having faced the economic uncertainties throughout 2015, SOCSO is ready to return onto a more solid and focused track based on a prudent budget. SOCSO's 2015 budget, themed "*Bajet Berwawasan Dana Dipelihara Pelanggan Diutamakan*" (Visionary Budget, Funds Preserved, Clients First), focused on expenditure towards the development of human capital capacity development and investment returns in order to ensure a conservative fiscal year.

Globally and regionally, the financial landscape in the years to come is expected to see positive and convincing changes, despite the possibility of facing challenges that come with the fall in oil prices and the depreciation of the country's currency. The key precondition to the success of the transformation agenda is the formation of SOCSO as a solid entity that is able to act based on information shared whilst eliminating silo culture. Hence, the benefits that are shared together will boost SOCSO's performance in achieving the targeted goals.

PERUTUSAN KETUA EKSEKUTIF
STATEMENT BY THE CHIEF EXECUTIVE

PENGHARGAAN

Saya ingin mengambil kesempatan ini untuk merakamkan ucapan terima kasih kepada ahli Lembaga PERKESO di atas komitmen dan kerjasama dalam memastikan keberkesanan dan kecemerlangan penyampaian perkhidmatan PERKESO terus unggul walaupun dalam keadaan senario ketidakpastian sosio-ekonomi semasa. Di kesempatan ini juga, saya ingin mengucapkan 'Selamat Bersara' kepada mantan Ketua Eksekutif PERKESO iaitu YBhg. Datuk K. Selvarajah. Setinggi-tinggi ucapan terima kasih di atas segala usaha dan komitmen yang telah dicurahkan dalam usaha meletakkan PERKESO sebagai sebuah organisasi yang unggul masa kini.

Bagi pihak Pengurusan, tidak dilupakan ucapan terima kasih kepada semua majikan dan pekerja kerana mengekalkan semangat kolaborasi yang tinggi sehingga membolehkan PERKESO berupaya memberikan khidmat jaminan keselamatan sosial demi kesejahteraan masa depan masyarakat pekerja. Akhir kata, kepada semua warga PERKESO, Saya ingin terus mengajak kita semua mendokong sikap kebersamaan untuk mencapai kecemerlangan berfokus, "*inclusivity, sustainability and excellence*" yang saling berkait dalam menjayakan program, perancangan dan pelaksanaan transformasi PERKESO. Saya menaruh tekad untuk terus berusaha untuk memastikan PERKESO sentiasa relevan sebagai peneraju perlindungan insurans keselamatan sosial pada tahun-tahun yang mendatang.

ACKNOWLEDGEMENT

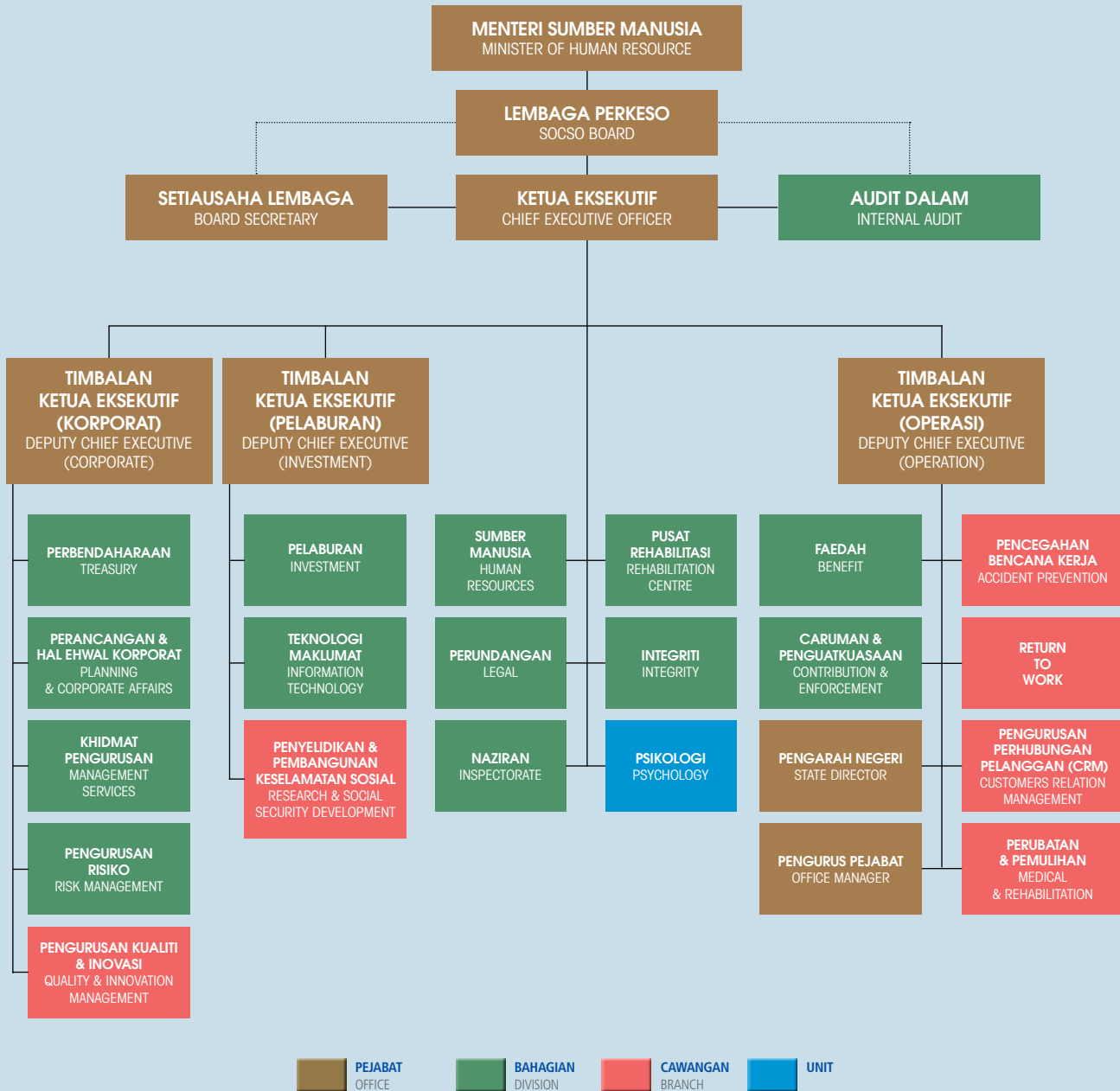
I would like to take this opportunity to record my thanks to the SOCSO Board Members for their commitment and cooperation in ensuring that the effectiveness and excellence of SOCSO's service delivery remain foremost despite the current socio-economic uncertainties. I would like to also wish a Happy Retirement to the former Chief Executive of SOCSO, YBhg. Datuk K Selvarajah. A million thanks for all the efforts and commitment given in the effort to put SOCSO as a current premier organisation.

On behalf of the Management, I would also like to thank all employers and employees for their high collaborative spirit that has enabled SOCSO to give social security guarantee for the sake of employees' future wellbeing. Finally, to all SOCSO workforce, I would like to urge all of us to support the spirit of togetherness in achieving excellence by focusing on "*inclusivity, sustainability and excellence*", that is inter-related in making a success of the SOCSO transformation programme, planning and implementation. I have great determination to continue to strive towards ensuring SOCSO's continued relevance as the leader in social security protection in the years to come.

**DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED**Ketua Eksekutif
Pertubuhan Keselamatan Sosial
Chief Executive
Social Security Organisation

CARTA ORGANISASI

ORGANISATION CHART



TIMBALAN KETUA EKSEKUTIF

DEPUTY CHIEF EXECUTIVE



HAJAH SAMIHAH BINTI MD RAZI

Timbalan Ketua Eksekutif (Korporat)
Deputy Chief Executive (Corporate)

KELAYAKAN AKADEMIK ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Business Studies (Accounting and Finance) New Zealand Malaysian Institute of Accountants
 - ii. Diploma Perakaunan Universiti Teknologi MARA
 - iii. Ahli New Zealand Institute of Chartered Accountants (Associate Chartered Accountants) – No. Ahli 20098
 - iv. Ahli The Malaysian Institute of Accountants (Chartered Accountants) – No. Ahli 4257
-
- i. Bachelor of Business Studies (Accounting and Finance) New Zealand Malaysian Institute of Accountants
 - ii. Diploma in Accountancy MARA University of Technology
 - iii. Member of the New Zealand Institute of Chartered Accountants (Associate Chartered Accountants) – Membership No. 20098
 - iv. Member of the Malaysian Institute of Accountants (Chartered Accountants) – Membership No. 4257

TIMBALAN KETUA EKSEKUTIF
DEPUTY CHIEF EXECUTIVE



JOHN RIBA ANAK MARIN

Timbalan Ketua Eksekutif (Operasi)
Deputy Chief Executive (Operations)

Dilantik / Appointed 5.04.2015

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Pentadbiran Perniagaan, Universiti Teknologi MARA
- ii. Ijazah Sarjana Muda Perakaunan, Universiti Utara Malaysia
- iii. Diploma Pentadbiran Awam, Universiti Teknologi MARA

- i. Master of Business Administration, MARA University of Technology
- ii. Bachelor of Accounting, Universiti Utara Malaysia
- iii. Diploma in Public Administration, MARA University of Technology

MOHD ROSDI BIN MAT YASIN

Timbalan Ketua Eksekutif
(Pelaburan, Teknologi Maklumat & Penyelidikan)
Deputy Chief Executive
(Investment, Information Technology & Research)

Dilantik / Appointed 5.04.2015

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Ekonomi Gunaan Universiti Malaya
- i. Bachelor of Applied Economics University of Malaya



KUMPULAN PENGURUSAN KANAN

SENIOR MANAGEMENT TEAM



HAJAH ROSMAWATI BINTI ZAINUDDIN

Pengurus Besar Kanan
Bahagian Perbendaharaan
Senior General Manager
Treasury Division

KELAYAKAN AKADEMIK ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Business Administration (Finance), Universiti Putra Malaysia
 - ii. Ijazah Sarjana Muda Accounting Finance and Systems
University of New South Wales, Australia
 - iii. Ahli The Malaysian Institute of Accountants
(Chartered Accountants) – No. Ahli 5834
 - iv. Ahli Fellow Certified Public Accountants Australia
- i. Master of Business Administration (Finance), Universiti Putra Malaysia
 - ii. Bachelor of Accounting Finance and Systems
University of New South Wales, Australia
 - iii. Member of the Malaysian Institute of Accountants
(Chartered Accountants) – Membership No. 5834
 - iv. Fellow of the Certified Public Accountants of Australia

DATIN AZLAILY BINTI ABD RAHMAN

Pengurus Besar Kanan
Bahagian Perancangan dan Hal Ehwal Korporat
Senior General Manager
Planning and Corporate Affairs Division

KELAYAKAN AKADEMIK ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Undang-Undang, Universiti Malaya
 - ii. Certificate of Accreditation Prosci's
Change Management Methodology by Being Human Pty Ltd
 - iii. Women Directors' Programme Certification
by NAM Institute for the Empowerment of Women (NIEW)
 - iv. A member of Association of Change Management Professionals (USA)
- i. Bachelor of Laws, University of Malaya
 - ii. Certificate of Accreditation in Prosci's Change Management Methodology
from Being Human Pty Ltd
 - iii. Women Directors Programme Certification from NAM Institute
for the Empowerment of Women (NIEW)
 - iv. Member of the Association of Change Management Professionals (USA)



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM



CHE HAMID BIN CHE AHMAD

Pengurus Besar Kanan
Bahagian Sumber Manusia
Senior General Manager
Human Resources Division

Dilantik / Appointed 10.09.2015

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Pentadbiran Perniagaan, Universiti Kebangsaan Malaysia
- i. Bachelor of Business Administration, Universiti Kebangsaan Malaysia

DAWAMANI A/L PONNUSAMY

Pengurus Besar Kanan
Bahagian Caruman
Senior General Manager
Contribution Division

Dilantik / Appointed 11.05.2015

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Pentadbiran Perniagaan, Universiti Malaya
- ii. Ijazah Sarjana Muda Sastera, Universiti Malaya
- i. Master of Business Administration, University of Malaya
- ii. Bachelor of Literature, University of Malaya



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM



MOHD SIDEK BIN SALLEH

Ketua Pegawai Maklumat
Bahagian Teknologi Maklumat
Chief Information Officer
Information Technology Division

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Sains Komputer, Universiti Putra Malaysia
- ii. Ijazah Sarjana Muda Sains Komputer, Universiti Putra Malaysia
- i. Master of Computer Science, Universiti Putra Malaysia
- ii. Bachelor of Computer Science, Universiti Putra Malaysia

MOHAMAD FAUZI BIN HAJI JA'AFAR

Pengurus Besar Kanan
Bahagian Faedah
Senior General Manager
Benefits Division

Dilantik / Appointed 10.09.2015

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Ekonomi, Universiti Kebangsaan Malaysia
- i. Bachelor of Economics, National University of Malaysia



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM



BORHAN BIN OSMAN

Pengurus Besar
Bahagian Perundangan
General Manager
Legal Division

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Undang-Undang, Universiti Malaya
- i. Bachelor of Laws, University of Malaya

JEEVA A/L NARAYANASAMY

Pengurus Besar
Bahagian Audit Dalam
General Manager
Internal Audit Division

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Sastera, Universiti Malaya
- i. Bachelor of Literature, University of Malaya



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM



CHAN HOOD CHENG

Pengurus Besar
Bahagian Risiko dan Penyelidikan
General Manager
Risk and Research Division

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Higher School of Education (HSC)
- ii. Certificate Professional Trainer and Facilitator, Universiti Malaya
- i. Higher School Certificate (HSC)
- ii. Certified Professional Trainer and Facilitator, University of Malaya

MOHD KHALID BIN SALLEH

Pengurus Besar
Bahagian Khidmat Pengurusan
General Manager
Management Services Division

Dilantik / Appointed 10.09.2015

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Sastera, Universiti Kebangsaan Malaysia
- i. Bachelor of Literature, Universiti Kebangsaan Malaysia



KUMPULAN PENGURUSAN KANAN
SENIOR MANAGEMENT TEAM



HAJAH FADHILAH BINTI HAMIL

Pengurus
Bahagian Integriti
Manager
Integrity Division

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Undang-Undang, Universiti Malaya
- i. Bachelor of Laws, University of Malaya

HAJAH JUMAK BINTI ABDULLAH

Pengurus
Bahagian Naziran
Manager
Inspectorate Division

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Pembangunan Sumber Manusia
Universiti Putra Malaysia
- i. Bachelor of Human Resource Development, Universiti Putra Malaysia



PUSAT REHABILITASI PERKESO
SOCSO'S REHABILITATION CENTRE



DR. HAFEZ BIN HUSSAIN

Pengarah
Director

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Perubatan, Universiti Sumatera Utara
- ii. Master of Clinical Rehabilitation, Flinders University, South Australia
- iii. President of MyDIMA (Malaysian Disability Management Association)
- iv. Member of ISPRM (International Society of Physical Rehabilitation Medicine)
- v. Return To Work Expert by ISSA Academy

- i. Bachelor of Medicine, Universiti Sumatera Utara
- ii. Master of Clinical Rehabilitation, Flinders University, South Australia
- iii. President of MyDIMA (Malaysian Disability Management Association)
- iv. Member of ISPRM (International Society of Physical Rehabilitation Medicine)
- v. Return To Work Expert by ISSA Academy

EDMUND CHEONG PECK HUANG

Timbalan Pengarah
Deputy Director

KELAYAKAN AKADEMIK
ACADEMIC QUALIFICATIONS

- i. Ijazah Sarjana Muda Sastera (Sains Politik), Universiti Kebangsaan Malaysia
- ii. Diploma Computer Science (Cambridge)
- iii. Return To Work Expert by ISSA Academy
- iv. Information Technology & Communication Expert by ISSA Academy
- v. Certified Disability Management Professional (NIDMAR Canada)
- vi. Certified American Medical Association Guideline on Impairment and Disability (American Board of Independent Medical Examiner, USA)
- vii. Advisor and member of Malaysian Disability Management Association Malaysia

- i. Bachelor of Literature (Political Science), National University of Malaysia
- ii. Diploma in Computer Science (Cambridge)
- iii. Return To Work Expert, ISSA Academy
- iv. Information Technology & Communication Expert, ISSA Academy
- v. Certified Disability Management Professional, NIDMAR Canada
- vi. American Medical Association Guideline on Impairment and Disability Certificate (American Board of Independent Medical Examiner, USA)
- vii. Advisor and member of Malaysian Disability Management Association Malaysia



PENGARAH NEGERI STATE DIRECTORS

<ul style="list-style-type: none"> ▶ CHE HAMID BIN CHE AHMAD ▶ ZAINOL BIN ABU SELANGOR	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ MOHAMAD ASRI BIN NGOSMAN ▶ HAJI SALIJAN BIN SAIGON WILAYAH PERSEKUTUAN KUALA LUMPUR	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ ISMAIL BIN ABI HASHIM ▶ MUHAMAD ALIF HAIKAL CHEONG BIN ABDULLAH JOHOR	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ ZAINOL BIN ABU ▶ ANTHONY ARUL DASS A/L ARULAPPEN PULAU PINANG	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ MUHAMAD ALIF HAIKAL CHEONG BIN ABDULLAH ▶ NOORHANITA BINTI MOHAMAD PERAK	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ NALLUSAMY A/L MUTHUSAMY NEGERI SEMBILAN	
<ul style="list-style-type: none"> ▶ JOHN RIBA ANAK MARIN ▶ PHILLIP SANGKAN SARAWAK	(Sehingga / Until 05.05.2015) (Dilantik / Appointed 15.06.2015)
<ul style="list-style-type: none"> ▶ HAJI OTHMAN BIN MOHD NORDIN KEDAH	
<ul style="list-style-type: none"> ▶ HAJAH ZAINI BINTI AB LLATIFF KELANTAN	
<ul style="list-style-type: none"> ▶ MOHAMMAD RAMLI BIN HAJI AHMAD DAHALAN TERENGGANU	
<ul style="list-style-type: none"> ▶ MOHD SHAHAR BIN ISMAIL ▶ TUAN HAJI ZAINAL BIN ISMAIL PAHANG	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ MAMSOR BIN ABDUL MANAF MELAKA	
<ul style="list-style-type: none"> ▶ ANTHONY ARUL DASS A/L ARULAPPEN ▶ HAJI AZHAR BIN MD NADZRI SABAH	(Sehingga / Until 09.09.2015) (Dilantik / Appointed 10.09.2015)
<ul style="list-style-type: none"> ▶ HAJI MOHD ASRI BIN MOHD RASID PERLIS	

TADBIR URUS KORPORAT

CORPORATE GOVERNANCE

“Ciri utama sistem tata kelola yang baik terletak pada nilai etika yang tinggi yang menyokong tadbir urus dan operasi Organisasi. Senario perkembangan semasa yang pesat dan pantas berubah dengan persekitaran yang menjadi semakin kompleks dan lebih mencabar, merealisasikan tadbir urus yang berjaya dan berintegriti memerlukan wujudnya satu struktur tadbir urus yang kukuh dalam Organisasi. Sementara pelaksanaan amalan terbaik tadbir urus bukanlah matlamat akhir, ia merupakan satu infrastruktur sokongan yang penting untuk Organisasi mencapai prestasi yang tinggi dan perkembangan yang berterusan”. (Gabenor Tan Sri Dr. Zeti Akhtar Aziz, 2015. ‘Persidangan Lembaga Perkhidmatan Kewangan Islam Yang Kedua bertajuk “Peningkatan dan Keberkesanan Tadbir Urus Korporat dalam Industri Perkhidmatan Kewangan Islam” Sheraton Doha, Qatar’).

“The main feature of a good system of governance lies in the high ethical values that support the governance and operations of an Organisation. In the current scenario of rapid and fast changing growth as well as an environment that is becoming increasingly complex and more demanding, the realisation of successful governance with integrity requires the existence of a strong structure of governance within the Organisation. Whilst the implementation of governance best practice is not the final goal, it is an important supporting infrastructure for the Organisation to achieve high performance and continued growth”. (Governor Tan Sri Dr Zeti Akhtar Aziz, 2015. ‘Conference of Islamic Financial Services Board Second entitled “Improvement and Effectiveness of Corporate Governance in the Islamic Financial Services Industry” Sheraton Doha, Qatar’)



TADBIR URUS KORPORAT
CORPORATE GOVERNANCE

PENGURUSAN TERTINGGI
TOP MANAGEMENT



DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED
Ketua Eksekutif
Chief Executive

Baris Belakang / Back Row
Dari kiri ke kanan / From left to right

DATO' PROFESSOR DR. SUDIN BIN HARON
Ahli Mempunyai Pengalaman Dalam Keselamatan Sosial
Member with Experience in Social Security

DATIN PADUKA HAJAH SERIPAH NOLI BINTI SYED HUSSIN
Ahli Mempunyai Pengalaman Dalam Keselamatan Sosial
Member with Experience in Social Security

DATUK AZIH BIN MUDA
Mewakili Orang Berinsurans
Representing the Insured Person

TUAN HAJI MOHAMAD IBRAHIM BIN HAJI HAMID
Mewakili Orang Berinsurans
Representing the Insured Persons

Baris Depan / Front Row
Dari kiri ke kanan / From left to right

DR. MICHAEL CHIAM TOW HUI
Mewakili Majikan
Representing the Employers

DR. HAJI DAUD BIN ABDUL RAHIM
Mewakili Kementerian Kesihatan
Representing the Ministry of Health

LIM SENG GIM
Mewakili Kementerian Kewangan
Representing the Ministry of Finance



DATUK ABU HURAIRA BIN ABU YAZID
Pengerusi
Chairman

Baris Belakang / Back Row
Dari kiri ke kanan / From left to right

GOPALKISHNAM NADESAN
Mewakili Orang Berinsurans
Representing the Insured Persons

AWANG ALI BIN AHMAD RAJI @ AMAT
Mewakili Orang Berinsurans
Representing the Insured Persons

BATI JURAM
Ahli Mempunyai Pengalaman Dalam Keselamatan Sosial
Member with Experience in Social Security

DATUK DR. PHILIP D I TING
Mewakili Majlikan
Representing the Employers

Baris Depan / Front Row
Dari kiri ke kanan / From left to right

DATO' MOHD SAHAR BIN DARUSMAN
Mewakili Kementerian Sumber Manusia
Representing the Ministry of Human Resources

RAMADASS A/L ARUMUGAM
Mewakili Majlikan
Representing the Employers

ALAN KHOO CHOOM KWONG
Mewakili Majlikan
Representing the Employers

TADBIR URUS KORPORAT
CORPORATE GOVERNANCE

ULASAN TADBIR URUS KORPORAT

“Ciri utama sistem tata kelola yang baik terletak pada nilai etika yang tinggi yang menyokong tadbir urus dan operasi organisasi. Senario perkembangan semasa yang pesat dan pantas berubah dengan persekitaran yang menjadi semakin kompleks dan lebih mencabar, merealisasikan tadbir urus yang berjaya dan berintegriti memerlukan wujudnya satu struktur tadbir urus yang kukuh dalam organisasi. Cabaran yang dihadapi oleh PERKESO adalah untuk mengembangkan strategi yang akan menggalakkan pelaksanaan amalan tadbir urus korporat yang mantap dan efektif juga menyokong inovasi dan operasi organisasi. Perkara penting dalam visi bersama ini adalah untuk mewujudkan rangka kerja tadbir urus yang komprehensif.”

Sementara pelaksanaan amalan terbaik tadbir urus bukanlah matlamat akhir, ia merupakan salah satu infrastruktur sokongan yang penting untuk organisasi mencapai prestasi yang tinggi dan perkembangan yang berterusan. Pengukuhan rangka kerja dan amalan tadbir urus korporat yang mantap telah menjadi semakin penting dalam persekitaran hari ini yang semakin tidak menentu dengan risiko sentiasa bertambah. Justeru, Ahli Lembaga PERKESO berperanan memastikan usaha-usaha yang dijalankan perlu mengambil kira pembentukan struktur tadbir urus institusi yang sesuai dan keperluan untuk penzahiran sepenuhnya berdasarkan empat teras tugas strategik iaitu:

- ▶ Pertama adalah untuk memastikan reka bentuk dan pelaksanaan strategi tadbir urus korporat tidak menjadi beban pengawalseliaan atau penghalang kepada objektif perniagaan dan potensi pertumbuhan.
- ▶ Kedua, perlu ada rangka kerja tadbir urus korporat yang mantap di peringkat institusi dengan pemegang saham dan lembaga pengarah sebagai peserta-peserta utama.
- ▶ Ketiga ialah pengukuhan mekanisme yang sedia ada untuk menerapkan konsep syariah ke dalam operasi perniagaan dan tadbir urus.
- ▶ Keempat, peranan pengawal selia dalam pengukuhan standard dan amalan terbaik bagi membentuk tadbir urus yang baik.

CORPORATE GOVERNANCE REVIEW

“The main feature of a good system of governance lies in the high ethical values that support the governance and operations of an Organisation. In the current scenario of rapid and fast changing growth as well as an environment that is becoming increasingly complex and more demanding, the realization of a successful governance with integrity requires the existence of a strong structure of governance within the Organisation. The challenge faced by SOCSO is to expand its strategy that will encourage the implementation of governance best practice that is solid and effective as well as supporting innovation and operations of the organisation. The important matter in this joint vision is to create a governance framework that is comprehensive.”

Whilst the implementation of governance best practice is not the final goal, it is an important supporting infrastructure for the Organisation to achieve high performance and continued growth. The strengthening of framework and sound corporate governance practice has become increasingly important in today's environment that is fraught with uncertainty and heightened risks. Thus, the Board of SOCSO plays a role in ensuring that ongoing efforts take into account the formation of an appropriate structure of institutional governance and the requirements for full realisation based on the four strategic core tasks, as follows:

- ▶ The first is to ensure that the design and implementation of corporate governance strategy does not become a regulatory burden or a hindrance to the business objectives and growth potential.
- ▶ Second, there is a need for a sound framework of corporate governance at institutional level with the shareholders and board of directors as the primary participants.
- ▶ The third is the strengthening of existing mechanisms so as to incorporate Islamic values into the business operations and governance.
- ▶ The fourth involves the role of regulators in strengthening standards and best practices in order to establish good governance.

Pada dasarnya, reka bentuk dan strategi perlu mencapai objektif berkembar iaitu untuk mencapai prestasi perniagaan yang berterusan dan akauntabiliti korporat yang mantap. Dengan tahap inovasi yang meningkat dalam persekitaran yang lebih liberal dan penyahkawalseliaan, satu rangka kerja tadbir urus yang lebih berasaskan prinsip berbanding dengan yang berasaskan peraturan menjadi relevan. Dengan itu, pendekatan tersebut perlu menghasilkan panduan yang umum tetapi jelas, standard dan prinsip teras, dan bukannya peraturan dan pengawalan yang preskriptif.

PERKESO terus komited dalam memastikan tadbir urus korporat terbaik dapat dipraktikkan dalam melaksanakan peranan dan fungsinya. Justeru, Ahli Lembaga dan semua Jawatankuasa Lembaga yang dilantik telah memainkan peranan dan tanggungjawab yang signifikan menerusi komitmen yang diterjemahkan di dalam kehadiran mereka di mesyuarat-mesyuarat Lembaga dan Jawatankuasa Lembaga yang telah diadakan sepanjang 2015 seperti ditunjukkan di Jadual 1-8:

Basically, the design and strategy should achieve the dual objectives of achieving continuous business performance and sound corporate accountability. With an increased level of innovation within a more liberal and deregulated environment, a governance framework that is based more on principles than on regulations has become relevant. As such, the approach should be to produce a general but clear guide as well as standards and core principles, as opposed to prescriptive rules and regulations.

SOCISO remains committed in ensuring that best corporate governance can be practiced in the implementation of its role and functions. To that end, the Members of the Board and Board Committees have played significant roles and have discharged their responsibilities through their commitment which is evidenced by their attendance in meetings of the Board and Board Committees held throughout 2014, as shown in Tables 1-7:

TADBIR URUS KORPORAT
CORPORATE GOVERNANCEJADUAL 1 > KEHADIRAN MESYUARAT LEMBAGA TAHUN 2015
TABLE 1 > ATTENDANCE OF BOARD MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	6 / 6
2	Datuk K. Selvarajah	2 / 2
3	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	4 / 4
4	Encik John Lim Seng Gim	5 / 6
5	Dato' Mohd Sahar bin Darusman	5 / 6
6	Dr. Haji Daud bin Abdul Rahim	6 / 6
7	Encik John Chua Kheng Chew	6 / 6
8	Encik Alan Khoo Choom Kwong	5 / 6
9	Dr. Michael Chiam Tow Hui	5 / 6
10	Encik Ramadass a/l Arumugam	6 / 6
11	Encik A. Navamukundan	4 / 4
12	Tuan Haji Mohamad Ibrahim bin Haji Hamid <small>A.B.S.</small>	5 / 6
13	Encik Awang Ali bin Ahmad Raji @ Amat	6 / 6
14	Encik Gopalkishnam A/l Nadesan	4 / 6
15	Encik Lee Siang Chin	4 / 4
16	Dato' Dr. Vasan Sinnadurai	3 / 4
17	Datin Paduka Hajah Seripah Noli binti Syed Hussin	5 / 6
18	Datuk Azih bin Muda	2 / 2
19	Dato' Professor Dr. Sudin Harun	1 / 2
20	Encik Bati Juram	2 / 2

Nota / Note:

YBhg. Datuk K. Selvarajah *diganti oleh* / replaced by YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed
 Encik Ramadass a/l Arumugam *diganti oleh* / replaced by YBhg. Datuk Dr. Philip D I Ting
 Encik A. Navamukundan *diganti oleh* / replaced by YBhg. Datuk Azih bin Muda
 YBhg. Dato' Dr. Vasan Sinnadurai *diganti oleh* / replaced by Encik Bati Juram
 Encik Lee Siang Chin *diganti oleh* / replaced by YBhg. Dato' Professor Dr. Sudin Harun

(*dilantik* / appointed 05.04.2015)
 (*dilantik* / appointed 09.12.2015)
 (*dilantik* / appointed 21.08.2015)
 (*dilantik* / appointed 21.08.2015)
 (*dilantik* / appointed 21.08.2015)

JADUAL 2 > **KEHADIRAN MESYUARAT JAWATANKUASA PANEL PELABURAN 2015**
TABLE 2 > **ATTENDANCE OF INVESTMENT PANEL COMMITTEE MEETING 2015**

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	9 / 9
2	Datuk K. Selvarajah	1 / 2
3	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	7 / 7
4	Datuk K. Givananadam	6 / 9
5	Puan Norzila binti Abdul Aziz	5 / 9
6	Dr. Michael Chiam Tow Hui	8 / 9
7	Encik A. Navamukundan	4 / 5
8	Datuk Azih bin Muda	3 / 4
9	Encik Lee Siang Chin	3 / 4
10	Encik Munusamy Sengan	2 / 4
11	Dato' Professor Dr. Sudin Bin Harun	4 / 4
12	Encik Bati Juram	4 / 4

Nota / Note:

YBhg. Datuk K. Selvarajah *diganti oleh* / replaced by YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed
Encik A. Navamukundan *diganti oleh* / replaced by YBhg. Datuk Azih bin Muda
Encik Lee Siang Chin *diganti oleh* / replaced by YBhg. Dato' Professor Dr. Sudin Haron
Encik Munusamy Sengan *diganti oleh* / replaced by Encik Bati Juram

(*dilantik* / appointed 05.04.2015)
(*dilantik* / appointed 21.08.2015)
(*dilantik* / appointed 21.08.2015)
(*dilantik* / appointed 21.08.2015)

TADBIR URUS KORPORAT
CORPORATE GOVERNANCEJADUAL 3 > KEHADIRAN MESYUARAT KHAS LEMBAGA 2015
TABLE 3 > ATTENDANCE OF SPECIAL BOARD MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	6 / 6
2	Datuk K. Selvarajah	2 / 2
3	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	4 / 4
4	Encik Lim Seng Gim	6 / 6
5	Dato' Mohd Sahar bin Darusman	3 / 6
6	Dr. Haji Daud bin Abdul Rahim	6 / 6
7	Encik John Chua Kheng Chew	6 / 6
8	Encik Alan Khoo Choom Kwong	3 / 6
9	Dr. Michael Chiam Tow Hui	5 / 6
10	Encik Ramadass a/l Arumugam	5 / 6
11	Encik A. Navamukundan	5 / 5
12	Tuan Haji Mohamad Ibrahim bin Haji Hamid <small>A.B.S.</small>	2 / 6
13	Encik Awang Ali bin Ahmad Raji @ Amat	5 / 6
14	Encik Gopalkishnam A/l Nadesan	4 / 6
15	Encik Lee Siang Chin	4 / 5
16	Dato' Dr. Vasan Sinnadurai	2 / 5
17	Datin Paduka Hajah Seripah Noli binti Syed Hussin	6 / 6
18	Datuk Azih bin Muda	1 / 1
19	Dato' Professor Dr. Sudin Harun	1 / 1
20	Encik Bati Juram	1 / 1

Nota / Note:

YBhg. Datuk K. Selvarajah *diganti oleh* / replaced by YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed
 Encik Ramadass a/l Arumugam *diganti oleh* / replaced by YBhg. Datuk Dr. Philip D I Ting
 Encik A. Navamukundan *diganti oleh* / replaced by YBhg. Datuk Azih bin Muda
 YBhg. Dato' Dr. Vasan Sinnadurai *diganti oleh* / replaced by Encik Bati Juram
 Encik Lee Siang Chin *diganti oleh* / replaced by YBhg. Dato' Professor Dr. Sudin Haron

(*dilantik* / appointed 05.04.2015)
 (*dilantik* / appointed 09.12.2015)
 (*dilantik* / appointed 21.08.2015)
 (*dilantik* / appointed 21.08.2015)
 (*dilantik* / appointed 21.08.2015)

JADUAL 4 > KEHADIRAN MESYUARAT JAWATANKUASA AUDIT LEMBAGA 2015
TABLE 4 > ATTENDANCE OF BOARD AUDIT COMMITTEE MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datin Paduka Hajah Seripah Noli binti Syed Hussin	5 / 5
2	Datuk K. Selvarajah	4 / 5
3	Encik Alan Khoo Choom Kwong	5 / 5
4	Tuan Haji Mohamad Ibrahim bin Haji Hamid <small>A.B.S.</small>	4 / 5
5	Dr. Haji Daud bin Abdul Rahim	4 / 5

JADUAL 5 > KEHADIRAN MESYUARAT JAWATANKUASA KEWANGAN 2015
TABLE 5 > ATTENDANCE OF FINANCE COMMITTEE MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	3 / 3
2	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	3 / 3
3	Encik Lim Seng Gim	3 / 3
4	Dato' Mohd Sahar bin Darusman	2 / 3
5	Encik John Chua Kheng Chew	2 / 3
6	Encik Ramadass a/l Arumugam	2 / 3
7	Encik Gopalkishnam A/l Nadesan	3 / 3
8	Encik Awang Ali bin Ahmad Raji @ Amat	2 / 3

TADBIR URUS KORPORAT
CORPORATE GOVERNANCE

JADUAL 6 > KEHADIRAN MESYUARAT JAWATANKUASA PERJAWATAN 2015
TABLE 6 > ATTENDANCE OF PERSONNEL COMMITTEE MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	2 / 2
2	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	2 / 2
3	Dato' Dr. Vasan Sinnadurai	1 / 2
4	Dato' Mohd Sahar bin Darusman	2 / 2
5	Encik Ramadass a/l Arumugam	2 / 2
6	Encik John Chua Kheng Chew	2 / 3
7	Tuan Haji Mohamad Ibrahim bin Haji Hamid <small>A.B.S.</small>	1 / 2
8	Encik A. Navamukundan	1 / 2
9	Datuk Azih bin Muda	1 / 2
10	Encik Bati Juram	1 / 2

Nota / Note:

Encik A. Navamukundan diganti oleh / replaced by YBhg. Datuk Azih bin Muda
YBhg. Dato' Dr. Vasan Sinnadurai diganti oleh / replaced by Encik Bati Juram

(dilantik / appointed 21.08.2015)
(dilantik / appointed 21.08.2015)

JADUAL 7 > KEHADIRAN MESYUARAT PUSAT REHABILITASI 2015
TABLE 7 > ATTENDANCE OF REHABILITATION CENTRE COMMITTEE MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	2 / 2
2	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	2 / 2
3	Dato' Dr. Vasan Sinnadurai	1 / 2
4	Dr. Michael Chiam Tow Hui	2 / 2
5	Dr. Haji Daud bin Abdul Rahim	2 / 3
6	Encik Gopalkishnam A/l Nadesan	2 / 2

JADUAL 8 > KEHADIRAN MESYUARAT JAWATANKUASA PENCEGAHAN 2015
TABLE 8 > ATTENDANCE OF PREVENTION COMMITTEE MEETING 2015

BIL / NO	NAMA / NAME	KEHADIRAN / ATTENDANCE
1	Datuk Abu Huraira bin Abu Yazid	1 / 2
2	Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed	2 / 2
3	Encik Lim Seng Gim	1 / 2
4	Dr. Hj Daud bin Abdul Rahim	0 / 2
5	Dato' Dr. Vasan Sinnadurai	1 / 2
6	Encik Alan Khoo Choom Kwong	2 / 2
7	Encik Awang Ali bin Ahmad Raji @ Amat	1 / 2
8	Encik Gopalkishnam A/I Nadesan	1 / 2

Nota / Note:

YBhg. Dato' Dr. Vasan Sinnadurai *diganti oleh* / replaced by oleh Datuk Abu Huraira bin Abu Yazid
 YBhg. Datuk K. Selvarajah *diganti oleh* / replaced by YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed
 Dr. Hj Daud bin Abdul Rahim
 Encik Lim Seng Gim
 Encik Awang Ali bin Ahmad Raji @ Amat
 Encik Gopalkishnam A/I Nadesan

(*dilantik* / appointed 01.08.2015)
 (*dilantik* / appointed 05.04.2015)
 (*dilantik* / appointed 01.08.2015)
 (*dilantik* / appointed 01.08.2015)
 (*dilantik* / appointed 01.08.2015)
 (*dilantik* / appointed 01.08.2015)

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN

KEY FINANCIAL PERFORMANCE INDICATORS REVIEW

ULASAN PRESTASI KEWANGAN

Secara keseluruhannya, jumlah pendapatan PERKESO bagi tahun 2015 menurun sebanyak RM368.09 juta atau 8.49% kepada RM3,967.40 juta berbanding RM4,335.49 juta pada tahun 2014. Jumlah perbelanjaan PERKESO juga meningkat sebanyak RM261.28 juta atau 9.06% kepada RM3,145.52 juta berbanding RM2,884.23 juta pada tahun 2014. Dengan itu, pendapatan bersih PERKESO menurun sebanyak RM629.38 juta atau 43.37% kepada RM821.88 juta berbanding RM1,451.26 juta pada tahun 2014.

FINANCIAL PERFORMANCE REVIEW

In overall, SOCSO's total income for 2015 decreased by RM368.09 million or 8.49% to RM3,967.40 million in comparison to RM4,335.49 million in 2014. Similarly, SOCSO's total expenses also rose by RM261.28 million or 9.06% to RM3,145.52 million in comparison to RM2,884.23 million in 2014. As a result, net income for 2015 decreased by RM629.38 million or 43.37% to RM821.88 million in comparison to RM1,451.26 million in 2014.



HAJAH SAMIHAH BINTI MD RAZI

Timbalan Ketua Eksekutif (Korporat)
Deputy Chief Executive (Corporate)

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

Pendapatan caruman meningkat sebanyak RM149.75 juta atau 5.57% kepada RM2,838.33 juta berbanding RM2,688.57 juta pada 2014 terutamanya disebabkan oleh peningkatan dalam bilangan majikan dan pekerja yang mencarum antaranya berikutan perluasan skop caruman ke atas kakitangan perkhidmatan awam bertaraf kontrak dan sementara, pertambahan majikan aktif dan keberkesanan pelaksanaan aktiviti penguatkuasaan menerusi program pemutihan dan 'Ops Kesan'. Selain itu, peningkatan kutipan caruman ini juga mencerminkan tahap kesedaran yang kian meningkat dalam kalangan majikan dan pekerja mengenai tanggungjawab mereka untuk mencarum kepada PERKESO berikutan keberkesanan program dan kempen kesedaran yang dilaksanakan oleh PERKESO.

Pulangan pelaburan pula menurun sebanyak RM518.21 juta atau 32.09% kepada RM1,096.43 juta berbanding RM1,614.65 juta pada tahun 2014 berikutan penurunan dalam keuntungan modal, peningkatan kerugian nilai buku saham dan peningkatan kerugian pertukaran asing. Justeru, penurunan ini telah menyumbang kepada penurunan dalam kadar pulangan pelaburan kepada 4.89% pada tahun 2015 berbanding 7.69% pada tahun 2014. Sementara itu, perbelanjaan tanggungan meningkat sebanyak RM196.51 juta atau 7.90% kepada RM2,684.54 juta pada tahun 2015 berbanding RM2,488.03 juta pada tahun sebelumnya berikutan peningkatan dalam bilangan kes-kes tuntutan faedah.

Perbelanjaan mengurus juga meningkat sebanyak RM64.77 juta atau 16.35% kepada RM460.98 juta berbanding RM396.21 juta pada tahun 2014 berikutan peningkatan dalam perbelanjaan emolumen dan peningkatan dalam perbelanjaan bekalan dan perkhidmatan. Prestasi kewangan PERKESO adalah seperti di Jadual 9, Jadual 10, Carta 1 dan Carta 2.



Income from contributions increased by RM149.75 million or 5.57% to RM2,838.33 million compared to RM2,688.57 million in 2014 mainly due to increase in the number of employers and employees from expansion of the scope of the contributions to civil service servants in contract and temporary basis, increase in active employers and effectiveness of the implementation of the enforcement activities through a legalisation program and 'Ops Kesan'. On the other hand, an increase in contributions also reflect the growing awareness among employers and employees about their responsibilities to contribute to SOCSO due to the effectiveness of programmes and awareness campaigns conducted by SOCSO.

Returns on investment decreased by RM518.21 million or 32.09% to RM1,096.43 million in comparison to RM1,614.65 in 2014 due to decrease in capital gains, increase in book value losses of shares and increase in foreign exchange losses. As a result, this has contributed to the decrease on the rate of returns on investment to 4.89% in 2015, in comparison to 7.69% in 2014. Meanwhile, benefits expenditure increased by RM196.51 million or 7.90% to RM2,684.54 million in 2015 in comparison to RM2,488.03 million in the previous year due to an increase in the number of benefit claims.

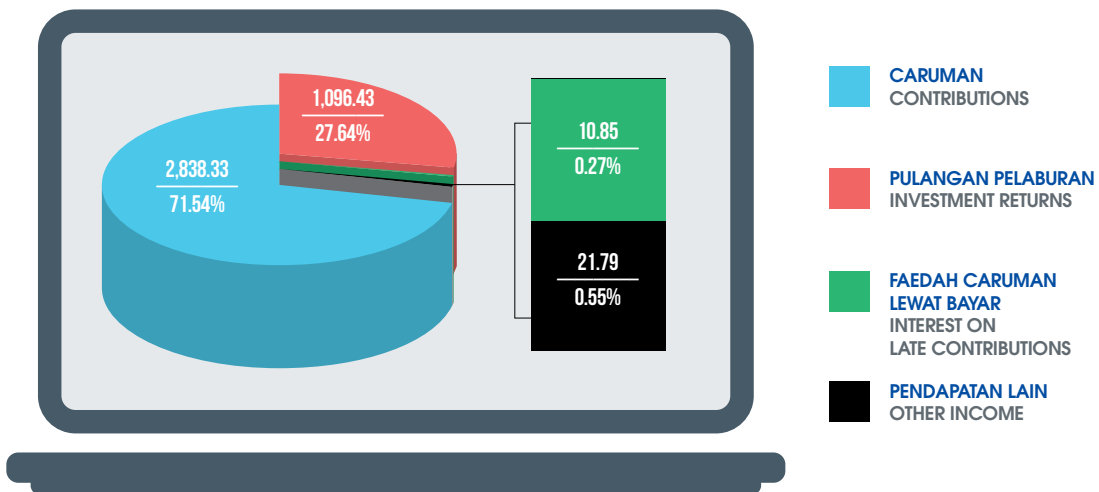
Administrative expenditure also increased by RM64.77 million or 16.35% to RM460.98 million in comparison to RM396.21 million in 2014 due to an increase in expenditure on emoluments and increase in expenditure on supplies and services. SOCSO's overall financial performance is shown in Table 8, Table 9, Chart 1 and Chart 2.

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWSJADUAL 9 > RINGKASAN STATISTIK KEWANGAN 2011 – 2015
TABLE 9 > FINANCIAL STATISTICS SUMMARY 2011 – 2015

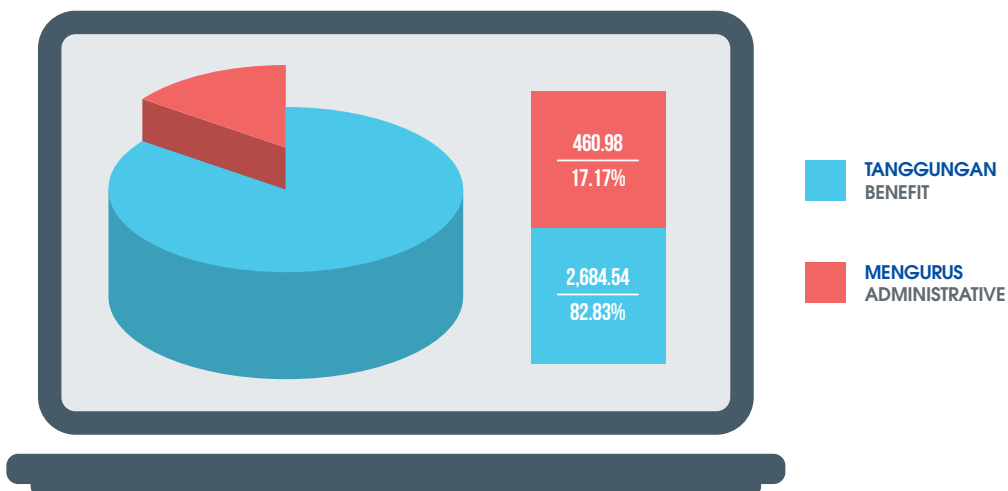
PERKARA / TAHUN ITEM / YEAR	2011	2012	2013	2014	2015
	RM JUTA / MILLION				
Caruman Contributions	2,172.03	2,325.32	2,518.14	2,688.57	2,838.33
Pulangan Pelaburan Return on Investments	1,036.07	961.98	1,063.29	1,614.65	1,096.43
Faedah Caruman Lewat Bayar Interest on Late Contributions	12.73	9.30	9.00	7.71	10.85
Lain-lain Pendapatan Other Income	16.13	21.93	22.95	24.56	21.79
Jumlah Pendapatan Total Income	3,236.96	3,318.53	3,613.38	4,335.49	3,967.40
Tanggungan Benefits	1,728.65	2,020.62	2,222.74	2,488.02	2,684.54
Mengurus Administrative	279.74	294.27	335.88	396.21	460.98
Jumlah Perbelanjaan Total Expenditure	2,008.39	2,314.89	2,558.62	2,884.23	3,145.52
Pendapatan Bersih Tahun Semasa Net Income for Current Year	1,228.57	1,003.64	1,054.76	1,451.26	821.88
Kumpulan Wang Keselamatan Sosial Social Security Fund	19,532.22	20,535.86	21,590.62	22,978.50	23,800.49

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

CARTA 1 > KOMPONEN PENDAPATAN PERKESO 2015
CHART 1 > SOSCO INCOME COMPONENTS 2015



CARTA 2 > KOMPONEN PERBELANJAAN PERKESO 2015
CHART 2 > SOSCO EXPENDITURE COMPONENTS 2015

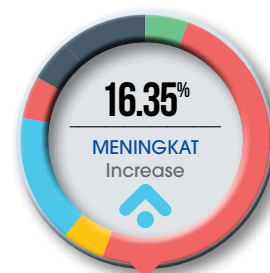


ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS**PERBELANJAAN MENGURUS****RM460.98 JUTA (2014 : RM396.21 JUTA) MENINGKAT 16.35%**

Amaun dan peratus perubahan bagi perbelanjaan mengurus PERKESO bagi tahun 2014-2015 adalah seperti di Jadual 10 dan Carta 3:

ADMINISTRATIVE EXPENDITURE**RM460.98 MILLION (2014 : RM396.21 MILLION) AN INCREASE OF 16.35%**

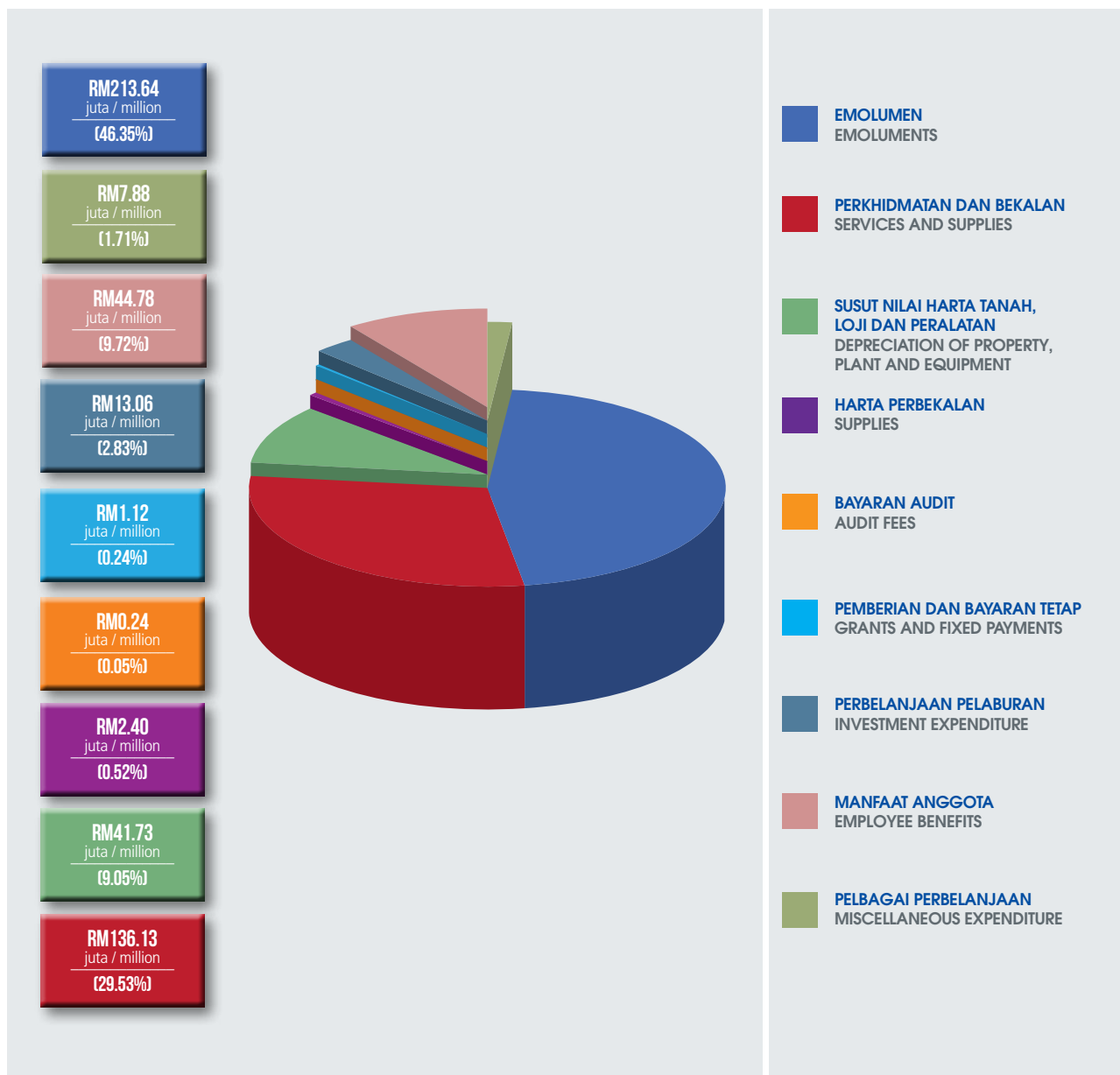
Amount and percentage of change for SOCSO's administrative expenditure for 2014-2015 is given in Table 10 and Chart 3:

**JADUAL 10** > **KOMPONEN PERBELANJAAN MENGURUS 2014 – 2015**
TABLE 10 > **ADMINISTRATIVE EXPENDITURE COMPONENTS 2014 – 2015**

KOMPONEN COMPONENTS	2014 RM JUTA / MILLION	2015 RM JUTA / MILLION	PERUBAHAN CHANGES (%)
Emolumen Emoluments	170.51	213.64	25.29
Perkhidmatan dan Bekalan Services and Supplies	114.56	136.13	18.83
Susut Nilai Harta Tanah, Loji dan Peralatan Depreciation of Property, Plant and Equipment	26.16	41.73	59.52
Harta Perbekalan Supply Items	1.55	2.40	54.84
Pemberian dan Bayaran Tetap Grants and Fixed Payments	0.75	1.12	49.33
Bayaran Audit Audit Fee	0.28	0.24	(14.29)
Perbelanjaan Pelaburan Investment Expenditure	13.51	13.06	(3.33)
Manfaat Anggota Staff Benefits	64.61	44.78	(30.69)
Pelbagai Perbelanjaan Miscellaneous Expenditure	4.28	7.88	84.11
JUMLAH TOTAL	396.21	460.98	16.35

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

CARTA 3 > KOMPONEN PERBELANJAAN MENGURUS 2015
CHART 3 > ADMINISTRATIVE EXPENDITURE COMPONENTS 2015



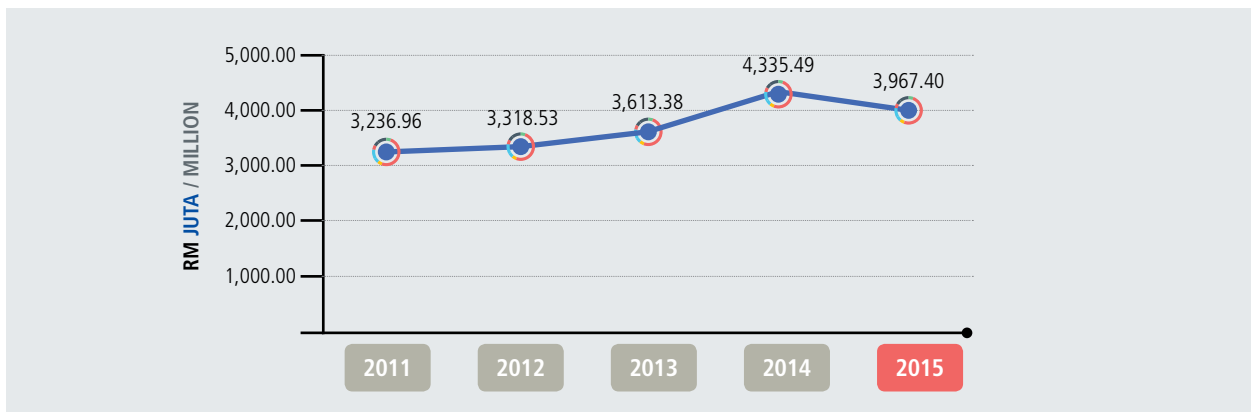
ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

RINGKASAN PETUNJUK PRESTASI KEWANGAN DARI TAHUN 2011 – 2015
FINANCIAL PERFORMANCE INDICATORS SUMMARY 2011 – 2015

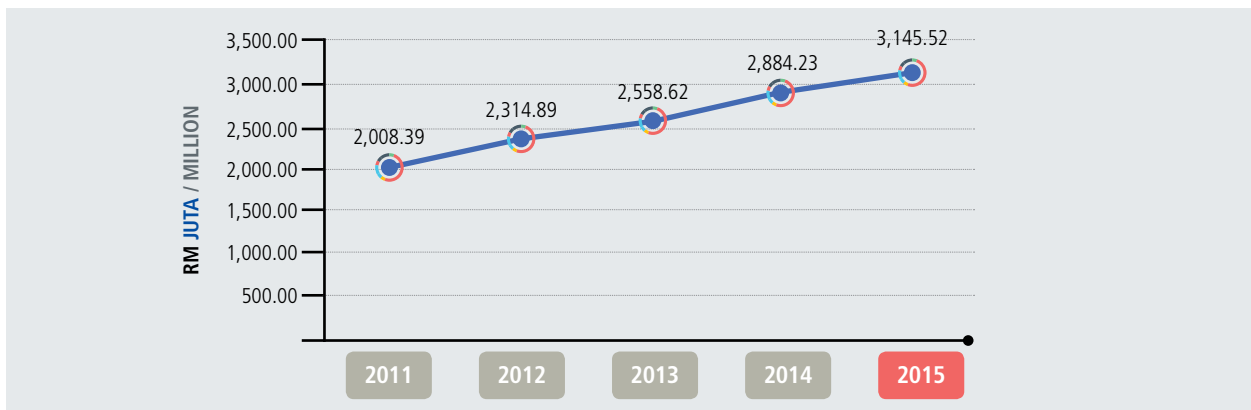
Pada keseluruhannya, petunjuk prestasi kewangan bagi tempoh 2011 – 2015 adalah seperti di Graf 1-5.

Overall, SOCSO’s financial performance indicators for 2011 – 2015 are shown in Graph 1-5.

GRAF 1 > JUMLAH PENDAPATAN 2011 – 2015
GRAPH 1 > TOTAL INCOME 2011 – 2015

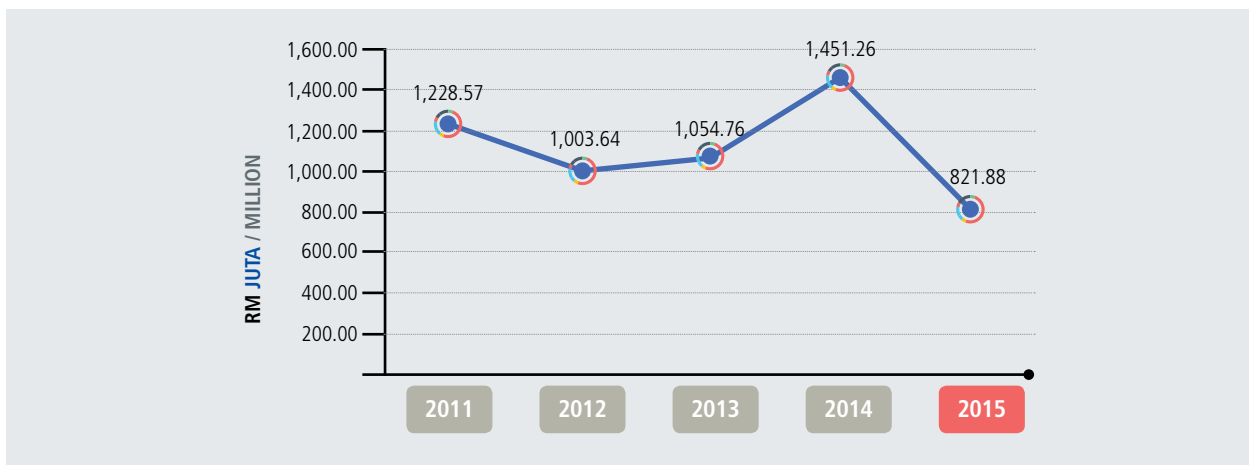


GRAF 2 > JUMLAH PERBELANJAAN 2011 – 2015
GRAPH 2 > TOTAL EXPENDITURE 2011 – 2015

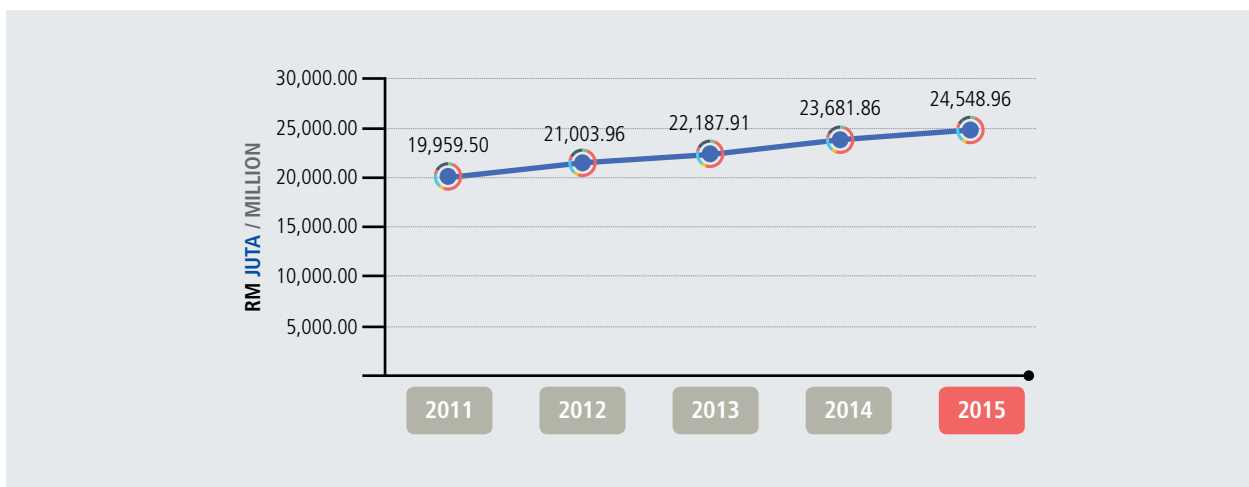


ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

GRAF 3 > PENDAPATAN BERSIH 2011 – 2015
GRAPH 3 > NET INCOME 2011 – 2015

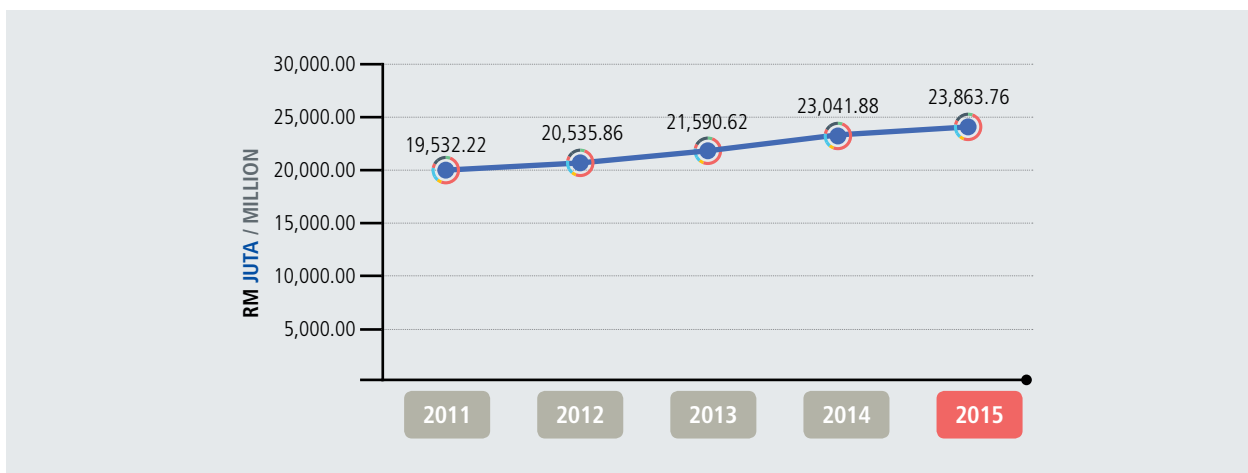


GRAF 4 > JUMLAH ASET TERKUMPUL 2011 – 2015
GRAPH 4 > TOTAL CUMULATIVE ASSETS 2011 – 2015



ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

GRAF 5 > KUMPULAN WANG KESELAMATAN SOSIAL 2011 – 2015
GRAPH 5 > SOCIAL SECURITY FUND 2011 – 2015



PRESTASI PELABURAN
INVESTMENT PERFORMANCE REVIEW

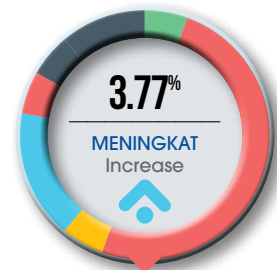
ULASAN PRESTASI DANA PELABURAN PERKESO

2015 : RM23,386.50 JUTA (2014 : RM22,536.71 JUTA) MENINGKAT 3.77%

Dana pelaburan PERKESO pada tahun 2015 mencatat pertumbuhan sebanyak RM849.79 juta atau 3.77% iaitu kepada RM23,386.50 juta pada 2015 berbanding RM22,536.71 juta pada 2014. Peningkatan ini disebabkan penambahan dalam pendapatan pelaburan dan peningkatan kutipan caruman dalam tahun 2015. Jumlah dana pelaburan PERKESO dari tahun 2011 hingga 2015 ditunjukkan di Graf 6.

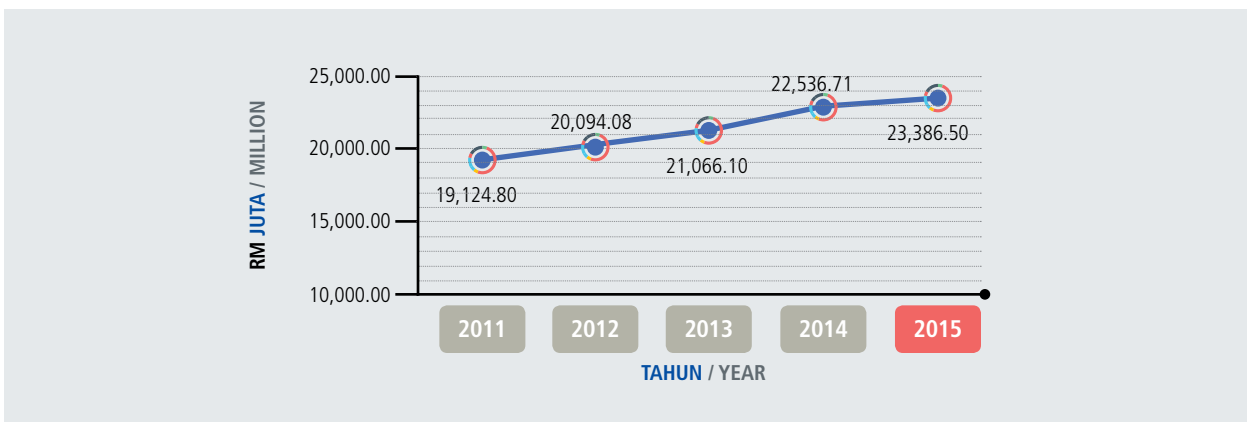
SOCSCO INVESTMENT FUND

2015 : RM23,386.50 MILLION (2014 : RM22,536.71 MILLION) INCREASED BY 3.77 %
SOCSCO's investment fund registered a growth of RM849.79 million or 3.77% to RM23,386.50 million in 2015 as compared to RM22,536.71 million in 2014. Investment returns coupled with an increase in contributions collected resulted in a net increase in the investment fund for 2015. SOCSCO's investment fund from 2011 to 2015 is shown in Graph 6.



ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

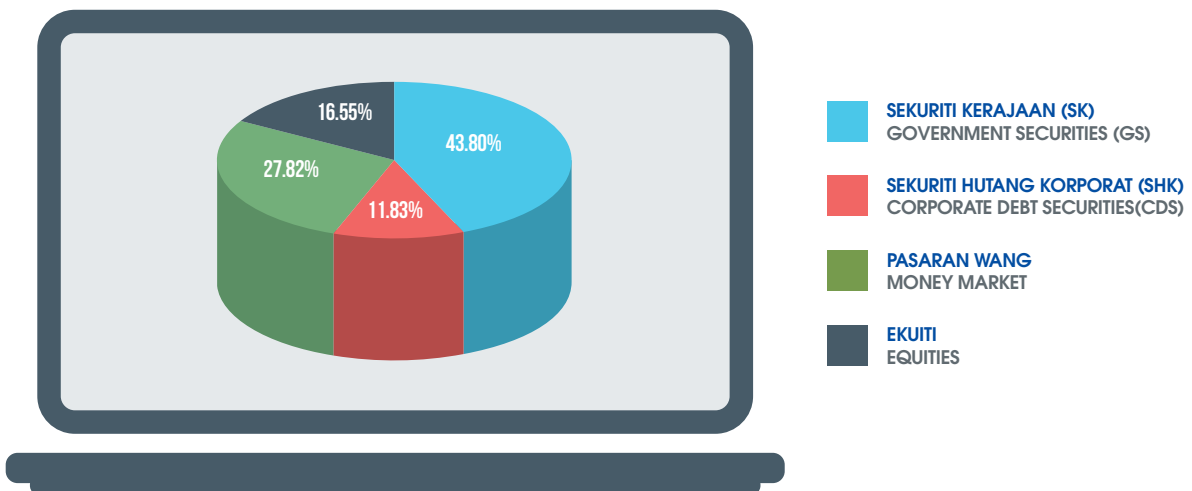
GRAF 6 > DANA PELABURAN 2011 – 2015
GRAPH 6 > INVESTMENT FUND 2011 – 2015



Alokasi dana pelaburan mengikut jenis instrumen pada penghujung 2015 adalah seperti ditunjukkan di Carta 4.

Investment Fund allocation according to type of instrument at the end of 2015 is shown in Chart 4.

CARTA 4 > ALOKASI DANA PELABURAN 2015
CHART 4 > INVESTMENT FUND ALLOCATION 2015



ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

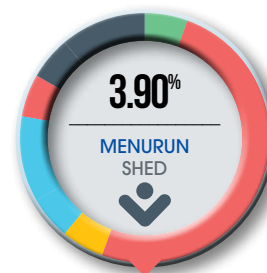
PERKESO mengamalkan strategi pelaburan jangka panjang yang konservatif dan cermat dengan mengambil kira risiko yang terpaksa ditanggung dalam menguruskan dana. Ini jelas dengan wajaran yang menjurus kepada instrumen pendapatan tetap dalam agihan aset strategik.

SOCSCO adopts a conservative and prudent long-term investment strategy by taking into account risk factors in managing the funds. This strategy is reflected in weightage that gravitates towards fixed income instruments in line with SOCSCO's strategic asset allocation.

ULASAN PRESTASI PULANGAN PELABURAN

2015 : RM1,096.43 JUTA (2014 : RM1,614.65 JUTA)

Pendapatan pelaburan pada tahun 2015 berjumlah RM1,096.43 juta, menurun sebanyak RM518.21 juta atau 32.09% berbanding RM1,614.65 juta pada 2014. Pendapatan pelaburan yang menurun pada 2015 disebabkan keadaan pasaran saham yang tidak menentu. Pada tahun lepas, *FTSE Bursa Malaysia KLCI Index - Kuala Lumpur Composite Index* (FBKLCI) menurun sebanyak 3.90%. Pulangan dari kebanyakan kelas aset sama ada mendatar atau negatif. Kejatuhan harga minyak global dan senario politik menyebabkan rekod pengaliran keluar dana asing dan penyusutan nilai ringgit. Pencapaian pulangan pelaburan dari tahun 2011 hingga 2015 ditunjukkan di Graf 7.



INVESTMENT RETURNS REVIEW

2015: RM1,096.43 MILLION (2014 : RM1,614.65 MILLION)

Investment income in 2015 was RM1,096.43 million, decreased of RM518.21 million or 32.09% compared to RM1,614.65 million in 2014. The decrease in investment return in 2015 is due to volatile of stock market. Last year FTSE Bursa Malaysia KLCI Index - Kuala Lumpur Composite Index (FBKLCI) shed 3.90%. Returns from most asset classes were either flat or negative. Oil price and political noise led to record foreign outflow and depreciation of the Ringgit. The performance of investment return from 2011 to 2015 is shown in Graph 7.

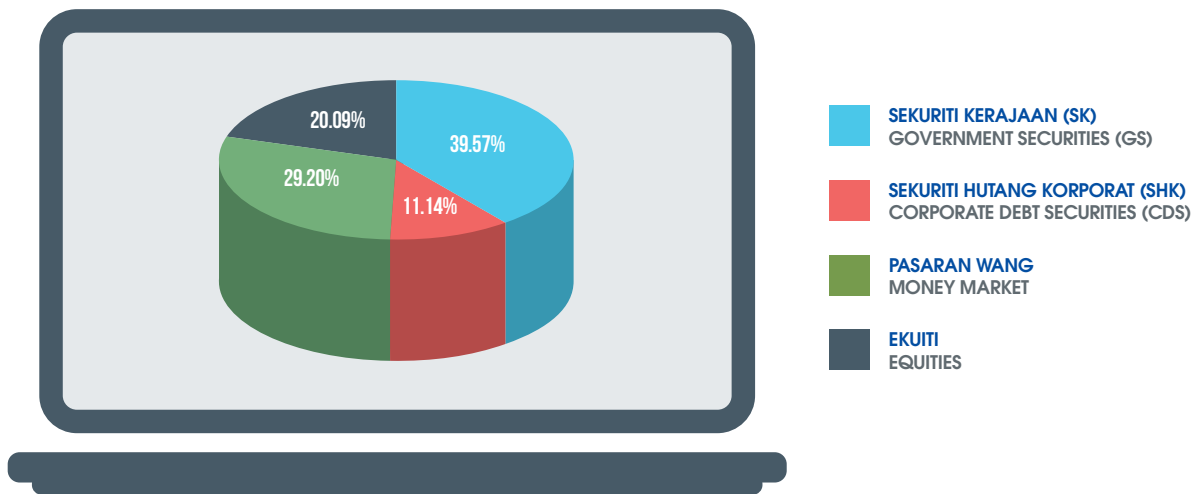
GRAF 7 > PENCAPAIAN PULANGAN PELABURAN DARI 2011 – 2015
GRAPH 7 > THE PERFORMANCE OF INVESTMENT RETURNS FROM 2011 – 2015



Komposisi pulangan pelaburan mengikut alokasi aset pada 2015 adalah seperti ditunjukkan di Carta 5.

Composition of investment returns as per asset allocation for the year 2015 is shown in Chart 5.

CARTA 5 > PULANGAN PELABURAN MENGIKUT ALOKASI ASET 2015
CHART 5 > INVESTMENT RETURNS BY ASSET ALLOCATION 2015



PENGURUSAN PELABURAN DALAMAN IN-HOUSE INVESTMENT MANAGEMENT

SENARIO EKONOMI

Pada tahun 2015, ekonomi Malaysia merekodkan pertumbuhan sederhana pada kadar 5.0% yang dipacu oleh permintaan domestik dan penggunaan swasta. Indeks Bursa Malaysia menurun 3.90% pada penutup 2015 iaitu pada 1,692 mata. Harga komoditi yang berterusan menjunam dan harga minyak mentah yang jatuh mendadak sehingga mencapai yang terendah dalam tempoh 11 tahun telah memberi kesan kepada saham-saham yang berkaitan dengan minyak.

ECONOMIC SCENARIO

In 2015, the Malaysian economy recorded a moderate growth of 5.0% which was driven by domestic demand and private consumption. For 2015, the FBKLCI fell 3.90%, closing the year at 1,692 points. Commodity prices continue their slump and crude oil prices reached its 11 years low leading to volatility in prices of oil related stock.

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS**EKUITI**

Dalam menguruskan pelaburan dalaman ekuiti, PERKESO melaksanakan pengurusan secara pasif di mana pembelian dan penjualan dilakukan dalam tempoh masa yang panjang bagi mengimbangi portfolio dan menikmati keuntungan modal serta penerimaan dividen. Syarikat dengan aliran tunai yang kukuh, polisi pembayaran dividen yang tinggi, urus tadbir yang telus dengan model perniagaan yang baik serta mampu dipertahankan dalam apa jua keadaan ekonomi diutamakan.

Pelaburan PERKESO di dalam ekuiti pada penghujung 2015 adalah 16.55% daripada dana pelaburan PERKESO. Dana pelaburan di dalam ekuiti berjumlah RM3,870.88 juta, meningkat sebanyak RM853.46 juta atau 28.28% berbanding RM3,017.42 juta pada 2014.

Dari segi alokasi sektor saham pengurusan dalaman, sektor utama ekonomi negara seperti perbankan dan kewangan 23.2%, perladangan 14.2%, tenaga 10.6%, telekomunikasi 10.3%, perkhidmatan kewangan 7.8%, minyak & gas 6.2%, pembinaan 5.9%, Amanah Pelaburan Hartanah 5.5%, produk pengguna 5.0%, pengilangan 2.8%, hartanah 1.9%, teknologi 1.6% dan lain-lain 5.0% menjadi pegangan saham asas PERKESO. Pegangan saham membawa pulangan pendapatan dividen sebanyak RM112.92 juta manakala bakinya sejumlah RM48.48 juta adalah keuntungan modal dari jualan saham.

PERKESO dari masa ke semasa mengadakan perjumpaan dengan pengurusan tertinggi syarikat yang dilaburnya dan berbincang mengenai strategi pengurusan dan hala tuju syarikat bagi mendapatkan gambaran jelas agar membolehkan PERKESO membuat keputusan pelaburan secara bijak.

EQUITIES

In managing its internal equity investment, SOCSO adopts a passive investment strategy where the equity portfolio is constructed over a long period to balance capital gains as well as dividend income. Companies with a healthy cash flow, a high dividend pay-out policy and transparent corporate governance with a good business model which is defensible in any economic scenario are prioritised.

SOCSO's investment in equities at the end of 2015 stood at 16.55% of investment fund. Investment fund in the form of equities stood at RM3,870.88 million, an increase of RM853.46 million or 28.28% compared to RM3,017.42 million in 2014.

As for share sector's allocation, 23.2% is invested in banking and financial sector followed by plantations 14.2%, power 10.6%, telecommunications 10.3%, financial service 7.8%, oil & gas 6.2%, construction 5.9%, REIT 5.5%, consumer product 5.0%, manufacturing 2.8%, properties 1.9%, technology 1.6% and others 5.0% forming the core holdings of SOCSO. The said holdings generated a dividend income of RM112.92 million whereas the balance RM48.48 million in the form of capital gain sale of shares.

SOCSO regularly meets with investee companies' top management to get an insight of their management strategy and company direction to enable SOCSO to make an informed decision regarding its investment.

**SEKURITI KERAJAAN (KONVENSIONAL DAN ISLAMIK),
SEKURITI HUTANG KORPORAT DAN PINJAMAN JAMINAN KERAJAAN**

Instrumen pendapatan tetap yang terdiri daripada Sekuriti Kerajaan (SK: Konvensional dan Islamik), Sekuriti Hutang Korporat (SHK) dan Pinjaman Jaminan Kerajaan yang merangkumi 55.63% daripada dana pelaburan PERKESO telah membawa pulangan sejumlah RM555.99 juta, iaitu 50.71% daripada pulangan pelaburan keseluruhan dalam bentuk kupon dan keuntungan modal. Buat masa ini, PERKESO belum lagi melaksanakan perdagangan SK dan SHK kerana pendirian PERKESO pada masa ini adalah memegang instrumen pendapatan tetap sehingga matang.

SK merupakan komponen terbesar kelas aset ini dengan 43.80% dengan nilai buku sejumlah RM10,242.35 juta dan membawa pulangan RM431.74 juta dalam bentuk kupon dan RM2.07 juta keuntungan modal. Pelaburan dalam SK 2015 meningkat sebanyak RM1,447.24 juta atau 16.46% daripada RM8,795.10 juta pada tahun 2014.

Portfolio SHK meningkat sebanyak 12.20% atau RM300.99 juta kepada RM2,767.27 juta berbanding RM2,466.29 juta pada 2014. Pelaburan di dalam SHK adalah 11.83% daripada aset pelaburan PERKESO. Pulangan pelaburan SHK 2015 sebanyak RM122.18 juta meningkat sebanyak 20.16% atau RM20.50 juta berbanding dengan RM101.69 juta pada tahun 2014.

Komposisi penarafan instrumen ini menjurus kepada kertas 'AAA' dan 'AA' seperti yang disyaratkan oleh Kementerian Kewangan. Pecahan sektor sekuriti hutang korporat pula sebahagian besarnya di bawah kewangan dan perbankan 53.24%, kuasa 19.09%, telekomunikasi 10.87%, konglomerat 4.83%, tol jalan 4.01% dan lain-lain 7.96%. Dengan peratusan pegangan dana yang tinggi, PERKESO berharap dapat membida kertas hutang korporat yang berkualiti yang dikeluarkan oleh perbadanan yang mantap dengan pengurusan yang telus dan dengan model perniagaan yang mampan serta aliran tunai yang stabil.

**GOVERNMENT SECURITIES (CONVENTIONAL AND ISLAMIC),
CORPORATE DEBT SECURITIES AND LOAN GUARANTEED BY GOVERNMENT**

A total of 55.63% of SOCSO's investment fund is invested in fixed income instruments comprising of Government Securities (GS: Conventional and Islamic), Corporate Debt Securities (CDS) and Government Guaranteed Loans. These realised returns amounting to RM555.99 million, or 50.71% of total investment income received largely through coupon payment and capital gain. Currently, due to its policy of holding fixed income instruments to maturity, SOCSO has not engaged in trading GS and CDS.

GS is the largest component of this asset class representing 43.80% with book value of RM10,242.35 million generating an income of RM431.74 million in coupon payment and RM2.07 million from capital gain. In 2015, investment in GS rose by RM1,447.24 million or 16.46% in comparison to RM8,795.10 million in 2014.

The CDS portfolio increased by 12.20% or RM300.99 million to RM2,767.27 million compared to RM2,466.29 million in 2014. Investment in CDS represents 11.83% of the total investment fund. Investment returns from CDS in 2015 increased by 20.16% or RM20.50 million to RM122.18 million, compared to RM101.69 million in 2014.

The rating composition of this instrument was largely skewed to 'AAA' and 'AA' papers as mandated by the Ministry of Finance. Sector weighting on CDS was largely on finance and banking 53.24%, power 19.09% telecommunication 10.87%, conglomerate 4.83%, toll road 4.01% and others 7.96%. With the higher percentage of investible funds, SOCSO hopes to bid for quality corporate debt securities issued by the established corporations which practise good corporate governance, embrace sustainable business model and have stable cash flow.

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS**PASARAN WANG**

Dana pelaburan PERKESO di dalam Pasaran Wang terdiri daripada Simpanan Tetap dan Deposit Jangka Pendek di institusi kewangan yang diluluskan bagi tempoh semalaman hingga 12 bulan. Pelaburan PERKESO di dalam instrumen ini telah menurun sebanyak RM1,751.90 juta atau 21.21% kepada RM6,506.00 juta berbanding RM8,257.90 juta pada tahun 2014. Pegangan PERKESO di dalam kelas aset ini adalah 29.20% daripada aset pelaburan PERKESO pada penghujung 2015. Pelaburan di dalam Pasaran Wang memberi pulangan sebanyak RM320.18 juta atau 29.20% daripada keseluruhan pendapatan pelaburan PERKESO bagi tahun 2015 iaitu meningkat sebanyak RM27.25 juta atau 9.30% berbanding RM292.93 juta pada tahun 2014.

MONEY MARKET

Investment in Money Market sector is in short term and fixed deposits in approved financial institutions with tenure ranging from overnight to 12 months. SOCSO's investment in this instrument decreased by RM1,751.90 million or 21.21% to RM6,506.00 million in comparison to RM8,257.90 million in 2014. The holdings in this asset class represents 29.20% of the total investment assets in 2015. Investment in the Money markets realised returns of RM320.18 million or 29.20% of the overall investment income in 2015, an increase of RM27.25 million or 9.30% in comparison to RM292.93 million in 2014.

MANDAT PELABURAN LUARAN

Sebagai langkah pelbagaian pengurusan pelaburan, PERKESO memperuntukkan sebahagian dari dananya 15.15% untuk ditadbir oleh pengurus portfolio domestik dan luar negara. Sehingga 31 Disember 2015, dana sejumlah RM2,718.32 juta telah diberikan kepada Pengurus Portfolio Domestik untuk ditadbir manakala USD200 juta atau RM823.68 juta ditadbir oleh Pengurus Portfolio Luar Negara.

Sepanjang tahun 2015, jumlah pendapatan yang diterima dari semua Pengurus Portfolio Dalam dan Luar Negara (bon dan ekuiti) sebanyak RM204.67 juta atau 18.41% daripada jumlah keseluruhan pulangan pelaburan. Sebagai langkah pemantauan, mesyuarat penilaian prestasi diadakan setiap suku tahun dengan semua Pengurus Portfolio Domestik dan taklimat hala tuju ekonomi serta pasaran modal kepada PERKESO.

EXTERNAL INVESTMENT MANDATE

In an effort to diversify its investment activities, SOCSO has allocated 15.15% of its fund to be managed by domestic and foreign portfolio managers. As at 31 December 2015, a total of RM2,718.32 million has been farmed out to Domestic Portfolio Managers while USD200 million or RM823.68 million were managed by Foreign Portfolio Managers.

Throughout 2015, Portfolio Managers (bonds and equities) generated an income of RM204.67 million or 18.41% of the total return on investment income. As part of monitoring process, performance evaluation meeting were held every quarter with all the Domestic Portfolio Managers where SOCSO was briefed on the general economic outlook and capital market direction.

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS

JADUAL 11 > SENARAI PENGURUS PORTFOLIO DOMESTIK DAN LUAR NEGARA
TABLE 11 > LIST OF DOMESTIC AND FOREIGN PORTFOLIO MANAGERS

<p>PENGURUS PORTFOLIO DOMESTIK (EKUITI) DOMESTIC PORTFOLIO MANAGERS (EQUITIES)</p>	<ul style="list-style-type: none"> • AmFunds Management Bhd. • CIMB Principal Asset Management Bhd. • Affin Hwang Asset Management Bhd. • Nomura Asset Management Malaysia Sdn. Bhd. • UOB Asset Management (Malaysia) Bhd. • Pacific Mutual Fund Bhd.
<p>PENGURUS PORTFOLIO DALAM NEGARA (BON) DOMESTIC PORTFOLIO MANAGERS (BONDS)</p>	<ul style="list-style-type: none"> • AmFunds Management Bhd. • CIMB Principal Asset management Bhd. • Affin Hwang Asset Management Bhd. • Opus Asset Management Sdn. Bhd.
<p>PENGURUS PORTFOLIO LUAR NEGARA (EKUITI) FOREIGN PORTFOLIO MANAGERS (EQUITY)</p>	<ul style="list-style-type: none"> • Aberdeen Asset Management Sdn. Bhd. • Franklin Templeton Investment Manulife Asset Investment

HARTANAH

PERKESO memiliki 16 buah bangunan yang menempatkan Pejabat PERKESO Negeri dan Ibu Pejabat dengan ruang pejabat yang boleh disewa dengan keluasan ½ juta kaki persegi. Kadar penghunian adalah di sekitar 70.02%. Pulangan sewa yang diterima pada tahun 2015 adalah RM15.03 juta menurun sebanyak RM2.60 juta atau 14.74% berbanding 2014 sebanyak RM17.63 juta.

PROPERTIES

SOCISO owns 16 buildings that house SOCISO State Offices and the Headquarters with rentable space of 1/2 million square feet. The present occupancy rate is 70.02%. Rental income for the year 2015 was RM15.03 million, decreased of RM2.60 million or 14.74%, in comparison to RM17.63 million in 2014.

ULASAN PETUNJUK UTAMA PRESTASI KEWANGAN
KEY FINANCIAL PERFORMANCE INDICATORS REVIEWS**AKTIVITI PEMEGANG SAHAM**

Demi kepentingan dan kesejahteraan pencarum, PERKESO memastikan pelaburannya membawa pulangan berterusan dan memastikan pelaburan dibuat dalam syarikat yang menekankan urus tadbir secara telus dan menerapkan nilai etika dalam model perniagaannya. Cawangan Penyelidikan Pelaburan seringkali mengadakan lawatan secara terurus atau apabila diperlukan sebelum membuat keputusan melabur.

PERKESO juga menghadiri Mesyuarat Agung Tahunan / Mesyuarat Agung Luar Biasa dan melaksanakan hak pengundiannya. Secara ringkas, lawatan dan kehadiran ini telah mewujudkan pemantauan terhadap syarikat yang dilabur.

Selain itu, PERKESO juga bergerak aktif bersama pemegang saham minoriti yang lain bagi memelihara kepentingan bersama. PERKESO merupakan salah satu ahli pengasas Badan Pengawas Pemegang Saham Minoriti (BPPSM) yang menyatu padukan suara pemegang saham minoriti agar kepentingan mereka tidak terjejas. Pegawai Bahagian Pelaburan PERKESO mengambil bahagian dalam seminar dan bengkel yang dianjurkan oleh BPPSM dari masa ke semasa. Forum sebegini digunakan oleh PERKESO untuk mendapatkan maklumat tidak formal dan bertukar pendapat mengenai senario pelaburan dan ekonomi negara.

SHAREHOLDER ACTIVITIES

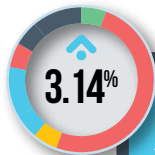
In the interest of its contributors, SOCSO ensure that investee companies not only generate steady returns but also emphasise good corporate governance and incorporate ethical values in its business model. SOCSO conducts regular scheduled visits or whenever needed before making a decision to invest.

SOCSO also attends the Annual General Meeting or Extra Ordinary Meetings of the companies concerned and exercises its voting rights accordingly. In short, these visits and presence enable monitoring of investee companies.

Apart from that, SOCSO also actively cooperates with other minority shareholders to safeguard the common interest. SOCSO is one of the founder members of Minority Shareholders Watchdog Group (MSWG) that unites minority shareholders' voices so that their interests are not side lined. SOCSO participates in the seminars and workshops organised by the MSWG from time to time. These forums enables SOCSO to gather information informally and exchange ideas on investments and the economic climate of the country.

RINGKASAN PENCAPAIAN PRESTASI OPERASI 2015

SUMMARY OF PERFORMANCE AVHIEVEMENTS OF OPERATIONS 2015



414,677

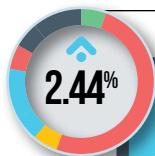
Majikan
Employers

MAJIKAN AKTIF

meningkat sebanyak 3.14% kepada 414,677 majikan berbanding 402,039 majikan pada tahun 2014

ACTIVE EMPLOYERS

increased by 3.14% to 414,677 employers compared to 402,039 employers in 2014



6.35

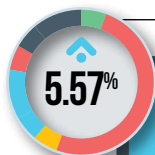
Juta Pekerja
Million Employees

PEKERJA AKTIF

meningkat sebanyak 2.44% kepada 6.35 juta pekerja berbanding 6.2 juta pada tahun sebelumnya

ACTIVE EMPLOYEES

increased by 2.44% to 6.35 million employees compared to 6.2 million the previous year



RM2,838.33

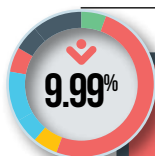
Juta
million

PENDAPATAN CARUMAN

meningkat sebanyak RM149.75 juta atau 5.57% kepada RM2,838.33 juta berbanding RM2,688.57 juta pada tahun 2014

CONTRIBUTIONS REVENUE

increased by RM149.75 million or 5.57% to RM2,838.33 million compared to RM2,688.57 million in 2014



513,323

Penerima
Recipients

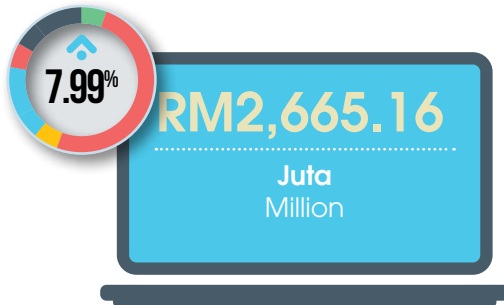
PENERIMA FAEDAH

bilangan penerima semua jenis faedah telah menurun sebanyak 56,942 penerima atau 9.99% kepada 513,323 penerima berbanding 570,265 penerima pada 2014

RECIPIENTS OF BENEFITS

the number of recipients of all the various benefits decreased by 56,942 recipients or 9.99% to 513,323 recipients in comparison to 570,265 recipients in 2014

RINGKASAN PENCAPAIAN PRESTASI OPERASI 2015
SUMMARY OF PERFORMANCE ACHIEVEMENTS OF OPERATIONS 2015

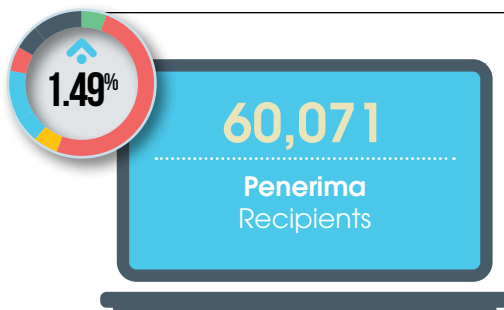


BAYARAN FAEDAH

meningkat sebanyak RM197.09 juta atau 7.99% kepada RM2,665.16 juta berbanding RM2,468.07 juta pada 2014

BENEFIT PAYMENTS

increased by RM197.09 million or 7.99% to RM2,665.16 million compared to RM2,468.07 million in 2014

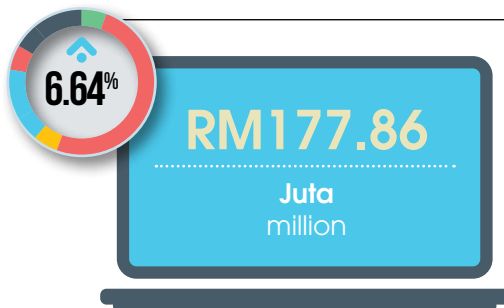


FAEDAH HILANG UPAYA SEMENTARA

telah meningkat sebanyak 1.49% kepada 60,071 berbanding 59,190 penerima pada 2014

RECIPIENTS OF TEMPORARY DISABLEMENT BENEFIT

increased by 1.49% to 60,071 in comparison to 59,190 recipients in 2014

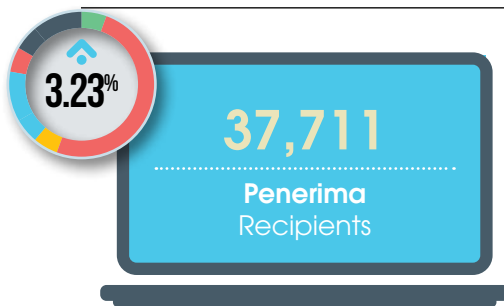


BAYARAN FAEDAH HILANG UPAYA SEMENTARA

meningkat sebanyak RM11.08 juta atau 6.64 % kepada RM177.86 juta berbanding RM166.78 juta pada 2014

TEMPORARY DISABLEMENT BENEFIT PAYMENT

increased by RM11.08 million or 6.64 % to RM177.86 million, compared to RM166.78 million in 2014



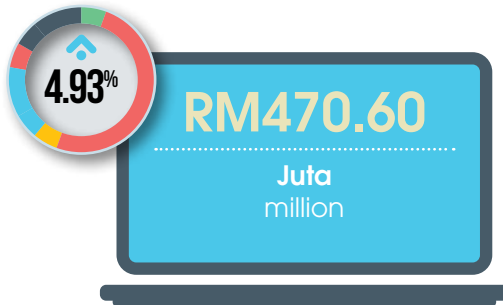
FAEDAH HILANG UPAYA KEKAL

telah meningkat sebanyak 1,181 penerima atau 3.23% kepada 37,711 berbanding 36,530 pada 2014

RECIPIENTS OF PERMANENT DISABILITY BENEFIT

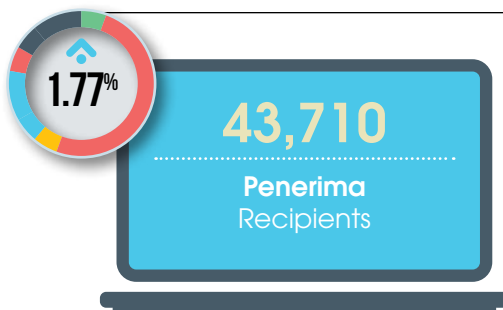
increased by 1,181 recipients or 3.23% to 37,711 compared to 36,530 in 2014

RINGKASAN PENCAPAIAN PRESTASI OPERASI 2015
SUMMARY OF PERFORMANCE ACHIEVEMENTS OF OPERATIONS 2015



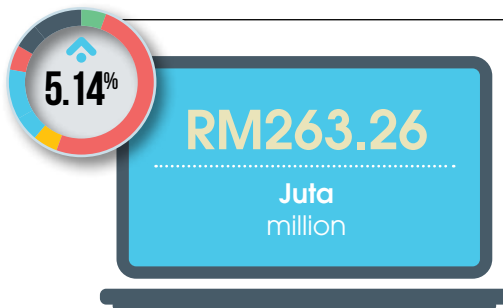
BAYARAN FAEDAH HILANG UPAYA KEKAL
meningkat sebanyak RM22.09 juta atau 4.93% kepada RM470.60 juta berbanding RM448.51 juta pada 2014

PERMANENT DISABLEMENT BENEFIT PAYMENT
increased by RM22.09 million or 4.93% to RM470.60 million, compared to RM448.51 million in 2014



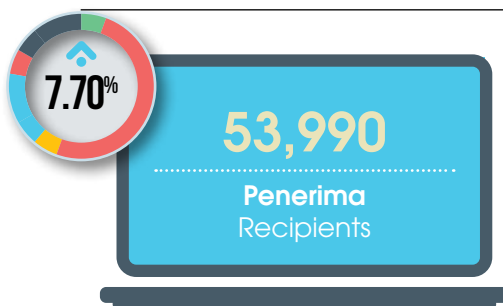
FAEDAH ORANG TANGGUNGAN
telah meningkat sebanyak 1.77% kepada 43,710 berbanding 42,951 penerima pada 2014

RECIPIENTS OF DEPENDANTS' BENEFIT
increased by 1.77% to 43,710 compared to 42,951 recipients in 2014



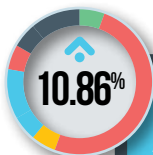
BAYARAN FAEDAH ORANG TANGGUNGAN
meningkat sebanyak RM12.87 juta atau 5.14% kepada RM263.26 juta berbanding RM250.39 juta pada 2014

DEPENDANTS' BENEFIT PAYMENT
increased by RM12.87 million or 5.14% to RM263.26 million in comparison to RM250.39 million in 2014



PENCEN ILAT DAN BANTUAN ILAT
telah meningkat sebanyak 7.70% atau 4,031 penerima kepada 53,990 berbanding 49,959 pada 2014

RECIPIENTS OF INVALIDITY PENSION AND GRANT
Increased by 7.70% or 4,031 recipients to 53,990 compared to 49,959 in 2014

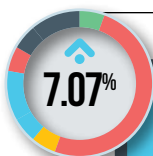


RM550.75

Juta
Million

BAYARAN PENCEN ILAT DAN BANTUAN ILAT
meningkat sebanyak 10.86% atau RM53.93 juta kepada RM550.75 juta berbanding RM496.82 juta pada 2014

INVALIDITY PENSION AND GRANT
increased by 10.86% or RM53.93 million to RM550.75 million compared to RM496.82 million in 2014

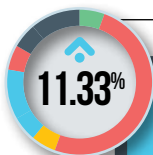


231,279

Penerima
Recipients

PENCEN PENAKAT
telah meningkat sebanyak 7.07% atau 15,278 penerima kepada 231,279 berbanding 216,001 pada 2014

RECIPIENTS OF SURVIVORS' PENSION
increased by 7.07% or 15,278 recipients to 231,279 compared to 216,001 in 2014

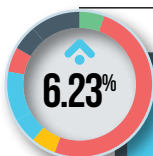


RM929.30

Juta
million

BAYARAN PENCEN PENAKAT
meningkat sebanyak RM94.60 juta atau 11.33% kepada RM929.30 juta berbanding RM834.70 juta pada 2014

SURVIVORS' PENSION PAYMENT
increased by RM94.60 million or 11.33% to RM929.30 million, compared to RM834.70 million in 2014

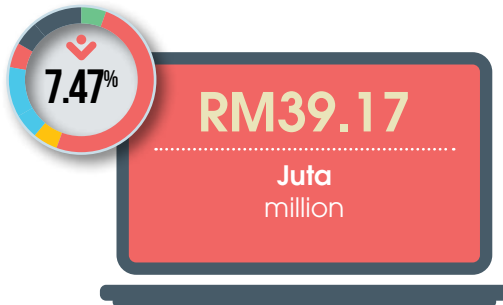


6,529

Penerima
Recipients

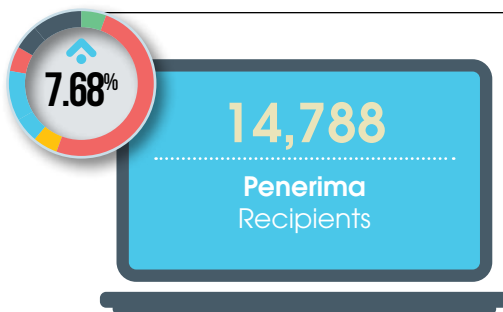
ELAUN LAYANAN SENTIASA
telah meningkat sebanyak 6.23% atau 383 penerima kepada 6,529 berbanding 6,146 pada 2014

RECIPIENTS OF CONSTANT - ATTENDANCE ALLOWANCE
increased by 6.23% or 383 recipients to 6,529 in comparison to 6,146 in 2014



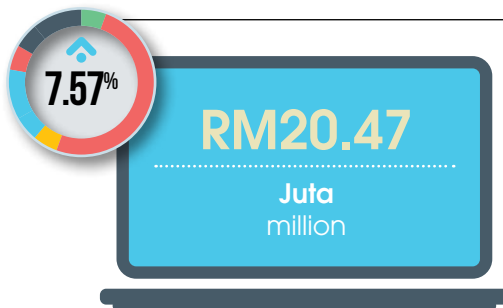
BAYARAN ELAUN LAYANAN SENTIASA
menurun sebanyak 7.47% atau RM3.16 juta
kepada RM39.17 juta berbanding RM42.33 juta
pada 2014

CONSTANT ATTENDANCE ALLOWANCE PAYMENT
decreased by 7.47% or RM3.16 million
to RM39.17 million, compared to RM42.33 million
in 2014



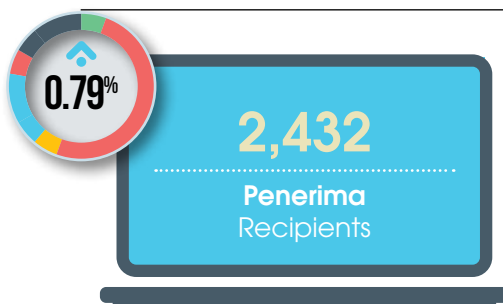
FAEDAH PENGURUSAN MAYAT
telah meningkat sebanyak 7.68% atau 1,055
penerima kepada 14,788 berbanding 13,733
pada 2014

RECIPIENTS OF FUNERAL BENEFIT
increased by 7.68% or 1,055 recipients to 14,788
compared to 13,733 in 2014



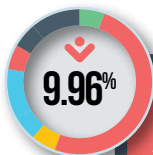
BAYARAN FAEDAH PENGURUSAN MAYAT
meningkat sebanyak 7.57% atau RM1.44 juta
kepada RM20.47 juta berbanding RM19.03 juta
pada 2014

FUNERAL BENEFIT PAYMENT
increased by 7.57% or RM1.44 million to RM20.47
million, compared to RM19.03 million in 2014



FAEDAH PERUBATAN
telah meningkat sebanyak 0.79% kepada 2,432
penerima berbanding 2,413 pada 2014

RECIPIENTS OF MEDICAL BENEFIT
increased by 0.79% to 2,432 recipients compared
to 2,413 in 2014

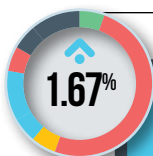


BAYARAN FAEDAH PERUBATAN

menurun sebanyak 9.96% kepada RM4.25 juta berbanding RM4.72 juta pada 2014

MEDICAL BENEFIT PAYMENT

decreased by 9.96% to RM4.25 million compared to RM 4.72 million in 2014

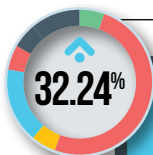


KEMUDAHAN PEMULIHAN JASMANI ATAU VOKASIONAL

telah meningkat sebanyak 1.67% kepada 6,826 penerima berbanding 6,714 pada 2014

RECIPIENTS OF PHYSICAL OR VOCATIONAL REHABILITATION

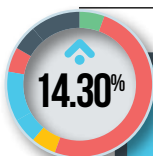
increased by 1.67% to 6,826 recipients compared to 6,714 in 2014



BAYARAN PEMULIHAN JASMANI ATAU VOKASIONAL meningkat sebanyak 32.24% atau RM9.72 juta kepada RM39.87 juta berbanding RM30.15 juta pada 2014

PHYSICAL / VOCATIONAL REHABILITATION PAYMENT

increased by 32.24% or RM9.72 million to RM39.87 million compared to RM30.15 million in 2014

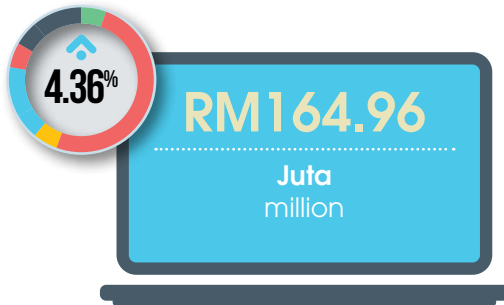


KEMUDAHAN RAWATAN DIALISIS

telah meningkat sebanyak 14.30% atau 1,510 penerima kepada 12,068 berbanding 10,558 penerima pada 2014

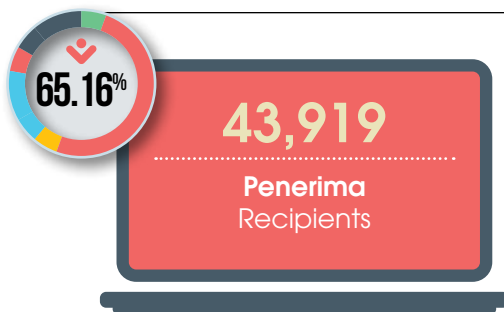
RECIPIENTS OF DIALYSIS TREATMENT

Increased by 14.30% or 1,510 recipients to 12,068 in comparison 10,558 in 2014



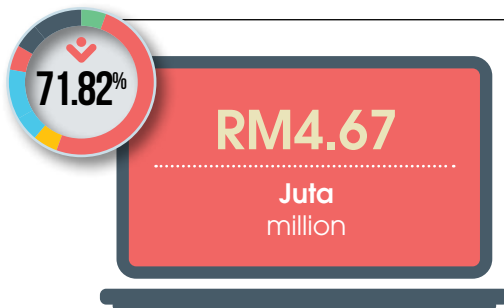
BAYARAN KEMUDAHAN RAWATAN DIALISIS
meningkat sebanyak 4.36% atau RM6.89 juta
kepada RM164.96 juta berbanding RM158.07 juta
pada 2014

DIALYSIS TREATMENT PAYMENT
increased by 4.36% or RM6.89 million to RM164.96
million, compared to RM158.07 million in 2014



PROGRAM SARINGAN KESIHATAN
yang telah menjalani pemeriksaan kesihatan
menurun sebanyak 65.16% atau 82,151 penerima
kepada 43,919 berbanding 126,070 pada 2014

RECIPIENTS OF HEALTH SCREENING PROGRAMME
who have undergone health screening decreased
by 65.16% or 82,151 recipients to
43,919 in comparison to 126,070 in 2014



BAYARAN PROGRAM SARINGAN KESIHATAN
menurun sebanyak 71.82% atau RM11.90 juta
kepada RM4.67 juta berbanding RM16.57 juta
pada 2014

HEALTH SCREENING PROGRAMME PAYMENT
decreased by 71.82% or RM11.90 million to RM4.67
million in comparison to RM16.57 million in 2014

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015

KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

Operasi PERKESO melibatkan empat bidang keberhasilan utama yang melibatkan rangkaian keseluruhan operasi iaitu Pendaftaran, Penguatkuasaan, Caruman, Bayaran Faedah dan Pencegahan.

SOCSSO's operations comprise four key results areas involving the whole network of operations, namely, Registration, Enforcement, Contributions, Benefits Payment and Prevention.



JOHN RIBA ANAK MARIN

Timbalan Ketua Eksekutif (Operasi)
Deputy Chief Executive (Operations)

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

BILANGAN MAJIKAN DAN PEKERJA

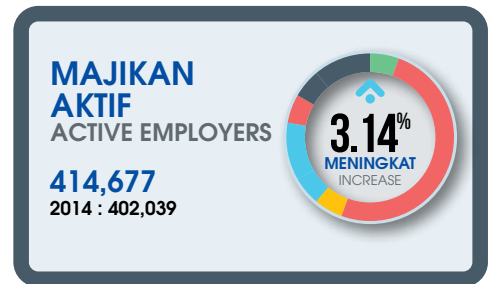
Sepanjang 2015, jumlah pendaftaran majikan dan pekerja yang layak di bawah AKSP 1969 telah meningkat. Peningkatan bilangan pendaftaran majikan adalah sebanyak 5.25% kepada 997,965 majikan berbanding 948,219 pada 2014. Pada tempoh yang sama, bilangan pekerja berdaftar juga turut meningkat sebanyak 3.38% kepada 15.76 juta pekerja berbanding 15.25 juta pada 2014.

Bilangan majikan dan pekerja aktif pada 2015 adalah lebih tinggi berbanding tahun 2014. Jumlah majikan aktif telah meningkat sebanyak 3.14% kepada 414,677 majikan sementara pekerja aktif pula meningkat sebanyak 2.44% kepada 6.35 juta pekerja. Bilangan majikan dan pekerja aktif pada tahun 2014-2015 ditunjukkan seperti di Jadual 12, Carta 6 dan Carta 7.

NUMBER OF EMPLOYERS AND EMPLOYEES

Throughout 2015, there was a steady increase in the number of registered employers and employees who were eligible under the Employees' Social Security Act 1969. The number of registered employers increased by 5.25% to 997,965 employers in comparison to 948,219 in 2014. Correspondingly, the number of registered employees also increased by 3.38% to 15.76 million employees in comparison to 15.25 million in 2014.

The number of active employers and employees in 2015 was higher than in 2014. The number of active employers increased by 3.14% to 414,677 employers while the number of active employees in 2015 increased by 2.44% to 6.35 million employees. The number of active employers and employees for the period of 2014-2015 is shown in Table 12, Chart 6 and Chart 7.



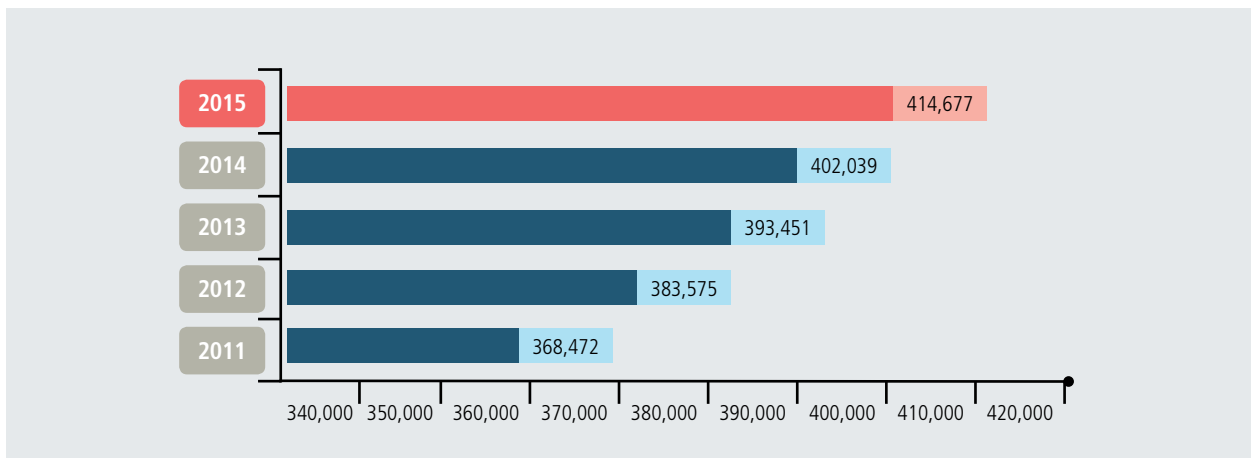
JADUAL 12 > **BILANGAN MAJIKAN DAN PEKERJA 2014 – 2015**
TABLE 12 > **NUMBER OF EMPLOYERS AND EMPLOYEES 2014 – 2015**

TAHUN YEAR	MAJIKAN / EMPLOYERS		PEKERJA / EMPLOYEES	
	BERDAFTAR REGISTERED	AKTIF ACTIVE	BERDAFTAR REGISTERED	AKTIF ACTIVE
2014	948,219	402,039	15,248,262	6,198,657
2015	997,965	414,677	15,764,163	6,349,984

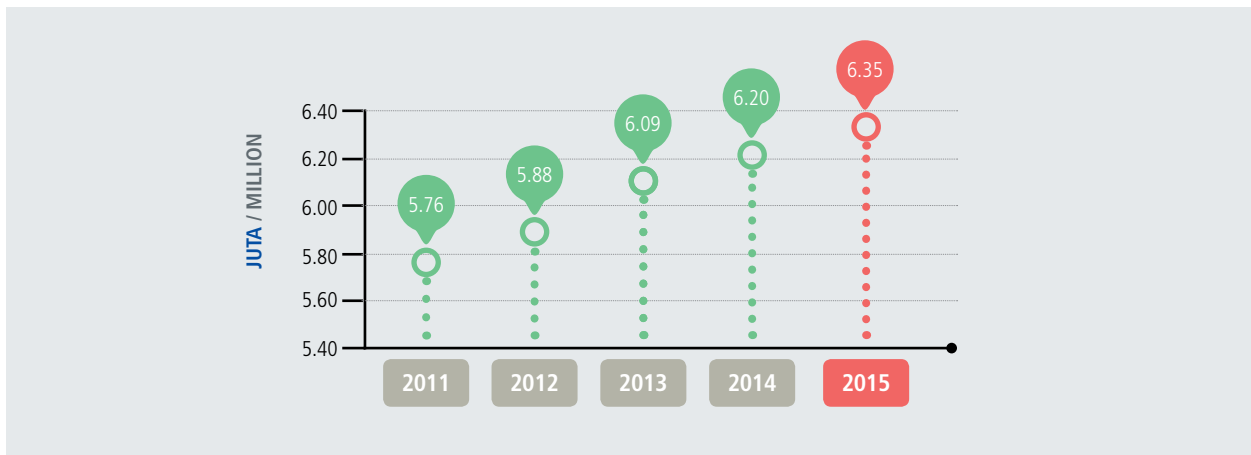
Nota / Note:
Angka telah dinyatakan semula untuk disuaikan dengan pengemaskinian data yang telah dilakukan pada tahun semasa.
Figures have been restated accordingly with updated data for the current year.

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

CARTA 6 > **BILANGAN MAJIKAN AKTIF 2011 - 2015**
CHART 6 > **NUMBER OF ACTIVE EMPLOYERS 2011 - 2015**



CARTA 7 > **BILANGAN PEKERJA AKTIF TAHUN 2011 - 2015**
CHART 7 > **NUMBER OF ACTIVE EMPLOYEES 2011 - 2015**



KUTIPAN CARUMAN

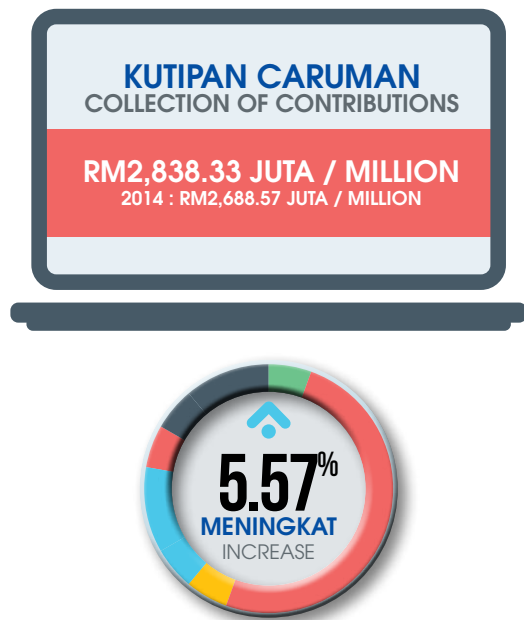
Selaras dengan peningkatan dalam jumlah pendaftaran majikan dan pekerja, kutipan caruman pada 2015 telah meningkat sebanyak 5.57% atau RM149.75 juta berbanding tahun sebelumnya. Peningkatan ini telah menjadikan keseluruhan kutipan caruman kepada RM2,838.33 juta berbanding RM2,688.57 juta pada 2014. Pendapatan daripada caruman telah menyumbang sebanyak 71.54% daripada keseluruhan pendapatan bagi 2015.

Keberkesanan aktiviti dan program yang dijalankan telah memberi kesedaran kepada masyarakat, pekerja dan majikan mengenai kepentingan keselamatan sosial. Faktor ini telah menjadi salah satu penyumbang penting kepada kenaikan jumlah pendapatan caruman. Jumlah kutipan caruman adalah seperti Jadual 13 dan Graf 8.

COLLECTION OF CONTRIBUTIONS

In line with the increase in the number of registered employers and employees, the total collection of contributions in 2015 increased by RM149.75 million or 5.57% compared to the previous year. This increase has resulted in the overall collection of contributions rising to RM2,838.33 million in 2015 in comparison to RM2,688.57 million in 2014. The income from contributions accounted for 71.54% of the total income for the year 2015.

The effectiveness of the activities and programmes which were carried out raised the awareness of the employers, employees and society in general concerning the importance of social security. This in turn became the main contributing factor in the increase in the collection of contributions. The total amount of contributions collected is shown in Table 13 and Graph 8.

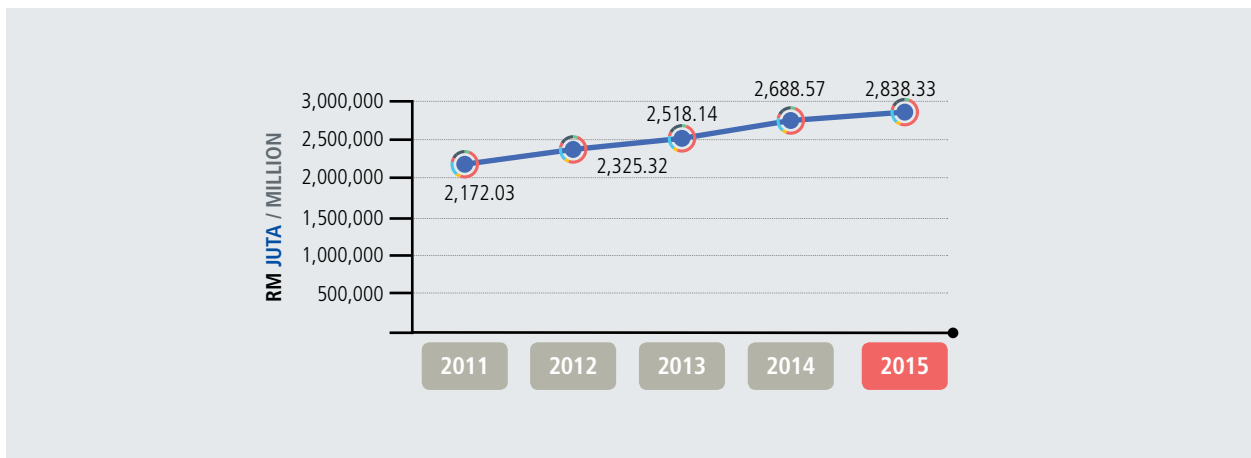


JADUAL 13 > JUMLAH KUTIPAN CARUMAN 2014 – 2015
TABLE 13 > TOTAL CONTRIBUTION COLLECTION 2014 – 2015

TAHUN YEAR	2014	2015
(RM) JUTA (RM) MILLION	2,688.57	2,838.33

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

GRAF 8 > KUTIPAN CARUMAN 2011 – 2015
GRAPH 8 > CONTRIBUTION COLLECTIONS 2011 – 2015

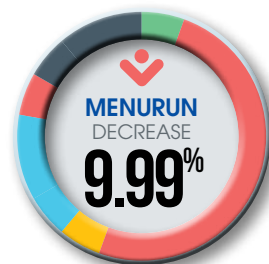
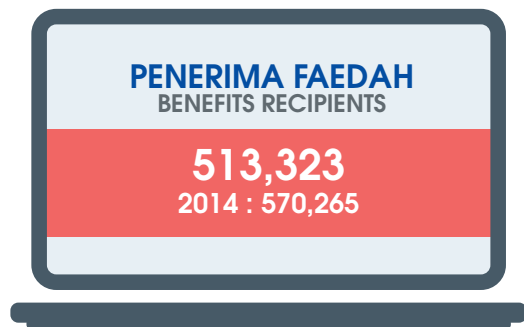


PENERIMA FAEDAH

Bilangan penerima semua jenis faedah telah menurun sebanyak 56,942 penerima atau 9.99%. Penurunan ini adalah disebabkan oleh penurunan penggunaan baucer Program Saringan Kesihatan pada 2015. Penurunan ini telah menjadikan jumlah keseluruhan penerima faedah kepada 513,323 orang berbanding 570,265 pada 2014 seperti di Jadual 14 dan Carta 8.

BENEFITS RECIPIENTS

The number of recipients for all types of benefits decreased by 9.99% or 56,942 recipients. This decrease is caused by the decline in the usage of the Health Screening Program vouchers in 2015. This decrease resulted in the overall total of benefit recipients to drop to 513,323 persons compared to 570,265 persons in 2014 as shown in Table 14 and Chart 8.



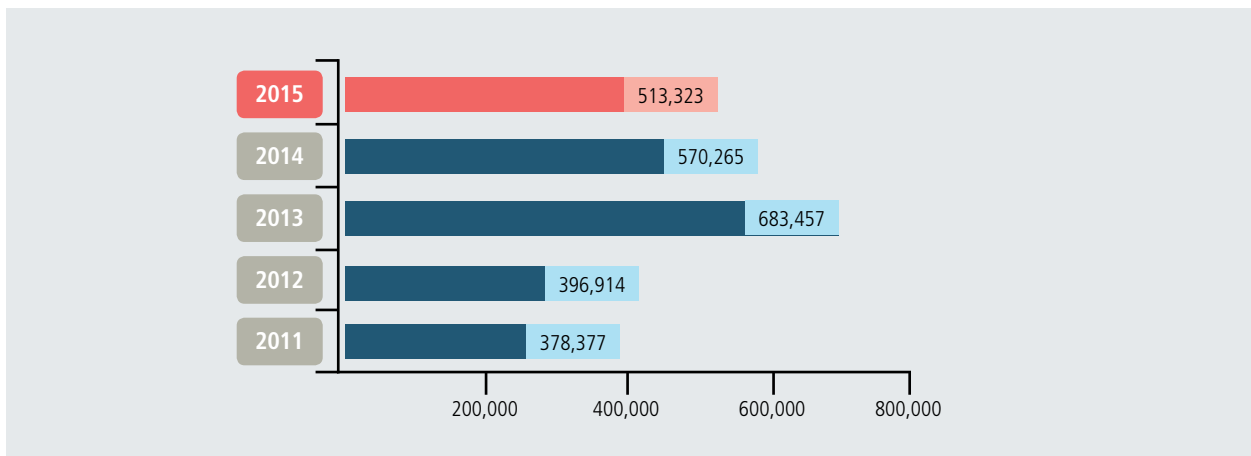
ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

JADUAL 14 > BILANGAN PENERIMA FAEDAH 2014 – 2015
TABLE 14 > NUMBER OF BENEFIT RECIPIENTS 2014 – 2015

PENERIMA FAEDAH BENEFIT RECIPIENTS	2014	2015
Faedah Hilang Upaya Sementara Temporary Disablement Benefit	59,190	60,071
Faedah Hilang Upaya Kekal Permanent Disablement Benefit	36,530	37,711
Faedah Orang Tanggungan Dependants' Benefit	42,951	43,710
Pencen Ilat dan Bantuan Ilat Invalidity Pension and Grant	49,959	53,990
Pencen Penakat Survivors' Pension	216,001	231,279
Elaun Layanan Sentiasa Constant – attendance Allowance	6,146	6,529
Faedah Pengurusan Mayat Funeral Benefit	13,733	14,788
Faedah Perubatan Medical Benefit	2,413	2,432
Kemudahan Pemulihan Jasmani atau Vokasional Physical or Vocational Rehabilitation Facility	6,714	6,826
Rawatan Dialisis Dialysis Treatment	10,558	12,068
Program Saringan Kesihatan Health Screening Program	126,070	43,919
JUMLAH / TOTAL	570,265	513,323

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

CARTA 8 > BILANGAN PENERIMA 2011 – 2015
CHART 8 > NUMBER OF RECIPIENTS 2011 – 2015

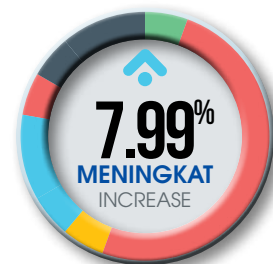
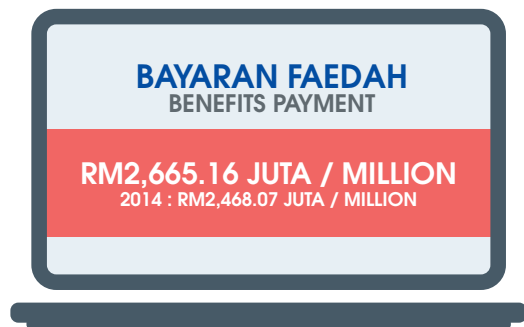


BAYARAN FAEDAH

Daripada jumlah perbelanjaan tanggungan sebanyak RM2,684.54 juta, sejumlah RM2,665.16 juta adalah merupakan komponen bayaran semua jenis faedah termasuk Program Saringan Kesihatan. Pembayaran faedah ini meningkat sebanyak RM197.09 juta atau 7.99% berikutan peningkatan dalam bilangan tuntutan faedah seperti di Jadual 15 dan Graf 9.

BENEFITS PAYMENT

From the total benefits expenditure of RM2,684.54 million, a total of RM2,665.16 million was the payment for all benefits, including the Health Screening Program. This benefit payment marked an increase of RM197.09 million or 7.99% following the increase in benefit claims as shown in Table 15 and Graph 9.



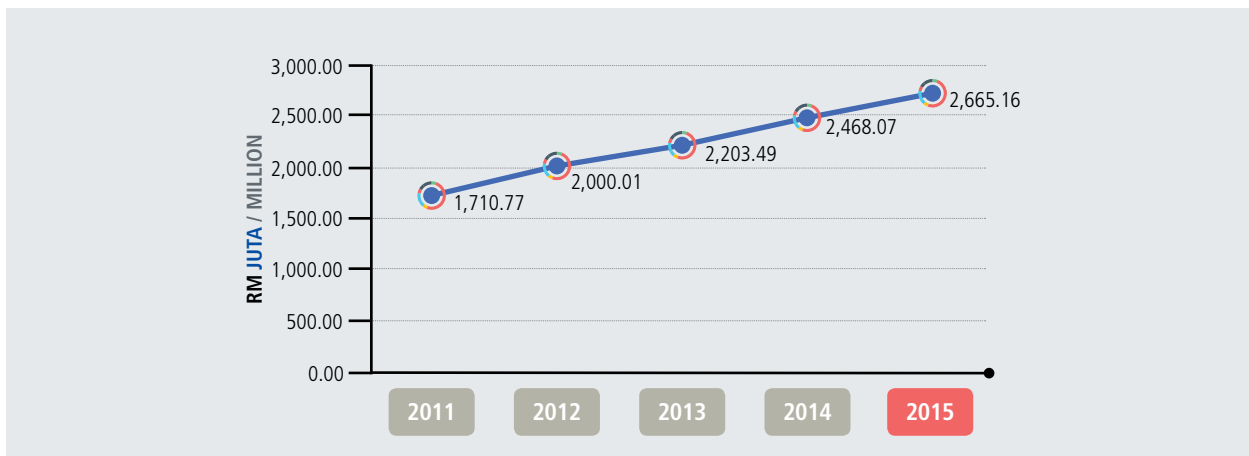
ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

JADUAL 15 > JUMLAH BAYARAN FAEDAH 2014 – 2015
TABLE 15 > TOTAL BENEFIT PAYMENT 2014 – 2015

KOMPONEN COMPONENTS	2014 RM JUTA / MILLION	2015 RM JUTA / MILLION	PERUBAHAN CHANGES %
Faedah Hilang Upaya Sementara Temporary Disablement Benefit	166.78	177.86	6.64
Faedah Hilang Upaya Kekal Permanent Disablement Benefit	448.51	470.60	4.93
Faedah Orang Tanggungan Dependants' Benefit	250.39	263.26	5.14
Pencen dan Bantuan Ilat Invalidity Pension and Grant	496.82	550.75	10.86
Pencen Penakat Survivors' Pension	834.70	929.30	11.33
Faedah Pengurusan Mayat Funeral Benefit	19.03	20.47	7.57
Elaun Layanan Sentiasa Constant-attendance Allowance	42.33	39.17	(7.47)
Faedah Perubatan Medical Benefit	4.72	4.25	(9.96)
Pemulihan Jasmani dan Vokasional Physical or Vocational Rehabilitation	30.15	39.87	32.24
Rawatan Dialisis Dialysis Treatment	158.07	164.96	4.36
Program Saringan Kesihatan Health Screening Programme	16.57	4.67	(71.82)
JUMLAH / TOTAL	2,468.07	2,665.16	7.99

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

GRAF 9 > JUMLAH BAYARAN FAEDAH 2011 – 2015
GRAPH 9 > TOTAL BENEFITS PAYMENT 2011 – 2015

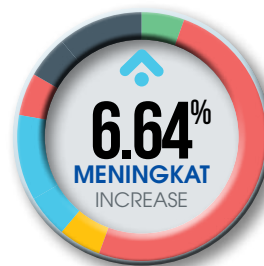


FAEDAH HILANG UPAYA SEMENTARA

Pada 2015, jumlah bayaran Faedah Hilang Upaya Sementara telah meningkat sebanyak RM11.08 juta atau 6.64% kepada RM177.86 juta berbanding RM166.78 juta pada 2014. Oleh itu, bilangan penerima meningkat sebanyak 1.49% atau 881 orang kepada 60,071 orang berbanding 59,190 orang pada tahun sebelumnya. Peningkatan jumlah bayaran faedah berikutan kenaikan Kadar Bayaran Faedah Minima dari RM10 ke RM30. Jumlah penerima dan bayaran seperti di Carta 9 dan Graf 10 berikut;

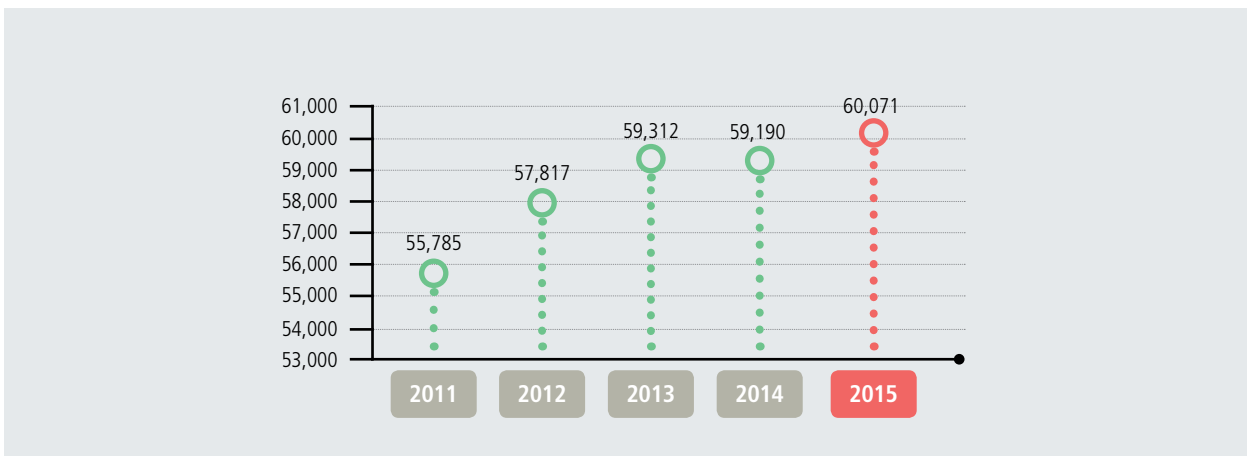
TEMPORARY DISABLEMENT BENEFIT

In 2015, the total payment for Temporary Disablement Benefit increased by RM11.08 million or 6.64% to RM177.86 million compared to RM166.78 million in 2014. However, the number of recipients decreased by 1.49% or 881 persons to 60,071 persons compared to 59,190 persons the previous year. The increase in the total benefit payment follows an increase in the Minimum Benefit Payment Rate from RM 10 to RM 30. The total number of recipients and payment is shown in Chart 9 and Graph 10 below:

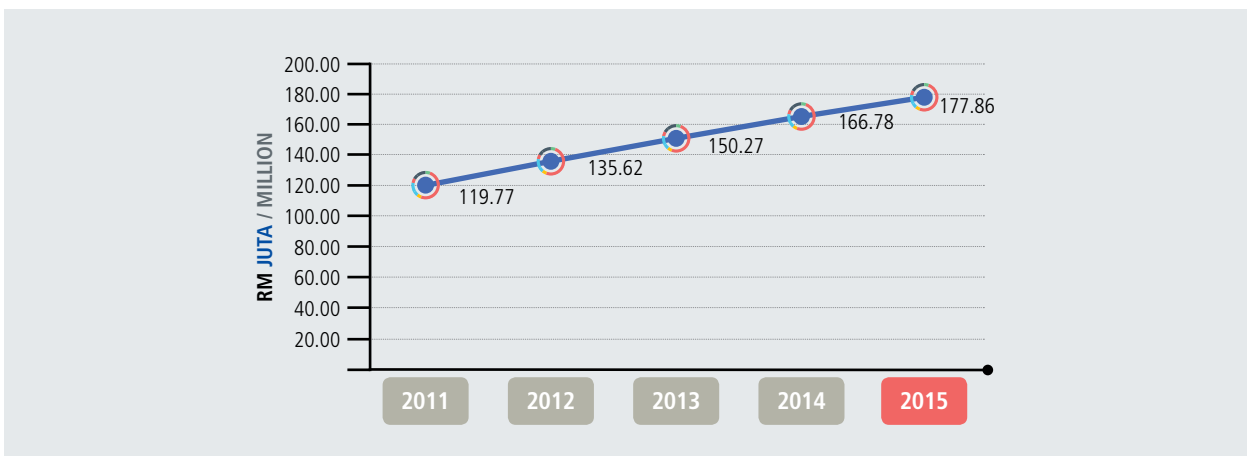


ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

CARTA 9 > **BILANGAN PENERIMA FAEDAH HILANG UPAYA SEMENTARA 2011 – 2015**
CHART 9 > **NUMBER OF TEMPORARY DISABLEMENT BENEFIT RECIPIENTS 2011 – 2015**



GRAF 10 > **JUMLAH BAYARAN FAEDAH HILANG UPAYA SEMENTARA 2011 – 2015**
GRAPH 10 > **TOTAL PAYMENT FOR TEMPORARY DISABLEMENT BENEFIT 2011 – 2015**

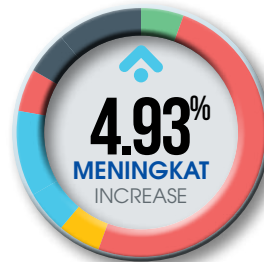


ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

FAEDAH HILANG UPAYA KEKAL

Perbelanjaan bagi membiayai Faedah Hilang Upaya Kekal yang dibayar secara pukal, pukal dan berkala serta berkala sahaja telah meningkat sebanyak RM22.09 juta atau 4.93% kepada RM470.60 juta pada 2015 berbanding RM448.51 juta pada 2014. Di samping itu, bilangan terkumpul penerima Faedah Hilang Upaya Kekal juga telah bertambah kepada 37,711 orang berbanding 36,530 orang pada tahun sebelumnya. Graf 11 dan Carta 10 menunjukkan jumlah pembayaran dan penerima Faedah Hilang Upaya Kekal.

Bilangan penerima Faedah Hilang Upaya Kekal yang menerima bayaran secara pukal meningkat sebanyak 380 orang kepada 16,670 orang pada tahun 2015 berbanding 16,290 orang pada 2014. Seramai 243 orang penerima telah memilih bayaran faedah secara pukal (1/5) dan berkala, manakala sejumlah 220 penerima telah menerima Faedah Hilang Upaya Kekal secara berkala pada 2014. (Jadual 16-19: Laporan Statistik).

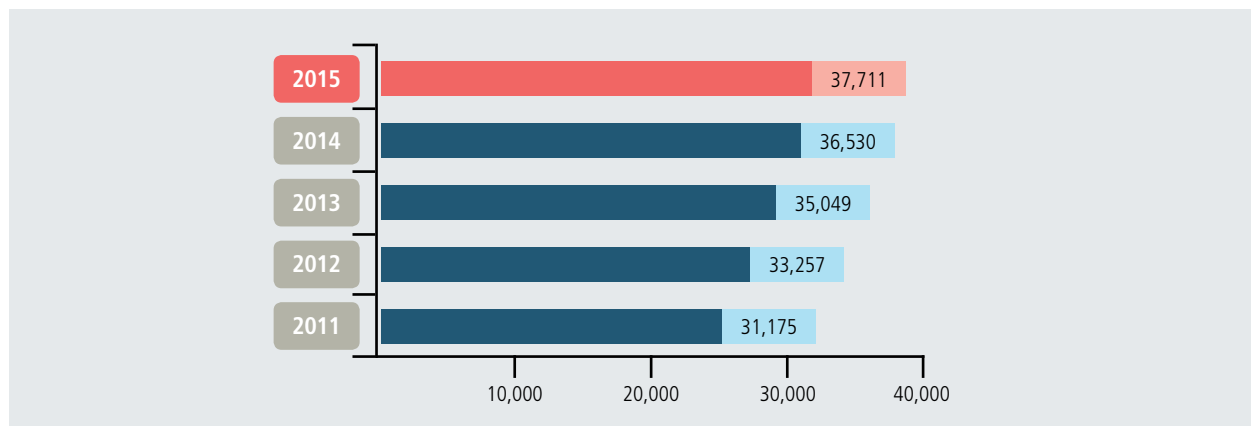


PERMANENT DISABLEMENT BENEFIT

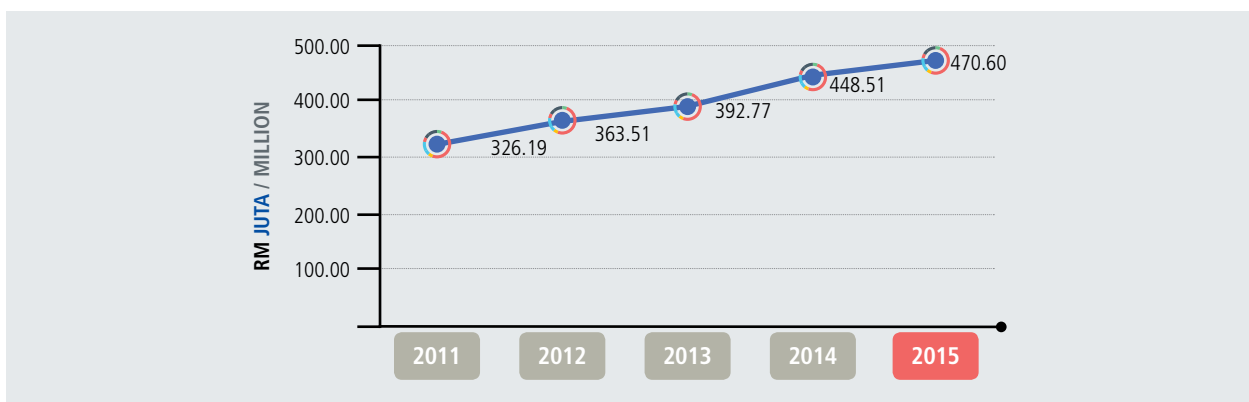
The expenditure for Permanent Disablement Benefit which was paid in lump sum, lump sum and periodical, and periodical payment increased by RM22.09 million or 4.93% to RM 470.60 million in 2015 as compared to RM448.51 million in 2014. At the same time, the cumulative number of Permanent Disablement Benefit recipients also increased to 37,711 persons in 2015 as compared to 36,530 persons the previous year. Graph 11 and Chart 10 reflect the total payment and recipients for Permanent Disablement Benefit.

The number of Permanent Disablement Benefit recipients receiving lump sum payments in 2015 rose by 380 persons to 16,670 persons compared to 16,290 persons in 2014. A total of 243 recipients opted for lump sum (1/5) and periodical payments, while another 220 recipients received their Permanent Disablement Benefit in periodical payments in 2014. (Table 16-19: Statistics Report)

CARTA 10 > BILANGAN PENERIMA FAEDAH HILANG UPAYA KEKAL 2011 – 2015
CHART 10 > NUMBER OF PERMANENT DISABLEMENT BENEFIT RECIPIENTS 2011 – 2015



GRAF 11 > JUMLAH BAYARAN FAEDAH HILANG UPAYA KEKAL 2011 – 2015
GRAPH 11 > TOTAL PAYMENT FOR PERMANENT DIABLEMENT BENEFIT 2011 – 2015



FAEDAH ORANG TANGGUNGAN

Bilangan terkumpul penerima Faedah Orang Tanggungan telah meningkat kepada 43,710 orang berbanding 42,951 orang pada 2014. Bagi 2015, jumlah pembayaran Faedah Orang Tanggungan adalah sebanyak RM263.26 juta, iaitu meningkat sebanyak 5.14% atau RM12.87 juta berbanding RM250.39 juta pada tahun sebelumnya.

Pada 2015, tuntutan Faedah Orang Tanggungan yang telah disah dan diluluskan sebagai kes baru adalah berjumlah 1,192 kes. Jumlah ini merupakan penurunan sebanyak 3.03% berbanding 1,157 kes pada tahun sebelumnya.

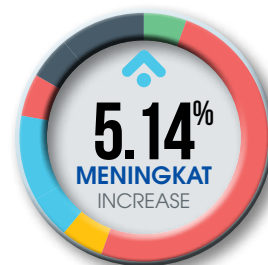
Daripada keseluruhan bilangan kes 2015, sebanyak 250 kes atau 20.97% menerima bayaran pencen bulanan berjumlah RM1,000 dan ke bawah. Manakala 79.03% atau 942 kes menerima jumlah bayaran pencen bulanan melebihi RM1,000 sebulan. (Jadual 20 dan 21: Laporan Statistik).

DEPENDANTS' BENEFIT

The cumulative number of Dependants' Benefit recipients increased to 43,710 persons compared to 42,951 persons in 2014. In 2015, the total payment for Dependants' Benefit was RM263.26 million, reflecting an increase of 5.14% or RM12.87 million, compared to RM250.39 million the previous year.

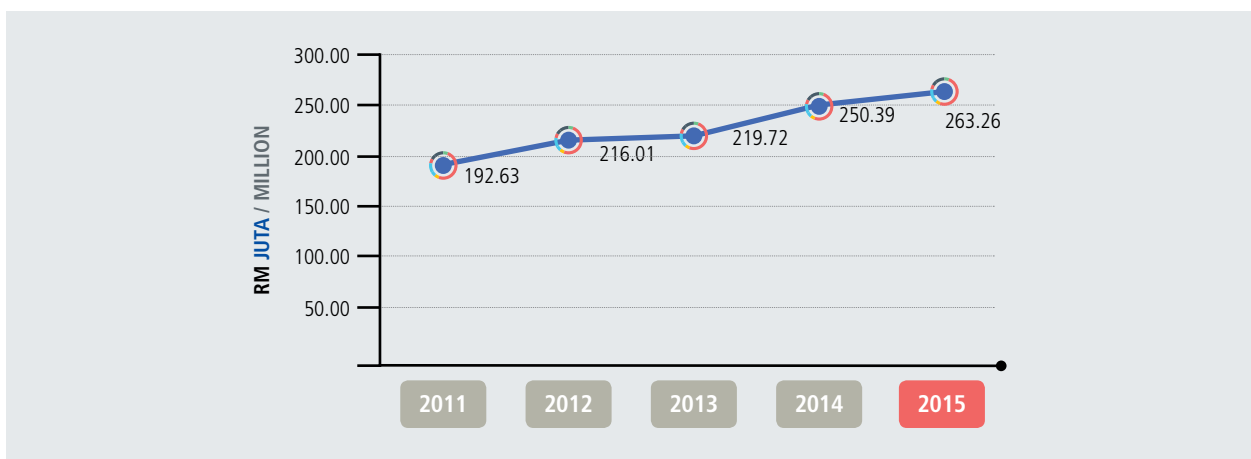
In 2015, a total of 1,192 claims were verified and approved as new cases. This marks a decrease of 3.03% from 1,157 cases the previous year.

From the total number of cases in 2015, 250 cases or 20.97% received a monthly pension of RM1,000 and below, while 79.03% or 942 cases received a monthly pension of more than RM1,000. (Table 20 and 21: Statistics Report)

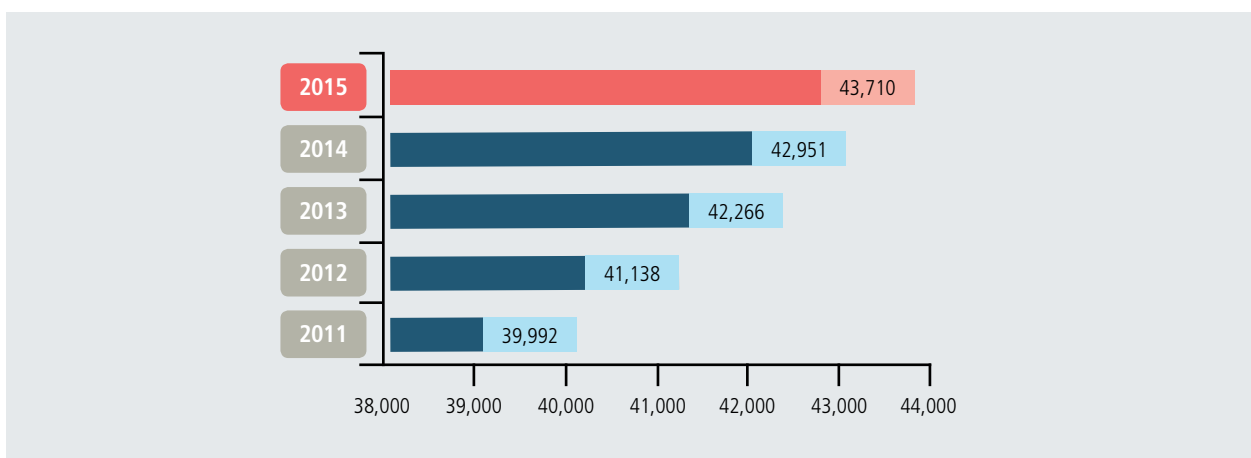


ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
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GRAF 12 > JUMLAH BAYARAN FAEDAH ORANG TANGGUNGAN 2011 - 2015
GRAPH 12 > TOTAL PAYMENT FOR DEPENDANTS' BENEFIT 2011 - 2015



CARTA 11 > BILANGAN PENERIMA FAEDAH ORANG TANGGUNGAN 2011 - 2015
CHART 11 > NUMBER OF DEPENDANTS' BENEFIT RECIPIENTS 2011 - 2015

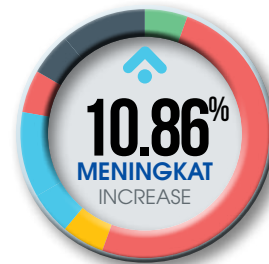


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PENCEN ILAT DAN BANTUAN ILAT

Sehingga 2015, jumlah terkumpul bilangan penerima Pencen Ilat dan Bantuan Ilat adalah seramai 53,990 penerima. Jumlah ini menunjukkan peningkatan sebanyak 8.07% atau 4,031 penerima berbanding 49,959 orang pada tahun sebelumnya. Selaras dengan peningkatan bilangan penerima, jumlah bayaran Pencen Ilat dan Bantuan Ilat yang dibayar juga telah meningkat sebanyak 10.86% atau RM53.93 juta iaitu dari RM496.82 juta pada tahun 2014 kepada RM550.75 juta pada tahun 2015 seperti di Graf 13 dan Carta 12.

Pada 2015, terdapat sebanyak 7,830 penerima baru berbanding 7,000 penerima pada 2014. Daripada bilangan penerima baru tersebut, sebanyak 4,499 atau 57.46% mendapat bayaran Pencen dan Bantuan Ilat berjumlah RM1,000 dan ke bawah sebulan, manakala selebihnya 3,331 penerima atau 42.54% mendapat bayaran melebihi RM1,000 sebulan (Jadual 23: Laporan Statistik).

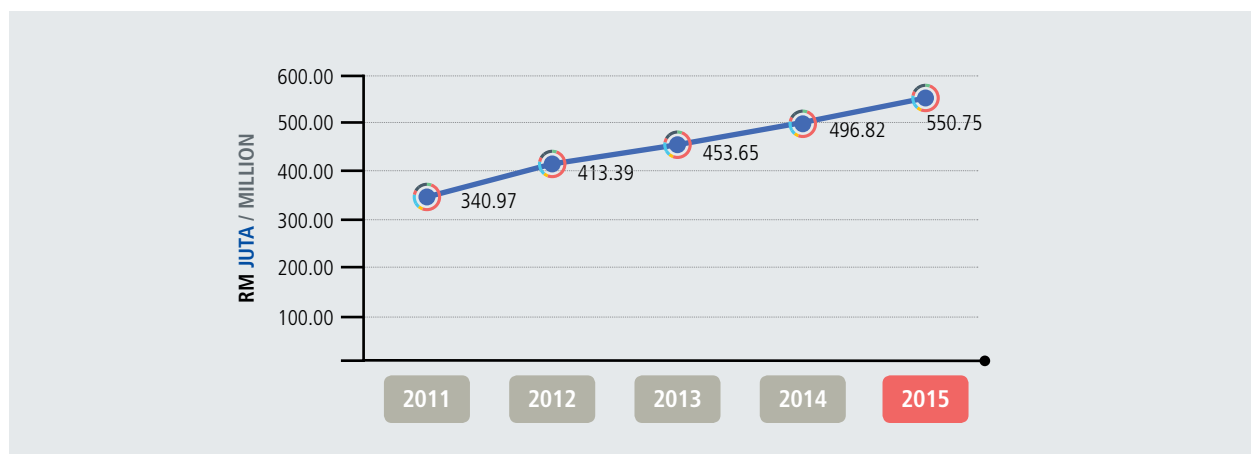


INVALIDITY PENSION AND GRANT

As at the end of 2015, the cumulative number of Invalidity Pension and Grant recipients was 53,990 recipients, indicating an increase of 8.07% or 4,031 recipients compared to 49,959 recipients the previous year. In line with the increase in the number of recipients, the total sum of payments for Invalidity Pension and Grant increased by 10.86% or RM53.93 million from RM496.82 million in 2014 to RM550.75 million in 2015 as reflected in Graph 13 and Chart 12.

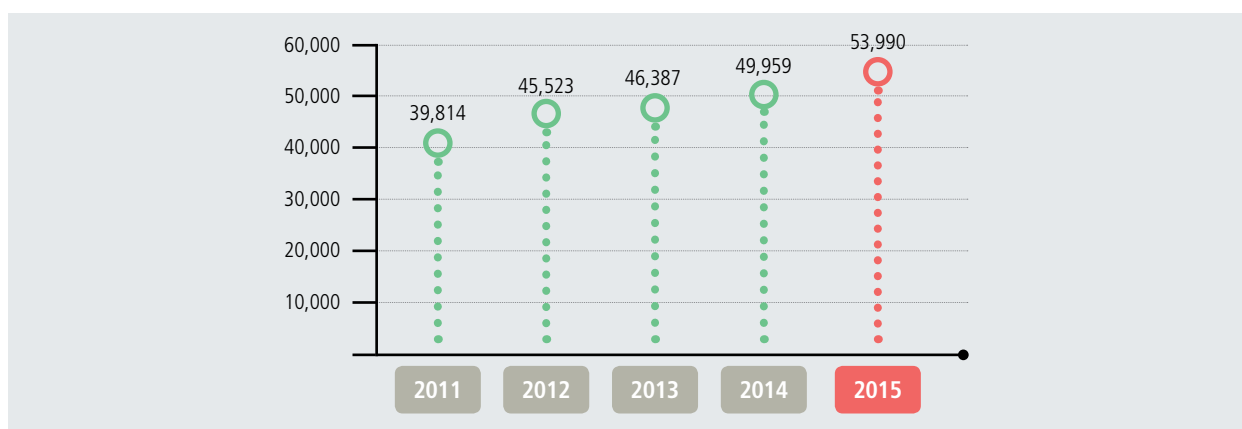
In 2015, there were 7,830 new recipients in comparison to 7,000 in 2014. Of these new recipients 4,499 or 57.46% received a monthly Invalidity Pension and Grant of RM1,000 and below, while the balance of 3,331 recipients or 42.54% received a monthly pension of more than RM1,000. (Table 23: Statistics Report)

GRAF 13 > **JUMLAH BAYARAN FAEDAH PENCEN ILAT DAN BANTUAN ILAT 2011 – 2015**
GRAPH 13 > **TOTAL PAYMENT FOR INVALIDITY PENSION AND GRANT 2011 – 2015**



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CARTA 12 > BILANGAN PENERIMA FAEDAH PENCEN ILAT DAN BANTUAN ILAT 2011 – 2015
CHART 12 > NUMBER OF INVALIDITY PENSION AND GRANT RECIPIENTS 2011 – 2015



PENCEN PENAKAT

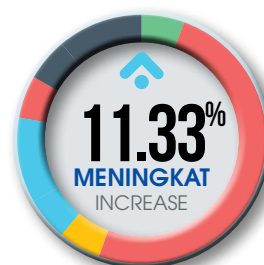
Bilangan terkumpul penerima Pencen Penakat sehingga akhir tahun 2015 adalah seramai 231,279 penerima berbanding 216,001 penerima pada 2014. Pembayaran Pencen Penakat tahun 2015 telah meningkat kepada RM929.30 juta berbanding RM834.70 juta pada tahun sebelumnya iaitu kenaikan sebanyak RM94.60 juta atau 11.33%.

Pada 2015, terdapat sebanyak 11,341 kes baru, meningkat sebanyak 10.51% berbanding 10,262 kes pada 2014. Daripada bilangan kes baru tersebut, sebanyak 6,523 atau 57.52% mendapat bayaran Pencen Penakat berjumlah RM1,000 dan ke bawah sebulan, manakala 4,818 kes atau 42.48% mendapat bayaran melebihi RM1,000 sebulan (Jadual 25: Laporan Statistik). Graf 14 dan Carta 13 menunjukkan jumlah pembayaran dan penerima terkumpul Pencen Penakat.

SURVIVORS' PENSION

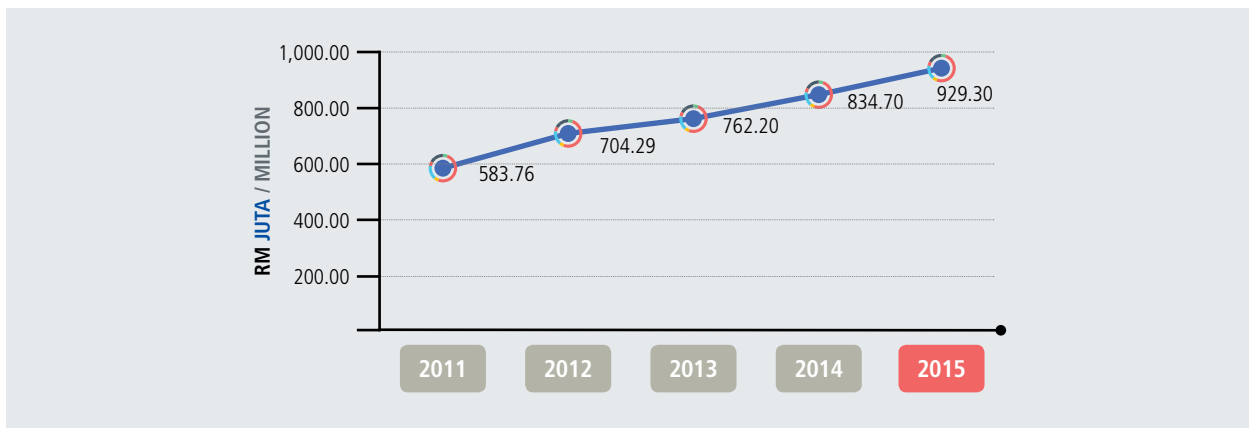
By the end of 2015, the cumulative number of Survivors' Pension recipients stood at 231,279 recipients, compared to 216,001 recipients in 2014. The total payment for Survivors' Pension in 2015 increased to RM929.30 million in comparison to RM834.70 million the previous year, reflecting an increase of RM94.60 million or 11.33%.

In 2015, there were 11,341 new cases, an increase of 10.51%, compared to 10,262 cases in 2014. Of these new cases, a total of 6,523 or 57.52% received a monthly Survivors' Pension of RM1,000 and below, while 4,818 cases or 42.48% received a monthly pension of more than RM1,000. (Table 25: Statistics Report). Graph 14 and Chart 13 shows the total accumulative payments of Survivors' Pension and recipients.

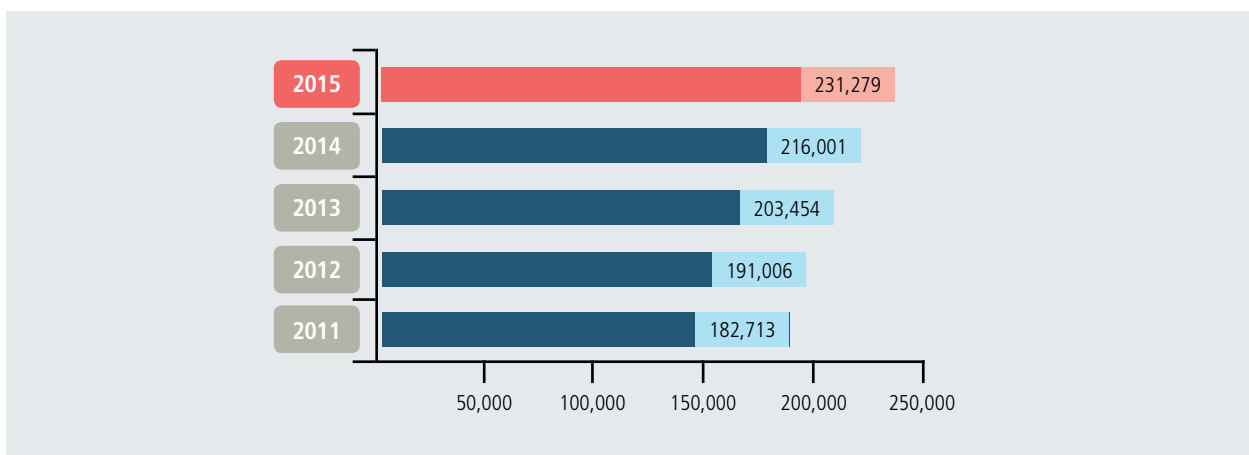


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GRAF 14 > JUMLAH BAYARAN PENCEN PENAKAT 2011 – 2015
GRAPH 14 > TOTAL PAYMENT FOR SURVIVORS' PENSION 2011 – 2015



CARTA 13 > BILANGAN PENERIMA TERKUMPUL PENCEN PENAKAT 2011 – 2015
CHART 13 > NUMBER OF SURVIVORS' PENSION RECIIENTS 2011 – 2015



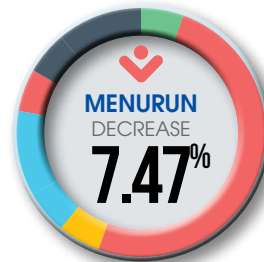
ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
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ELAUN LAYANAN SENTIASA

Jumlah terkumpul penerima Elaun Layanan Sentiasa sehingga akhir tahun 2015 adalah seramai 6,529 orang berbanding 6,146 orang pada 2014. Jumlah pembayaran Elaun Layanan Sentiasa menurun sebanyak 7.47% atau RM3.16 juta kepada RM39.17 juta pada tahun 2015 berbanding RM42.33 juta pada tahun sebelumnya. Manakala bilangan penerima baru tahun 2015 seramai 691 orang berbanding 749 penerima pada 2014 (Jadual 26: Laporan Statistik). Carta 14 dan Graf 15 menunjukkan jumlah penerima dan pembayaran Elaun Layanan Sentiasa.

CONSTANT ATTENDANCE ALLOWANCE

By the end of 2015, the cumulative number of recipients for Constant-attendance Allowance was 6,529 persons compared to 6,146 persons in 2014. The total payment for Constant-attendance Allowance decreased by 7.47% or RM3.16 million to RM39.17 million in 2015 compared with RM42.33 million the previous year. The number of new recipients in 2015 was 691 persons compared with 749 recipients in 2014 (Table 26: Statics Report). Chart 14 and Graph 15 show the number of recipients and the payment for Constant-attendance Allowance.

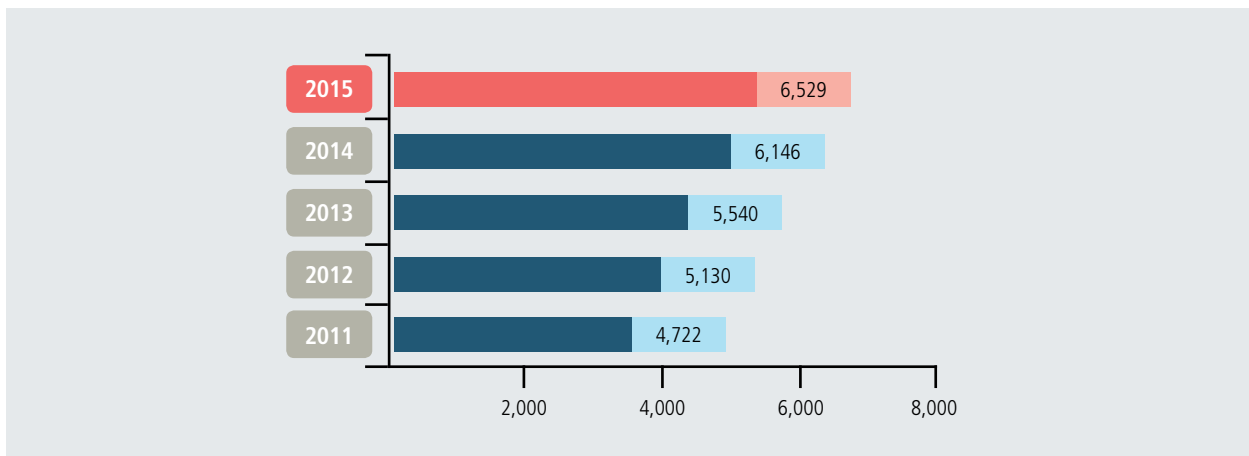


GRAF 15 > **JUMLAH BAYARAN ELAUN LAYANAN SENTIASA 2011 - 2015**
GRAPH 15 > **TOTAL PAYMENT FOR CONSTANT-ATTENDANCE ALLOWANCE 2011 - 2015**



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CARTA 14 > **BILANGAN PENERIMA ELAUN LAYANAN SENTIASA 2011 – 2015**
CHART 14 > **NUMBER OF CONSTANT-ATTENDANCE ALLOWANCE RECIPIENTS 2011 – 2015**

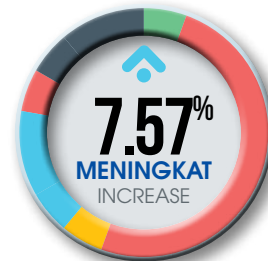
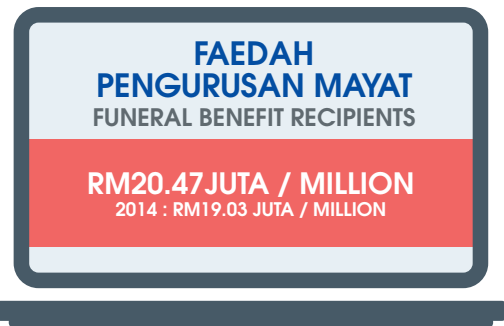


FAEDAH PENGURUSAN MAYAT

Bagi tahun 2015, seramai 14,788 penerima telah menerima Faedah Pengurusan Mayat berjumlah RM20.47 juta. Amaun ini menunjukkan peningkatan sebanyak RM1.44 juta iaitu 7.57% berbanding RM19.03 juta atau 13,733 penerima pada tahun sebelumnya seperti ditunjukkan di Carta 15 dan Graf 16.

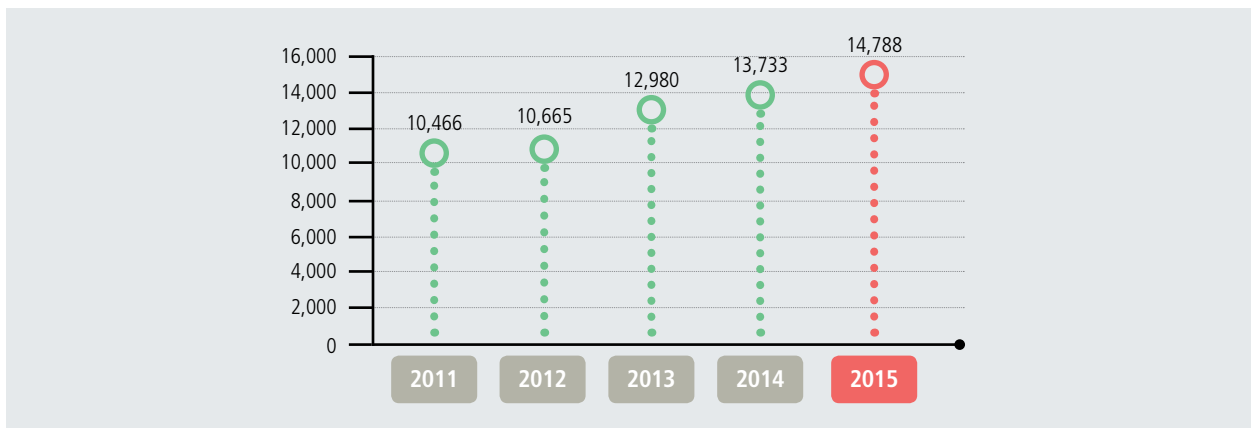
FUNERAL BENEFIT RECIPIENTS

In 2015, a total of 14,788 recipients received Funeral Benefit amounting to RM20.47 million. This amount reflected an increase of RM1.44 million or 7.57% compared with RM19.03 million or 13,733 recipients in the previous year, as reflected in Chart 15 and Graph 16.

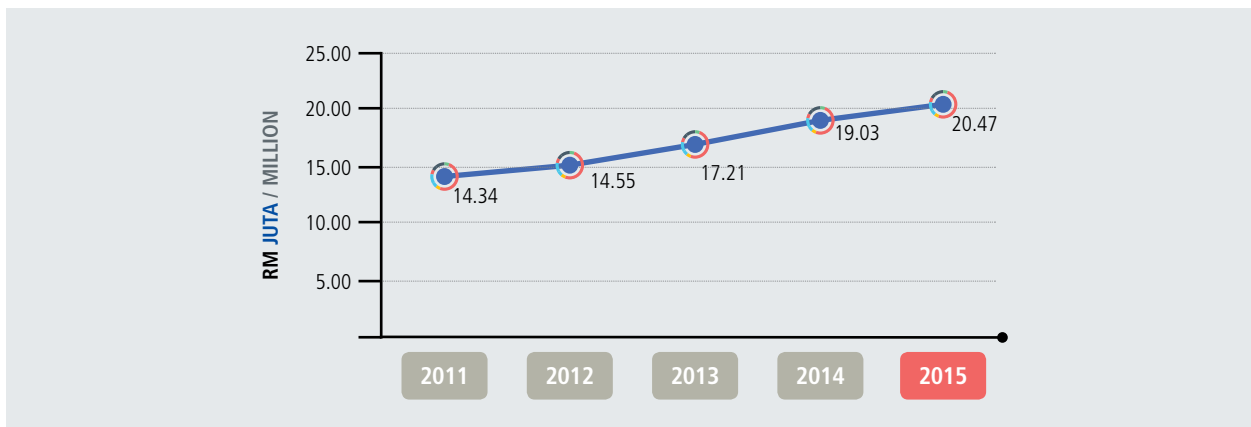


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CARTA 15 > BILANGAN PENERIMA FAEDAH PENGURUSAN MAYAT 2011 - 2015
CHART 15 > NUMBER OF FUNERAL BENEFIT RECIPIENTS 2011 - 2015



GRAF 16 > JUMLAH BAYARAN FAEDAH PENGURUSAN MAYAT 2011 - 2015
GRAPH 16 > TOTAL PAYMENT FOR FUNERAL BENEFIT 2011 - 2015



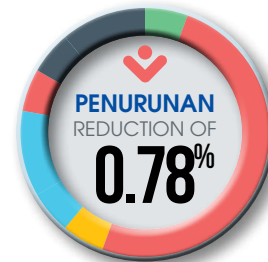
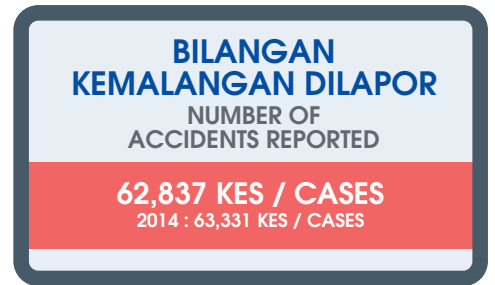
ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
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BILANGAN KEMALANGAN DILAPOR

Sebanyak 62,837 kes kemalangan telah dilaporkan sepanjang 2015 iaitu penurunan sebanyak 494 kes atau 0.78% berbanding 63,331 kes pada 2014 (Jadual 16 dan Carta 16). Jumlah ini meliputi 54.52% kemalangan perusahaan dan 45.48% melibatkan kemalangan semasa perjalanan berkaitan pekerjaan.

Dari keseluruhan jumlah kemalangan dilaporkan, didapati kemalangan perusahaan yang berkaitan pekerjaan telah menunjukkan penurunan berbanding tahun 2014.

Kemalangan perusahaan telah menurun sebanyak 2.94% iaitu dari 35,294 kes pada 2014 kepada 34,258 kes pada 2015. Manakala, bagi kemalangan semasa dalam perjalanan yang berkaitan pekerjaan, ianya meningkat sebanyak 1.93% iaitu dari 28,037 kes pada 2014 kepada 28,579 kes pada 2015 seperti Carta 17 dan 18.



NUMBER OF ACCIDENTS REPORTED

A total of 62,837 accident cases were reported in 2015, reflecting a reduction of 494 cases or 0.78% in comparison to 63,331 cases in 2014 (Table 16 and Chart 16). Of these, 54.52% were industrial accidents while the remaining 45.48% were related to work related commuting accidents.

From the total number of accidents reported, it was found that industrial accidents showed a decrease in comparison to 2014.

Industrial accidents decreased by 2.94% from a total of 35,294 cases in 2014 to 34,258 cases in 2015. Commuting accidents showed a slight increase of 1.93% from 28,037 cases in 2014 to 28,579 cases in 2015, as reflected in Charts 17 and 18.

JADUAL 16 > **BILANGAN KEMALANGAN DILAPORKAN 2014 – 2015**
TABLE 16 > **NUMBER OF ACCIDENTS REPORTED 2014 – 2015**

KEMALANGAN DILAPORKAN ACCIDENTS REPORTED	2014	2015
Kemalangan Perusahaan Dilaporkan Industrial Accidents Reported	35,294	34,258
Kemalangan Semasa Perjalanan Commuting Accidents	28,037	28,579
JUMLAH BILANGAN KEMALANGAN DILAPORKAN TOTAL NUMBER OF ACCIDENTS REPORTED	63,331	62,837

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
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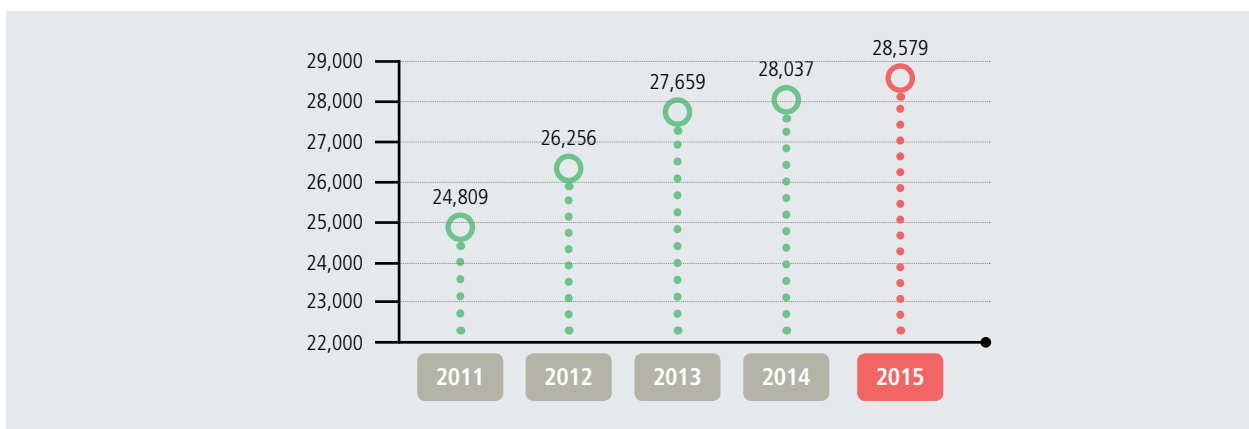
CARTA 16 > **BILANGAN KEMALANGAN DILAPOR 2011 – 2015**
CHART 16 > **NUMBER OF ACCIDENTS REPORTED 2011 – 2015**



CARTA 17 > **BILANGAN KEMALANGAN PERUSAHAAN DILAPOR 2011 – 2015**
CHART 17 > **NUMBER OF INDUSTRIAL ACCIDENTS REPORTED 2011 – 2015**



CARTA 18 > **BILANGAN KEMALANGAN SEMASA PERJALANAN 2011 – 2015**
CHART 18 > **NUMBER OF COMMUTING ACCIDENTS 2011 – 2015**



PENGURUSAN TUNTUTAN FAEDAH

Pengurusan tuntutan faedah dikendalikan mengikut Piagam Pelanggan dan Standard Q, yang mengambil kira pengukuran berdasarkan peratus pencapaian dan purata hari. Pendekatan ini dilaksanakan bagi menjamin penyampaian perkhidmatan yang diberikan memenuhi ekspektasi pelanggan.

BENEFIT CLAIMS MANAGEMENT

To ensure that the delivery of services provided meet customers' expectations, benefit claims are processed based on the Client Charter and Standard Q, which is measured by percentage of achievement and average number of days. This approach is implemented in order to guarantee that service delivery meets customers' expectations.

PIAGAM PELANGGAN BERDASARKAN PURATA HARI

Pada 2015, PERKESO telah berjaya mempertingkatkan prestasi piagam pelanggan dengan memendekkan tempoh pemrosesan (purata hari) berbanding tahun sebelumnya seperti Jadual 16 di bawah.

CLIENT CHARTER BASED ON AVERAGE NUMBER OF DAYS

In 2015, SOCSO successfully improved the performance of the client charter by shortening the processing period (average number of days) in comparison to the previous year as reflected in Table 16 below.

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

JADUAL 17 > PRESTASI PROSESAN FAEDAH (PURATA HARI) 2015
TABLE 17 > BENEFIT PROCESSING PERFORMANCE (AVERAGE NUMBER OF DAYS) 2015

TAHUN / YEAR	FHUS / TDB 5 HARI / DAYS	FHUK / PDB 7 HARI / DAYS	FOT / DB 7 HARI / DAYS	P.ILAT INVALIDITY PENSION 7 HARI / DAYS	P.PKT SURVIVORS' PENSION 7 HARI / DAYS	FPM / FB 3 HARI / DAYS
2014	2.08	3.01	2.60	2.78	2.68	1.30
2015	2.03	2.51	2.37	2.98	2.58	1.26

PIAGAM PELANGGAN BERDASARKAN PERATURAN

Pada 2015, PERKESO juga telah berjaya mempertingkatkan prestasi piagam pelanggan dalam pemprosesan (peratusan) berbanding tahun sebelumnya sebagaimana Jadual 18 di bawah.

CLIENT CHARTER BASED ON PERCENTAGE

In 2015, SOCSO also successfully improved the Client Charter in processing (percentage) in comparison to the previous year as reflected in Table 18 below.

JADUAL 18 > PRESTASI PROSESAN FAEDAH (PERATUSAN) 2015
TABLE 18 > BENEFIT PROCESSING PERFORMANCE (PERCENTAGE) 2015

PENCAPAIAN PIAGAM PELANGGAN (PERATUS) CLIENT CHARTER ACHIEVEMENT (PERCENTAGE)	FHUS / TDB 5 HARI / DAYS	FHUK / PDB 7 HARI / DAYS	FOT / DB 7 HARI / DAYS	P.ILAT INVALIDITY PENSION 7 HARI / DAYS	P.PKT SURVIVORS' PENSION 7 HARI / DAYS	FPM / FB 3 HARI / DAYS
2014	99.35	99.74	99.85	99.71	99.89	99.11
2015	98.73	99.06	98.10	98.43	97.98	98.75

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
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STANDARD Q

Prestasi Standard Q berdasarkan (Peratusan) pada 2015 berbanding tahun 2014 adalah seperti di Jadual 19.

STANDARD Q

The performance of Standard Q based on (Percentage) in 2015 as compared to 2014 is given in Table 19 below.

JADUAL 19 > PRESTASI STANDARD Q (PERATUSAN) 2014 – 2015
TABLE 19 > STANDARD Q (PERCENTAGE) PERFORMANCE 2014 – 2015

PERATUSAN PENCAPAIAN STANDARD Q PERCENTAGE ACHIEVEMENT STANDARD Q	FHUS / TDB 45 HARI / DAYS	FHUK / PDB 120 HARI / DAYS	FOT / DB 80 HARI / DAYS	P.ILAT INVALIDITY PENSION 120 HARI / DAYS	P.PKT SURVIVORS' PENSION 80 HARI / DAYS
2014	76.28	87.56	95.20	85.60	91.96
2015	74.46	89.28	95.59	83.51	91.11

Prestasi Standard Q berdasarkan (Purata Hari) pada 2015 berbanding tahun 2014 adalah seperti di jadual 20.

Standard Q performance based on average number of days in 2015 as compared to 2014 in given in Table 20 below.

JADUAL 20 > PRESTASI STANDARD Q (PURATA HARI) 2014 – 2015
TABLE 20 > STANDARD Q (AVERAGE NUMBER OF DAYS) PERFORMANCE 2014 – 2015

PURATA HARI PENCAPAIAN STANDARD Q AVERAGE NUMBER OF DAYS STANDARD Q	FHUS / TDB 45 HARI / DAYS	FHUK / PDB 120 HARI / DAYS	FOT / DB 80 HARI / DAYS	P.ILAT INVALIDITY PENSION 120 HARI / DAYS	P.PKT SURVIVORS' PENSION 80 HARI / DAYS
2014	40.67	71.78	42.25	74.11	34.19
2015	42.70	71.69	39.44	77.40	36.17

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015**KEMUDAHAN PEMULIHAN JASMANI ATAU VOKASIONAL**

Kemudahan pemulihan jasmani merangkumi aktiviti-aktiviti rawatan lanjut kepada Orang Berinsurans seperti rawatan implant, pembekalan alat-alat ortotik dan prostetik seperti pembekalan kaki palsu, tangan palsu, mata palsu, gigi palsu, kerusi roda, commode, tongkat dan lain-lain. Bagi Orang Berinsurans yang memenuhi syarat-syarat kelayakan yang telah ditetapkan, mereka ditawarkan untuk mengikuti latihan vokasional seperti kursus menjahit, komputer dan lain-lain bagi membolehkan mereka kembali semula ke pekerjaan asal atau mendapatkan kemahiran atau pekerjaan baru.

Pada 2015, PERKESO telah membekalkan alat-alat prostetik dan ortotik kepada 5,487 Orang Berinsurans termasuk penerima baru dan lama bagi menggantikan alatan yang telah rosak iaitu sebanyak 4,302 bekalan prostetik dan ortotik. Seramai 1,185 Orang Berinsurans telah menjalani rawatan pemulihan implant berbanding 829 orang pada tahun sebelumnya. Secara keseluruhannya PERKESO membelanjakan sebanyak RM39.87 juta bagi membiayai kemudahan Pemulihan Jasmani dan Vokasional.

FACILITIES FOR PHYSICAL OR VOCATIONAL REHABILITATION

The SOCSO physical or vocational rehabilitation facilities involve further treatment for Insured Persons including the provision of implants as well as orthotic and prosthesis equipment such as artificial legs, hands, eyes, dentures, walking aids, commodes and etc. Eligible Insured Persons are offered vocational training such as sewing classes, computer courses and etc. in order to enable them to return to their original jobs or to learn new skills or obtain new jobs.

In 2015, SOCSO provided prosthesis and orthotic equipment to 5,487 Insured Persons including new and existing recipients who needed to replace equipment that was no longer functioning. A total of 4,302 types of prosthesis and orthotic equipment were provided. A total of 1,185 Insured Persons received implant rehabilitative treatment in comparison to 829 persons the previous year. On the whole, SOCSO spent a total of RM39.87 million in financing Physical and Vocational Rehabilitation facilities.



ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

KEMUDAHAN RAWATAN DIALISIS

PERKESO menyediakan kemudahan dialisis kepada Orang Berinsurans yang layak dan menghidap *end stage renal failure*. Kemudahan ini diberikan secara subsidi di pusat dialisis panel PERKESO yang dilantik. Rawatan dialisis juga boleh diperolehi di pusat dialisis bukan panel PERKESO dan hospital kerajaan/swasta/luar negara tertakluk kepada terma dan syarat-syarat yang telah ditetapkan.

Sepanjang 2015, sebanyak 1,882 permohonan untuk kemudahan dialisis telah diterima dan diluluskan. Bilangan ini menunjukkan peningkatan sebanyak 3.5% berbanding 1,818 tahun 2014. Pada akhir 2015, bilangan terkumpul Orang Berinsurans yang menjalani rawatan dialisis adalah seramai 12,068 orang berbanding 10,558 orang pada 2014.

Carta 17 menunjukkan jumlah Orang Berinsurans yang memohon rawatan dialisis dari tahun 2011 hingga 2015.

DIALYSIS TREATMENT FACILITIES

SOCSO provides dialysis facilities to eligible Insured Persons who suffer from end stage renal failure. This facility is provided via subsidy at appointed SOCSO Dialysis Panel Centres. Dialysis treatment can also be sought at dialysis centres which are not SOCSO panel centres and government / private / foreign hospitals subject to terms and conditions that have been set.

Throughout 2015, a total of 1,882 applications for dialysis treatment were received and approved. This figure shows an increase of 3.5% compared to 1,818 in 2014. By the end of 2015, the cumulative number of insured persons who have undergone dialysis treatment is 12,068 persons as compare to 10,558 persons in 2014.

Chart 17 shows the total number of Insured Persons who have undergone dialysis treatment for 2011 to 2015.

CARTA 17 > **BILANGAN ORANG BERINSURANS YANG MEMOHON RAWATAN DIALISIS 2011 – 2015**
CHART 17 > **NUMBER OF INSURED PERSONS WHO HAVE APPLY DIALYSIS TREATMENT 2011 – 2015**

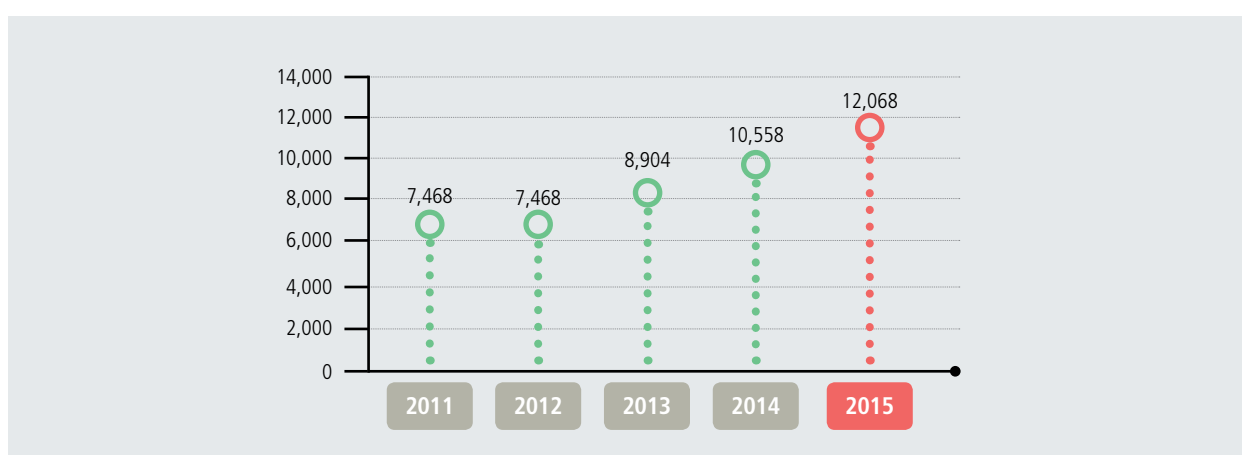


ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

Carta 18 menunjukkan jumlah Orang Berinsurans yang menjalani rawatan dialisis dari tahun 2011 hingga 2015.

Chart 18 shows the total number of Insured Persons who have undergone dialysis treatment for 2011 to 2015.

CARTA 18 > **BILANGAN ORANG BERINSURANS YANG MENJALANI RAWATAN DIALISIS 2011- 2015**
CHART 18 > **NUMBER OF INSURED PERSONS WHO HAVE RECEIVED DIALYSIS TREATMENT 2011 - 2015**



PUSAT DIALISIS PANEL PERKESO

Sepanjang 2015, PERKESO telah melantik sebanyak 15 pusat dialisis sebagai Panel PERKESO, iaitu peningkatan sebanyak 3.3% berbanding tahun sebelumnya. Ini menjadikan jumlah keseluruhan panel adalah sebanyak 470 pusat di seluruh negara. Pelantikan panel ini memudahkan Orang Berinsurans mendapat rawatan dialisis.

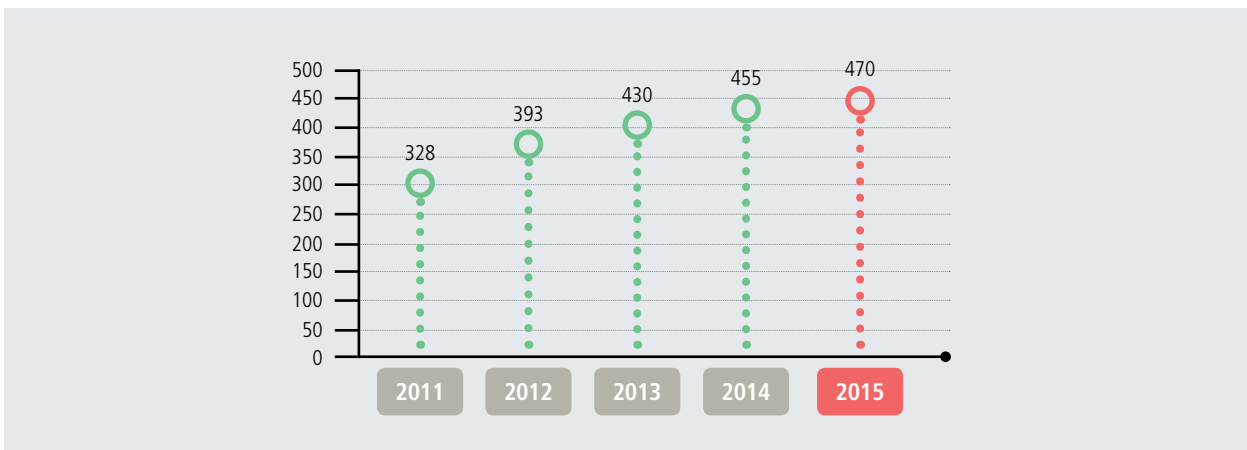
Bilangan Pusat Dialisis Panel PERKESO bagi tahun 2011 hingga 2015 adalah seperti Carta 19.

SOCSO PANEL DIALYSIS CENTRES

Throughout the year 2015, SOCSO appointed 15 SOCSO panel dialysis centres, an increase of 3.3% in comparison to the previous year. This puts the total number of panel centres in the country at 470 centres. The appointment of these centres makes it more convenient for Insured Persons to receive dialysis treatment.

The number of SOCSO Panel Dialysis Centres from 2011 to 2015 is shown in Chart 19.

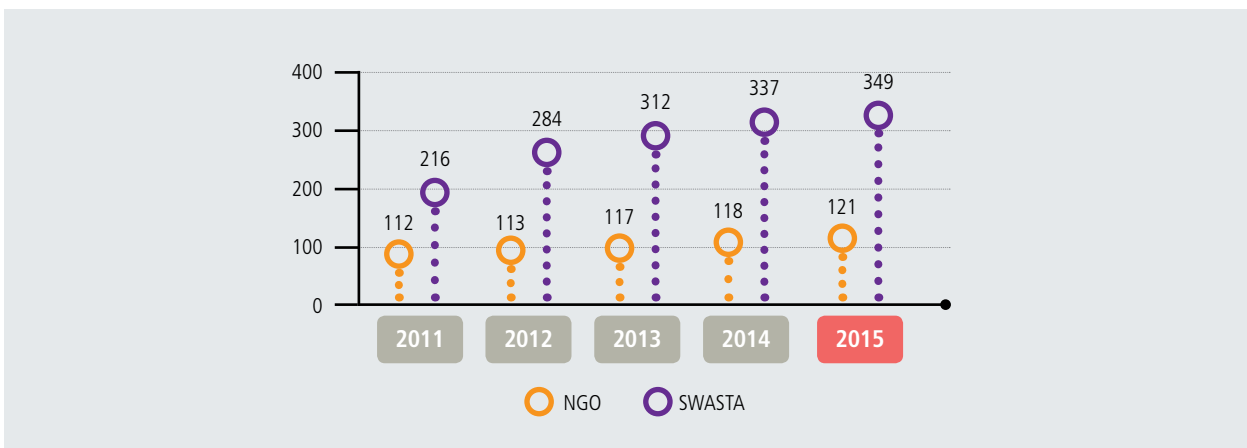
CARTA 19 > **BILANGAN PUSAT DIALISIS PANEL PERKESO 2011 – 2015**
CHART 19 > **NUMBER OF SOCSO PANEL DIALYSIS CENTRES 2011 – 2015**



Statistik Perlantikan Pusat Dialisis Panel mengikut NGO dan Swasta adalah seperti Carta 20.

The number of SOCSO Panel Dialysis Centres by NGO and Private is shown in Chart 20.

CARTA 20 > **BILANGAN PUSAT DIALISIS PANEL PERKESO MENGIKUT NGO DAN SWASTA 2011 – 2015**
CHART 20 > **NUMBER OF SOCSO PANEL DIALYSIS CENTRES BY NGO AND PRIVATE 2011 – 2015**



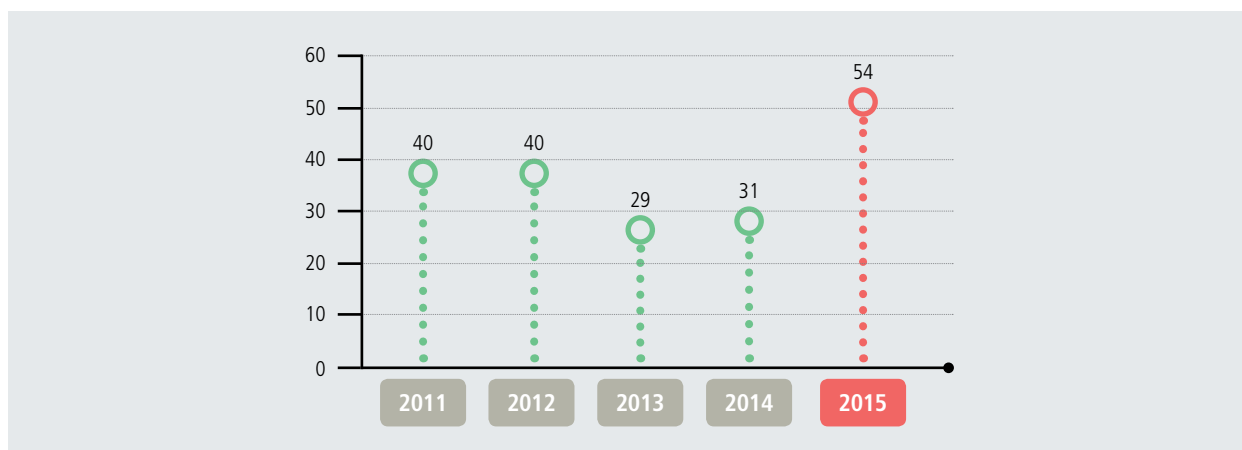
ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015**PENDERMAAN MESIN HEMODIALISIS**

Pada 2015, PERKESO telah meluluskan pendermaan mesin hemodialisis sebanyak 54 unit kepada 47 buah Pusat Dialisis Panel PERKESO bertaraf NGO dan 7 unit mesin kepada Hospital Kerajaan. Bilangan pendermaan mesin hemodialisis bagi tahun 2011 hingga 2015 adalah seperti Carta 21.

DONATION OF HEMODIALYSIS MACHINES

In 2015, SOCSO approved the donation of 54 hemodialysis machines to 47 SOCSO Panel Dialysis Centres categorized as NGOs and 7 machines to the Government Hospital. The number of hemodialysis machines donated between 2011 to 2015 is shown in Chart 21.

CARTA 21 > PENDERMAAN MESIN HEMODIALISIS 2011 – 2015
CHART 21 > DONATION OF HEMODIALYSIS MACHINES 2011 – 2015

**PERBELANJAAN RAWATAN DIALISIS**

Pada 2015, PERKESO telah membelanjakan sejumlah RM164.96 juta bagi membiayai rawatan dialisis, peningkatan sebanyak 4.36% berbanding tahun sebelumnya. Peningkatan ini disebabkan kesan langsung pertambahan jumlah pesakit buah pinggang.

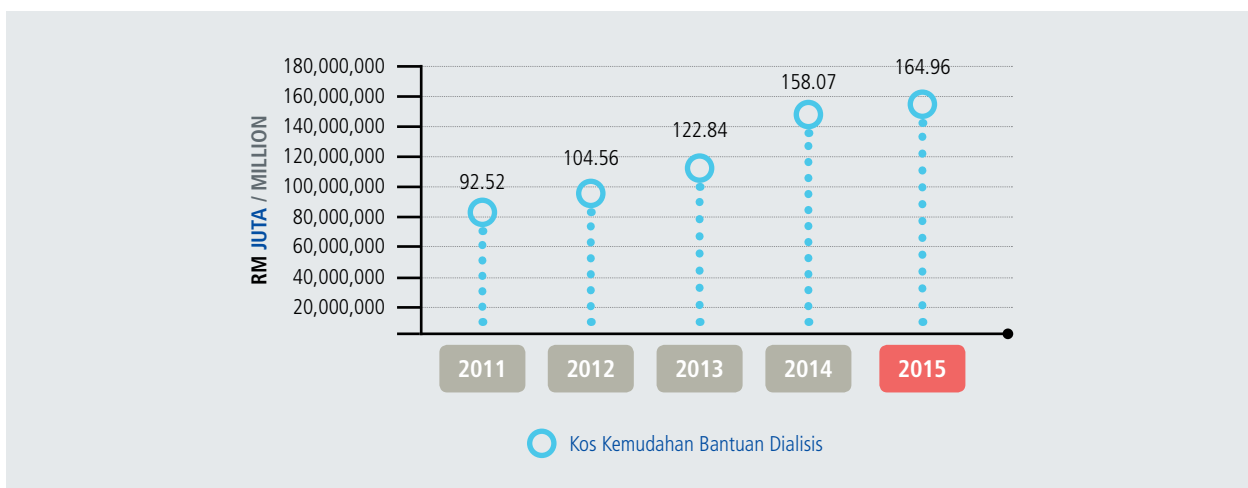
Jumlah perbelanjaan rawatan dialisis bagi tahun 2011 hingga 2015 adalah seperti dalam Carta 22.

EXPENDITURE FOR DIALYSIS TREATMENT

In 2015, SOCSO spent RM164.96 million for payment of dialysis treatment, an increase of 4.36% in comparison to the previous year. This increase is directly caused by the increase in patients with kidney disease.

The total expenditure for Dialysis treatment from 2011 to 2015 is shown in Chart 22.

CARTA 22 > PERBELANJAAN KEMUDAHAN RAWATAN DIALISIS 2011 – 2015
CHART 22 > EXPENDITURE ON DIALYSIS TREATMENT FACILITY 2011 – 2015



KLINIK PANEL ORANG BERINSURANS

PERKESO telah melantik klinik swasta sebagai klinik panel bagi memberi rawatan kepada Orang Berinsurans yang ditimpa bencana kerja seperti di Jadual 21.

Inisiatif Penambahbaikan

- Pengumpulan data statistik Klinik PPN/PPP secara bulanan berdasarkan KPI di peringkat Ibu Pejabat bagi tujuan pemantauan klinik dan penyimpanan rekod yang lebih sistematik.
- Mengadakan perbincangan dengan MMA (dua kali setahun) bertujuan untuk menambahbaik perkhidmatan klinik kepada Orang Berinsurans.
- Penyusunan semula klinik panel bagi mengenalpasti klinik panel aktif dan tidak aktif.
- Pembatalan klinik panel yang tidak aktif.

INSURED PERSONS PANEL CLINICS

SOCSO has appointed private clinics as Panel Clinics in order to treat Insured Persons who have been affected by work related injuries as specified in Table 21.

Improvement Initiative

- The collection of statistical data Panel clinics on a monthly basis based on the KPI at Headquarters for the purpose of systematic record keeping and monitoring.
- Continuing regular meetings with MMA to improve our services for our IP's.
- Updating the list of SOCSO Panel Clinics that are active and not active.
- To cancel SOCSO Panel Clinics are not operational.

ULASAN PETUNJUK UTAMA PRESTASI OPERASI 2015
KEY PERFORMANCE INDICATORS REVIEW OF OPERATIONS 2015

JADUAL 21 > KLINIK PANEL ORANG BERINSURANS 2014 – 2015
TABLE 21 > INSURED PERSONS PANEL CLINIC 2014 – 2015

KATEGORI / CATEGORY	2014	2015
Klinik Panel (Doktor Yang Mempunyai Latihan Kesihatan Pekerjaan) Panel Clinics (Doctors With Occupational Health Training Exposure)	815	855
Klinik Panel (Doktor Yang Tidak Mempunyai Latihan Kesihatan Pekerjaan) Panel Clinics (Doctors Without Occupational Health Training / Exposure)	390	444
Jumlah Semasa Bilangan Klinik Panel PERKESO berdaftar Total No. of SOCSO's Panel Clinics	1,205	1,299

BAYARAN GANTI BELANJA

Bayaran Ganti Belanja (BGB) merupakan tuntutan bayaran balik perkhidmatan perubatan dan pemulihan yang telah dilakukan oleh Orang Berinsurans di dalam dan luar negara. Pada 2015, sebanyak RM5.34 juta iaitu peningkatan sebanyak 15.09% berbanding RM4.64 juta pada tahun sebelumnya.

AKTIVITI PENGUATKUASAAN

Aktiviti penguatkuasaan merupakan di antara dua fungsi utama PERKESO selain daripada pembayaran faedah. Aktiviti ini memastikan kemampunan Dana Keselamatan Sosial dalam jangka panjang. Ianya termasuklah pemeriksaan, pengkompaunan, pendakwa dan *recovery*. Pada tahun 2015, sejumlah 146,732 rekod majikan telah diperiksa dan 3,641 majikan telah dikenakan tindakan kompaun manakala 1,202 majikan pula disyorkan untuk tindakan mahkamah di bawah Akta Keselamatan Sosial Pekerja, 1969 (AKSP, 1969).

PERKESO telah melaksanakan Ops Kesan sejak tahun 2009 sebagai sebahagian dari aktiviti penguatkuasaan. Ops Kesan bertujuan memastikan majikan akur dengan peruntukan AKSP, 1969. Pada tahun 2015, Ops Kesan telah diadakan pada bulan September 2015 di Pejabat PERKESO Negeri Selangor. Sepanjang Ops Kesan dijalankan, 15,825 premis majikan telah dilawati dan sebanyak 1,627 notis kompaun dikeluarkan terhadap majikan yang gagal mendaftar perusahaan mereka.

REIMBURSEMENT OF CLAIMS

Reimbursement of Claims are reimbursement payments for medical and rehabilitation services received by Insured Persons both locally and overseas. In 2015, a total of RM5.34 million was spent on reimbursement of claims, an increased of 15.09% in comparison to RM4.64 million in the previous year.

ENFORCEMENT ACTIVITIES

Enforcement activities is the one of the two core functions of SOCSO, the other being compensation. It ensures sustainability of the Social Security Fund in the long term. These activities include inspection of employers' records, issuance of compound notices, prosecution and recovery. For the year 2015, a total of 146,732 employers' records were inspected with 3,641 compound notices issued with further 1,202 employers were recommended for prosecution for various offences under the Employees' Social Security Act, 1969 (ESSA, 1969).

Since 2009, SOCSO has been executing "*Ops Kesan*" to ensure compliance of ESSA, 1969 on the part of employers. For the year 2015, "*Ops Kesan*" was launched in September at State Office of Selangor. A total of 15,825 employers premises were visited and 1,627 compound notices were issued to employers on the failure to register their businesses and employees.

PROGRAM DAN INISIATIF STRATEGIK PERKESO 2015

PERKESO telah mengenalpasti empat Pemacu Perubahan menerusi pendekatan yang inovatif bagi mempercepatkan transformasi Organisasi untuk mencapai semua *outcome* pelan tindakan yang telah dirangka. Empat Pemacu Perubahan tersebut adalah:

SOCISO's PROGRAM AND STRATEGIC INITIATIVE 2015

SOCISO has identified four drivers of change through innovative approaches to accelerate the transformation of the Organisation to achieve all the outcomes that the action plan has been formulated. Four Drivers of Change are:



Meningkatkan potensi produktiviti dengan amalan Strategi Lautan Biru.

Increasing the potential productivity through the practice of Blue Ocean Strategy.



Membudayakan nilai-nilai murni di kalangan anggota PERKESO selain memperkasakan Modal Insan.

Enculturating good values among SOCISO workforce in addition to reinforcing its Human Capital.



Mempertingkatkan keupayaan libat urus dengan pelanggan, stakeholders, agensi dan NGO dengan program yang merupakan teras utama organisasi.

Increasing the ability to engage with clients, stakeholders, agencies and NGOs with programmes that form the main core of the organisation.



Mempergiatkan program-program yang berpaksikan Kreativiti, Inovasi dan Kualiti.

Intensifying programmes based on Creativity, Innovation and Quality.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015

REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015

“PERKESO telah mengorak langkah strategik ke arah mencapai matlamat Misi dan Visi bagi meningkatkan kecemerlangan pengurusan Organisasi. Bermatlamatkan penyampaian perkhidmatan yang terbaik kepada pelanggan dan *stakeholder*, pembaharuan pengurusan strategik dan pengurusan prestasi korporat ditambahbaik menerusi beberapa strategi penjenamaan baharu yang akan dilaksanakan dalam jangka masa tiga (3) tahun. Memberi tumpuan kepada kelestarian budaya kerja yang dinamik, berfikir secara kritikal dan seterusnya menterjemahkan idea kepada penciptaan kreatif dan inovatif baharu bagi membolehkannya bertindak sebagai pemacu perubahan dalam konteks perəkayasaan penyampaian perkhidmatan dan agenda transformasi korporat PERKESO. Mengutamakan budaya kerja yang dinamik dan memberi fokus kepada elemen keselamatan sosial dan strategi pengoperasian.”

“SOCSO has taken a strategic step towards achieving its Vision and Mission to increase the Organisation’s management excellence. With a goal of delivering the best services to clients and stakeholders, reformation of the strategic management and corporate performance management is improved through several new branding strategies which will be implemented within a period of three (3) years. With a focus on the sustainability of a working culture that is dynamic, that cultivates critical thinking and that will eventually translate ideas into new creative inventions and innovations, such strategies will enable the organisation to act as a change driver within the context of service delivery reengineering and SOCSO’s corporate transformation agenda. The strategies will also emphasise on a working culture that is dynamic and will focus on social security elements as well as operational strategy.”



DATIN AZLAILY BINTI ABD RAHMAN

Pengurus Besar Kanan
Bahagian Perancangan dan Hal Ehwal Korporat
Senior General Manager
Planning and Corporate Affairs Division

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015

Pelan Strategik PERKESO 2011-2015 telah menyediakan asas atau rangka kerja kepada semua warga PERKESO dalam merancang, melaksana serta memantau pelan tindakan supaya program dan aktiviti yang dijalankan mencapai sasaran yang ditetapkan. Bagi memastikan prestasi Organisasi tahun 2015 mencapai tahap yang terbaik, pihak Pengurusan telah melakukan pemantauan terperinci dari semasa ke semasa serta mempertingkatkan usaha bagi memastikan *Key Performance Indicator* (KPI) Organisasi dapat dicapai dengan cemerlang.

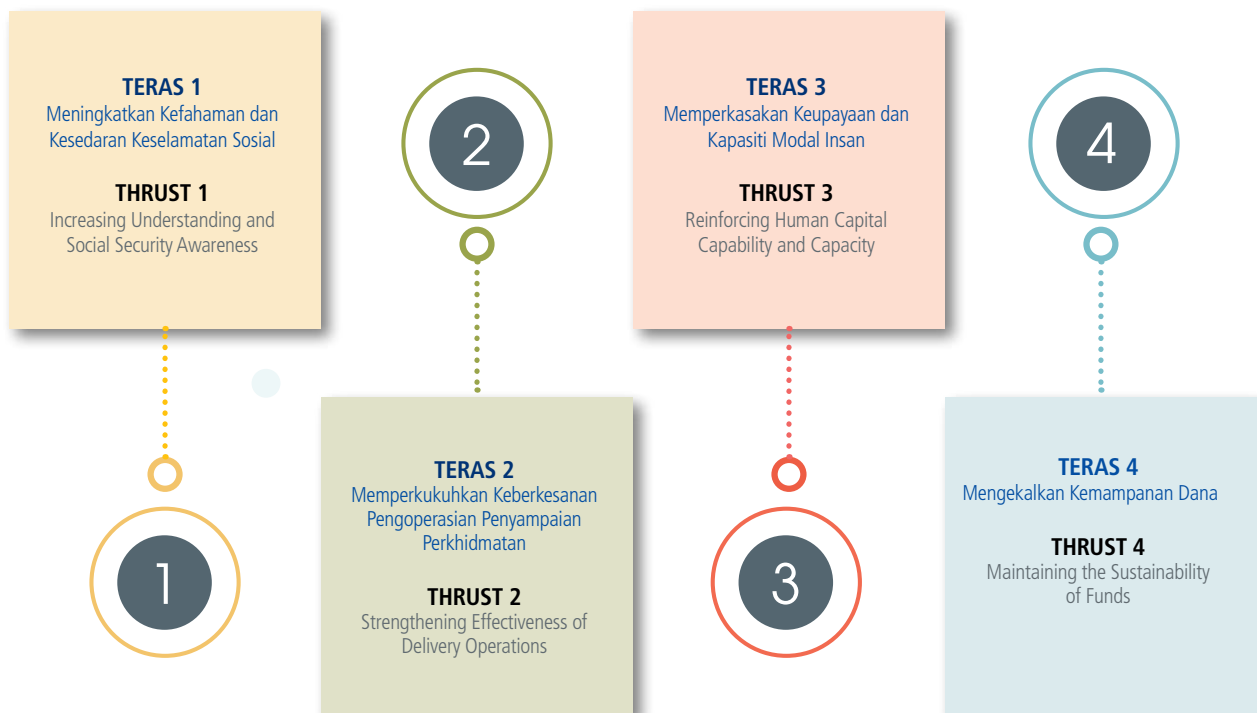
Petunjuk Prestasi Utama PERKESO 2015 adalah berlandaskan kepada empat teras utama yang terkandung di dalam Pelan Strategik PERKESO 2011-2015 iaitu:-

Penandaarasan pencapaian Pelan Strategik lima (5) tahun yang berakhir pada 31 Disember 2015 akan dijadikan asas pengukuhan pelan taktikal mendepani tahun 2020. Berbekalkan prestasi yang amat baik, Pelan Strategik PERKESO 2016-2020 akan memfokus kepada tema "Ke arah merealisasikan Transformasi PERKESO".

The SOCSO Strategic Plan 2011-2015 has provided a basis or framework for all of SOCSO's workforce in the planning, implementation as well as monitoring of the action plan, so that the programmes and activities carried out achieve the stipulated targets. In order to ensure that the Organisation's performance for 2015 achieves the best level, the Management has conducted detailed monitoring from time to time and has also intensified efforts to ensure that the Key Performance Indicators (KPI) of the Organisation are met.

SOCSO's Key Performance Indicators 2015 are based on the four main thrusts comprised in the SOCSO Strategic Plan 2011-2015, namely:

Benchmarking Strategic Plan achievement of five (5) years ended 31 December 2015 will be the basis for strengthening of tactical plans towards 2020. Base on very good performance, SOCSO Strategic Plan 2016-2020 will focus on the theme "Towards the realization of SOCSO Transformation".



ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015

Secara keseluruhannya, pencapaian KPI Pelan Strategik PERKESO 2011-2015 bagi tempoh Januari hingga Disember 2015 adalah pada tahap AMAT BAIK dengan peratus pencapaian sebanyak 94.11%. Ringkasan purata pencapaian keseluruhan adalah sebagaimana di bawah:-

Overall, the KPI Achievement of the SOCSO Strategic Plan 2011-2015 for the period January to December 2015 is at a VERY GOOD level, with a percentage achievement of 94.11%. A summary of the average overall achievement is set out below:

JADUAL 22 > PENCAPAIAN PETUNJUK PRESTASI (KPI) PERKESO 2015
TABLE 22 > SOCSO KEY PERFORMANCE INDICATORS (KPI) ACHIEVEMENT 2015

BIL. NO.	TERAS THRUST	PENCAPAIAN (%)* ACHIEVEMENT (%)*
1.	Meningkatkan Kefahaman dan Kesedaran Keselamatan Sosial Increasing Understanding and Awareness of Social Security	95.18%
2.	Memperkukuhkan Keberkesanan Pengoperasian Penyampaian Perkhidmatan Strengthening the Effectiveness of Service Delivery Operations	93.88%
3.	Memperkasakan Keupayaan dan Kapasiti Modal Insan Reinforcing Human Capital Capability and Capacity	92.54%
4.	Mengekalkan Kemampanan Dana Maintaining Sustainability of Funds	94.85%
PURATA PENCAPAIAN / AVERAGE ACHIEVEMENT		94.11%

* (%) – Peratus pencapaian berdasarkan sasaran / Percentage of achievement based on target

JADUAL 23 > SKALA PENGUKURAN DESKRIPSI PENCAPAIAN
TABLE 23 > PERFORMANCE DESCRIPTION MEASUREMENT SCALE



TERMA TERMS	LEMAH WEAK	MEMUASKAN AVERAGE	BAIK SATISFACTORY	AMAT BAIK VERY GOOD	CEMERLANG EXCELLENT
PERATUS PERCENTAGE	≤ 64.9%	65% – 74.9%	75% – 84.9%	85% – 94.9%	≥ 95%



PENCAPAIAN TERAS 1 **Meningkatkan Kefahaman dan Kesedaran Keselamatan Sosial**

Tumpuan utama telah diberikan ke atas usaha-usaha meningkatkan kesedaran awam terhadap skim-skim keselamatan sosial dan menilai tahap kepuasan kualiti perkhidmatan serta memupuk kesedaran keselamatan dan kesihatan pekerjaan di kalangan majikan dan pekerja. Pencapaian purata KPI Pelan Strategik di bawah Teras 1 adalah di tahap CEMERLANG iaitu 95.18%.

THRUST 1 ACHIEVEMENT **Increasing Understanding and Awareness of Social Security**

Main focus was given on efforts to increase public awareness of social security schemes and to assess the level of satisfaction with regards to the quality of service, as well as to cultivate awareness of occupational safety and health amongst employers and employees. The average Strategic Plan KPI achievement for Thrust 1 is at an EXCELLENT level at 95.18%.



PENCAPAIAN TERAS 2 **Memperkukuhkan Keberkesanan Pengoperasian Penyampaian Perkhidmatan**

Sistem pengoperasian PERKESO sentiasa ditambahbaik melalui perekayasaan proses, prosedur kerja, pelaksanaan sistem teknologi maklumat secara menyeluruh dalam pengoperasian yang telah disasarkan bagi tempoh Januari hingga Disember 2015. Hasil program dan aktiviti yang dilaksanakan, pencapaian purata KPI Pelan Strategik di bawah Teras 2 adalah pada tahap AMAT BAIK dengan purata peratus pencapaian sebanyak 93.88%

THRUST 2 ACHIEVEMENT **Strengthening the Effectiveness of Service Delivery Operations**

The SOCSO operating system is constantly being improved through the re-engineering of processes and work procedures, as well as the implementation of a holistic information technology system in targeted operations, for the period of January to December 2015. As a result of the programmes and activities implemented, the average Strategic Plan KPI Achievement under Thrust 2 is at a VERY GOOD level at 93.88%.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**PENCAPAIAN TERAS 3**
Memperkasa Keupayaan dan Kapasiti Modal Insan

Fokus pengurusan sumber manusia yang terancang dan komprehensif telah dilaksanakan bagi membudayakan kreativiti dan inovasi, kepantasan bertindak dalam membuat keputusan dan berintegriti tinggi. Lima (5) strategi yang digariskan ke atas pengurusan sumber manusia mulai Januari hingga Disember 2015 adalah memantapkan pengurusan dan pembangunan sumber manusia, memantapkan keutuhan pengurusan, mewujudkan persekitaran kerja yang kondusif, membudayakan kreativiti dan inovasi di kalangan warga dan memantapkan kualiti perkhidmatan. Pencapaian purata KPI Pelan Strategik di bawah Teras 3 adalah pada tahap AMAT BAIK iaitu 92.54%.

THRUST 3 ACHIEVEMENT
Reinforcing Human Capital Capability and Capacity

An organised and comprehensive human resource management focus has been implemented in order to cultivate creativity and innovation, quick acting in decision making as well as high integrity. Five (5) strategies were outlined with regards to the management of human resources beginning January until December 2015, namely, to strengthen the management and development of human resources, to strengthen management integrity, to create a working environment that is conducive, to cultivate creativity and innovation amongst the workforce and to enhance the quality of service. The average Strategic Plan KPI Achievement under Thrust 3 is at a VERY GOOD level at 92.54%.

**PENCAPAIAN TERAS 4**
Mengekalkan Kemampanan Dana

Langkah mengoptimalkan pulangan pelaburan serta pemantapan pengurusan kewangan telah diberi tumpuan dalam mengukuhkan dana PERKESO bagi tempoh Januari hingga Disember 2015. Aspek penilaian risiko kewangan dan pelaburan juga telah diberi keutamaan agar pulangan pelaburan optimum yang disasarkan tercapai. Pencapaian purata KPI Pelan Strategik di bawah Teras 4 adalah pada tahap AMAT BAIK iaitu 94.85%.

THRUST 4 ACHIEVEMENT
Maintaining Sustainability of Funds

Focus was given on measures to optimise investment returns as well as to solidify financial management in strengthening SOCSO funds for the period January to December 2015. Assessment of financial and investment risks was also given priority so that the targeted optimum investment returns is achieved. The average Strategic Plan KPI Achievement under Thrust 4 is at a VERY GOOD level at 94.85%.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**PENILAIAN PRESTASI BAGI KPI PERKESO BERASASKAN *BALANCED SCORECARD (BSC)***

Cabaran persekitaran yang tidak menentu dan sentiasa berubah menuntut PERKESO merangka proses perancangan yang teliti dan munasabah. Ini memerlukan usaha mencari dan menilai pelbagai alternatif melalui penggubalan strategi yang terbaik untuk merealisasikan Visi dan Misi PERKESO. Selaras dengan penetapan visi dan misi PERKESO yang menjadi titik tolak kepada penggubalan strategi yang terbaik, pelaksanaan '*Balanced Scorecard*' (BSC) yang telah diluluskan pada 31 Julai 2015 oleh Lembaga PERKESO adalah merupakan satu alternatif dalam Perancangan Strategik PERKESO 2016-2020. BSC merupakan salah satu kaedah atau alat bagi kawalan pengurusan yang mengukur prestasi organisasi di peringkat penilaian dan pemantauan pelaksanaan strategi yang ditetapkan.

Mulai tarikh tersebut penilaian prestasi bagi KPI PERKESO akan dipantau oleh Jawatankuasa Lembaga Pengurusan Prestasi, yang dianggotai oleh tiga orang Ahli Lembaga PERKESO dan Ketua Eksekutif yang dilantik. Strategi Korporat PERKESO akan disepadukan dengan strategi pengoperasian di setiap Bahagian bagi mewujudkan model BSC yang menyeluruh, sebagaimana gambarajah berikut. Terdapat tiga pengamatan yang perlu diberi penekanan yang sewajarnya bagi menjamin kejayaan pelaksanaan BSC iaitu komitmen perubahan dari segi sistem dan budaya kerja yang terhasil dari perubahan minda serta kesedaran untuk menentukan pencapaian strategik menjadi teras keutamaan.

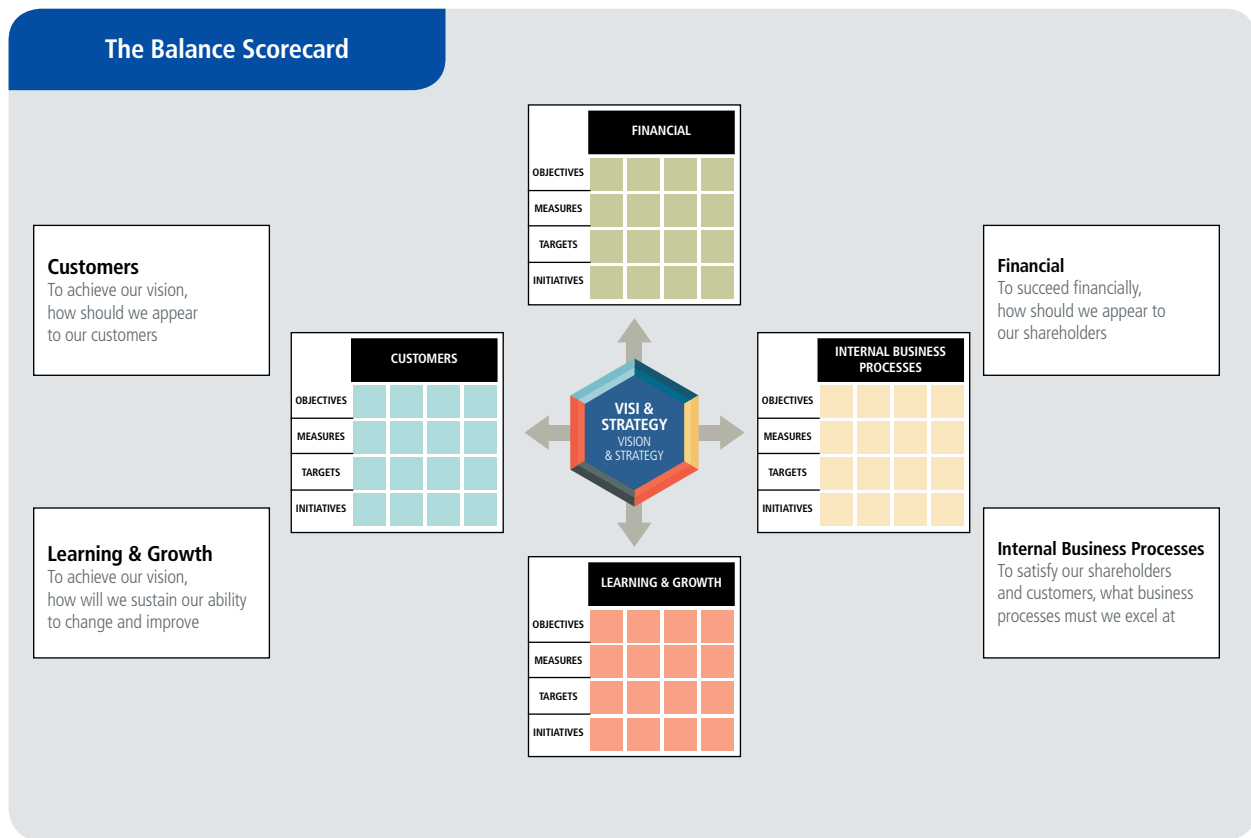
ASSESSMENT OF SOCSO KPI BASED ON *BALANCED SCORECARD (BSC)*

The challenge of an environment that is uncertain and ever-changing demands that SOCSO designs a planning process that is detailed and reasonable. This requires efforts to look for and evaluate various alternatives through the drafting of the best strategy to realise SOCSO's vision and mission. In line with the determination of SOCSO's vision and mission which serves as a jumping-off point towards the drafting of the best strategy, the implementation of the '*Balanced Scorecard*' (BSC) approved on 31st July 2015 by the SOCSO Board is one of the alternatives in the SOCSO Strategic Plan 2016-2020. BSC is one of the methods or tools for management control that measures the organisational performance during the evaluation and monitoring of implementation of the strategies stipulated.

With effect from 31st July 2015, the performance evaluation of the SOCSO KPI will be monitored by the Performance Management Board Committee which comprise three appointed SOCSO Board members and the Chief Executive of SOCSO. The SOCSO Corporate Strategy will be combined with operational strategy at each Division in order to create a holistic BSC model as shown in the following diagram. Three observations need to be emphasized on to ensure the successful implementation of BSC, namely, the commitment to change in terms of system and working culture that resulted from a mindset change as well as an awareness towards strategic achievement that has become a core priority.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
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PENILAIAN PRESTASI BERASASKAN *BALANCED SCORECARD (BSC)* PERSPEKTIF
MEASURE ORGANISATION PERFORMANCE BASED ON *BALANCED SCORECARD (BSC)* PERSPECTIVES



Sumber / Source: Balance Scorecard Institute USA

6 Bidang Keberhasilan Utama PERKESO 6 SOCSO Key Results Area



PENAMBAHBAIKAN SKIM PERLINDUNGAN KESELAMATAN SOSIAL

Bagi tujuan menambahbaik skim perlindungan keselamatan sosial dengan mengambil kira sosio-ekonomi semasa, beberapa cadangan pindaan kepada AKSP 1969 telah dirangka untuk dibentangkan di Parlimen.

Semakan, Pindaan dan Pewartaan Undang-Undang

Pada tahun 2015, PERKESO telah menggubal dan menyediakan Rang Undang-Undang Keselamatan Sosial Pekerja (Pindaan) 2015 dan 3 draf Peraturan-Peraturan bagi tujuan memantapkan dan menambahbaik pentadbiran skim dan faedah keselamatan sosial mengikut dasar Kerajaan serta untuk manfaat Orang Berinsurans dalam menyediakan perkhidmatan yang lebih berkualiti.

Rang Undang-Undang Keselamatan Sosial Pekerja (Pindaan) 2015

Telah dibentangkan pada sesi Parlimen bulan Disember 2015 bagi Bacaan Kali Pertama dan telah ditangguhkan bagi Bacaan Kali Kedua dan Ketiga pada sesi Parlimen tahun 2016 termasuk untuk pembentangan di Dewan Negara sebelum dikuatkuasakan.

Antara komponen penting dalam pindaan ini adalah 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.

SOCIAL SECURITY PROTECTION SCHEME IMPROVEMENT

In order to further enhance the social security protection scheme by taking into account the current socio-economic situation, a number of proposed amendments to the ESSA 1969 have been framed to be tabled in Parliament.

Revisions, Amendments and Gazette of Legislation

In 2015, SOCSO drafted and prepared the Employees' Social Security Bill (Amendment) 2015 and 3 draft Regulations for the purposes of establishing and improving the administration of social security schemes and benefits in accordance with Government policies as well as for the benefit of Insured Persons through the provision of better quality services.

Employees' Social Security (Amendment) Bill 2015

This bill was tabled during the Parliamentary session in December 2015 for the First Reading and was postponed for the Second and Third Readings to the Parliamentary session in 2016, including for tabling in the *Dewan Negara* prior to being enforced.

Among the important components of this amendment is the expansion of social security coverage to all employees without being subject to any wage limit in accordance with the definition of employees, as well as to raise the ceiling for contribution from RM3,000.00 to RM4,000.00 for the purposes of contributions and payment of benefits.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015

REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015

Komponen-komponen lain merangkumi perkara-perkara berikut:

- Memberi kuasa kepada PERKESO bagi mentadbir skim atau jaringan keselamatan sosial baharu di bawah undang-undang selain dari Akta 4 termasuk bagi kategori pekerja yang berkhidmat atas satu kontrak untuk pekhidmatan (contract for service) atau bekerja sendiri (self-employed);
- Memberi kuasa kepada PERKESO bagi menerima wang dan mentadbirkan kumpulan wang yang diwujudkan berasingan bagi skim atau jaringan keselamatan sosial yang baharu;
- Memberi kuasa kepada PERKESO bagi menubuhkan perbadanan atau syarikat ke arah penambahbaikan penyampaian perkhidmatan yang lebih efisien, menyeluruh dan relevan mengikut keperluan OB; dan
- Pindaan-pindaan lain yang berbangkit berdasarkan aspirasi dasar pihak Kerajaan.

Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja (Pindaan) 2015

Draf Peraturan-Peraturan yang digubal dan telah dikuatkuasakan pada 1 Jun 2015 adalah Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja (Pindaan) 2015 iaitu tarikh akhir majikan boleh membayar caruman telah dipinda daripada tidak lewat dari hari terakhir bulan yang mengikuti bulan yang berkenaan dengannya caruman itu perlu dibayar kepada hari ke 15 bulan yang mengikuti tersebut.

Selain itu, draf yang telah dikemukakan kepada pihak Kementerian Sumber Manusia untuk kelulusan dasar pada tahun 2015 ialah:

- a. Draf Peraturan-peraturan Keselamatan Sosial Pekerja (Kadar, Elaun-Elaun, Insentif dan Perbelanjaan Lain Bagi Faedah Perubatan, Kemudahan-Kemudahan Pemulihan dan Dialisis) 2015; dan
- b. Draf Peraturan-peraturan Keselamatan Sosial Pekerja (Kewangan Dan Perakaunan) 2015.

The other components include the following:

- Giving SOCSO the power to administer new social security schemes or networks under legislations other than Act 4, including for categories of workers engaged under a contract for service or self-employed persons;
- Giving SOCSO the power to receive monies and administer separately established funds for the new social security scheme or network;
- Giving SOCSO the power to establish corporations or companies towards improving delivery of service that is more efficient, comprehensive and relevant in accordance with the requirements of OB; and
- Other incidental amendments based on the policy aspirations of the Government.

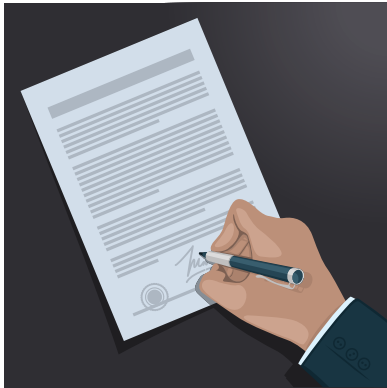
Employees' Social Security (General) Regulations (Amendment) 2015

The Regulations, enacted and coming into force on 1st June 2015, amended the last date on which an employer may pay the contribution, from no later than the last day of the month following the month in respect of which the contribution is payable to no later than the 15th day of the said following month.

In addition, other drafts submitted to the Ministry of Human Resource for policy approval in 2015 include:

- a. Draft of the Employees' Social Security (Rates, Allowances, Incentives and Other Expenses for Medical Benefits, Rehabilitation and Dialysis Facilities) Regulations 2015; and
- b. Draft of the Employees' Social Security (Finance and Accounting) Regulations 2015.

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Draf Peraturan-Peraturan Keselamatan Sosial Pekerja (Kadar, Elaun-Elaun, Insentif dan Perbelanjaan Lain Bagi Faedah Perubatan, Kemudahan-Kemudahan Pemulihan dan Dialisis) 2015

Draf Peraturan-Peraturan ini bertujuan menetapkan kadar dan had perbelanjaan yang boleh dibenarkan serta syarat-syaratnya bagi Faedah Perubatan, Kemudahan Pemulihan atau Dialisis yang diberikan kepada Orang Berinsurans atau yang boleh dituntut Bayaran Ganti Belanja oleh Orang Berinsurans. Terdapat juga bayaran lain seperti Elaun atau Insentif yang dibenarkan di bawah undang-undang untuk dibayar kepada Orang Berinsurans.

Draf Peraturan-Peraturan yang dicadangkan ini mempunyai 14 Bahagian, 44 perenggan dan 14 Jadual. Komponen utama draf Peraturan-Peraturan ini adalah seperti jenis, caj dan penetapan kadar tuntutan bagi Rawatan Perubatan, Pemeriksaan Pakar, Elaun-Elaun, Bayaran Insentif, Program Pemulihan dan Dialisis, pembelian alat pemulihan dan sebagainya.

Draf Peraturan-Peraturan ini telah dikemukakan kepada pihak Kementerian Sumber Manusia (KSM) untuk kelulusan dasar sebelum dikemukakan kepada pihak Jabatan Peguam Negara untuk semakan dan kelulusan sebelum dikemukakan kepada YB Menteri untuk ditandatangani dan seterusnya diwartakan.

Draft of the Employees' Social Security (Rates, Allowances, Incentives and Other Expenses for Medical Benefits, Rehabilitation and Dialysis Facilities) Regulations 2015

The draft Regulations aim to fix the rates and allowable limits for expenses as well as conditions for Medical Benefits, Rehabilitation or Dialysis Facilities provided to the Insured Persons or which may be claimed under Reimbursement of Claims by the Insured Persons. There are also other payments such as Allowances or Incentives allowed under the law to be paid to the Insured Persons.

The proposed draft Regulations comprise 14 Parts, 44 paragraphs and 14 Schedules. The main component of the draft Regulations includes the type, charges and determination of rates of claim for Medical Treatment, Specialist Examination, Allowances, Incentive Payments, Rehabilitation and Dialysis Programmes, purchase of rehabilitation equipment and others.

The draft Regulations have been submitted to the Ministry of Human Resources for policy approval prior to submission to the Attorney General's Chambers for review and approval. The draft will then be submitted to the Minister for signature and subsequently gazetted.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**PROGRAM RETURN TO WORK**

Program “Return To Work (RTW)” telah diperkenalkan oleh PERKESO pada 15 Januari 2007. Program ini merupakan program pemulihan fizikal yang disediakan kepada Orang Berinsurans PERKESO yang mengalami hilang upaya akibat kecederaan atau penyakit bagi mengembalikan fungsi anggota badan dan seterusnya kembali semula ke alam pekerjaan lebih awal, sihat dan selamat.

Program RTW dilaksanakan menerusi pendekatan Pengurusan Hilang upaya yang sistematik di mana setiap kes yang layak dan bermotivasikan diuruskan oleh seorang Pengurus Kes yang bertanggungjawab sebagai perantara antara Orang Berinsurans, doktor yang merawat, majikan, pusat rehabilitasi dan pihak-pihak lain yang terlibat bagi memastikan setiap masalah dan halangan Orang Berinsurans dapat diatasi dengan kadar segera melalui pendekatan yang terbaik.

Program ini dilaksanakan dengan berteraskan konsep ‘early intervention’ dan menggunakan pendekatan biopsikososial iaitu merangkumi aspek biologi, psikologi dan sosiologi dan pendekatan pelbagai kaedah dan disiplin di mana penyediaan perkhidmatan pemulihan yang komprehensif adalah merupakan faktor penting dan utama yang menyumbang dalam proses mempercepatkan proses pemulihan Orang Berinsurans supaya dapat kembali semula dengan cepat dalam keadaan sihat dan selamat .

Sejak program ini dilancarkan dan sehingga 31 Disember 2015, seramai 12,981 peserta telah berjaya dipulihkan dan kembali semula bekerja.

RETURN TO WORK PROGRAMME

The “Return To Work” (RTW) Programme was introduced by SOCSO on 15th January 2007. This programme is a physical rehabilitation programme provided for SOCSO’s Insured Persons experiencing invalidity due to injury or disease in order to restore the body’s functions and subsequently return to working life earlier, healthier and safer.

The RTW Programme is implemented using a systematic approach of Disability Management wherein each eligible and motivated case is managed by a Case Manager acting as a mediator between the Insured Person, doctor providing the treatment, employer, rehabilitation centre and other parties involved in order to ensure that each problem and obstacle faced by the Insured Person can be solved quickly through the best approach.

This programme is implemented based on the concept of ‘early intervention’ and applies a biopsychosocial approach encompassing biology, psychology and sociology as well as various other methods and disciplines where the comprehensive provision of rehabilitation service is a main and important factor that contributes to the acceleration of the rehabilitation process of the Insured Persons enabling them to return to work in a healthy and safe condition.

Since the launch of the programme and up until 31st December 2015, a total of 12,981 persons have been successfully rehabilitated and returned to work.

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INISIATIF DAN PENCAPAIAN

Memorandum Persefahaman Perlaksanaan Program Pengurusan Hilang Upaya Bersama MEF dan MTUC

Perjanjian persefahaman ini telah dimeterai bersama antara PERKESO, Persatuan Majikan-Majikan Malaysia (MEF) dan Kongres Kesatuan Sekerja Malaysia (MTUC) pada 21 April 2015 bertempat di Hotel Intercontinental, Kuala Lumpur. Menerusi MOU ini, persetujuan bersama antara 3 pihak telah dicapai untuk mempromosi dan bekerjasama dalam melaksanakan program pengurusan hilang upaya di tempat kerja oleh pihak majikan di Malaysia.



Pengenalan Pengurusan Hilangupaya dan Penyampaian Peralatan Pemulihan Di Honda Malaysia

Pengenalan Program RTW PERKESO dan Penyampaian Peralatan Pemulihan di Honda Malaysia Alor Gajah Melaka telah dilaksanakan pada 7 Mei 2015. Program ini telah dirasmikan oleh Ketua Eksekutif PERKESO. Majlis dimulai dengan penerangan berkenaan program RTW PERKESO oleh En. Roshaimi Mat Rosely dan diikuti penyampaian alatan pemulihan oleh Dato' Ketua Eksekutif PERKESO kepada anggota Honda Malaysia. Semua tetamu kemudiannya dibawa melawat sekitar kilang Honda. Sebagai permulaan, seramai 6 orang pekerja Honda telah ditempatkan ke Pusat Rehabilitasi PERKESO Melaka untuk mengikuti rehabilitasi dan dibantu di bawah Program *Return To Work*.

INITIATIVES AND ACHIEVEMENT

Memorandum of Understanding for the Implementation of the Joint Disability Management Programme with MEF and MTUC

This memorandum of understanding was entered into by SOCSO, the Malaysian Employers' Federation (MEF) and the Malaysian Trade Union Congress on 21st April 2015 at the Intercontinental Hotel in Kuala Lumpur. Through this MOU, a tripartite agreement was reached to promote and collaborate in implementing a disability management programme at the workplace by employers in Malaysia.

Introduction to Disability Management and Presentation of Rehabilitation Equipment at Honda Malaysia

An event to introduce SOCSO's RTW Programme and present Rehabilitation Equipment was held on 7th May 2015 at Honda Malaysia in Alor Gajah, Melaka. The event was officiated by the Chief Executive of SOCSO. A briefing on SOCSO's RTW Programme was given by Mr. Roshaimi Mat Rosely, followed by the presentation of rehabilitation equipment by the Chief Executive of SOCSO to Honda Malaysia staff. Guests were then taken on a tour of the Honda factory. As a start, 6 Honda employees were placed at the SOCSO Rehabilitation Centre in Melaka to undergo rehabilitation, with the aid of the SOCSO Return to Work Programme.

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Peperiksaan CDMP kali Ke-6 di Malaysia

PERKESO menerusi Cawangan RTW telah menganjurkan Peperiksaan CDMP dan CRTWC kali ke 6 di Malaysia pada 29 Mei 2015 bertempat di Hotel Puteri Resort Melaka. Seramai 54 orang peserta terdiri daripada pengurus kes, penolong pengurus kes dan anggota Pusat Rehabilitasi PERKESO Melaka menduduki peperiksaan tersebut yang dijalankan serentak seluruh dunia. Peperiksaan yang dianjurkan NIDMAR ini bagi memberi pendedahan dan ujian kompetensi tahap profesionalisme pengamal pengurusan hilang upaya di seluruh dunia.

Bengkel Bersama Pakar Rehabilitasi Malaysia

Bengkel Bersama Pakar Rehabilitasi Malaysia berjaya dilaksanakan pada 7 hingga 9 Jun 2015 bertempat di Lexis Hotel, Port Dickson. Seramai 18 orang pakar rehabilitasi daripada Kementerian Kesihatan Malaysia (KKM), 12 orang pengurus kes dan penolong pengurus kes telah dijemput menyertainya. Bengkel ini bertujuan menghasilkan satu garis panduan lengkap berkenaan perantakan dan tatacara pengauditan pusat rehabilitasi panel PERKESO.

The 6th CDMP's Examination in Malaysia

SOCSO, through its RTW Branch, organised the 6th CDMP and CRTWC Examinations on 29th May 2015 at the Puteri Resort Hotel in Melaka. 54 participants comprising case managers, assistant case managers and staff of SOCSO Rehabilitation Centre Melaka sat for the examinations which were held simultaneously worldwide. The examinations organised by NIDMAR gave competency exposure and test of the professionalism level of disability management practitioners worldwide.

Workshop With Malaysian Rehabilitation Specialist

Workshop with Malaysian Rehabilitation Specialist was successfully conducted on 7th to 9th June 2015 at Lexis Hotel, Port Dickson. This workshop was attended by 18 rehab specialist and 12 case managers and assistant case managers for which the main purpose is to prepare a guideline for appointing and auditing a SOCSO's rehabilitation panels.



ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
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PUSAT REHABILITASI PERKESO

Pusat Rehabilitasi PERKESO telah dibina di Bandar Hijau, Hang Tuah Jaya Melaka . Penubuhannya telah dirangka bermula dari tahun 2008 dan telah beroperasi pada 1 Oktober 2014. Sehingga Disember 2015, seramai 531 orang pesakit telah mendapatkan rawatan pemulihan melalui program rehabilitasi secara fizikal dan vokasional yang komprehensif bagi mengembalikan semula Orang Berinsurans ke alam pekerjaan dan secara tidak langsung dapat meningkatkan taraf hidup.

Antara objektif utama penubuhan Pusat Rehabilitasi ini adalah bertujuan untuk menyediakan perkhidmatan pemulihan yang berkualiti di samping membantu Orang Berinsurans PERKESO atau pekerja untuk dipulihkan secara fizikal dan vokasional dan akhirnya kembali ke alam pekerjaan. Selain itu, penubuhan Pusat Rehabilitasi PERKESO juga merupakan medan utama dalam merealisasikan Program *Return To Work*. Pusat Rehabilitasi PERKESO juga mempunyai kapasiti tenaga kerja seramai 142 orang yang terdiri daripada Bahagian Operasi dan Pentadbiran yang meliputi Bahagian Klinikal seperti Pegawai Perubatan, Pegawai Jurupulih, Pembantu Perubatan, Jururawat dan sebagainya.

Pusat Rehabilitasi PERKESO menyediakan perkhidmatan rehabilitasi yang komprehensif dalam usaha mengembalikan Orang Berinsurans PERKESO ke dunia pekerjaan melalui program *Return To Work*. Antara modul rehabilitasi yang ditawarkan di Pusat Rehabilitasi PERKESO adalah Fisioterapi, Terapi Cara Kerja, Optometri, Audiologi, Vokasional dan kemudahan lain seperti Wad dan Asrama. Pusat Rehabilitasi PERKESO mempunyai 2 blok asrama yang mempunyai 150 buah bilik yang memberi kemudahan lengkap kepada pesakit dan penjaga.

SOCSCO REHABILITATION CENTRE

The SOCSO Rehabilitation Centre was constructed in Bandar Hijau, Hang Tuah Jaya, Melaka. The planning for its establishment began in 2008 and the centre began its operations on 1st October 2014. As at December 2015, a total of 531 patients have received treatment through a comprehensive physical and vocational rehabilitation programme enabling these Insured Persons to return to the working world, thereby indirectly improving their lives.

Among the main objectives of the establishment of the Rehabilitation Centre is to provide quality rehabilitation services in addition to assisting SOCSO Insured Persons or employees to be rehabilitated physically and vocationally, and eventually returning them to working life. Apart from that, the SOCSO Rehabilitation Centre serves as the main forum in the realisation of the Return to Work Programme. The centre has a workforce of 142 employees comprising Operations and Administrative Division which includes the Clinical Division such as Medical Officers, Therapists, Medical Assistants, Nurses and others.

The SOCSO Rehabilitation Centre provides comprehensive rehabilitation services in the effort to restore SOCSO Insured Persons to working life through its Return to Work Programme. Among the rehabilitation modules offered at the Centre include Physiotherapy, Work Method Therapy, Optometry, Audiology, Vocational and other facilities such as Wards and Hostel. The Centre has 2 blocks of hostel with 150 rooms, fully equipped, for patients and caregivers.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015INISIATIF DAN PENCAPAIAN
INITIATIVES AND ACHIEVEMENTS***International Social Security Association (ISSA) Workshop On Return To Work and Reintegration***

Pada 27-29 Januari 2015, Pusat Rehabilitasi PERKESO telah menjadi tuan rumah bagi *International Social Security Association (ISSA) Workshop on Return To Work and Reintegration*. Bengkel selama 3 hari itu telah disertai oleh delegasi yang hadir dari pelbagai negara seperti Switzerland, Singapura, Hong Kong, Arab Saudi, Indonesia dan wakil dari PERKESO. Selain itu, para delegasi juga telah melengkapkan agenda bengkel tersebut dengan mengadakan lawatan ke setiap unit rawatan pemulihan yang terdapat di Pusat Rehabilitasi PERKESO dan didedahkan dengan konsep serta persekitaran rehabilitasi yang terdapat di Pusat Rehabilitasi PERKESO.

International Social Security Association (ISSA) Workshop On Return to Work and Reintegration

The SOCSO Rehabilitation Centre hosted the International Social Security Association (ISSA) Workshop on Return to Work and Reintegration from 27th to 29th September 2015. The 3-day workshop was attended by delegation from various countries such as Switzerland, Singapore, Hong Kong, Saudi Arabia, Indonesia as well as representatives from SOCSO. The delegates concluded the agenda of the workshop with a tour of each rehabilitation treatment unit at the SOCSO Rehabilitation Centre. They were also exposed to the concept and rehabilitation environment of the Centre.



ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
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Lawatan Delegasi Ministry of Manpower, Singapore

Pada 11 Jun 2015, seramai 19 orang delegasi dari *Ministry of Manpower*, Singapura telah berkunjung ke Pusat Rehabilitasi PERKESO. Delegasi yang diketuai oleh Mr. Hawazi Daipi, Ketua Setiausaha Parlimen *Ministry of Manpower*, Singapura telah hadir bagi melihat sendiri setiap sistem rawatan rehabilitasi yang dijalankan di Pusat Rehabilitasi PERKESO. Ketibaan delegasi telah disambut oleh Ketua Eksekutif PERKESO, Dato' Dr. Mohammed Azman Bin Aziz Mohammed, Ahli Lembaga PERKESO, Dr. Micheal Chiam, Timbalan Pengarah Klinikal Pusat Rehabilitasi PERKESO, Dr Hafez Hussain serta Pengurusan Kanan PERKESO. Sesi perbincangan antara delegasi dan wakil dari Pusat Rehabilitasi PERKESO serta Cawangan *Return To Work* telah diadakan sebelum delegasi pulang ke Singapura.

Visit by Delegates from the Ministry of Man Power, Singapore

On 11th June 2015, a total of 19 delegates from the Ministry of Manpower, Singapore visited SOCSO's Rehabilitation Centre. The delegation, led by Mr. Hawazi Daipi, Parliamentary Secretary for the Ministry of Manpower, Singapore, came to witness each rehabilitation treatment system available at the Centre. The delegation was received by the Chief Executive of SOCSO, Dato' Dr. Mohammed Azman bin Aziz Mohammed, SOCSO Board Member, Dr. Micheal Chiam, Deputy Director of SOCSO Rehabilitation Centre, Dr Hafez Hussain as well as the Senior Management of SOCSO. A discussion between the delegates, representatives of SOCSO Rehabilitation Centre and the Return To Work Branch took place prior to the delegates' return to Singapore.



Program YB Menteri Ke Pusat Rehabilitasi PERKESO

Pada 30 Julai 2015, YB Dato' Sri Richard Riot Anak Jaem dan delegasi dari Kementerian Sumber Malaysia telah hadir mengadakan lawatan ke Pusat Rehabilitasi PERKESO. Sepanjang program lawatan tersebut, YB Menteri telah melihat sendiri ke semua perkhidmatan rehabilitasi yang dijalankan di Pusat Rehabilitasi PERKESO.

Minister's Visit to SOCSO Rehabilitation Centre

On 30th July 2015, YB Dato' Sri Richard Riot Anak Jaem and a delegation from the Ministry of Human Resources visited the SOCSO Rehabilitation Centre. During the visit, the minister witnessed all of the rehabilitation services provided at the Centre.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015

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Spinal Cord Injury

Sebagai sebuah Pusat Rehabilitasi yang mengutamakan rawatan secara rehabilitasi fizikal dan vokasional, sebuah bengkel berkenaan *Spinal Cord Injury* atau penyakit yang melibatkan kecederaan saraf tunjang telah diadakan pada 11-13 Disember 2015, bertempat di Pusat Rehabilitasi PERKESO. Bengkel yang dikenali sebagai "Bengkel *Physiotherapy Management in Spinal Cord Injury*" telah diketuai oleh penceramah yang dijemput khas dari Sydney, Australia, Associate Prof. Lisa Anne Harvey dan dihadiri oleh seramai 50 orang peserta yang terdiri daripada Pegawai Fisioterapi dari seluruh Malaysia.

Spinal Cord Injury

As a Rehabilitation Centre that focuses on treatment through physical and vocational rehabilitation, a workshop on Spinal Cord Injury or Illness involving spinal cord injuries was held on 11th-13th December 2015 at the SOCSO Rehabilitation Centre. The workshop known as "Workshop on Physiotherapy Management in Spinal Cord Injury" was led by a speaker specially invited from Sydney, Australia, Associate Professor Lisa Anne Harvey. The workshop was attended by 50 participants comprising Physiotherapists from all over Malaysia.



Lawatan ILO Kali Ke-10 Actuarial Valuation

Pada 1 Disember 2015, sebuah organisasi antarabangsa, *International Labour Organisation* (ILO) telah hadir mengadakan lawatan ke Pusat Rehabilitasi PERKESO. Antara objektif lawatan tersebut adalah untuk melihat antara perkhidmatan rehabilitasi yang dijalankan di Pusat Rehabilitasi PERKESO. Delegasi juga telah mengadakan perbincangan khas bersama bahagian pengurusan yang diketuai oleh Pengarah Eksekutif Pusat Rehabilitasi PERKESO, Dr. Hafez Hussain dan Timbalan Pengarah Pengurusan, Encik Edmund Cheong Peck Huang.

10th Actuarial Valuation ILO Visit

On 1st December 2015, an international organisation called the International Labour Organisation (ILO) conducted a visit to the SOCSO Rehabilitation Centre. Among the objectives of the visit was to view the rehabilitation services offered at the Centre. The delegation also held special talks with the management division headed by the Executive Director, Dr. Hafez Hussain and the Deputy Director of Management, Mr. Edmund Cheong Peck Huang.

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PROGRAM SARINGAN KESIHATAN (HSP)

Pada tahun 2015, sebanyak 201,490 baucar telah diedarkan kepada pencarum yang layak menjadikan secara keseluruhan 2.17 juta baucar telah diedarkan kepada pekerja melalui majikan masing-masing sejak program ini dilancarkan pada tahun 2013. Sehingga 31 Disember 2015, sebanyak 446,813 pencarum PERKESO telah menjalani pemeriksaan kesihatan di Klinik Panel HSP dan daripada jumlah ini, 141,093 orang wanita telah menjalani pemeriksaan mammogram. Jumlah keseluruhan perbelanjaan saringan kesihatan bagi tahun 2015 adalah sebanyak RM4.67 juta. Melalui HSP ini juga, data dapat dikumpulkan bagi tujuan kajian serta perancangan strategi akan datang untuk meningkatkan kualiti hidup dan menghargai sumbangan golongan pekerja dalam pembangunan negara.



Analisa data bagi tempoh 36 bulan iaitu bermula dari Januari 2013 sehingga Disember 2015 telah dilakukan terhadap data 446,813 orang pekerja yang telah menjalani saringan kesihatan ini. Hasil analisa menunjukkan 67% pekerja tidak pernah menjalani saringan kesihatan sebelum ini. Manakala analisis faktor risiko bagi penyakit tidak berjangkit pula mendapati seramai 71% pekerja mengalami lebih berat badan, 62% pekerja mempunyai kadar kolestrol dalam darah yang tinggi, 41% pekerja mempunyai tekanan darah tinggi dan 9% menghidapi kencing manis. Dengan penemuan ini, PERKESO yakin bahawa program ini berada di landasan yang betul. Penyakit tidak berjangkit menggugat tahap kesihatan pekerja, menjejaskan modal insan dan memberi kesan kepada sumber pendapatan dan kewangan.



HEALTH SCREENING PROGRAMME

In the year 2015, a total of 201,490 vouchers distributed to workers who reached the age 40 years old, making a total of 2.1 million workers eligible for this program since it was launched in 2013. Until December 31st, 2015, a total of 446,813 workers had underwent the health screening and out of this, 141,093 had underwent mammogram screening. The total annual cost of the health screening had come out to RM4.67 million in year 2015. Throughout the programme, data of the health screening had been collected and analysed for further planning and strategies to enhance the program as well as the well-being of the workers.



Analysis of data for 446,813 workers who had underwent the health screening from January 2013 to December 2015 found 67% of them have not had a comprehensive health screening before. While analysis of risk factors for NCDs showed 71% workers were overweight, 62% have high cholesterol level, 41% have high blood pressure and 9% have diabetes. With these findings; SOCSO believes that the health screening program is a step in the right direction for social security organisations to take. Non communicable diseases can be debilitating for workers, jeopardising employment, affecting income and financial security.

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Inisiatif dan Aktiviti

Bagi memastikan penggunaan bawcar yang lebih meluas, PERKESO telah mengambil pelbagai inisiatif dan hebahan melalui radio dan televisyen mengenai program ini kepada orang ramai menerusi jalinan kerjasama dan penambahan klinik panel pemeriksaan kesihatan.

Initiatives and Activities

To ensure a more extensive use of the vouchers, SOCSO has taken various initiatives and carried out announcements through radio and television of this programme to the public through a network of cooperation and increase in the number of panel clinics for health screening.



ISSA Certificate of Merit with Special Mention for SOCSO Health Screening Programme

Pada 2 November 2015, PERKESO telah dianugerahkan *Certificate of Merit with Special Mention* bagi Program Saringan Kesihatan PERKESO oleh *International Social Security Association (ISSA)*. Anugerah ini disampaikan oleh Mr. Hans Horst Konkolewsky, Setiausaha Agung ISSA sempena *ISSA Good Practice Awards for Asia and the Pacific Competition 2015* yang diadakan di Muscat, Oman. *ISSA Good Practice Awards for Asia and the Pacific Competition 2015* ini disertai oleh 16 buah negara dengan 46 penyertaan. Anugerah ini mengiktiraf amalan-amalan yang baik dalam pentadbiran keselamatan sosial.

ISSA Certificate of Merit with Special Mention for SOCSO Health Screening Programme

On 2nd November 2015, SOCSO was awarded the Certificate of Merit with Special Mention for its Health Screening Programme by the International Social Security Association (ISSA). The award was presented by Mr. Hans Horst Konkolewsky, Secretary General of ISSA in conjunction with ISSA's Good Practice Awards for Asia and the Pacific Competition 2015 held in Muscat, Oman. 16 countries with 46 entries took part in the ISSA Good Practice Awards for Asia and the Pacific Competition 2015. This award gives recognition to the good practices in social security administration.



Presentation of the Certificate of Merit with Special Mention for SOCSO Health Screening Program

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PROGRAM KESELAMATAN DAN KESIHATAN PEKERJAAN

PERKESO telah melaksanakan usaha berterusan dalam mewujudkan budaya pencegahan kemalangan di tempat kerja dan dalam perjalanan ke tempat kerja. Ini bagi memastikan kesedaran keselamatan dan kesihatan pekerja dipertingkatkan untuk menjaga kepentingan dan kebajikan pekerja seiring dengan kehendak tiga tonggak Keselamatan Sosial yang diamalkan oleh PERKESO iaitu Pencegahan, Pemulihan dan Pampasan selaras dengan Seksyen 40 Akta Keselamatan Sosial Pekerja 1969.

Kemalangan industri dan pergi balik kerja terus menjadi cabaran kepada PERKESO dalam menyediakan keselamatan sosial kepada pencarumnya. Melalui aktiviti pelbagai agensi yang telah dijalankan, kemalangan industri telah menunjukkan penurunan, manakala kemalangan perjalanan pergi dan balik kerja pula masih lagi menunjukkan peningkatan setiap tahun. Oleh itu, tindakan yang proaktif perlu dilakukan dalam usaha pencegahan kemalangan dengan hasrat kemalangan Bencana Kerja dapat dikurangkan dan meningkatkan kesejahteraan golongan pekerja. Pada 2015, PERKESO telah melaksanakan 342 program Keselamatan dan Kesihatan Pekerjaan serta 139 program kesedaran kemalangan perjalanan termasuk penekanan aktiviti-aktiviti khas.

OCCUPATIONAL HEALTH AND SAFETY PROGRAMME

SOCSCO has continuously worked to create a culture of accident prevention at work and during the commute to work. This is to ensure occupational safety and health awareness is enhanced so as to protect the interests and welfare of employees in line with the requirements of the three pillars of Social Security practised by SOCSO, namely, Prevention, Rehabilitation and Compensation. This is also in line with the provisions of Section 40 of the Employees' Social Security Act 1969.

Industrial and commuting accidents continue to pose a challenge to SOCSO in providing social security to its contributors. As a result of various multi-agency activities conducted, there has been a decrease in the number of industrial accidents. However, commuting accidents still show an increase each year. Therefore, proactive action needs to be taken in the effort to prevent accidents, with the aim of reducing work related injuries and improving the wellbeing of employees. In 2015, SOCSO conducted 342 Occupational Safety and Health Programmes as well as 139 commuting accident prevention awareness programmes including emphasis on special activities.



ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
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SOCSO OUTREACH PROGRAMME****Publisiti dan Promosi Korporat**

Program dan inisiatif publisiti diadakan bertujuan untuk memberi kefahaman dan kesedaran kepada golongan pekerja dan majikan berkaitan Skim dan Faedah-Faedah yang disediakan oleh PERKESO kepada mereka. Semua skim dan faedah ini disediakan selaras dengan AKSP 1969 dan Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja 1971 yang dikeluarkan oleh PERKESO kepada majikan.

Program publisiti ini diadakan menerusi pembukaan *booth* atau pameran yang diadakan di premis majikan atau pun di tempat-tempat awam yang dikendalikan oleh pihak Ibu Pejabat dan pejabat PERKESO di seluruh Negara.

Corporate Promotion and Publicity

Publicity programmes and initiatives were carried out with a view to giving understanding and raising awareness amongst employees and employers of the Schemes and Benefits offered by SOCSO. All the schemes and benefits provided are in line with ESSA 1969 and the Employees' Social Security (General) Regulations 1971 issued by SOCSO to employers.

These publicity programmes were conducted in the form of booths and exhibitions set up on employers' premises or at other public locations organised by the Headquarters and State SOCSO offices nationwide.

**Publisiti Menerusi Media Massa**

Publisiti melalui media massa memainkan peranan penting dalam memastikan semua informasi mengenai PERKESO dapat disebarkan kepada orang ramai. Publisiti melalui media cetak telah diterbitkan di akhbar-akhbar utama tempatan seperti di Utusan Malaysia, Kosmo, Berita Harian, Harian Metro, The Star, New Straits Times, The China Press, Nanyang Siang Pau, Tamil Nesan, Malaysia Namban, Sarawak Borneo dan Sabah Borneo.

Publisiti meluas juga turut diadakan melalui radio dan media elektronik utama antaranya di TV1, TV2, TV3, NTV7, TV8, TV9, TV Al Hijrah, Bernama TV, Astro serta radio KLfm, Radio Minalfm, Radio Traxx fm dan Radio KLfm.

Publicity through the Mass Media

Publicity through mass media plays an important role in ensuring all information regarding SOCSO are disseminated to the public. Publicity through printed media has been published in major local newspapers such as Utusan Malaysia, Kosmo, Berita Harian, Harian Metro, The Star, New Straits Times, The China Press, Nanyang Siang Pau, Tamil Nesan, Malaysia Namban, Sarawak Borneo and Sabah Borneo.

Widespread publicity was also gained through major radio and electronic media such as TV1, TV2, TV3, NTV7, TV8, TV9, TV Al Hijrah, Bernama TV, Astro, as well as Radio KLfm, Radio Minalfm and Radio Traxx fm.

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Pusat Rehabilitasi PERKESO Di Media Massa

PERKESO dengan kerjasama stesen Radio Televisyen Malaysia (RTM) telah membuat promosi dan publisiti mengenai Pusat Rehabilitasi PERKESO yang terletak di Ayer Keroh, Melaka secara meluas melalui beberapa program/slot televisyen seperti slot Selamat Pagi Malaysia (SPM), Galeri Nasional, Dialog, Suara Kita Hak Kita dan Dimensi Berorientasi Inovasi Teknologi (*DO IT*). Siaran ini bertujuan untuk memberi publisiti kepada pusat ini yang baru beroperasi selama sembilan bulan. Melalui slot-slot ini PERKESO menguar-uarkan objektif penubuhan dan semua kemudahan serta faedah-faedah yang disediakan oleh pusat ini kepada Orang Terbencana yang telah mengikuti pemulihan di sini.



SOCSCO Rehabilitation Centre in the Mass Media

SOCSCO, with the cooperation of Radio Television Malaysia (RTM), conducted widespread promotion and publicity on its Rehabilitation Centre which is situated in Ayer Keroh, Melaka, through several television programmes/slots such as Selamat Pagi Malaysia (SPM), Galeri Nasional, Dialog, Suara Kita Hak Kita and Dimensi Berorientasi Inovasi Teknologi (DO IT). These broadcasts were meant to bring publicity to the centre which has only been in operations for nine months. Through these slots SOCSCO publicised the objectives of establishing the Centre as well as all the facilities and benefits provided to the Injured Persons who undergo rehabilitation there.



Program Hari Bertemu Pelanggan

Program Hari Bertemu Pelanggan yang diadakan pada hari Khamis pertama setiap bulan bertujuan untuk memberi bantuan khidmat nasihat kepada pelanggan bagi mengatasi sebarang masalah atau kemusykilan berkaitan perkhidmatan yang disediakan oleh PERKESO. Pada tahun 2015, lebih 1,000 pelanggan telah hadir ke program ini yang diadakan di semua pejabat PERKESO termasuk di Ibu Pejabat. Antara khidmat nasihat yang diberi adalah berkaitan faedah yang disediakan di bawah skim PERKESO dan juga tatacara mengemukakan sesuatu tuntutan faedah. Dengan pelaksanaan program ini juga, ia dapat mengukuhkan pembudayaan amalan layanan mesra pelanggan dan secara keseluruhannya meningkatkan lagi imej Organisasi.



Meet the Clients' Day Programme

The "Meet the Clients' Day" is held on the first Thursday of each month in order to provide advisory services to clients to help solve any problems or concerns regarding the services provided by SOCSCO. In 2015, more than 1,000 clients attended the programme held in all SOCSCO offices including the Headquarters. Among others, advice is given in relation to the benefits provided under the SOCSCO schemes as well as the procedures for submission of claims for benefits. The implementation of this programme is able to strengthen the culture of customer-friendly service, thereby improving the overall image of the Organisation.

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Program Kesedaran Perlindungan Keselamatan Sosial

Seminar ini adalah program tahunan PERKESO bersama wakil Persekutuan Majikan Malaysia dan Kongress Kesatuan Sekerja Malaysia. Ianya dijalankan di seluruh Negara dengan tujuan menghebah dan meningkatkan kesedaran majikan dan pekerja berkaitan keselamatan sosial. Seminar ini dimulakan di Kuching, Sarawak pada 14 April 2015, seterusnya disusuli ke negeri Sabah, Kelantan, Terengganu, Pahang, Johor, Melaka, Negeri Sembilan, Selangor, Kuala Lumpur, Pulau Pinang dan Perak.

Seminar ini bertujuan bagi membolehkan penyebaran maklumat keselamatan sosial kepada masyarakat secara lebih berkesan terutamanya dalam memberikan;

- Kefahaman di kalangan pekerja mengenai hak-hak mereka di bawah AKSP 1969 dan Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja 1971;
- Kefahaman di kalangan majikan dan pekerja mengenai prosedur tuntutan faedah dan kaedah pembayaran caruman mengikut peruntukan di bawah AKSP 1969 dan Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja 1971;
- Kesedaran majikan untuk mematuhi peruntukan undang-undang di bawah AKSP 1969 dan Peraturan-Peraturan (Am) Keselamatan Sosial Pekerja 1971; dan
- Memaklumkan perkembangan semasa mengenai keselamatan sosial.

Seminar sehari di 14 lokasi ini telah menarik lebih 1,715 peserta yang terdiri daripada majikan dan pekerja dari pelbagai industri. Pada tahun 2015, sektor Perkhidmatan Awam juga turut menyertai seminar ini setelah perlindungan skim-skim keselamatan sosial telah diperluaskan kepada pekerja kontrak dan sementara bagi anggota perkhidmatan awam berkuatkuasa mulai 1 Jun 2013.

Social Security Protection Awareness Seminar

This series of seminars is an annual SOCSO programme with the Malaysian Employers' Federation and Malaysian Trade Union Congress. The nationwide programme is carried out with the purposes of publicising and increasing the awareness of social security amongst employers and employees. The series of seminars kicked-off in Kuching, Sarawak on 14th April 2014, followed by Sabah, Kelantan, Terengganu, Pahang, Johor, Melaka, Negeri Sembilan, Selangor, Kuala Lumpur, Pulau Pinang dan Perak.

The objective is to enable dissemination of information on social security to the public in a more effective manner, especially in:

- Providing an understanding amongst employees of their rights under the Employees' Social Security Act 1969 and Employees' Social Security (General) Regulations 1971;
- Providing an understanding amongst employers and employees of the procedures for benefit claims and method of contribution payments in accordance with the provisions of the Employees' Social Security Act 1969 and Employees' Social Security (General) Regulations 1971;
- Raising the awareness of employers in complying with the provisions of the laws under the Employees' Social Security Act 1969 and Employees' Social Security (General) Regulations 1971; and
- Providing information on current developments in social security.

The one-day seminar held at 14 locations attracted more than 1,715 participants comprising employers and employees from various industries. In 2015, the Public Services sector also participated in the seminar after the social security protection schemes were expanded to cover contractual and temporary Public Service staff effective 1st June 2013.

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Pengurusan Aduan Awam

Pada tahun 2015, PERKESO telah menerima sejumlah 1,975 aduan, berbanding 2,642 pada tahun 2014 dan 3,090 pada 2013 iaitu penurunan sebanyak 33.77%. Penurunan ini sepadan dengan penglibatan aktif PERKESO dengan media serta program Bertemu Pelanggan ini dianjurkan oleh PERKESO dan juga Badan Bukan Kerajaan (NGO) dan juga pembayaran segera bagi tuntutan- tuntutan faedah Orang Berinsurans seperti di Carta 23.

Pada 2015, antara jenis aduan yang paling kerap diterima iaitu 51% adalah berkaitan dengan kegagalan oleh majikan untuk mendaftar / mencarum / melapor kemalangan, 32% kelewatan / keputusan mengenai tuntutan faedah dan selebihnya berkaitan kualiti dan perkhidmatan.

Management of Public Complaints

In 2015, SOCSO received a total of 1,975 complaints, in comparison to 2,642 in 2014 and 3,090 complaints in 2013. This reflects a reduction of 33.77% as compare from previous year. This reduction corresponds to SOCSO's active involvement in the media as well as the Meet the Clients programme, jointly sponsored by SOCSO and the Non-Governmental Organisations (NGOs). It is also an effect fo the prompt payment of the Insured Persons' benefit claims as shown in Chart 23.

In 2015, some of the most commonly received complaints were in relation to the failure of employers to register/ contribute/ report accidents (51%), delays in decisions regarding benefits' claims (32%) and the rest were in relation to the quality of services rendered.



Program Advokasi dan Pencegahan

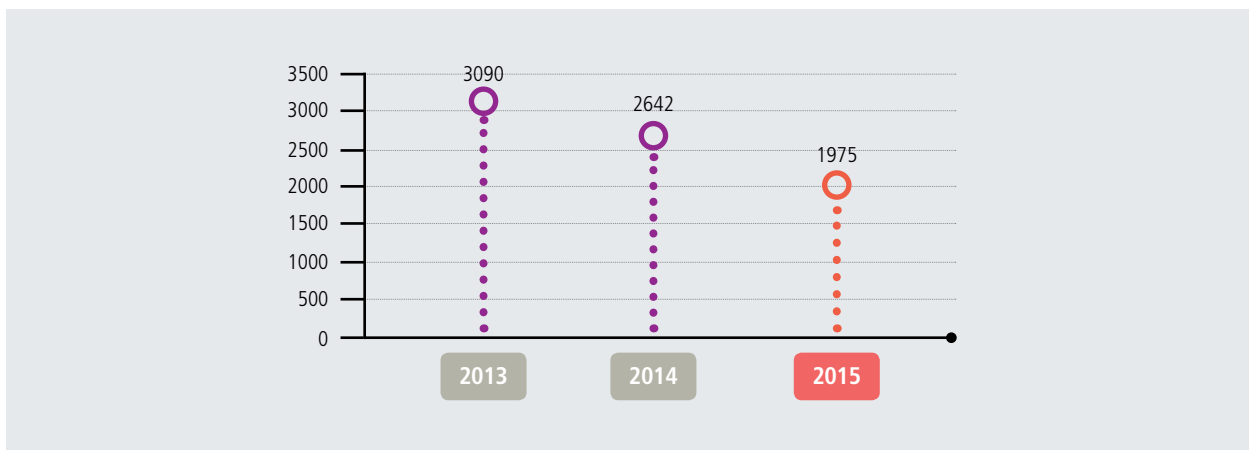
Dalam memastikan penurunan kadar kemalangan terutamanya kemalangan pergi dan balik kerja tercapai sepertimana yang disasarkan oleh PERKESO, sebanyak 284 program advokasi pencegahan kemalangan perjalanan telah dilaksanakan di seluruh Negara pada tahun 2015 terhadap 100 majikan yang mencatatkan kemalangan yang tertinggi. Menerusi inisiatif yang telah dijalankan, sebanyak 88 majikan dari jumlah tersebut telah mencatatkan penurunan kadar kemalangan 10% berbanding tahun sebelumnya.

Advocacy And Prevention Programmes

To ensure the reduction of accidents targeted by SOCSO, especially accidents during the commute to and from work, a total of 284 accident prevention advocacy programmes were carried out nationwide in 2015 involving the top 100 employers recording the highest number of accidents. Through the initiatives implemented, a total of 88 employers recorded a 10% decrease in the number of accidents compared to the previous year.

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CARTA 23 > STATISTIK ADUAN 2013 – 2015
CHART 23 > COMPLAINTS STATISTICS 2013 – 2015



Kempen Perjalanan Selamat Ke Tempat Kerja Kebangsaan 2015

Tema “Janji Selamat Pergi Balik Kerja” masih lagi dikekalkan pada Kempen Perjalanan Selamat Ke Tempat Kerja Peringkat Kebangsaan Tahun 2015. Malaysia Airports Holdings Berhad (MAHB) telah dipilih untuk bekerjasama dengan PERKESO dalam menjayakan kempen tersebut. Majlis pelancaran ini telah dirasmikan oleh YB. Dato’ Sri Richard Riot, Menteri Sumber Manusia dan diteruskan ke seluruh Negara di Pejabat-Pejabat PERKESO melalui program kesedaran dan advokasi.

National Safe Commuting to Work Campaign 2015

The theme “Janji Selamat Pergi Balik Kerja” was still maintained for the National Safe Commuting to Work Campaign 2015. Malaysia Airports Holdings Berhad (MAHB) was chosen to collaborate with SOCSO in making a success of the said campaign. The launching ceremony was officiated by YB Dato’ Sri Richard Riot, Minister of Human Resources and the campaign was further extended to SOCSO offices nationwide through the awareness and advocacy programme.

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Kempen Walk at Workplace 2015

PERKESO dengan kerjasama *Malaysian Association of Telehealth (MAT)* telah menganjurkan kempen *Walk at Workplace* bermula 16 Mac 2015 hingga 31 Julai 2015. Kempen ini diadakan bertujuan bagi mewujudkan amalan gaya hidup sihat di kalangan pekerja.

Walk at Workplace Campaign 2015

Walk at Workplace Campaign 2015 is a joint collaboration of SOCSO with Malaysian Association of Telehealth (MAT) to promote healthy lifestyle among workers.

SKETSO

Buat julung-julung kalinya PERKESO telah menerbitkan siri televisyen 10 episod di media arus perdana berkonsepkan sketsa komedi bertujuan memberi panduan dan mesej keselamatan dan kesihatan pekerjaan serta pencegahan kemalangan semasa perjalanan secara bersahaja kepada kumpulan penonton yang lebih ramai. Sitkom yang berjudul "SKETSO" telah mula ditayangkan pada bulan Jun 2015 dan telah mendapat rating melebihi 10 juta penonton sepanjang 10 minggu tayangannya.

SKETSO

For the first time ever, SOCSO has produced a 10-episode television series in the mainstream media based on the concept of comedy sketches. This programme was created to give guidance and message on occupational safety and health, as well as prevention of commuting accidents, in a casual manner to a wider audience. The sitcom entitled "SKETSO" began broadcasting in Jun 2015 and earned a rating of more than 10 million viewers during its 10-week broadcast.



ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
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Seminar Pencegahan Kemalangan (APS 2015) telah diadakan pada 24-25 Ogos 2015 di Pusat Dagangan Putra Malaysia (PWTC) Kuala Lumpur melibatkan lebih 400 pengamal-pengamal keselamatan dan kesihatan pekerjaan dari seluruh negara dengan pembentangan pakar-pakar dari dalam dan luar negara seperti Dr. Mohd Rafee Baharudin (UPM), Ir. Mohtar Musri (JKKP), Christian Kellner, (German Road Safety Council), Dr. Jennifer Oxley (MONASH University) dan Prof. Aw Tar Ching (UAE University).

Tema "*Bridging The Gap In Prevention: Integrating Safety and Health At Work*" dipilih bagi menggalakkan peserta untuk membincangkan integrasi sistem pengurusan keselamatan dan kesihatan di tempat kerja yang menyeluruh dan terkini oleh semua pihak, selaras dengan perubahan demografi dan risiko yang berkaitan dengan amalan keselamatan dan kesihatan pekerjaan yang melibatkan pekerja Malaysia.

Accident Prevention Seminar 2015

The Accident Prevention Seminar (APS 2015) was held on 24-25 August 2015 at the Putra World Trade Centre (PWTC) Kuala Lumpur involving more than 400 practitioners of occupational safety and health from all over the country. The seminar saw presentations by experts, both local and from overseas, such as Dr. Mohd Rafee Baharudin (UPM), Ir. Mohtar Musri (JKKP), Christian Kellner (German Road Safety Council), Dr. Jennifer Oxley (MONASH University) and Prof. Aw Tar Ching (UAE University).

The theme "*Bridging the Gap in Prevention: Integrating Safety and Health at Work*" was chosen to encourage participants to engage in discussions regarding the integration of a holistic and up-to-date system of managing safety and health at work by all parties, in line with the changes in demography and risks related to the practice of occupational health and safety involving employees in Malaysia.

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Program Saringan Kesihatan Bergerak

Program ini yang telah dimulakan pada Februari 2015 bertujuan bagi meningkatkan kadar penggunaan baucar HSP oleh pekerja yang masih belum menggunakan kemudahan ini terutamanya pekerja yang menerima baucar pada tahun 2013 dan 2014 dengan membawa kemudahan ini secara lebih meluas ke premis pekerjaan mereka. Sehingga 31 Disember 2015, sebanyak 310 program telah dijalankan dengan penglibatan hampir 11,000 orang pekerja yang menggunakan baucar di bawah program ini.

Mobile Health Screening Programme

This programme began in February 2015 with a view to increasing the use of HSP vouchers by employees who have yet to use this facility, particularly employees who received the vouchers in 2013 and 2014, by bringing the facility to their work premises. As of 31st December 2015, a total of 310 programmes have been conducted resulting in almost 11,000 employees using the vouchers under the programme.



Aktiviti Promosi Program HSP

PERKESO juga telah melaksanakan promosi untuk program HSP melalui pelbagai kaedah serta saluran media sama ada media cetak mahupun media elektronik sepanjang tahun 2015. Ini termasuk iklan di saluran Astro; pelbagai akhbar dan cetakan iklan, temu bual di televisyen, penampilan radio, dan pembukaan kaunter pameran dalam acara-acara awam. Program ini juga turut dipromosikan oleh Pejabat-Pejabat PERKESO, melalui penglibatan secara langsung dalam program saringan kesihatan di tempat majikan juga melalui ceramah.

HSP Promotional Activities

SOCSCO also carried out promotion of its HSP programmes through various methods and media channels, be it print media or electronic media, throughout 2015. This included advertisements on Astro channel, various newspaper and print advertisements, interviews on television, radio slots and opening of exhibition counters at various public events. The programme was also promoted by the SOCSCO offices through their direct involvement in health screening programmes at employers' premises, as well as through talks.

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Program Turun Padang YB Menteri Ke Program HSP

Program Turun Padang YB Menteri Sumber Manusia ke Program Saringan Kesihatan dan Advokasi PERKESO diadakan pada 24 November 2015 bertempat di Wisma TNB, Jalan Kepong, Kuala Lumpur. Program ini telah dirasmikan oleh YBhg. Dato' Saripuddin Bin Kasim, Ketua Setiausaha Kementerian Sumber Manusia yang mewakili YB Menteri Sumber Manusia. Program ini telah memberikan impak yang besar kepada publisiti Program HSP terutamanya di kalangan majikan bagi menggalakkan pekerja mereka menjalani saringan kesihatan.

"Program Turun Padang" by YB Minister to HSP Programme

The *"Program Turun Padang"* by YB Minister to the SOCSO Health Screening and Advocacy Programme was held on 24th November 2015 at Wisma TNB, Jalan Kepong, Kuala Lumpur. The programme was officiated by YBhg. Dato' Saripuddin bin Kassim, Secretary General of the Ministry of Human Resources who represented the Minister of Human Resources. This programme had a great impact on the publicity for the HSP especially amongst employers in encouraging their employees to undergo health screening.

Bengkel Pencarian Pekerjaan dan Pelancaran KIOSK Penempatan Pekerjaan

Pada 2 Julai 2015 bertempat di Pejabat PERKESO Negeri Selangor telah diadakan Bengkel Tatacara Melakukan Pencarian Pekerjaan kepada Peserta Program RTW dan Pelancaran KIOSK Penempatan Pekerjaan. Bengkel ini bertujuan memberi persediaan kepada orang berinsurans yang menyertai Program RTW khususnya di Lembah Klang bagaimana melakukan sendiri proses carian pekerjaan menerusi akhbar dan menggunakan internet atau KIOSK yang disediakan. Pelancaran KIOSK ini telah disempurnakan oleh YBhg. Dato' Ketua Eksekutif PERKESO.

Job Search Workshop and Launch of Work Placement KIOSK

On 2nd July 2015, at the Selangor State Office, a workshop on the Job Search Procedures for Participants of the RTW Programme and the launch of the Work Placement KIOSK were held. This workshop was held for the purposes of preparing insured persons undergoing the RTW programme, specifically in the Klang Valley, in the procedures involved in looking for employment through newspapers and using the internet or through the KIOSK provided. The launching ceremony of KIOSK was officiated by SOCSO's Chief Executive.

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Bengkel Persediaan Temuduga

Pada 30 September 2015 bertempat di Cawangan RTW, Ibu Pejabat telah diadakan Bengkel Persediaan Temuduga Peserta Program RTW. Bengkel ini bertujuan memberi persediaan kepada Orang Berinsurans yang menyertai Program RTW khususnya di Lembah Klang bagi menghadapi sesi temuduga semasa Karnival Pekerjaan RTW yang akan diadakan pada 6 Oktober 2015. Menerusi bengkel ini, mereka diajar bagaimana berpakaian, menjaga sikap dan menjawab soalan yang ditanya semasa sesi temuduga dijalankan.

Workshop on Preparing for Interview

On 30th September 2015, a workshop on Preparing for Interview was held for participants of the RTW programme at the RTW Branch, Headquarters. This workshop was held to prepare Insured Persons undergoing the RTW programme, specifically in the Klang Valley, in facing interview sessions during the RTW Job Carnival to be held on 6th October 2015. During the workshop, participants were taught how to dress, behave and answer questions asked during an interview.



Karnival Pekerjaan RTW 2015

Karnival Pekerjaan *Return To Work* (RTW) PERKESO 2015 dengan jayanya telah diadakan dan dirasmikan oleh YB Dato' Seri Richard Riot Anak Jaem, Menteri Sumber Manusia pada 6 Oktober 2015 di NU Sentral, Kuala Lumpur. Penganjuran karnival pekerjaan kali ke 6 ini berjaya mengumpulkan sebanyak 26 buah majikan dan agensi seperti POS Malaysia, Mydin, 7-Eleven, AEON dan lain-lain lagi. Karnival sehari ini telah berjaya menarik kehadiran kira-kira lebih 3,400 orang pencari kerja yang terdiri daripada pelbagai kategori seperti peserta RTW, peminjam Faedah Pinjaman Pendidikan PERKESO, golongan OKU dan pencari kerja lain.

2015 RTW's Job Carnival

The SOCSO Return To Work Job Carnival 2015 was successfully held and officiated by YB Dato' Seri Richard Riot Anak Jaem, Minister of Human Resources, on 6th October 2015 at NU Sentral, Kuala Lumpur. This 6th edition of the job carnival managed to gather 26 employers and agencies such as POS Malaysia, Mydin, 7-eleven, AEON and others. The one-day carnival successfully attracted approximately 3,400 persons looking for employment from various categories such as RTW participants, borrowers of the SOCSO Education Loan Benefit, disabled persons and others.

3 INISIATIF DAN STRATEGI UTAMA PERKESO 2015

3 KEY INITIATIVES AND STRATEGIES OF SOCSO 2015



STRATEGI PENGURUSAN DAN PEMBANGUNAN SUMBER MANUSIA

Sejajar dengan visi PERKESO untuk melahirkan modal insan yang kompeten, berilmu, berprestasi tinggi, professional dan beretika serta mempunyai daya saing, pelbagai inisiatif dan penambahbaikan telah diambil dan diberikan penekanan oleh pihak pengurusan.

Fokus Strategi Sumber Manusia Tahun 2015

Selaras dengan visi dan misi PERKESO untuk menjadi Peneraju Keselamatan Sosial Yang Unggul dan Cemerlang Menjelang Wawasan 2020, strategi pembangunan modal insan yang komprehensif, dinamik dan terancang diwujudkan untuk melahirkan sumber manusia yang kompeten dalam melaksanakan tugas dengan cemerlang. Fokus sumber manusia juga adalah bersifat strategik. Sejajar dengan usaha ke arah pencapaian visi yang menjadi fokus dan keutamaan, strategi PERKESO tahun 2015 adalah keperluan perancangan tenaga manusia dan fungsi organisasi yang progresif serta dinamik.

HUMAN RESOURCE MANAGEMENT AND DEVELOPMENT STRATEGY

In line with SOCSO's vision of producing competent, knowledgeable, high performing, professional, ethical and competitive human capital, various initiatives and improvements have been undertaken and given emphasis by the management.

Human Resource Strategy Focus 2015

In line with the vision and mission of SOCSO to become the Premier and Outstanding Leader in Social Security Towards 2020, a comprehensive, dynamic and organised strategy for human capital development was created in order to produce a workforce that is competent in carrying out its duties with distinction. The human resource focus is also strategic in nature. In line with the efforts towards achieving this vision that has become a focus and priority, SOCSO's strategy for 2015 is the need for manpower and organisational function planning that is progressive and dynamic.

Keperluan Perancangan Tenaga Manusia dan Fungsi Organisasi Yang Progresif Serta Dinamik

Keperluan perancangan sumber manusia dan fungsi organisasi yang progresif serta dinamik adalah melibatkan isu untuk memastikan setiap anggota PERKESO mempunyai kompetensi yang bersesuaian dengan kompleksiti tugas dan tanggungjawab jawatan setara dengan peruntukan bilangan perjawatan dan gred yang disandang. Walau bagaimanapun, dalam menentukan strategi kepada pelaksanaan dasar ini, pengurusan PERKESO turut mengambil kira dasar Kerajaan sebagaimana digariskan menerusi Garis Panduan Bagi Penyediaan Cadangan Anggaran Perbelanjaan Tahun 2015 khususnya mengenai Dasar Perjawatan di Perkara 10 sebagaimana ringkasan butiran lima (5) prinsip berikut:

- i. Pelaksanaan tugas secara optimum (*multitasking & outsourcing*);
- ii. Pengawalan saiz perkhidmatan;
- iii. Tiada pertindihan fungsi penubuhan serta fungsi setiap bahagian;
- iv. Kaedah penempatan semula (*redeployment*) & tukar ganti (*trade off*); dan
- v. Peningkatan produktiviti melalui perekayaan proses kerja dan peningkatan kadar penembusan Jalur Lebar Negara (perkhidmatan secara atas talian).

Lima (5) prinsip perjawatan ini adalah selaras dengan kerangka strategik transformasi perkhidmatan awam iaitu ke arah organisasi yang dinamik, kejut, terbuka, tangkas, berkeupayaan tinggi dan lebih fleksibel menjurus kepada pengurangan karenah birokrasi. Bagi tujuan ini, PERKESO telah melihat semula usaha-usaha ke arah mengoptimumkan tenaga kerja melalui penjajaran semula fungsi-fungsi yang bertindih antara bahagian, agensi, pengawalan pengisian jawatan-jawatan kosong serta pemansuhan atau penggredan semula jawatan serta penempatan semula perjawatan ke Bahagian / Pejabat yang lebih kritikal.

The Need for Manpower and Organisational Function Planning that is Progressive and Dynamic

The need for human resource and organisational function planning that is progressive and dynamic involve issues in ensuring that each SOCSO employee has a level of competency that commensurates with the complexities of the duties and responsibilities of the position held within the allocated establishment and grade. However, in determining the implementation of this policy, the management of SOCSO also takes into account Government policies as outlined in the Guidelines to the Preparation of Annual Budget Estimate 2015, particularly in relation to the Establishment Policies under item 5, summarised into five (5) principles as follows:

- i. Carrying out duties in an optimum manner (*multitasking and outsourcing*);
- ii. Control over the size of service;
- iii. No overlap of function for each establishment and division;
- iv. Use of redeployment and trade-off methods; and
- v. Increasing productivity through the re-engineering of work processes and increasing the rate of National Broadband penetration (for online services).

These five (5) principles are in line with the strategic outline for the transformation of public service towards becoming an organisation that is dynamic, lean, open, agile, highly capable and more flexible leading to a reduction in bureaucracy. For these purposes, SOCSO has re-visited all its efforts towards optimising its workforce through a realignment of overlapping functions between divisions and agencies, control over the filling up of vacant posts as well as the abolition or re-grading of posts and redeployment to a more critical Division / Office.

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Sehubungan dengan itu, dalam usaha memastikan lima (5) prinsip yang digariskan oleh Kerajaan dilaksana, pengurusan PERKESO telah menetapkan dasar perjawatan berasaskan hasil daripada kajian berikut:

- i. Laporan Audit Perjawatan PERKESO (melibatkan 4 aktiviti teras iaitu penguatkuasaan, pemrosesan faedah, kewangan dan pentadbiran); dan
- ii. Analisis Kecekapan Proses dan Analisis Guna Tenaga Manusia sebagaimana Laporan Analisis Guna Tenaga - *Business Process Engineering* (BPR).

Selaras dengan hasil kajian yang dijalankan, pengurusan PERKESO telah melaksanakan semakan terhadap kedudukan perjawatan menerusi pelaksanaan pewujudan jawatan Pegawai Pemeriksa Secara Kontrak, pemansuhan, penjumudan dan penggredan semula jawatan melalui pendekatan tukar ganti (*trade off*) dan kenaikan pangkat Secara Khas Untuk Penyandang (KUP) secara berperingkat. Pengawalan saiz perkhidmatan melalui pendekatan tukar ganti (*trade off*) secara berperingkat. Sehubungan dengan itu, lapan (8) strategi yang telah dilaksanakan bagi tempoh sehingga Disember 2015 adalah:

1. Penguatkuasaan dan penyusunan semula Carta Fungsi dan Struktur Organisasi PERKESO. Bagi tujuan ini, struktur organisasi yang lebih mendatar (*flatter organisation*) melalui pengurangan hirarki seperti berikut:
 - i. Struktur fungsi Cawangan Perundangan diperkukuhkan daripada Cawangan kepada Bahagian dan disusun semula dengan diletakkan di bawah penyeliaan terus Ketua Eksekutif;
 - ii. Struktur fungsi Cawangan Faedah diperkukuhkan daripada Cawangan kepada Bahagian Faedah. Walau bagaimanapun, dari segi struktur ianya masih di bawah penyeliaan Pejabat Timbalan Ketua Eksekutif (Operasi);
 - iii. Struktur fungsi Cawangan Penguatkuasaan dan Caruman diperkukuhkan daripada Cawangan kepada Bahagian. Walau bagaimanapun, dari segi struktur ianya masih di bawah penyeliaan Pejabat Timbalan Ketua Eksekutif (Operasi);

Therefore, in order to ensure the implementation of the five (5) principles outlined by the Government, SOCSO's management has prescribed its personnel policies based on the results of the following researches:

- i. SOCSO Personnel Audit Report (involving 4 core activities, namely, enforcement, processing of benefits, finance and administration); and
- ii. Process Efficiency Analysis and Use of Manpower Analysis as per the Employment Analysis Report – Business Process Engineering (BPR).

In accordance with the results of the studies conducted, SOCSO's management has reviewed its staffing position through the creation of a contractual Inspection Officer post, the abolition and re-grading of posts through a trade-off approach and promotions by way of Personnel-to-Holders post (KUP) in stages. Control of the size of service is done through a trade-off approach in stages. In relation there to, the following eight (8) strategies have been implemented as of December 2015:

1. Consolidation and restructuring of SOCSO's Organisational Functions and Structure Chart. For these purposes, the organisation became a flatter organisation through a reduction in hierarchy as follows:
 - i. The functional structure of the Legal Branch is enhanced from a Branch to a Division and reorganised to come under the direct supervision of the Chief Executive;
 - ii. The functional structure of the Benefits Branch is enhanced from a Branch to become the Benefits Division. However, structurally it remains under the supervision of the Office of the Deputy Chief Executive (Operations);
 - iii. The functional structure of the Enforcement & Contributions Branch is enhanced from a Branch to a Division. However, structurally it remains under the supervision of the Office of the Deputy Chief Executive (Operations);

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- iv. Pengukuhan struktur fungsi Pejabat Timbalan Ketua Eksekutif menerusi pewujudan jawatan tambahan Timbalan Ketua Eksekutif (Pelaburan) dan penyusunan semula fungsi Pejabat Timbalan Ketua Eksekutif:
- a. Pejabat Timbalan Ketua Eksekutif (Korporat) dengan penggredan penyandang ke Gred 31 (KUP). Fungsi di bawahnya ialah:
 - Perbendaharaan
 - Perancangan dan Hal Ehwal Korporat
 - Kualiti dan Inovasi
 - Pengurusan Risiko
 - Khidmat Pengurusan
 - b. Pejabat Timbalan Ketua Eksekutif (Operasi) Gred 30. Fungsi di bawahnya adalah kekal sebagaimana sebelum ini.
 - c. Pejabat Timbalan Ketua Eksekutif (Pelaburan) Gred 30. Fungsi di bawahnya ialah:
 - Pelaburan
 - Teknologi Maklumat
 - Penyelidikan dan Pembangunan Keselamatan Sosial
2. Penambahbaikan dan perubahan (Penggredan Semula) Skim Perkhidmatan Jurutrengkas / Setiausaha Kepada Skim Perkhidmatan Pembantu Setiausaha Pejabat / Setiausaha Pejabat.
3. Penjumudan Skim Perkhidmatan Operator Telefon yang ditukar lantik dengan opsyen kepada Skim Perkhidmatan Pegawai Khidmat Pelanggan.
-
- iv. Enhancement of the functional structure of the Office of the Deputy Chief Executive through the creation of the additional post of Deputy Chief Executive (Investments) and the reorganisation of the Office of the Deputy Chief Executive:
- a. Office of the Deputy Chief Executive (Corporate) with the incumbent graded at Grade 31 (KUP). Functions under its purview are:
 - Treasury
 - Planning and Corporate Affairs
 - Quality and Innovation
 - Risk Management
 - Management Services
 - b. Deputy Chief Executive (Operations) at Grade 30. The functions under the purview of his office remains as before.
 - c. Deputy Chief Executive (Investments) at Grade 30. The functions under the purview of his office are:
 - Investment
 - Information Technology
 - Research and Social Security Research
2. Upgrading and re-grading of the scheme of service for Stenographer/Secretary to the scheme of service for Assistant Office Secretary/Office Secretary.
3. Abolition of the Telephone Operator scheme of service which is replaced with an option for Customer Service Officer scheme of service.

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4. Penjumudan Skim Perkhidmatan Jurutaip dan Skim Perkhidmatan Operator Mesin Prosesan Data (OMPD) yang ditukar lantik dengan opsi kepada Skim Perkhidmatan Pegawai Kerani.
 - i. Kenaikan Pangkat Secara Khas Untuk Penyandang (KUP) kepada anggota dalam Gred Lantikan.
 - ii. Pewujudan jawatan secara tukar ganti (*trade off*) perjawatan bagi mewujudkan perjawatan yang melaksanakan fungsi di Cawangan Pengurusan Perhubungan Pelanggan (CRM).
 - iii. Penggabungan Skim Perkhidmatan Pembantu Am Rendah dan Skim Pemandu kepada Skim Pembantu Operasi.
 - iv. Pewujudan jawatan lantikan baru Gred 19 secara kontrak bagi melaksanakan fungsi penguatkuasaan.

Secara prinsipnya lapan (8) strategi ini turut memberi peluang kepada pembangunan kerjaya anggota menerusi kenaikan pangkat dalam gred lantikan dan gred kenaikan pangkat.

Fokus Hala Tuju Strategi Sumber Manusia Tahun 2016

Penyediaan Pelan Strategik Sumber Manusia (PSSM) 2016-2020 merupakan fokus utama Sumber Manusia PERKESO yang bakal memperincikan strategi yang telah digariskan di bawah teras strategik ke tiga (3) Rancangan Malaysia Ke-11, 2016-2020 iaitu "Meningkatkan Pembangunan Modal Insan Untuk Negara Maju". Secara prinsipnya PSSM 2016-2020 bakal menjadi satu pelan taktikal yang melakar perjalanan memperkasa kecemerlangan pembangunan sumber manusia PERKESO di masa hadapan menerusi konsep "*Learning and Growth*" untuk warga kerjanya bagi meningkatkan kepakaran dan pengetahuan ke arah melahirkan "*Subject-Matter Expert (SME)*" terutamanya dalam lanskap Pengamal Keselamatan Sosial (*Social Security Practitioner*). Empat (4) modul teras latihan berikut telah dipersetujui sebagai pemacu transformasi PERKESO ke arah usaha melahirkan Pengamal Keselamatan Sosial iaitu Komunikasi, Teras Perkhidmatan (*Core Business*), Keselamatan Sosial dan Kepimpinan Berimpak Tinggi. PSSM ini akan menjadi asas dan rujukan dari sudut perancangan, pelaksanaan, pemantauan dan penilaian hala tuju Sumber Manusia PERKESO.

4. Abolition of the Typist and Data Processing Machine Operator schemes of service which are traded-off with an option for Clerical Officer scheme of service.
 - i. Promotion via Personal-to-Holder Posts (KUP) for staff within the Appointment Grade.
 - ii. Creation of a post through personnel trade-off in order to establish a position carrying out functions under the Customer Relations Management Branch.
 - iii. Consolidation of the Junior General Assistant and General Assistant schemes of service to become Operations Assistant scheme of service.
 - iv. Establishment of new appointed positions at Grade 19 on a contract basis to carry out enforcement functions.

In principle, these eight (8) strategies also open up opportunities for career development through promotions within the appointed grade and promotional grade.

Human Resources Strategy Direction 2016

The preparation of the Human Resources Strategic Plan (PSSM) 2016-2020 is the main focus of SOCSO's Human Resources which will detail the strategies underlined in the third strategic thrust of the 11th Malaysia Plan 2016-2020 that is, "Accelerating Human Capital Development for an Advanced Nation". In principle, PSSM 2016-2020 is set to become a tactical plan which will carve the journey towards enhancing the excellence of SOCSO's human resource development in the future through the concept of "*Learning and Growth*" for its workforce to improve their expertise and knowledge towards producing "subject matter experts", especially within the landscape of the Social Security Practitioner. The following four (4) core training modules have been agreed as the driver for SOCSO's transformation in the effort to produce Social Security Practitioners, namely, Communication, Core Business, Social Security and High Impact Leadership. This strategic plan will be the basis of reference in the planning, implementation, monitoring and evaluation of SOCSO's Human Resource direction.

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Enam (6) cabaran yang telah dikenal pasti dalam sumber manusia dalam merangka PSSM 2016-2020 adalah:

- i. Keperluan perancangan tenaga manusia yang progresif dan dinamik;
- ii. Keperluan untuk meningkatkan kualiti sistem penyampaian perkhidmatan;
- iii. Keperluan untuk meningkatkan persekitaran kerja yang kondusif;
- iv. Keperluan meningkatkan pembangunan sumber manusia;
- v. Keperluan meningkatkan penghayatan nilai-nilai murni; dan
- vi. Keperluan pengurusan nilai untuk wang dalam setiap perbelanjaan organisasi.

Dalam usaha memastikan enam (6) cabaran berkenaan mampu dicapai, PSSM 2016-2020 telah menggariskan enam (6) teras strategik iaitu:

- i. Menetapkan hala tuju strategik;
- ii. Memastikan kapasiti organisasi;
- iii. Mengurus pekerja berkualiti;
- iv. Mendaya upayakan bakat dan kepimpinan
- v. Mengurus prestasi, pengiktirafan serta ganjaran; dan
- vi. Membentuk budaya kerja berprestasi tinggi.

Enam (6) teras strategik ini bakal disejajarkan dengan 18 strategi dan 44 aktiviti yang bakal menjadi hala tuju strategi sumber manusia PERKESO untuk tahun 2016 sehingga tahun terakhir menjelang tahun 2020 ditunjukkan menerusi ilustrasi gambar rajah berikut:

Six (6) challenges have been identified in the development of PSSM 2016-2020 as follows:

- i. The need for manpower planning that is progressive and dynamic;
- ii. The need to improve the quality of the service delivery system;
- iii. The need to improve a working environment to become more conducive;
- iv. The need to improve human resource development;
- v. The need to increase appreciation of good values; and
- vi. The need for "value for money" management in each organisational expenditure.

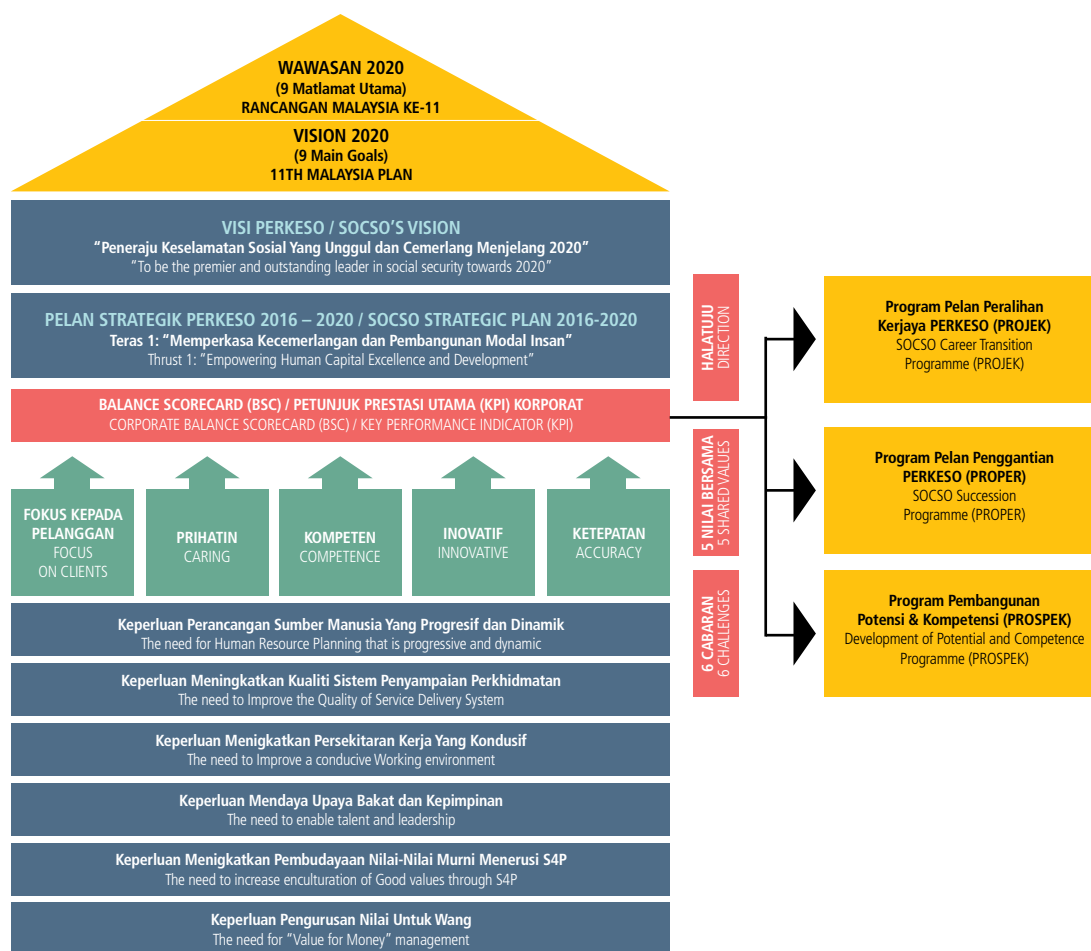
In the effort to ensure that the above six (6) challenges are met, PSSM 2016-2020 has outlined six (6) strategic thrusts, namely:

- i. Determination of strategic direction;
- ii. Ensuring the capacity of the organisation;
- iii. Management of quality employees;
- iv. Enabling talent and leadership;
- v. Management of performance, recognition and rewards; and
- vi. Formation of a culture of high performance.

These six (6) strategic thrusts will be aligned with the 18 strategies and 44 activities set to become SOCSO's Human Resource strategic direction for the year 2016 until the final year towards 2020, as shown in the illustration below:

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KERANGKA PELAN STRATEGIK SUMBER MANUSIA 2016 – 2020
OUTLINE OF THE HUMAN RESOURCE STRATEGIC PLAN 2016 – 2020



Menetapkan Hala Tuju Strategik: 4 STRATEGI 9 AKTIVITI	Memastikan Kapasiti Organisasi: 3 STRATEGI 3 AKTIVITI	Mengurus Pekerja Berkualiti: 1 STRATEGI 3 AKTIVITI	Mendaya Upaya Bakat dan Kepimpinan: 3 STRATEGI 6 AKTIVITI	Mengurus Prestasi, Pengiktirafan & Ganjaran: 2 STRATEGI 9 AKTIVITI	Membentuk Budaya Kerja Berprestasi Tinggi: 5 STRATEGI 14 AKTIVITI	6 TERAS STRATEGIK 6 STRATEGIC THRUSTS	18 STRATEGI 18 STRATEGIES	44 AKTIVITI 44 ACTIVITIES
Determination of Strategic Direction: 4 STRATEGIES 9 ACTIVITIES	Ensuring Organisational Capacity: 3 STRATEGIES 3 ACTIVITIES	Managing Quality Employees: 1 STRATEGY 3 ACTIVITIES	Enabling Talent and Leadership: 3 STRATEGIES 6 ACTIVITIES	Management of Performance, Recognition & Rewards: 2 STRATEGIES 9 ACTIVITIES	Forming a High Performance Work Culture: 5 STRATEGIES 14 ACTIVITIES			

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INISIATIF MELESTARIKAN BUDAYA KUALITI DAN INOVASI

Bulan Kualiti and Inovasi disambut bertujuan untuk meningkatkan kesedaran anggota akan kepentingan budaya kualiti dalam pelaksanaan kerja harian. Ianya amat penting di dalam memastikan peningkatan produktiviti dan kualiti kerja dalam menyampaikan perkhidmatan kepada pelanggan. Tema sambutan tahun ini adalah 'Semarakkan Kreativiti Budayakan Inovasi' Sambutan turut diadakan di semua 47 Pejabat PERKESO seluruh Malaysia termasuk Ibu Pejabat.

Antara aktiviti yang dianjurkan sempena sambutan Bulan Kualiti and Inovasi PERKESO 2015 adalah pertandingan dan anugerah kualiti perkhidmatan seperti berikut:-

- Anugerah Kumpulan Kreatif dan Inovatif (KIK) Terbaik 2015;
- Anugerah Inovasi Terbaik 2015;
- Anugerah Pejabat PERKESO Terbaik 2014/2015;
- Pertandingan Mencipta Tema Bulan Kualiti dan Inovasi 2015;
- Pertandingan MyViews PERKESO 2015;
- Pertandingan Sudut Inovasi Terbaik 2015;
- Pertandingan Menulis Puisi Kualiti dan Inovasi Terbaik 2015;
- Pertandingan Cadangan Inovasi Terbaik 2015; dan
- Anugerah Majikan Terbaik 2015.

INITIATIVES TO PRESERVE A CULTURE OF QUALITY AND INNOVATION

SOCISO's Quality and Innovation Month is an annual event to increase the staff's awareness on the importance of setting a high benchmark in discharging their daily responsibilities. This is especially crucial in ensuring increasing productivity and quality of work while serving the customers. This year's theme was "Ignite Quality and Innovation Culture".

Celebrations were held at all 47 SOCISO offices throughout Malaysia including at the Headquarters. Among the activities organised in conjunction with the SOCISO Quality and Innovation Month 2015 celebrations were competitions and awards for quality service as follows:

- Best Creative and Innovative Circle (CIC) Award 2015;
- Best Innovation Award 2015;
- Best Office Award 2014/2015;
- Competition for the Creation for Quality and Innovation Month Theme 2015;
- MyViews PERKESO 2015 Competition;
- Best Innovation Corner 2015 Competition;
- Poetry Writing Competition Best Quality Innovation;
- Best Innovation Proposal 2015 Competition; and
- Best Employer Award 2015.

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Pada tahun 2015, sebanyak 5 projek KIK dan 4 projek inovasi telah disenarai pendek ke peringkat akhir untuk bertanding. Pada masa yang sama, PERKESO turut menerima 97 penyertaan bagi Pertandingan Mencipta Tema Sambutan Bulan Kualiti dan Inovasi, 18 penyertaan bagi Pertandingan Sudut Inovasi, 27 penyertaan bagi Pertandingan Menulis Puisi Kualiti dan Inovasi, 12 penyertaan bagi MyViews PERKESO dan 45 cadangan inovasi telah diterima dari anggota PERKESO bagi Pertandingan Cadangan Inovasi Terbaik 2015.

Buat julung kalinya, PERKESO telah dinobatkan sebagai Juara keseluruhan Anugerah Inovasi Kementerian Sumber Manusia (KSM) 2015 dan berjaya membawa pulang Piala Pusingan Menteri Sumber Manusia.

In 2015, 5 CIC projects and 4 innovation projects were shortlisted to compete in the finals. At the same time, SOCSO received 97 entries in the Quality and Innovation Month Theme Design Competition, 18 entries in the Innovation Corner competition, 27 entries in the Quality and Innovation Poem Writing competition, 12 entries in the SOCSO MyViews competition and 45 proposals from SOCSO employees in the Best Innovation Proposal Competition 2015.

For the first time ever, SOCSO was crowned as the overall winner of the Ministry of Human Resources Innovation Awards 2015 and successfully brought home the Minister of Human Resources Trophy.

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INISIATIF PENYELIDIKAN

Dalam memastikan keberkesanan program/aktiviti utama PERKESO sebagaimana yang digariskan di bawah Pelan Strategik PERKESO 2011-2015, kajian-kajian impak telah dibuat antaranya;

- Kajian Impak Program Ops Kesan PERKESO 2013-2014
- Kajian Mengenal Pasti Keperluan Perlindungan Terhadap Kemalangan No-Fault
- Penilaian Pengoperasian Kaunter Perkeso Di UTC

Kajian Impak Program Ops Kesan

PERKESO Program Ops Kesan juga merupakan salah satu daripada program utama yang digariskan di dalam Pelan Strategik PERKESO 2011-2015. Kajian impak bagi Program Ops Kesan PERKESO ini dilaksanakan untuk melihat keberkesanan/impak pelaksanaan Program Ops Kesan yang dijalankan pada tahun 2013 dan 2014. Terdapat lima aspek keberkesanan/impak yang dikaji iaitu:

- i) pematuhan majikan mendaftarkan perusahaan;
- ii) pematuhan majikan mendaftarkan pekerja;
- iii) peningkatan jumlah majikan layak berdaftar secara tahunan;
- iv) peningkatan jumlah majikan layak berdaftar secara bulanan; dan
- v) jumlah kutipan caruman menerusi Program Ops Kesan.

RESEARCH INITIATIVES

In order to ensure the effectiveness of SOCSO's programmes / key activities as outlined in SOCSO's Strategic Plan 2011-2015, impact studies have been made on them;

- SOCSO Ops Kesan 2013-2014 Impact Study
- Study to Identify Need for Protection against No-Fault Accidents
- Assessment of SOCSO Counter operations at UTC

Impact Study For 'Program Ops Kesan PERKESO'

'Program Ops Kesan' is one of the SOCSO's main programs as outlined in SOCSO's Strategic Plan 2011-2015. Impact study for 'Program Ops Kesan PERKESO' was conducted to ascertain the effectiveness / impact of 'Program Ops Kesan' for year 2013 and 2014. There were five aspects of effectiveness / impact, name:

- i) employer compliance to register company;
- ii) employer compliance to register employee;
- iii) an increase in the number of registered eligible employer on a yearly basis;
- iv) an increase in the number of registered eligible employer on a monthly basis; and
- v) the amount of contributions collected in the 'Program Ops Kesan'.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015

Berdasarkan hasil kajian, Program Ops Kesan telah berjaya meningkatkan jumlah majikan berdaftar secara bulanan mahupun tahunan dan juga telah berjaya meningkatkan jumlah kutipan caruman PERKESO. Walau bagaimanapun, sasaran 85% majikan mendaftarkan perusahaan daripada sejumlah yang dikesan semasa Program Ops Kesan belum mencapai sasaran dengan pencapaian 71.0% majikan (2013) dan 63.8% majikan (2014). Justeru itu, pemantauan yang lebih giat perlu dilaksanakan bagi memastikan kesemua majikan yang dikesan tidak mendaftarkan, menunaikan tanggungjawab mendaftarkan perusahaan mereka.

Secara keseluruhannya, Program Ops Kesan merupakan satu program yang sangat bermanfaat dan memberikan impak yang besar kepada aktiviti penguatkuasaan PERKESO bagi memastikan para pekerja dan orang tanggungannya mendapat perlindungan keselamatan sosial yang menjamin kesejahteraan hidup mereka.

Kajian Mengenal Pasti Keperluan Perlindungan Terhadap Kemalangan *No-Fault*

Satu kajian tinjauan telah dijalankan bagi mendapatkan respon dan maklum balas pekerja dan majikan mengenai cadangan PERKESO untuk menjadikan kemalangan *no-fault* sebagai sebahagian daripada perlindungan kemalangan untuk pekerja. Sejumlah 2,567 orang responden telah terlibat dalam kajian tinjauan ini.

Penilaian Pengoperasian Kaunter PERKESO di UTC

Bagi memberi sokongan penuh kepada usaha Kerajaan dalam memudahkan rakyat mendapatkan perkhidmatan dari agensi Kerajaan dan swasta di bawah satu bumbung, mulai Oktober 2012, PERKESO telah beroperasi dengan membuka kaunter di lapan Urban Transformation Centre (UTC) di seluruh negara iaitu Melaka, Perak, Pahang, Kuala Lumpur, Johor, Kedah, Sabah dan Sarawak. Kajian Penilaian Pengoperasian Kaunter PERKESO di UTC ini telah dijalankan dengan menggunakan data primer daripada kajian tinjauan serta data sekunder yang diperolehi dari semua Pejabat PERKESO Negeri yang terlibat.

According to the study, 'Program Ops Kesan' has managed to increase the number of registered employers both on a yearly and monthly basis. 'Program Ops Kesan' has also managed to increase the amount of SOCSO's contribution collection. However, the number of registered employers out of the total number of unregistered employers detected during 'Program Ops Kesan' did not meet the target of 85%, with the achievement of 71.0% in 2013 and 63.8% in 2014. Therefore, rigorous monitoring actions should be taken to ensure all employers register their businesses with SOCSO.

As a whole, 'Program Ops Kesan' is a beneficial program and gives huge impacts to the enforcement activities in SOCSO in order to ensure social security protection of the employees and their dependents which will guarantee their well-beings.

A Study To Identify The Protection Needs Against No-Fault Accident

A survey was conducted to identify employees' and employers' responds and feedback pertaining to the SOCSO's suggestion to include the no-fault accident as part of the protection. A total of 2,567 respondents had participated in this study. Feedback from the respondents were obtained from three methods of data collection, namely interviews with the customers at SOCSO offices' counter, the distributions of questionnaires to the participants of programs organised by SOCSO offices and an online survey.

SOCSO'S UTC Counter Operational Assessment

In supporting the Government's effort to provide for the people easy access to services from Government and private agencies, since October 2012, SOCSO had opened its counter in eight Urban Transformation Centre (UTC) that are in Melaka, Perak, Pahang, Kuala Lumpur, Johor, Kedah, Sabah and Sarawak. This SOCSO's UTC Counter Operational Assessment was carried out using primary data obtained from surveys and secondary data from eight of the SOCSO State Office involved.

ULASAN PENGURUSAN RISIKO KORPORAT

CORPORATE RISK MANAGEMENT REVIEWS

Risiko Strategik

Selari dengan penjenamaan semula pengurusan korporat, PERKESO menjangkakan kedudukan Dana akan terus berkembang sebanyak 20.83% pada tahun 2020. Unjuran ini adalah berdasarkan struktur alokasi aset PERKESO yang dijangka lebih agresif termasuk perluasan liputan kepada semua pekerja swasta dan kadar siling gaji baru yang diinsuranskan.

Risiko Pasaran

Pulangan sebenar pelaburan PERKESO agak memuaskan pada tahun 2015 dengan kadar inflasi 2%. Indeks Bursa Malaysia telah mencapai 1,692.51 mata di penutup Disember 2015 dengan penurunan sebanyak 3.9% disebabkan ketidakpastian yang semakin meningkat pada separuh kedua 2015. Walau bagaimanapun, beberapa inisiatif proaktif diperkenalkan untuk memastikan Malaysia berada di landasan pertumbuhannya. Pertumbuhan ekonomi global berterusan pada kadar yang sederhana pada tahun 2015 disebabkan beberapa risiko jangka masa terdekat yang masih wujud seperti volatiliti pasaran modal, susut nilai mata wang, harga komoditi yang lebih rendah, aliran keluar modal dan kenaikan kadar faedah Amerika Syarikat.

Manakala risiko dalam jangka masa sederhana pula terdiri daripada inflasi di Negara maju yang terus rendah, pengangguran yang tinggi di kawasan Eropah dan pertumbuhan perlahan di luar jangka di China. Sementara itu, pulangan pelaburan dan kutipan caruman PERKESO keseluruhannya turut terkesan bagi membiayai pembayaran faedahnya disebabkan oleh keadaan ekonomi semasa Negara.

Strategic Risks

In line with the corporate re-branding, SOCSO will expect the Fund's position to continue grow by 20.83% in 2020. This projection was made based on the expected SOCSO's asset allocation structure which would be more aggressive including the expansion coverage to all private employees and the new insurable wage ceiling rate.

Market Risks

Real return on investment of SOCSO in 2015 is fairly satisfactory with inflation at 2%. Bursa Malaysia Index achievement at 1,692.51 points at the closing position in December 2015 was a decline of 3.9% due to growing uncertainties in the second half of 2015. However, the Government had introduced several proactive measures to ensure that Malaysia is on the track growth. The global economic growth is continuing at a moderate pace in 2015 due to some near-term risks which are still inherent namely volatility of capital markets, currency depreciation, lower commodity prices, capital outflows and rising United States interest rates.

The risk in the medium term is due to low inflation in developed economies, high unemployment in the European area and slow growth contingent in China. Meanwhile, the SOCSO's overall return on investment and collection of contributions which is used to make benefits payments is also affected due to the current economic situation.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**Risiko Aktuari**

PERKESO mentadbir dua jenis skim iaitu Skim Bencana Pekerjaan dan Skim Keilatan. Berdasarkan kedudukan semasa, Dana Skim Bencana Pekerjaan masih dapat ditampung oleh kadar caruman semasa dan rizab terkumpul manakala Dana Skim Keilatan telah mencapai paras keseimbangannya.

Justeru, berdasarkan Penilaian Aktuari yang lalu, kadar caruman telah dicadangkan untuk dinaikkan secara berperingkat memandangkan pembiayaan faedah Skim Keilatan telah melebihi kutipan caruman.

Risiko Demografik dan Jangka Hayat

Risiko sosial pekerja adalah bergantung kepada tanggungjawab majikan untuk melindungi keselamatan sosial pekerja mereka. Pada tahun 2015, terdapat seramai 6.3 juta pekerja yang mencarum secara aktif kepada PERKESO berbanding dengan 14.1 juta tenaga buruh di Malaysia.

Berdasarkan unjuran Pertubuhan Bangsa-Bangsa Bersatu (PBB), Malaysia akan mencapai status negara tua pada tahun 2030 iaitu apabila penuaan penduduk mencecah 15% daripada keseluruhan penduduk. Pada tahun 2015, seramai 1.83 juta penduduk berumur melebihi 65 tahun iaitu peningkatan sebanyak 3.83% berbanding 1.74 juta penduduk pada tahun 2014. Secara purata jangka hayat penduduk Malaysia terus meningkat setiap tahun dengan penduduk wanita dijangka akan hidup lebih lama sehingga umur 77.4 tahun berbanding lelaki iaitu pada umur 72.5 tahun. Kesan peningkatan jangka hayat ini, cabaran PERKESO adalah untuk memastikan Dana dan rizabnya dapat menampung perbelanjaan faedah jangka panjang yang disediakan.

Actuarial Risks

SOCSCO administers two types of schemes namely the Employment Injury Scheme and the Invalidity Scheme. At present, Fund in the Employment Injury Scheme can still be accommodated by the current rate and all reserved while Fund in the Invalidity Scheme has reached an equilibrium point.

Therefore, based on the previous actuarial valuation, the contributions rate for the Invalidity Scheme is proposed to be gradually increased as financing of the invalidity benefits had already exceeded its collection of contributions.

Demographic and Life Expectancy Risk

Employee's social risk is dependable on an employer's responsibility to protect employees with social security. In 2015, there are 6.3 million employees who actively contributing to SOCSCO compared to 14.1 million labor forces in Malaysia.

Based on the United Nations projections, Malaysia will reach the aged status in 2030 when the aging population reaches 15% of the population. In 2015, a total of 1.83 million people had reached above 65years old, which is an increase of 3.83% compared to 1.74 million in 2014. The average lifespan continues to increase every year with the female population living much longer until the age of 77.4 years compared to men living until the age of 72.5 years. Impact of this life expectancy, the challenge for SOCSCO is to ensure its fund and reserves could accommodate the expenses of long-term benefits provided.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015

Risiko Kewangan

Dari sudut risiko kewangan, kemampunan Dana PERKESO bergantung kepada beberapa strategik seperti berikut:

- a. Mengoptimumkan pulangan pelaburan dengan struktur alokasi aset yang lebih agresif diamalkan.
- b. Menjalankan pelaburan hartanah yang tertumpu di lokasi strategik di dalam dan luar Negara.
- c. Aktiviti pemeriksaan dan penguatkuasaan dipergiatkan lagi dengan inisiatif kepada sasaran 100% pematuhan.
- d. Cadangan meningkatkan kadar caruman dengan memperkenalkan konsep atau faedah baru
- e. Cadangan kenaikan siling gaji daripada RM 3,000 kepada RM 4,000 akan dikuatkuasakan.
- f. Memantapkan langkah-langkah kawalan kos dan pelaksanaan belanjawan berhemah.

Risiko Reputasi

PERKESO telah menerima banyak pencapaian serta anugerah sama ada di dalam negara mahupun di peringkat antarabangsa. Dengan penubuhan Pusat Rehabilitasi PERKESO sebagai hospital rehabilitasi yang pertama di Asia Tenggara, PERKESO telah menjadi sumber rujukan di kebanyakan Negara dalam pengurusan pemulihan orang terbencana.

PERKESO sentiasa berusaha membayar 100% daripada semua kes yang telah diterimanya mengikut tempoh Piagam Pelanggan yang ditetapkan. Walau bagaimanapun, Pertubuhan ini sentiasa berusaha memberi penyampaian mutu perkhidmatan yang lebih baik kepada pihak yang berkepentingan dan pelanggannya.

Financial Risks

From the perspective of financial risks, the sustainability of SOCSO's Fund depends on a few strategies as follows;

- a. To optimise the investment return through changes from a conservative asset allocation to a progressive and competitive level.
- b. To invest in real estate that concentrated in strategic locations in the country or overseas.
- c. Inspection and enforcement activities will further intensified with 100% compliance initiatives.
- d. To proposed increased in the contribution rate by introducing a new concept or benefit.
- e. To proposed increased in wage ceiling from RM 3,000 to RM 4,000 to be enforced.
- f. Strengthening cost control measures and managing prudent budget.

Reputation Risks

SOCSO has received many achievements and awards internationally and locally. With the establishment of SOCSO's Rehabilitation Centre as the first hospital been set up in the Southeast Asia region, SOCSO has become the referral source for other nations in managing the rehabilitation of injured employees.

SOCSO always strives to pay 100% of all cases that have been received within the period prescribed in the Client Charter. However, the organisation always strives to provide a better service quality delivery to the stakeholders and customers.

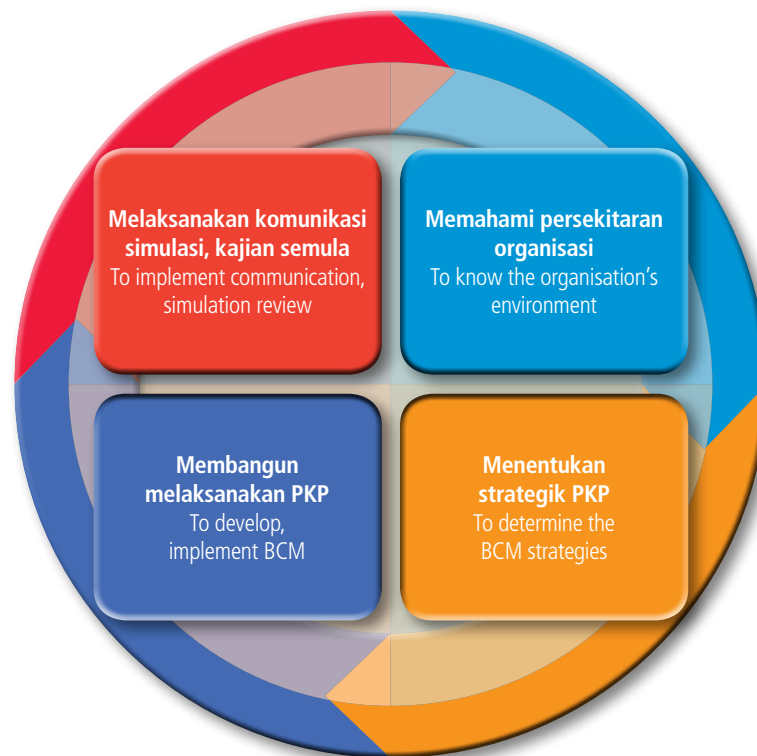
ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**Risiko Operasi**

Analisa *Strength, Weakness, Opportunity, Threat (SWOT)* mengelasifikasikan kekuatan struktur organisasi PERKESO dengan 49 pejabat di seluruh Negara serta mempunyai nilai aset dan rizab berjumlah RM24 bilion. PERKESO telah berakhir pelaksanaan Pelan Strategik PERKESO 2010-2015 dengan pencapaian objektif yang sangat baik dalam penyediaan bayaran faedah dan program-program pemulihan. Walau bagaimanapun, lebih banyak usaha diperlukan oleh PERKESO dalam pungutan caruman dan Sistem Teras ICT untuk penyampaian perkhidmatan yang efisien kepada pelanggan.

Operational Risks

The Strength, Weakness, Opportunity, Threat (SWOT) analysis classifies SOCSO's strength by all 48 branch offices throughout the country with RM24 billion of assets and reserves. SOCSO's Plan Strategic for year 2010-2015 ended with high achieved objectives in processing the benefit payments and rehabilitation programs. However, more efforts are needed in the areas of contribution collections and ICT Core System by SOCSO in order to deliver more efficient services to the customers.

**PEMBUDAYAAN PENGURUSAN KESINAMBUNGAN SEMULA PERNIAGAAN DALAM ORGANISASI
BUSINESS CONTINUITY MANAGEMENT CULTURE IN ORGANISATION**



Risiko Keselamatan

Secara umumnya, PERKESO terdedah kepada risiko keselamatan ke atas harta benda, anggota dan pelanggan daripada bermacam-macam ancaman seperti kebakaran, banjir, pencerobohan, serangan siber dan gempa bumi. Kejadian seperti ini pernah berlaku di Ibu Pejabat dan pejabat PERKESO tempatan telah memberi kesan kepada pengoperasian utama dan mengganggu perkhidmatan PERKESO kepada pelanggannya. Dengan itu pihak PERKESO menganggap Pengurusan Kesenambungan semula Perniagaan (PKP) penting untuk memastikan perkhidmatan yang berterusan kepada pelanggannya.

Security Risks

In general, the security risks in SOCSO encompass exposures of its properties, personnel and customers from various threats such as fires, flooding, infringement, cyber-attacks and earthquakes. These incidents had happened in the headquarters and SOCSO's local offices which affected the day to day operations and disruptions of service to the customers. Thus SOCSO seriously consider a Business Continuity Management (BCM) is essential to ensure a continuous service to its customers.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**Risiko Teknologi Maklumat**

- i. PERKESO perlu melindungi komputer dan rantaikannya daripada dicerobohi oleh pihak yang tidak diingini.
- ii. Projek PERKESO Information Technology Automation Reformation (PINTAR) telah dihentikan pembangunannya pada bulan Disember tahun 2015. PERKESO mempunyai rancangan untuk membangunkan semula sistem komputernya secara dalaman.
- iii. Bahagian Teknologi Maklumat perlu juga memastikan data dan maklumat sentiasa dibuat 'back up' dan dilindungi.
- iv. Pusat data dan pusat pemulihan bencana hendaklah diuji dengan pelbagai senario yang mungkin boleh berlaku untuk melihat keberkesanannya.

Risiko Perundangan

Risiko Perundangan kepada organisasi yang perlu diberi perhatian adalah seperti berikut:-

- a. Kelewatan dalam menyiapkan projek.
- b. Tidak memenuhi syarat kontrak.
- c. Tuntutan balas akibat penamatan kontrak.

Information Technology Risks

- i. SOCSO needs to protect its computers and network from being hacked by undesirable parties.
- ii. The project PERKESO Information Technology Automation Reformation (PINTAR) ceased its development in December 2015. SOCSO has plans to further develop its computer system internally.
- iii. The Information Technology Division should also ensure all data and information had been backed up and protected.
- iv. Data center and disaster recovery center should frequently be tested with various scenarios for its effectiveness.

Legal Risks

Legal risks to an organisation that should be given attention are as follows:-

- a. Delay in completing the project.
- b. Does not fulfill contractual conditions.
- c. A counter claim arising from the termination of a contract.

ULASAN AUDIT DAN KAWALAN DALAMAN AUDIT AND INTERNAL CONTROLS REVIEWS

Pada tahun 2015, berdasarkan kepada Rangka Kerja "Audit Berdasarkan Risiko", sebanyak 11 aktiviti utama pengauditan telah dilaksanakan iaitu Hartanah, Pembinaan Pusat Rehabilitasi di Melaka, Program Saringan Kesihatan (HSP), Program Kembali Bekerja (RTW), Pengurusan Tuntutan Faedah, Pengurusan Perkompanaan, Perolehan Perkhidmatan ICT, Rumah Rehat, Pengurusan Aset & Inventori ICT, Kawalan Fizikal dan Persekitaran Pusat Data & Pusat Pemulihan Bencana dan Kawalan Keselamatan Rangkaian selain 7 Pejabat Negeri/Pejabat PERKESO.

Penyasatan Anti Fraud juga telah dijalankan ke atas aduan yang diterima dari pelbagai pihak dan juga ke atas beberapa aktiviti yang dikenalpasti. Kesemua penemuan dibentangkan kepada Jawatankuasa Audit Lembaga dan dilaporkan kepada Lembaga Pengarah, Jabatan Audit Negara dan Kementerian Sumber Manusia. Selain itu, PERKESO terus menjalankan program pembudayaan integriti di mana kefahaman, kesedaran dan penghayatan integriti disebarluaskan ke seluruh pejabat dan kepada setiap anggota untuk membudayakan dan mengamalkan nilai-nilai murni dan prinsip-prinsip integriti. PERKESO menggunakan pendekatan kesedaran dan pendidikan melalui kursus, latihan, bengkel dan seminar, penerbitan dan promosi. Laporan pencapaian Pelan Integriti Organisasi bagi fasa pertama (2011-2014) telah dibentangkan dalam Jawatankuasa Integriti dan Tadbir Urus pada 18 Ogos 2015. Hala tuju Pelan Integriti Organisasi untuk fasa kedua dirangka selaras dengan Pelan Strategik PERKESO yang baru.

Selain itu, Dasar dan polisi Naziran PERKESO bagi tahun 2015 adalah memberi fokus utama dengan mengadakan taklimat, kepada pegawai-pegawai pemeriksa berkaitan garis panduan, tatacara serta kaedah ke arah penyelesaian masalah, isu semasa dalam melaksanakan aktiviti-aktiviti pemeriksaan serta pencapaian KPI yang lebih berkesan serta meningkatkan motivasi dan sikap tanggungjawab dalam memastikan pencapaian objektif PERKESO. Bahagian Naziran telah menjalankan lawatan kerja ke 46 cawangan pejabat di seluruh negara pada tahun 2015 bagi memastikan arahan-arahan, proses dan prosedur aktiviti penguatkuasaan dipatuhi dan dilaksanakan oleh PPN/PPP dengan berpandukan Akta Keselamatan Sosial Pekerja 1969 (AKSP 1969) dan Peraturan-peraturan (Am) Keselamatan Sosial Pekerja 1971.

In 2015, based on the "Risk-based Audit" Framework, a total of 11 key auditing activities were conducted, namely on Property, Construction of Rehabilitation Centre in Melaka, Health Screening Programme, Return To Work Programme, Management of Benefits Claim, Management of Compounds, Procurement of ICT Services, Rest House, Management of ICT Asset & Inventory, Physical and Environmental Control of Data Centre & Injury Rehabilitation Centre, and the Network Security Control, in addition to 7 State Offices/SOCSO Offices.

Anti-Fraud investigations were also conducted on complaints received from various parties as well as on several activities that have been identified. All findings of such investigations were tabled to the Audit Board Committee and reported to the Board of Directors, National Audit Department and the Ministry of Human Resources. In addition, SOCSO also continued to conduct integrity enculturation programmes whereby the understanding, awareness and appreciation of integrity is spread out to all offices and employees to enculturate and adopt good values and integrity principles. SOCSO uses the approach of awareness and education through courses, training, workshops and seminars, publication and promotion. The Organisation's Integrity Plan Achievement Report for the first phase (2011-2014) was tabled to the Integrity and Governance Committee on 18th August 2015. The direction of phase two of the Organisation's Integrity Plan is designed in line with SOCSO's new Strategic Plan.

Apart from the above, the SOCSO Inspectorate Policy for 2015 is to give key focus by briefing the inspection officers on the guidelines, procedures and methods towards solving problems and issues that arise during inspection activities, a more effective achievement of KPI as well as increasing motivation and responsible behaviour in ensuring that SOCSO's objectives are met. The Inspectorate Division conducted working visits to 46 branch offices throughout the country in 2015 to ensure that the directives, processes and procedures regarding enforcement activities are complied with and implemented by PPN/PPP in accordance with the Employees' Social Security Act 1969 (ESSA 1969) and the Employees' Social Security (General) Regulations 1971.

ULASAN PENGURUSAN STRATEGI DAN PRESTASI PERKESO 2015
REVIEW OF MANAGEMENT STRATEGIES AND PERFORMANCE PERKESO 2015**Objektif dan Matlamat**

1. Memperkasakan Aktiviti-Aktiviti Penguatkuasaan;
 - Memastikan pematuhan ke atas AKSP 1969, peraturan-peraturan Am 1971, arahan-arahan, pekeliling-pekeliling dan garis panduan yang berkaitan.
 - Memastikan Pegawai Pemeriksa menjalankan tugas-tugas serta mengikut proses dan prosedur yang ditetapkan oleh PERKESO.
 - Memastikan semua PPP/PPN, Ketua Bahagian, Pegawai Pemeriksa yang terlibat dengan aktiviti-aktiviti penguatkuasaan melaksanakan tugas dan tanggungjawab selari dengan objektif, misi, KPI, SKT, yang telah ditetapkan.
 - Meningkatkan kualiti pemeriksaan serta penambahbaikan aktiviti-aktiviti Unit Penguatkuasaan PPP/PPN, Pegawai Pemeriksa
 - Memberi garis panduan, kaedah kearah pencapaian prestasi dan pencapaian KPI, SKT, PPP, PPN, Pegawai Pemeriksa
2. Memperkasakan Pencapaian Objektif PERKESO Di Unit Penguatkuasa
 - Dasar, Polisi Bahagian Naziran perlu seiring dengan dasar dan polisi Cawangan Penguatkuasaan
 - Meningkatkan Kualiti dan Pencapaian PPP/PPN, Pegawai Pemeriksa
3. Pelaksanaan Pengurusan Yang Berkesan ke atas Pegawai Pemeriksa
 - Program Kesedaran & Latihan Kepada Pegawai Pemeriksa
 - Program Pengurusan strategi/pelan tindakan yang berkesan
 - Pemantauan Berterusan dari Ketua Bahagian, PPP/PPN

Objective and Goal

1. Strengthening Enforcement Activities
 - To ensure compliance with ESSA 1969, Regulations (General) 1971, as well as the relevant directives, circulars and guidelines.
 - To ensure that Inspection Officers carry out their duties in accordance with the process and procedures stipulated by SOCSO.
 - To ensure that all PPP, PPN, Heads of Division and Inspection Officers involved in enforcement activities carry out their duties and responsibilities in line with the stipulated objective, mission, KPI, and SKT.
 - To improve the quality of inspection and improve the activities of PPP/PPN Enforcement Units and Inspection Officers.
 - To provide guidelines and methods towards performance and achievement of KPI and SKT to PPP, PPN and Inspection Officers.
2. Strengthening Achievement of SOCSO's Objectives at the Enforcement Unit
 - The policies of the Inspectorate Division need to be in line with the policies of the Enforcement Branch.
 - Improving the quality and achievements of PPP, PPN, and Inspection Officers..
3. Implementation of Effective Management over Inspection Officers
 - Awareness & Training Programmes for Inspection Officers
 - Effective strategy/action plan management programme
 - Continuous monitoring by Heads of Division, PPP/PPN

ANUGERAH DAN PENGIKTIRAFAN

AWARDS AND RECOGNITION

“Inisiatif dan kesungguhan warga PERKESO mengadaptasi amalan budaya kreativiti dan inovasi telah melonjakkan kecemerlangan Organisasi di persada antarabangsa menerusi pengiktirafan dan anugerah yang diterima dalam usaha memartabatkan perlindungan keselamatan sosial di Negara ini.”

Tahun 2015 menyaksikan transformasi dalam penilaian Penarafan Bintang Agensi Sektor Awam di mana model Indeks Penarafan Bintang (Indeks SSR) telah diperkenalkan oleh Unit Pemodenan Tadbiran dan Perancangan Pengurusan Malaysia (MAMPU). Penarafan bintang merupakan penandaarasan prestasi budaya kecemerlangan Agensi-agensi Kerajaan. Transformasi kepada penilaian berasaskan empat (4) bidang fokus iaitu Pemuatan, Kualiti, Transformasi dan Inovasi. Bagi tempoh tahun penilaian 2015-2016, PERKESO telah mendapat markah melebihi 90% dan sekaligus mendapat penarafan tertinggi lima (5) Bintang buat julung kalinya.

“The initiative and determination of the SOCSO workforce in adopting a culture of creativity and innovation has propelled the Organisation towards excellence in the international arena through the recognitions and awards received for its efforts to uphold social security protection in the country.”

The year 2015 saw the transformation of evaluation for the Public Sector Agency Star Rating whereby the Star Rating Index (SSR) model was introduced by the Malaysian Administrative Modernisation and Management Planning Unit (MAMPU). The star rating is a benchmarking of the culture of excellence within Government Agencies. The transformation is done on the evaluation based on four (4) areas of focus, namely, Compliance, Quality, Transformation and Innovation. For the evaluation period of 2015-2016, SOCSO earned a mark that exceeded 90%, thus qualifying it for the highest five (5) star rating for the first time ever.



Outstanding Public & Healthcare Service Award

Pada 30 Mei 2015, YBhg. Dato' Ketua Eksekutif PERKESO telah menerima anugerah MMA *Outstanding Public & Healthcare Service Award* di AGM Malaysian Medical Association yang telah diadakan di Kota Bharu, Kelantan. Penghargaan ini telah diperkenankan oleh Yang Teramat Mulia Tengku Dr. Muhammad Fa-iz Petra Ibni Sultan Ismail Petra, Tengku Mahkota Kelantan.



Outstanding Public & Healthcare Service Award

On 30th May 2015, YBhg. Dato' Chief Executive of SOCSO received the MMA Outstanding Public & Healthcare Service Award during the Annual General Meeting of the Malaysian Medical Association held in Kota Bharu Kelantan. The award was consented by Yang Teramat Mulia Tengku Dr. Muhammd Fa-iz Petra ibni Sultan Ismail Petra, Tengku Mahkota Kelantan.



Salutogenic Design Project for Rehabilitation Environment (SOCSO Rehabilitation Centre)

Pada 19 Julai 2015, Pusat Rehabilitasi PERKESO telah memenangi Anugerah Academy Award For Salutogenic Design Project for Rehabilitation Environment pada 11th World Congress and Exhibition on Design & Health yang telah diadakan di Hong Kong.

Salutogenic Design Project for Rehabilitation Environment (SOCSO Rehabilitation Centre)

On 19th July 2015, SOCSO's Rehabilitation Centre won the Academy Award for Salutogenic Design Project for Rehabilitation Environment at the 11th World Congress and Exhibition on Design & Health held in Hong Kong.

Transformation Recognition Award (SOCSO Rehabilitation Centre)

Asean Social Security Association (ASSA) Board Meeting ke-32 telah diadakan di Mandarin Orchard, Singapore pada 10 hingga 11 September 2015. PERKESO telah dianugerahkan dengan Transformation Recognition Award atas kejayaan PERKESO melalui projek SOCSO Rehabilitation Centre.



Transformation Recognition Award (SOCSO Rehabilitation Centre)

The 32nd Asean Social Security Association (ASSA) Board Meeting was held at the Mandarin Orchard Hotel, Singapore on 10th-11th September 2015. SOCSO was awarded the Transformation Recognition Award for its success in the SOCSO Rehabilitation Centre project.



ANUGERAH DAN PENGIKTIRAFAN
AWARDS AND ACCREDITATION

Anugerah Emas Bagi Kategori *Excellence in Government Sector Marketing (SOCSO Return To Work Programme)*

Pada 29 Oktober 2015, PERKESO menerusi Program *Return To Work* telah berjaya muncul Juara Anugerah Emas bagi kategori *Excellence in Government Sector Marketing Award 2015*. Majlis dianjurkan oleh *Advertising & Marketing Magazine's* di Hotel Intercontinental Kuala Lumpur.

Gold Award for Excellence in Government Sector Marketing Category (SOCSO Return to Work Programme)

On 29th October 2015, SOCSO, through its Return To Work Programme, emerged winners of the Gold Award for Excellence in Government Sector Marketing 2015. The awards ceremony was organised by Advertising & Marketing Magazines at the Intercontinental Hotel, Kuala Lumpur.



ANUGERAH DAN PENGIKTIRAFAN
AWARDS AND ACCREDITATION

Certificate of Merit with Special Mention to Social Security Organisation of Malaysia for Health Screening Programme

International Social Security Association (ISSA) Regional Social Security Forum for Asia and the Pacific 2015 telah diadakan pada 2 hingga 4 November 2015 di Muscat, Oman. Majlis ini telah dirasmikan oleh Mr. Errol Frank Stooove, Presiden ISSA dan dihadiri oleh menteri-menteri dan wakil-wakil peringkat pengurusan tertinggi Oman serta ahli-ahli ISSA. Juri Antarabangsa ISSA telah menganugerahkan *Certificate of Merit with Special Mention* kepada PERKESO bagi Program Saringan Kesihatan.

Certificate of Merit with Special Mention to Social Security Organisation of Malaysia for Health Screening Programme

The International Social Security Association (ISSA) Regional Social Security Forum for Asia and the Pacific 2015 was held on 2nd-4th November 2015 in Muscat, Oman. The forum was officially opened by Mr. Errol Frank Stooove, President of ISSA and was attended by ministers and representatives of Oman's top management as well as members of ISSA. The ISSA International Jury awarded the Certificate of Merit with Special Mention to SOCSO for its Health Screening Programme.

PERKONGSIAN ILMU

KNOWLEDGE SHARING



Seminar Pendedahan Cukai Barang Dan Perkhidmatan (GST)

Seminar pendedahan Cukai Barang dan Perkhidmatan (GST) telah diadakan pada 13 Januari 2015 di Hotel De Palma, Ampang oleh Perunding SJ Grant Thornton. Seminar ini bertujuan untuk memberi pengetahuan asas serta gambaran keseluruhan mengenai GST, memberi kefahaman tentang kaedah dan kesan pelaksanaan GST kepada PERKESO dan mendapatkan pandangan dan idea untuk penambahbaikan kepada transaksi utama, pelan operasi utama, polisi dan sistem sedia ada.



Goods and Services Tax (GST) Exposure Seminar

A seminar on exposure to the Goods and Services Tax (GST) was held on 13th January 2015 at the De Palma Hotel, Ampang by Consultants SJ Grant Thornton. The seminar aimed at providing basic knowledge and overall picture of GST, giving understanding on the methods and effects of GST implementation on SOCSO and obtaining views and ideas for the improvement of existing key transactions, key operations plan, policies and systems.

Bengkel Interaktif GST

Bengkel Interaktif GST telah diadakan pada 21 Januari 2015 di Dewan Kenanga, Pejabat PERKESO Kuala Lumpur oleh Perunding SJ Grant Thornton. Bengkel ini bertujuan untuk mendapatkan maklumat terperinci berkaitan operasi utama serta aktiviti lain PERKESO yang berkait langsung dengan pelaksanaan GST.

GST Interactive Workshop

The GST Interactive Workshop was held on 21st January 2015 at Dewan Kenanga, Kuala Lumpur SOCSO Office by Consultants SJ Grant Thornton. The Workshop was held in order to obtain detailed information regarding the key operations as well as other SOCSO activities that directly relate to the implementation of GST.



PERKONGSIAN ILMU
KNOWLEDGE SHARING**Bengkel Latihan Sistem Perakaunan SAGA GST**

Bengkel latihan Sistem Perakaunan SAGA GST telah diadakan pada 23 hingga 25 Mac 2015 di Dewan Tingkat 8, Menara PERKESO, Jalan Ampang oleh Century Software (M) Sdn Bhd (Censof). Bengkel ini diadakan bertujuan untuk memberi panduan serta kefahaman menyeluruh kepada peserta yang hadir tentang kaedah pelaksanaan dan merekod transaksi melibatkan kod GST di dalam Sistem Perakaunan SAGA.

GST SAGA Accounting System Training Workshop

The GST SAGA Accounting System training workshop was held on 23rd-25th March 2015 at Dewan Tingkat 8, Menara PERKESO, Jalan Ampang by Century Software (M) Sdn. Bhd. (Censof). This workshop aimed to give guidance and overall understanding to the participants of the method of implementation and recording transaction involving GST codes into the SAGA Accounting System.

**Perkongsian Ilmu Sistem MyBajet Di Ibu Pejabat RISDA**

Pada 14 Ogos 2015, Bahagian Perbendaharaan PERKESO telah dijemput oleh Bahagian Kewangan dan Belanjawan, Ibu Pejabat RISDA Jalan Ampang bagi sesi taklimat dan perkongsian ilmu Sistem MyBajet yang telah dibangunkan dengan kerjasama Bahagian Teknologi Maklumat. Taklimat telah disampaikan oleh En Mohamad Aznillah Ahmad, Pengurus Besar Cawangan Kewangan yang turut dihadiri oleh En Mohd Ruslee Ismail, Pengarah Bahagian Kewangan dan Belanjawan, RISDA dan anggota bahagian berkaitan.

MyBajet System Knowledge Sharing at RISDA Headquarters

On 14th August 2015, the Treasury Division of SOCSO was invited by the Finance and Budget Division, RISDA Headquarters, Jalan Ampang to a briefing and knowledge sharing session on the MyBajet System which was developed with the cooperation of the Information Technology Division. The briefing was conducted by En. Mohamad Aznillah Ahmad, General Manager of the Finance Branch. In attendance were En. Mohd Ruslee Ismail, Director of the Finance and Budget Division, RISDA as well as staff of the relevant division.

Program Kaunseling dan Motivasi

Pada tahun 2015, PERKESO telah melaksanakan beberapa siri program JOM BUDAYAKAN S4P dengan kerjasama AKRAB kepada anggota di pejabat negeri dan tempatan seluruh negara. Para peserta yang terlibat dengan program ini telah mendapat pendedahan mengenai beberapa tips amalan SENYUM, SAPA, SALAM dan SANTUN – PRIHATIN dari AKRAB dan kaunselor PERKESO. Unit psikologi percaya bahawa, sesebuah organisasi itu memerlukan tenaga kerja yang sihat dari segi emosi dan juga psikologinya agar persekitaran kerja yang sihat dapat di praktikkan di tempat kerja.

Counselling and Motivational Programme

In 2015, SOCSO conducted a series of "JOM BUDAYAKAN S4P" programmes with the cooperation of AKRAB to staff of local and state offices nationwide. The participants were exposed to several tips in practicing "SENYUM, SAPA, SALAM dan SANTUN – PRIHATIN" by AKRAB and SOCSO counsellors. The psychology unit believes that an organisation needs a workforce that is emotionally and psychologically healthy so that a healthy working environment is established at the work place.



Program Pengujian dan Penilaian Psikologi

Pada tahun 2015, penggunaan ujian psikologi dalam proses pengambilan perjawatan dan juga penempatan telah diperluaskan. Sebanyak 664 ujian PERSONALITI IPS telah ditadbirkan samada secara atas talian mahupun secara manual. Selain daripada itu, ujian personaliti juga turut dijalankan kepada pencalonan Skwad Prihatin dan Rebranding Kaunter utama. Selain itu juga, ujian personaliti juga telah diedarkan dalam siri ceramah program kaunseling dan psikologi.

Psychological Assessment and Evaluation Programme

In 2015, the use of psychological assessment in recruitment and placement of staff was expanded. A total of 664 IPS PERSONALITY Assessments were administered, whether online or manually. In addition, personality tests were also distributed during counselling and psychology talk series.

PERKONGSIAN ILMU
KNOWLEDGE SHARING**Persidangan Meja Bulat**

PERKESO turut serta dalam Perbincangan Meja Bulat yang dianjurkan oleh Institut Integriti Malaysia (IIM) dengan tajuk "Strategi dan Pendekatan Bagi Mendisiplinkan Pengguna Jalan Raya ke Arah Membentuk Warga Jalan Raya Berintegriti Tinggi". Hasil perbincangan ini dijadikan panduan untuk membuat kertas dasar yang boleh diangkat kepada Kabinet supaya satu perancangan atau polisi lebih baik dapat kita perkenalkan. Inisiatif yang dibuat oleh IIM nampaknya berjaya apabila banyak idea bernas yang telah dibincangkan oleh para peserta sepanjang sesi berkenaan.

Round Table Discussion

SOCSO participate in a roundtable discussion organised by the Malaysian Institute of Integrity (IIM) with a title of "Strategy and Approaches in Diciplining Road Users Towards Creating A Nation of High Integrity Road Users". The results of discussion paper will be the guideline in making policy paper to the Cabinet in order to introduced better plan and policy for the people. The initiative used by IIM apparently successful as many ideas had discussed by the participants during the session.

**Bengkel Pengurusan Tatatertib**

Pada 2015, PERKESO telah mengadakan 3 siri bengkel melibatkan pihak pengurusan PERKESO di peringkat ibu pejabat, negeri, cawangan dan ketua kerani. Tujuan bengkel ini diadakan adalah:

- i. Memberi pendedahan dan pengetahuan kepada Ketua Jabatan / Cawangan / Unit / Pengarah Negeri / Pengurus Pejabat berkaitan fungsi dan tanggungjawab sebagai penyelia dalam mengendalikan anggota yang mempunyai berprestasi rendah dan memberi teknik pendekatan yang berkesan semasa mengambil tindakan tatatertib;
- ii. Mempertingkatkan kemahiran dalam mengatur urus hal ehwal tatatertib dengan cara yang betul dan adil;
- iii. Memastikan keberkesanan dan pengetahuan yang mencukupi berkaitan kaedah tatatertib yang terpakai di organisasi.

Disciplinary Management Workshop

In 2015, SOCSO held a series of 3 workshops involving its management at headquarters, state, branch and head clerk levels. The purpose of these workshop was:

- i. To give exposure and impart knowledge to Heads of Department / Branch / Unit / State Director / Office Managers on their functions and responsibilities as supervisors in handling non-performing staff. They were also taught effective techniques to be used when taking disciplinary action;
- ii. To increase skills in handling disciplinary affairs in a correct and just manner;
- iii. To ensure effectiveness and sufficient knowledge of the disciplinary rules applicable within the organisation.



Penempatan Sementara / Lawatan FELO Perdana KSM

Seramai dua orang Felo Perdana, Menteri Sumber Manusia telah ditempatkan sementara di Ibu Pejabat PERKESO bermula dari 26 hingga 30 Oktober 2015 bagi mendapatkan pengetahuan terhadap fungsi-fungsi dan proses operasi PERKESO. Kedua-dua Felo Perdana ini telah berpeluang melawat setiap Bahagian di Ibu Pejabat PERKESO dan berkunjung ke Pusat Rehabilitasi PERKESO.

Temporary Placement / Visit of the Ministry of Human Resources Perdana Fellows

Two Perdana Fellows from the Ministry of Human Resources were temporarily placed at the SOCSO Headquarters from 26th to 30th October 2015 to gain knowledge of the functions and operations of SOCSO. Both the Perdana Fellows had the opportunity to visit each Division of the SOCSO Headquarters. They also visited the SOCSO Rehabilitation Centre.

Lawatan Pelajar UKM

PERKESO telah menerima kunjungan daripada pelajar UKM pada 3 November 2015. Seramai 60 pelajar telah hadir dan PERKESO berbesar hati untuk berkongsi segala pengurusan skim dan faedah perlindungan yang ditawarkan oleh PERKESO.

Visit by UKM Students

SOCSO received a visit by a group of 60 UKM Students on 3rd November 2015. During their visit, SOCSO graciously shared with them the management of all the protection schemes and benefits offered.



Lawatan Delegasi Bangladesh

Pada 23 - 24 November 2015, Delegasi Bangladesh telah membuat lawatan ke PERKESO bertujuan untuk mempelajari dan mengetahui aktiviti PERKESO berkaitan keselamatan sosial pekerja termasuk usaha-usaha memupuk budaya keselamatan dan kesihatan pekerjaan dalam kalangan pekerja di Malaysia.

Visit by Delegation from Bangladesh

On 23rd - 24th November 2015, a delegation from Bangladesh embarked on a visit to SOCSO with a view to studying and learning about SOCSO activities in respect of employees' social security including efforts to cultivate a culture of occupational safety and health amongst workers in Malaysia.

PERKONGSIAN ILMU
KNOWLEDGE SHARING



Lawatan Pelajar Master Corporate Communication UPM pada 25 November 2015
Visit by UPM Master of Corporate Communication Students on 25th November 2015



Lawatan Delegasi Myanmar pada 8 Disember 2015
Visit by Delegation from Myanmar on 8th December 2015



Lawatan Delegasi EPF Nepal pada 21 – 23 Disember 2015
Visit by EPF Delegation from Nepal on 21st – 23rd December 2015

Bengkel Kesedaran Rangka Kerja Pelaporan Kewangan

Bengkel Kesedaran Rangka Kerja Pelaporan Kewangan telah diadakan di Hotel De Palma, Ampang, Selangor pada 10 dan 11 Disember 2015. Bengkel ini bertujuan memberi penerangan dan kefahaman kepada anggota PERKESO mengenai rangka kerja pelaporan kewangan yang diterima pakai oleh PERKESO pada masa ini dan hala tuju ke arah rangka kerja pelaporan kewangan baharu yang akan diterima pakai oleh PERKESO mulai tahun 2016.

Awareness Workshop on Financial Reporting Framework

An awareness workshop on Financial Reporting Framework was held at the De Palma Hotel, Ampang, Selangor on 10th and 11th December 2015. The objective of this workshop was to provide information and understanding to SOCSO staff on the financial reporting framework currently adopted by SOCSO and the direction towards the new financial reporting framework to be adopted by SOCSO starting from year 2016.



Bengkel Pengukuhan Pengurusan Kewangan Pegawai Perakaunan PERKESO

Bengkel Pengukuhan Pengurusan Kewangan Pegawai Perakaunan PERKESO telah diadakan di Hotel De Palma, Ampang, Selangor dari 16 hingga 18 Disember 2015. Tujuan bengkel ini diadakan adalah bagi meningkatkan kesedaran dan pemahaman pegawai perakaunan PERKESO terutamanya di Pusat Rehabilitasi / Pejabat Negeri / Pejabat PERKESO terhadap semua aspek pengurusan kewangan PERKESO.

SOCSO Accounting Officers' Financial Management Strengthening Workshop

The SOCSO Accounting Officers' Financial Management Strengthening Workshop was held at the De Palma Hotel, Ampang, Selangor from 16th to 18th December 2015. The workshop aimed to raise the awareness and understanding of SOCSO Accounting Officers, especially at the Rehabilitation Centre / State Office / SOCSO Office on the overall aspects of SOCSO's financial management.



PERKONGSIAN ILMU
KNOWLEDGE SHARING**Lawatan Pelajar Master Kesehatan Awam, Universiti Putra Malaysia ke Ibu Pejabat PERKESO**

Pada 13 -14 Januari 2015, PERKESO telah menerima kunjungan 16 pelajar daripada Fakulti Perubatan dan Sains, Universiti Putra Malaysia. Taklimat mengenai skim dan faedah PERKESO diberikan untuk diadaptasi dengan keperluan modul pembelajaran mereka iaitu *Public Health Medicine Practical Training*.

Visit by Universiti Putra Malaysia Master of Public Health Students to SOCSO Headquarters

On 13th - 14th January 2015, SOCSO received a visit from 16 students of the Medical and Science Faculty, Universiti Putra Malaysia. The students were given a briefing on SOCSO schemes and benefits, to be adapted to their learning module that is Public Health Medicine Practical Training.



Lawatan Kerja Delegasi Negara Uganda

PERKESO telah menerima kunjungan delegasi dari Negara Uganda yang terdiri daripada 20 orang ahli parlimen dan lapan (8) Ahli Lembaga dari National Security Fund of Uganda pada 3-5 Mac 2015.

Working Visit by Delegation from Uganda

SOCSCO received a visit by a delegation from Uganda comprising 20 members of Parliament and 8 Members of the Board of the National Security Fund of Uganda on 3rd - 5th March 2015.

Lawatan Delegasi Tabung Amanah Pekerja Brunei Darulsalam

Pada 10 - 12 Ogos 2015, PERKESO telah menerima kunjungan lapan (8) delegasi daripada Tabung Amanah Pekerja, Brunei Darul Salam di Ibu Pejabat, Menara PERKESO. Kehadiran delegasi dari Negara Brunei telah membuka peluang kepada Negara-negara ASEAN khususnya untuk berkongsi ilmu.

Visit by Delegation from Brunei Darulsalam Employees Trust Fund

On 10th - 12th August 2015, SOCSCO received a visit by 8 members of delegation from the Employees' Trust Fund of Brunei Darul Salam, at Menara PERKESO. The presence of this delegation from Brunei opened up an opportunity to ASEAN countries to participate in knowledge sharing.



PROGRAM TANGGUNGJAWAB SOSIAL KORPORAT

CORPORATE SOCIAL RESPONSIBILITY PROGRAMME

Majlis Mesra Masyarakat Serian Bersama YB Menteri

PERKESO bersama pelbagai Jabatan dan agensi-agensi di bawah Kementerian Sumber Manusia telah melaksanakan program tanggungjawab sosial korporat (*Corporate Social Responsibility*). Majlis Mesra Masyarakat Serian Bersama YB Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia bertempat di Rumah Panjang Awah Gawai Tun Abdul Razak, Kampung Pichin, Serian, Sarawak pada 5 Disember 2015.

Program bertujuan mendekati rakyat dengan lebih mesra dan prihatin sempena 25 tahun YB Menteri sebagai Ahli Parlimen Serian di samping mengenali fungsi dan peranan Jabatan yang bernaung di bawah Kementerian Sumber Manusia. Pelbagai aktiviti dan program telah dilaksanakan antaranya pameran senjata api dan kereta perisai, permainan simulator pemanduan motosikal, booth pameran, kuiz 'Wheel Of Fortune' dan lain-lain.

Majlis Mesra Masyarakat Serian with YB Minister

SOCISO, together with various Departments and agencies under the Ministry of Human Resources carried out a corporate social responsibility programme, the Majlis Mesra Masyarakat Serian with YB Dato' Sri Richard Riot Anak Jaem, the Minister of Human Resources, held at the Rumah Panjang Awah Gawai Tun Abdul Razak, Kampung Pichin, Serian, Sarawak on 5th December 2015.

The programme was held to forge a closer and more caring relationship with the netizen, in conjunction with the YB Minister's 25th anniversary as the Serian Member of Parliament, in addition to introducing the function and roles of the various Departments under the Ministry of Human Resources. Various activities and programmes were carried out such as a fire arms and armoured car exhibition, motorcycle simulator games, exhibition booths, "Wheel of Fortune" quiz and others.



PROGRAM TANGGUNGJAWAB SOSIAL KORPORAT
CORPORATE SOCIAL RESPONSIBILITIES (CSR) PROGRAMME



Majlis Penyerahan Mesin Hemodialisis

Pada 13 Jun 2015, YB Menteri Sumber Manusia Dato' Sri Richard Riot Anak Jaem telah merasmikan dan menyerahkan dua (2) unit mesin hemodialisis kepada Hospital Serian, Sarawak melalui Pengarah Jabatan Kesihatan Negeri Sarawak, Datu Dr. Zulkifli bin Jantan.

Presentation of Haemodialysis Machine

On 13th June 2015, YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources, presented two (2) units of haemodialysis machines to Hospital Serian Sarawak through the Director of Health Department, Sarawak, Datu Dr. Zulkifli bin Jantan.



PROGRAM TANGGUNGJAWAB SOSIAL KORPORAT
CORPORATE SOCIAL RESPONSIBILITIES (CSR) PROGRAMME



Majlis Iftar PERKESO Bersama Media 2015

Pada 7 Julai 2015, Majlis Iftar PERKESO Bersama Media 2015 telah diadakan di Hotel Hilton Kuala Lumpur. Majlis ini diserikan lagi dengan kehadiran YB Menteri Sumber Manusia Dato' Sri Richard Riot Anak Jaem, YB Timbalan Menteri Sumber Manusia Dato' Sri Hj Ismail Bin Hj Abd. Muttalib, Pengerusi Lembaga PERKESO, Datuk Abu Huraira Bin Abu Yazid serta Ketua Eksekutif PERKESO, Dato' Dr. Mohammed Azman Bin Dato' Aziz Mohammed.

SOCSCO Iftar Event with the Media 2015

An Iftar event with the Media was held on 7th July 2015 at the Hilton Hotel, Kuala Lumpur. The event was attended by YB Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources, YB Dato' Sri Hj Ismail bin Hj. Abd Muttalib, Deputy Minister of Human Resources, Datuk Abu Huraira bin Abu Yazid, Chairman of the Board of SOCSCO and Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed, the Chief Executive of SOCSCO.

Slot Bersamamu TV3

Bersamamu merupakan sebuah rancangan realiti televisyen berbentuk amal yang disiarkan di TV3 terbitan Media Prima. Program ini membawa penonton untuk meninjau keadaan insan-insan istimewa serta mereka yang kurang berkemampuan dalam meneruskan cabaran hidup. Dalam setiap episod, ditayangkan bagaimana kesusahan hidup yang terpaksa ditempuhi insan ini sekeluarga.

PERKESO berpeluang bekerjasama dengan program ini di dua buah lokasi iaitu di Kampung Pantai Dalam, Kuala Lumpur dan Bahau, Negeri Sembilan. Kedua-dua orang terbencana hanya layak menerima bantuan ilat memandangkan bilangan caruman mereka yang tidak mencukupi. Seorang mengidap kanser kulit tahap 4 dan seorang lagi mengidap angin ahmar.

TV3 Bersamamu Slot

Bersamamu is a charitable reality television programme produced by Media Prima and broadcast by TV3. This programme brings viewers to see the lives of special people and how those who are less fortunate rise up to life's challenges. Each episode shows the life difficulties faced by these people and their families.

SOCSCO had the opportunity to collaborate with the programme at two locations, namely Kampung Pantai Dalam, Kuala Lumpur and Bahau Negeri Sembilan. Both the Injured Persons, one of whom suffers from stage-4 skin cancer while the other suffered a stroke, were only eligible to receive Invalidation Grants as their contributions were insufficient.



PROGRAM TANGGUNGJAWAB SOSIAL KORPORAT
CORPORATE SOCIAL RESPONSIBILITIES (CSR) PROGRAMME



Program AKRAB PERKESO

Program AKRAB (Rakan Pembimbing Perkhidmatan Awam) merupakan sebahagian daripada program pembangunan personel di PERKESO. AKRAB PERKESO telah melaksanakan tanggungjawab sosial dan korporat secara pro aktif pada tahun 2015. Sebanyak lima (5) program utama telah dilaksanakan sepanjang tahun 2015 seperti berikut;

- i. Pelancaran Bulan S4P PERKESO dan Pelantikan Ikon S4P Di Majlis Perhimpunan Pagi Bulanan.
- ii. Pelancaran Sambutan S4P di Peringkat Negeri / Zon.
- iii. Kembara Psikologi S4P – Akrab Kepada Anggota Sambilan Melibatkan Program Sehari dengan Akrab dan Integriti.
- iv. Kembara Psikologi S4P – Akrab di Pejabat-Pejabat Mengikut Zon.
- v. Misi kemanusiaan (Intervensi Krisis dan Trauma).
- v. Tabung Prihatin: Tabung Bantuan Bencana Anggota PERKESO

'SOCSO AKRAB' Programme

AKRAB (Public Service Counselling Associates) form part of the personnel development programmes in SOCSO. SOCSO AKRAB has proactively implemented corporate and social responsibility programmes in 2015. A total of 5 key programmes were carried out throughout 2015 as follows:

- i. Launch of SOCSO S4P Month and Appointment of S4P Icon during the Monthly Assembly.
- ii. Launch of S4P Celebrations at State / Zone Levels.
- iii. 'Kembara Psikologi S4P – AKRAB' with Part-time staff involving One-day Programme with AKRAB and Integrity.
- iv. 'Kembara Psikologi S4P – AKRAB' to all offices according to Zones.
- v. Humanitarian Mission (Crisis and Trauma Intervention).
- v. Prihatin Fund: SOCSO Staff Injury Fund



PROGRAM KESEJAHTERAAN KORPORAT

CORPORATE WELLNESS PROGRAMME



Kempen Walk at Workplace 2015

PERKESO dengan kerjasama Malaysian Association of Telehealth (MAT) telah menganjurkan kempen *Walk at Workplace* bermula 16 Mac 2015 hingga 31 Julai 2015. Kempen ini diadakan bertujuan bagi mewujudkan amalan gaya hidup sihat di kalangan pekerja dengan salah satu daripadanya adalah dengan bergiat aktif dan berjalan kaki. Kempen ini telah disertai oleh 37 majikan di sekitar Lembah Klang. Kempen ini telah dimenangi oleh Bank Simpanan Nasional dengan 26,540,154 langkah.

Walk at Workplace Campaign 2015

SOCISO, in collaboration with the Malaysian Association of Telehealth (MAT), organised the *Walk at Workplace* campaign from 16th March 2015 to 31st July 2015. This campaign was held to establish healthy lifestyle habits, such as being active and walking, amongst workers. 37 employers around Klang Valley took part in the campaign. Bank Simpanan Nasional emerged champions of the campaign, clocking a total of 26,540,154 steps.



SOCSCO Run and Ride 2015

Selaras dengan objektif HSP dan komitmen PERKESO dalam mempromosikan gaya hidup sihat dan pencegahan penyakit kepada rakyat khususnya golongan pekerja, pada 15 November 2015 telah berlangsungnya SOCSCO *Run and Ride* 2015 iaitu acara kayuhan/larian sihat anjuran PERKESO dengan kerjasama Dewan Bandaraya Kuala Lumpur (DBKL). Program ini turut disertai Ketua Setiausaha Kementerian Sumber Manusia, Datuk Seri Saripuddin bin Kasim dan telah mendapat penyertaan seramai lebih 3,000 orang peserta. Program yang julung-julung kali diadakan ini merupakan salah satu usaha PERKESO mempromosi gaya hidup sihat dan menggalakkan pekerja bergiat aktif dan kekal cergas. Ianya juga selaras dengan tema Hari Pekerja 2015 iaitu 'Pekerja Sihat Produktiviti Meningkatkan'.

SOCSCO Run and Ride 2015

In line with the HSP objectives and SOCSCO's commitment in promoting healthy lifestyle and disease prevention among the public, particularly within the working community, the SOCSCO Run and Ride 2015 was held on 15th November 2015. The cycling/running event was organised by SOCSCO with the cooperation of the Kuala Lumpur City Hall (DBKL). The programme was attended by Datuk Seri Saripuddin bin Kassim, Secretary General of the Ministry of Human Resources and received a total 3,000 participants. This programme, which was held for the first time ever, is part of SOCSCO's effort to promote a healthy lifestyle and encourage workers to be more active and remain healthy. It was also in line with the theme of the Labour Day 2015 celebrations, "Pekerja Sihat Produktiviti Meningkatkan".

DIARI KORPORAT

CORPORATE DIARY

**Sambutan Hari Pekerja 2015**

Sambutan hari pekerja telah diadakan di Grand Borneo Convention Centre, Kuching, Sarawak pada 1 Mei 2015. PERKESO telah diberi tanggungjawab sebagai tuan rumah untuk mengendalikan acara ini termasuklah sebagai Jawatankuasa Kecil Pertandingan bagi menyelaras anugerah-anugerah yang dipertandingkan sempena Sambutan Hari Pekerja. Sebanyak 12 anugerah telah dipertandingkan pada tahun ini. Sambutan ini telah dirasmikan oleh YAB Dato' Sri Mohd Najib bin Tun Haji Abdul Razak, Perdana Menteri Malaysia bersama Menteri Sumber Manusia, Dato' Sri Richard Riot Anak Jaem serta tetamu khas yang hadir. Tema Hari Pekerja pada tahun ini adalah "Pekerja Sihat Produktiviti Meningkatkan".

Labour Day 2015 Celebrations

The Labour Day celebrations were held at the Grand Borneo Convention Centre, Kuching, Sarawak on 1st May 2015. SOCSO was given the responsibility of hosting the event, including acting as the Competition Sub-Committee in charge of the awards competition. A total of 12 awards were up for grabs during the celebrations this year. The event was officiated by YAB Dato' Sri Mohd Najib bin Tun Haji Abdul Razak, Prime Minister of Malaysia together with the Minister of Human Resources, Dato' Sri Richard Riot Anak Jaem and all the special guests present. The theme of this year's Labour Day celebrations was "Pekerja Sihat Produktiviti Meningkatkan".

**Gempa Bumi Sabah 2015**

PERKESO telah menzahirkan rasa keprihatinan di atas kejadian gempa bumi yang telah berlaku di Daerah Ranau, Sabah pada 5 Jun 2015 dengan kekuatan 6.0 skala *richter*. Kejadian yang telah menimpa penduduk di Daerah Ranau serta mereka yang berada di kawasan tersebut telah mengorbankan 18 orang mangsa termasuk 4 orang Pencarum PERKESO yang berkerja sebagai malim gunung. PERKESO mengambil langkah proaktif membuat bayaran faedah kepada waris Orang Tanggungan Pencarum PERKESO di bawah Skim Bencana Pekerjaan. Penyerahan cek dan bantuan lain disampaikan sendiri oleh YB Menteri Sumber Manusia, Dato' Sri Richard Riot Anak Jaem bersama Ketua Eksekutif PERKESO, Dato' Dr. Mohammed Azman Bin Dato Aziz Mohammed.

Sabah Earthquake 2015

SOCSO has shown its conscientiousness towards the occurrence of an earthquake in the district of Ranau, Sabah on 5th June 2015, with a magnitude of 6.0 on the Richter scale. The earthquake resulted in 18 fatalities including 4 SOCSO contributors who worked as malim gunung (mountain guide). SOCSO took a proactive step in presenting the payment to beneficiaries of the Dependents' Benefits under the Occupational Injury Scheme. The cheque and other assistance were presented by the YB Minister of Human Resources, Dato' Sri Richard Riot Anak Jaem himself, together with the Chief Executive of SOCSO, Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed.



Anugerah Khidmat Cemerlang dan Khidmat Setia

Majlis ini telah diadakan di Hotel Grand Seasons Kuala Lumpur pada 16 Jun 2015. Pertubuhan sentiasa memberi pengiktirafan kepada anggota yang layak menerima Anugerah Khidmat Cemerlang (AKC) dan Anugerah Khidmat Setia (AKS) 20 dan 25 tahun. Seramai 152 anggota telah dipilih menerima AKC dan 110 anggota menerima AKS bagi tahun 2014.

Excellent Service and Loyal Service Awards

The Awards Ceremony was held at the Grand Seasons Hotel, Kuala Lumpur on 16th June 2015. The Organisation constantly gives recognition to staff who are eligible for the Excellent Service Award and Loyal Service Award (20 and 25 years of service). 152 members of staff received the Excellent Service Award and 110 members of staff received the Loyal Service Award for the year 2014.



OPS Kesan PERKESO 2015

Pada 3 September 2015, YBhg. Dato' Dr. Mohammed Azman Bin Dato' Aziz Mohammed, Ketua Eksekutif PERKESO telah melancarkan OPS Kesan PERKESO peringkat kebangsaan 2015 di Pejabat PERKESO Negeri Selangor.

SOCSO OPS Kesan 2015

On 3rd September 2015, YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed, the Chief Executive of SOCSO launched the National SOCSO OPS Kesan 2015 at the Selangor State Office.





Program Motivasi Anak-Anak PERKESO

Program ini diadakan sebagai salah satu usaha untuk memberi persediaan kepada anak-anak anggota PERKESO yang bakal menduduki peperiksaan SPM pada bulan Oktober 2015. Program telah diadakan di Pusat Latihan KWSP (ESSET) di Bangi daripada 19 hingga 25 September 2015. Seramai 49 orang anak-anak anggota PERKESO telah menghadiri program ini dengan jayanya.

Motivational Programme for Children of SOCSO Staff

This programme was held as part of the efforts in preparing children of SOCSO staff who were sitting for the SPM examinations in October 2015. The programme was conducted at Pusat Latihan KWSP (ESSET) in Bangi, from 19th to 25th September 2015. A total of 49 children of SOCSO staff successfully participated in the programme.

Sambutan Bulan Bahasa Kebangsaan dan Bulan Membaca PERKESO

Bulan Oktober merupakan Bulan Bahasa Kebangsaan dan Bulan Membaca PERKESO bersempena dengan Sambutan Bulan Bahasa Kebangsaan. Majlis Perasmian telah diadakan pada 1 Oktober 2015 oleh YBhg. Dato' Dr. Mohammed Azman B. Dato' Aziz Mohammed Ketua Eksekutif PERKESO. Objektif utama program adalah untuk menyemarakkan peranan bahasa kebangsaan dan membudayakan amalan membaca agar dapat melahirkan masyarakat berpengetahuan, pemikir dan kreatif menerusi pelbagai program yang telah dilaksanakan, sambutan Majlis Penutup Bulan Bahasa Kebangsaan dan Bulan Membaca PERKESO 2015 telah diadakan pada 12 November 2015 bertempat di Ruang Legar Tingkat 19, Menara PERKESO.



SOCSO National Language Month and Reading Month Celebrations

October was the SOCSO National Language Month and Reading Month in conjunction with the celebration of the National Language Month. An Opening Ceremony was held on 1st October 2015, officiated by YBhg. Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed, the Chief Executive of SOCSO. The main objective of the programme is to enhance the role of the national language and to enculturate reading in order to create a knowledgeable and creative society of thinkers through the various programmes held. The Closing Ceremony of the SOCSO National Language Month and Reading Month 2015 was held on 12th November 2015 at the Level 19 Lobby, Menara PERKESO.

Lawatan Kerja Pertama Menteri Sumber Manusia Ke Wisma PERKESO Sabah

Yang Berhormat Dato' Sri Richard Riot Anak Jaem, Menteri Sumber Manusia telah mengadakan lawatan kerja buat julung kalinya ke Wisma PERKESO Sabah pada 24 April 2015. Lawatan kerja YB Menteri telah melakar sejarah tersendiri iaitu majlis penyerahan watak perantukan baharu dua Timbalan Ketua Eksekutif PERKESO. Timbalan Ketua Eksekutif Operasi, disandang oleh Encik John Riba Anak Marin dan Timbalan Ketua Eksekutif Pelaburan, Teknologi Maklumat & Penyelidikan, disandang oleh Encik Mohd Rosdi Bin Mat Yasin. Majlis ini turut disaksikan oleh Ketua Eksekutif Dato' Dr. Mohammed Azman Bin Dato' Aziz Mohammed, Ahli Lembaga PERKESO, Encik Awang Ali bin Ahmad Raji dan barisan Pegawai kanan PERKESO Sabah. Sekalung Tahniah.

First Working Visit By The Minister of Human Resources To Wisma PERKESO Sabah

Yang Berhormat Dato' Sri Richard Riot Anak Jaem, Minister of Human Resources conducted his first ever working visit to Wisma PERKESO Sabah on 24th April 2015. This working visit created its own history with a *watak* (letter of credence) presentation ceremony for two newly appointed Deputy Chief Executives of SOCSO. Mr. John Riba Anak Marin was appointed as the Deputy Chief Executive of Operations while Mr. Mohd Rosdi bin Mat Yasin was appointed as the Deputy Chief Executive of Investment Information Technology & Research. The ceremony was also attended by the Chief Executive of SOCSO, Dato' Dr. Mohammed Azman bin Dato' Aziz Mohammed, SOCO Board member, Mr. Awang Ali bin Ahmad Raji and the senior officers of SOCSO Sabah. Congratulations!





Penyertaan PERKESO dalam Pertandingan Inovasi Terbaik Kementerian Sumber Manusia 2015

Projek pembangunan Sistem Penyediaan Bajet PERKESO yang menggunakan aplikasi MyBajet melibatkan kerjasama anggota Perbendaharaan dan Bahagian Teknologi Maklumat telah berjaya mewakili PERKESO dalam Pertandingan Inovasi Terbaik anjuran Kementerian Sumber Manusia 2015 yang telah berlangsung pada 5 November 2015 di Kementerian Sumber Manusia, Putrajaya. Kumpulan ini telah berjaya mendapat 5 tempat teratas dari senarai pasukan dari agensi dan jabatan yang bertanding di bawah Kementerian Sumber Manusia. Kejayaan ini diharapkan menjadi pencetus kepada penghasilan lebih banyak projek pembangunan inovasi dari Bahagian Perbendaharaan untuk dimanfaatkan oleh PERKESO.

SOCSO's Participation in the Ministry of Human Resources Best Innovation Competition 2015

The Project team which developed the SOCSO Budget Preparation System using MyBajet application involving the cooperation of members of the Treasury and Information Technology Division represented SOCSO in the Best Innovation Competition organised by the Ministry of Human Resources on 5th November 2015 at the Ministry of Human Resources in Putrajaya. The team emerged in the top 5 out of all the teams from various agencies and departments that took part in the competition. It is hoped that this success becomes the catalyst for more innovation development project by the Treasury Division to be benefitted by SOCSO.



Pertandingan Anugerah Kualiti dan Inovasi PERKESO 2015

Cawangan Kewangan telah mewakili Bahagian Perbendaharaan dalam Pertandingan Anugerah Kualiti dan Inovasi PERKESO 2015 yang berlangsung pada 22-23 November 2015 di De Palma Hotel, Kuala Lumpur. Kumpulan yang diberi nama VENDMANAGE telah membina satu sistem pengurusan pembekal yang dinamakan MyPerolehan. Sistem MyPerolehan adalah sistem berasaskan web (web base). Sistem ini dibangunkan dengan menggunakan bahasa pengaturcaraan PHP dan sistem pengkalan data MYSQL. Kumpulan ini telah berjaya mendapat Naib Juara daripada lima (5) kumpulan yang bertanding.

SOCSO Quality and Innovation Awards Competition 2015

The Finance Branch represented the Treasury Division in the SOCSO Quality and Innovations Awards Competition 2015 held on 22nd-23rd November 2015 at the De Palma Hotel, Kuala Lumpur. The group called VENDMANAGE came up with a supplier management system which they named MyPerolehan. The MyPerolehan system is a web-based system developed using PHP programming language and MYSQL data base system. The group emerged Runners-Up out of the five (5) groups in the competition.

Anugerah Kualiti & Inovasi PERKESO 2015

Majlis Penyampaian Anugerah Kualiti dan Inovasi PERKESO 2015 telah diadakan dengan penuh meriah pada 23 November 2015 yang lalu di Hotel Sheraton Imperial, Kuala Lumpur. Majlis ini telah disempurnakan oleh YB Dato' Sri Hj. Ismail Bin Hj. Abd Muttalib, Timbalan Menteri Sumber Manusia.

SOCSO Quality & Innovation Awards Ceremony 2015

A ceremony to present the SOCSO Quality and Innovation Awards 2015 was held on 23rd November 2015 at the Sheraton Imperial Hotel in Kuala Lumpur. The ceremony was officiated by YB Dato' Sri Hj. Ismail bin Hj. Abd Muttalib, Deputy Minister of Human Resources.





Bengkel Pelan Strategik di Colmar Tropicale, Bukit Tinggi Pahang

Pelan Strategik adalah amat penting kerana ianya merupakan pelan taktikal transformasi masa hadapan dan mencerminkan komitmen perubahan ke arah pencapaian visi dan misi organisasi. Justeru itu, Bahagian Perancangan dan Hal Ehwal Korporat telah mengambil inisiatif mengadakan Bengkel Pelan Strategik PERKESO 2016-2020 pada 4-6 Oktober 2015 bertempat di Colmar Tropicale, Bukit Tinggi, Pahang. Bengkel ini bertujuan untuk merangka dan memuktamadkan teras strategik bagi membantu PERKESO untuk mentransformasikan fungsi dan peranannya dalam mendepani cabaran-cabaran untuk merealisasikan visi dan misi menjelang tahun 2020. Bengkel selama 4 hari 3 malam tersebut turut dihadiri oleh Dato' Ketua Eksekutif, semua Timbalan Ketua Eksekutif, Ketua-Ketua Bahagian dan beberapa Ketua Cawangan turut hadir bersama urusetia.

Strategic Plan Workshop at Colmar Tropicale, Bukit Tinggi, Pahang

A strategic plan is very important in that it serves as a tactical plan for the transformation of the future, and it reflects an organisation's commitment to change towards achieving its vision and mission. Hence, the Planning and Corporate Affairs Division has taken the initiative of holding the SOCSO Strategic Plan 2016-2020 Workshop on 4th-6th October 2015 at Colmar Tropicale, Bukit Tinggi, Pahang. This workshop was held with a view to establishing the framework and finalising the strategic thrusts which will assist SOCSO in transforming its vision and mission towards 2020. The 4-day workshop was also attended by the Chief Executive of SOCSO, all Deputy Chief Executives, Heads of Divisions, Heads of Branches as well as the secretariat.



Pelancaran 'Dasar Tidak Menerima Hadiah'

Majlis pelancaran 'Dasar Tidak Menerima Hadiah' telah diadakan di dalam satu majlis ringkas sempena Sambutan Hari Integriti peringkat kebangsaan pada 5 November setiap tahun. Dasar ini berkuatkuasa serta merta Kempen ini dijalankan secara berterusan bagi memupuk kesedaran dan membentuk nilai-nilai murni dan integriti yang tinggi dalam kalangan anggota dan pelanggan.

Launch of 'Dasar Tidak Menerima Hadiah'

A ceremony to launch the 'Dasar Tidak Menerima Hadiah' (No Gifts Policy) was held in conjunction with the national level Integrity Day celebrations on 5th November of each year. This policy came into force immediately and a campaign was carried out continuously to cultivate awareness and form good values and high integrity amongst staff and clients.



Latihan Pengungsian

Latihan ini telah berjaya dilaksanakan pada 10 Disember 2015 dengan kerjasama semua anggota PERKESO, Pasukan Bomba dan Penyelamat, Polis Diraja Malaysia dan Persatuan Bulan Sabit Malaysia. Latihan pada kali ini adalah berkisar kepada senario kejadian kebakaran di Tempat Letak Kereta Tingkat 6B, Menara PERKESO yang memberi pendedahan mengenai tugas pengungsian dan menyelamatkan kepada Pasukan Penyelamat PERKESO. Ianya juga menguji keupayaan sistem dan peralatan yang berkaitan dengan kebombaanan agar sentiasa berfungsi pada setiap masa.

Evacuation Drill

This exercise was successfully held on 10th December 2015 with the cooperation of all staff of SOCSO, the Fire and Rescue Department, the Royal Malaysian Police and the Malaysian Red Crescent Society. The exercise revolved around a simulated fire scenario at Level 6B of the Menara PERKESO Parking Lot. Such exercise provided exposure on the evacuation and rescue tasks of the SOCSO Rescue Team. In addition, the exercise also tested the ability of the system and equipment related to fire emergencies to ensure that they are always functioning at all times.

PENGURNIAAN DARJAH DAN PINGAT KEBESARAN

CONFERMENT OF TITLES AND AWARDS

Pada tahun 2015, seramai 15 orang anggota PERKESO telah dianugerahkan darjah dan pingat kebesaran daripada Kerajaan Persekutuan dan Negeri seperti di bawah:

In 2015, 15 of SOCSO's staff were conferred titles and awards from the Federal and State Governments. The list of recipients are shown below:

JADUAL 24 > SENARAI PENERIMA ANUGERAH KEBESARAN
TABLE 24 > LIST OF RECIPIENTS OF AWARDS

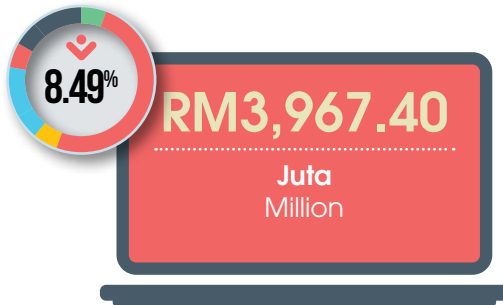
ANUGERAH AWARD	PENERIMA RECIPIENT	PEJABAT OFFICE
Pegawai Bintang Sarawak (P.B.S.)	Encik John Riba anak Marin	Pejabat Timbalan Ketua Eksekutif (Operasi) Deputy Chief Executive (Operation) Office
Pingat Perkhidmatan Terpuji (P.P.T.)	Puan Fazidah binti Hulaimi	Pejabat Negeri Sarawak Sarawak State Office
Pingat Perkhidmatan Terpuji (P.P.T.)	Puan Chan Ngan Fung	Pejabat Bintulu Bintulu Office
Bintang Kinabalu (B.K.)	Encik Baharudin bin Aim	Pejabat Negeri Sabah Sabah State Office
Kesatria Mahkota Wilayah (K.M.W.)	Encik Ismail bin Abi Hashim	Pejabat Negeri Johor Johor State Office
Kesatria Mangku Negara (K.M.N.)	Encik Chan Hood Cheng	Bahagian Pengurusan Risiko Risk Management Division
Ahli Mangku Negara (A.M.N.)	Dr. Haji Zainul Abidin @ Abdul Zainoor bin Md Hussain	Pesara PERKESO SOCSO's retiree
Pingat Pangkuan Negara (P.P.N.)	Encik Mohamad Ali bin Abdul Rahman	Bahagian Khidmat Pengurusan Management Services Division
Pingat Pangkuan Negara (P.P.N.)	Puan Norasmah binti Hassan Basri	Bahagian Perundangan Legal Division
Pingat Jasa Kebaktian (P.J.K.)	Puan Thavaranie a/p Selvaratnam	Pejabat Negeri Selangor Selangor State Office
Pingat Setia Mahkota Kelantan (P.S.)	Puan Wee Lian Gin	Bahagian Perbendaharaan Treasury Division

PENGURNIAAN DARJAH DAN PINGAT KEBESARAN
CONFERRING OF AWARDS AND MEDALS

ANUGERAH AWARD	PENERIMA RECIPIENT	PEJABAT OFFICE
Pingat Setia Mahkota Kelantan (P.S.)	Puan Rohana binti Yasin	Pejabat Negeri Kelantan Kelantan State Office
Pingat Jasa Kebaktian (P.J.K.)	Puan Fauziah binti Ibrahim	Pejabat Negeri Terengganu Terengganu State Office
Pingat Bakti Masyarakat (P.B.M.)	Puan Salinah binti Mohd Othman @ Othman	Pejabat Negeri Melaka Malacca State Office
Pingat Jasa Kebaktian (P.J.K.)	Puan Azizah binti Saad	Pejabat Negeri Perlis Perlis State Office

PRESTASI KEWANGAN

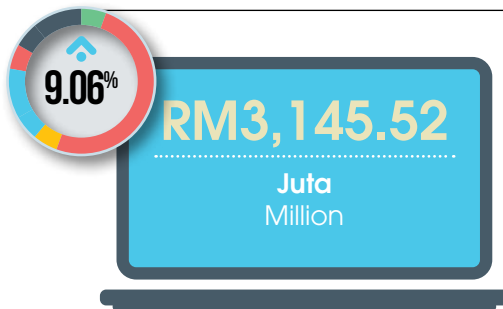
FINANCIAL PERFORMANCE

**JUMLAH PENDAPATAN PERKESO**

menurun sebanyak RM368.09 juta atau 8.49% kepada RM3,967.40 juta berbanding RM4,335.49 juta pada tahun 2014

SOCISO's TOTAL INCOME

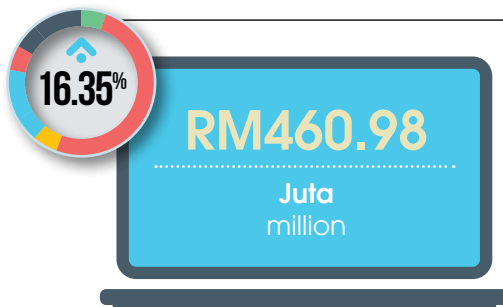
decreased by RM368.09 million or 8.49% to RM3,967.40 million in comparison with RM4,335.49 million in 2014

**JUMLAH PERBELANJAAN PERKESO**

meningkat sebanyak RM261.28 juta atau 9.06% kepada RM3,145.52 juta berbanding RM2,884.23 juta pada tahun 2014

SOCISO's TOTAL EXPENDITURE

increased by RM261.28 million or 9.06% to RM3,145.52 million in comparison with RM2,884.23 million in 2014

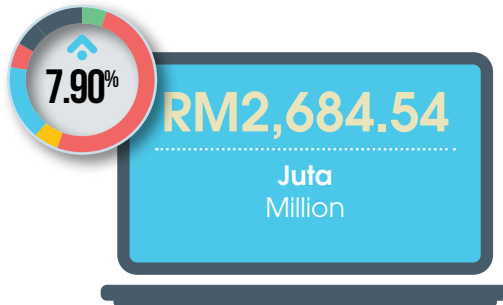
**PERBELANJAAN MENGRUS PERKESO**

juga meningkat sebanyak RM64.77 juta atau 16.35% kepada RM460.98 juta berbanding RM396.21 juta pada tahun 2014.

SOCISO's ADMIN ISTRATIVE COSTS

also increased by RM64.77 million or 16.35% to RM460.98 million compared to RM396.21 million in 2014.

PRESTASI KEWANGAN
FINANCIAL PERFORMANCE

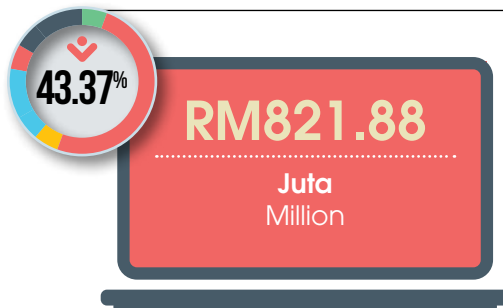


PERBELANJAAN TANGGUNGAN PERKESO

meningkat sebanyak RM196.51 juta atau 7.90% kepada RM2,684.54 juta berbanding RM2,488.03 juta pada tahun 2014.

SOCISO DEPENDANTS' EXPENDITURE

increased by RM196.51 million or 7.90% to RM2,684.54 million compared to RM2,488.03 million in 2014.



PENDAPATAN BERSIH PERKESO

menurun sebanyak RM629.38 juta atau 43.37% kepada RM821.88 juta berbanding RM1,451.26 juta pada tahun 2014.

SOCISO's NETT INCOME

deceased by RM629.38 million or 43.37% to RM821.88 million compared to RM1,451.26 million in 2014.

PENYATA KEWANGAN

FINANCIAL STATEMENTS



**LAPORAN KETUA AUDIT NEGARA
MENGENAI PENYATA KEWANGAN
PERTUBUHAN KESELAMATAN SOSIAL
BAGI TAHUN BERAKHIR 31 DISEMBER 2015**

Laporan Mengenai Penyata Kewangan

Saya telah mengaudit Penyata Kewangan Pertubuhan Keselamatan Sosial yang merangkumi Lembaran Imbangan pada 31 Disember 2015 dan Penyata Pendapatan, Penyata Perubahan Dalam Rizab serta Penyata Aliran Tunai bagi tahun berakhir pada tarikh tersebut, ringkasan polisi perakaunan yang signifikan dan nota penjelasan lain.

Tanggungjawab Lembaga Terhadap Penyata Kewangan

Lembaga bertanggungjawab terhadap penyediaan dan persembahan penyata kewangan tersebut yang saksama selaras dengan piawaian pelaporan kewangan yang diluluskan di Malaysia dan Akta Keselamatan Sosial Pekerja 1969 (Akta 4). Lembaga juga bertanggungjawab terhadap kawalan dalaman yang ditetapkan perlu oleh pengurusan bagi membolehkan penyediaan penyata kewangan yang bebas daripada salah nyata yang ketara sama ada disebabkan oleh fraud atau kesilapan.

Tanggungjawab Juruaudit

Tanggungjawab saya adalah memberi pendapat terhadap penyata kewangan tersebut berdasarkan pengauditan yang dijalankan. Pengauditan telah dilaksanakan mengikut Akta Audit 1957 dan piawaian pengauditan yang diluluskan di Malaysia. Piawaian tersebut menghendaki saya mematuhi keperluan etika serta merancang dan melaksanakan pengauditan untuk memperoleh jaminan yang munasabah sama ada penyata kewangan tersebut bebas daripada salah nyata yang ketara.


Pengauditan meliputi pelaksanaan prosedur untuk memperoleh bukti audit mengenai amalan dan pendedahan dalam penyata kewangan. Prosedur yang dipilih bergantung kepada pertimbangan juruaudit, termasuk penilaian risiko salah nyata yang ketara pada penyata kewangan sama ada disebabkan oleh fraud atau kesilapan. Dalam membuat penilaian risiko tersebut, juruaudit mempertimbangkan kawalan dalaman yang bersesuaian dengan entiti dalam penyediaan dan persembahan penyata kewangan yang memberi gambaran yang benar dan saksama bagi tujuan merangka prosedur pengauditan yang bersesuaian tetapi bukan untuk menyatakan pendapat mengenai keberkesanan kawalan dalaman entiti tersebut. Pengauditan juga termasuk menilai kesesuaian polisi perakaunan yang diguna

pakai dan kemunasabahan anggaran perakaunan yang dibuat oleh pengurusan serta persembahan penyata kewangan secara menyeluruh.

Saya percaya bahawa bukti audit yang saya peroleh adalah mencukupi dan bersesuaian untuk dijadikan asas bagi pendapat audit saya.

Pendapat

Pada pendapat saya, penyata kewangan ini memberikan gambaran yang benar dan saksama mengenai kedudukan kewangan Pertubuhan Keselamatan Sosial pada 31 Disember 2015 dan prestasi kewangan serta aliran tunai bagi tahun berakhir pada tarikh tersebut selaras dengan piawaian pelaporan kewangan yang diluluskan di Malaysia.


(TAN SRI HAJI AMBRIN BIN BUANG)
KETUA AUDIT NEGARA
MALAYSIA
PUTRAJAYA
16 JUN 2016



PENYATA KEWANGAN
FINANCIAL STATEMENTSPENYATA Pengerusi dan Seorang Ahli Lembaga
PERTUBUHAN KESELAMATAN SOSIAL

Kami, DATUK ABU HURAIRA BIN ABU YAZID dan DATO' DR. MOHAMMED AZMAN BIN DATO' AZIZ MOHAMMED yang merupakan Pengerusi dan salah seorang Ahli Lembaga PERTUBUHAN KESELAMATAN SOSIAL dengan ini menyatakan bahawa, pada pendapat Lembaga, Penyata Kewangan yang mengandungi Lembaran Imbangan, Penyata Pendapatan, Penyata Perubahan Dalam Rizab dan Penyata Aliran Tunai yang berikut ini berserta dengan nota-nota kepada Penyata Kewangan di dalamnya, adalah disediakan untuk menunjukkan pandangan yang benar dan saksama berkenaan kedudukan kewangan PERTUBUHAN KESELAMATAN SOSIAL pada 31 Disember 2015 dan hasil kendaliannya serta perubahan kedudukan kewangannya bagi tahun berakhir pada tarikh tersebut.

STATEMENT OF THE CHAIRMAN AND A MEMBER
OF THE BOARD, SOCIAL SECURITY ORGANISATION

We, DATUK ABU HURAIRA BIN ABU YAZID and DATO' DR. MOHAMMED AZMAN BIN DATO' 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 Balance Sheet, Income Statement, Statement of Changes in Reserves and Cash Flow Statement together with the notes to the Financial Statement, are drawn up so as to give a true and fair view of the financial position of the SOCIAL SECURITY ORGANISATION as at 31 December 2015 and of the results and changes in the financial position for the year ended on that date.

Bagi pihak Lembaga,
On behalf of the Board,



Nama / : **DATUK ABU HURAIRA BIN ABU YAZID**
Name

Gelaran / : Pengerusi Lembaga PERKESO
Title Chairman, Board of SOCSO

Tarikh / : **13 JUN 2015**
Date

Tempat / : Kuala Lumpur
Place

Bagi pihak Lembaga,
On behalf of the Board,



Nama / : **DATO' DR. MOHAMMED AZMAN BIN
DATO' AZIZ MOHAMMED**
Name

Gelaran / : Ketua Eksekutif PERKESO
Title Chief Executive, SOCSO

Tarikh / : **13 JUN 2015**
Date

Tempat / : Kuala Lumpur
Place

**PENGAKUAN OLEH PEGAWAI UTAMA YANG
BERTANGGUNGJAWAB KE ATAS PENGURUSAN KEWANGAN
PERTUBUHAN KESELAMATAN SOSIAL**

Saya, ROSMAWATI BINTI ZAINUDDIN, pegawai utama yang bertanggungjawab ke atas pengurusan kewangan dan rekod-rekod perakaunan PERTUBUHAN KESELAMATAN SOSIAL, dengan ikhlasnya mengakui bahawa Lembaran Imbangan, Penyata Pendapatan, Penyata Perubahan Dalam Rizab 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.

**DECLARATION BY THE OFFICER PRIMARILY
RESPONSIBLE FOR THE FINANCIAL MANAGEMENT
OF THE SOCIAL SECURITY ORGANISATION**

I, ROSMAWATI BINTI ZAINUDDIN, being the officer primarily responsible for the financial management and accounting records of the SOCIAL SECURITY ORGANISATION, do solemnly and sincerely declare that the following Balance Sheet, Income Statement, Statement of Changes in Reserves, 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 provision of the Statutory Declarations Act, 1960.

Sebenarnya dan sesungguhnya diakui oleh penama di atas di KUALA LUMPUR pada 2 Jun 2016.
Subscribed and solemnly declared by the above named in KUALA LUMPUR on 2 June 2016.



ROSMAWATI BINTI ZAINUDDIN

Pengurus Besar Kanan
Bahagian Perbendaharaan
Pertubuhan Keselamatan Sosial
Senior General Manager
Treasury Division
Social Security Organisation

Di hadapan saya,
Before me,



PESURUHJAYA SUMPAH
COMMISSIONER FOR OATHS

PENYATA KEWANGAN
FINANCIAL STATEMENTSPERTUBUHAN KESELAMATAN SOSIAL
LEMBARAN IMBANGAN PADA 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
BALANCE SHEET AS AT 31 DECEMBER 2015

	NOTA NOTE	2015 (RM)	2014 (RM)
ASET BUKAN SEMASA / NON-CURRENT ASSETS			
Harta Tanah, Loji dan Peralatan / Property, Plant and Equipment	4	735,422,900	762,159,819
Kerja Dalam Pembinaan / Work in Progress	5	80,638,766	75,782,663
Pelaburan Dalam Instrumen Kewangan / Investment in Financial Instruments	6	12,431,004,612	10,942,900,332
Pinjaman / Loans	7	58,672,359	60,472,594
		13,305,738,637	11,841,315,408
ASET SEMASA / CURRENT ASSETS			
Pelbagai Penghutang / Sundry Debtors	8	199,270,763	136,967,156
Pelaburan Dalam Instrumen Kewangan / Investment in Financial Instruments	9	4,449,493,289	3,335,910,588
Deposit Dengan Institusi Kewangan Berlesen / Deposit with Licensed Financial Institutions	10	6,567,593,713	8,317,023,640
Baki Bank dan Wang Tunai / Cash and Bank Balances	11	26,860,179	50,638,592
		11,243,217,944	11,840,539,976
LIABILITI SEMASA / CURRENT LIABILITIES			
Pemiutang dan Perbelanjaan Terakru / Creditors and Accrued Expenses	12	170,843,542	164,179,370
		11,072,374,402	11,676,360,606
ASET SEMASA BERSIH / NET CURRENT ASSETS			
LIABILITI BUKAN SEMASA / NON-CURRENT LIABILITY			
Geran Kerajaan / Government Grant	13	61,625,438	59,239,295
Peruntukan Bagi Manfaat Anggota / Provision for Staff Benefits	14	452,725,060	416,554,249
		514,350,498	475,793,544
		23,863,762,541	23,041,882,470

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PERTUBUHAN KESELAMATAN SOSIAL
LEMBARAN IMBANGAN PADA 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
BALANCE SHEET AS AT 31 DECEMBER 2015

	NOTA NOTE	2015 (RM)	2014 (RM)
Dibiayai oleh / Financed by:			
KUMPULAN WANG KESELAMATAN SOSIAL Social Security Fund		23,800,487,634	22,978,503,598
KUMPULAN WANG PINJAMAN PERUMAHAN Housing Loan Fund		27,501,192	28,638,094
KUMPULAN WANG PINJAMAN KENDERAAN Vehicle Loan Fund		5,103,333	4,492,024
KUMPULAN WANG PENDAHULUAN KOMPUTER Computer Advances Fund		217,639	212,736
KUMPULAN WANG PINJAMAN PENDIDIKAN Education Loan Fund		30,252,367	30,036,017
KUMPULAN WANG BENCANA ALAM Natural Disaster Fund		200,375	–
SUMBANGAN KERAJAAN MALAYSIA Contribution From Malaysian Government	15	1	1
		23,863,762,541	23,041,882,470

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PENYATA KEWANGAN
FINANCIAL STATEMENTS

PERTUBUHAN KESELAMATAN SOSIAL
PENYATA PENDAPATAN BAGI TAHUN BERAKHIR 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015

	NOTA NOTE	2015 (RM)	2014 (RM)
PENDAPATAN / INCOME			
Caruman / Contributions		2,838,327,498	2,688,575,434
Pulangan Pelaburan / Investment Return	16	1,096,433,793	1,614,645,594
Faedah Caruman Lewat Bayar / Interest on Late Contributions	17	10,852,747	7,710,904
Faedah / Interest	18	1,948,383	2,075,074
Lain-lain Pendapatan / Other Income	19	19,832,895	22,483,336
JUMLAH PENDAPATAN / TOTAL INCOME		3,967,395,316	4,335,490,342
PERBELANJAAN / EXPENDITURE			
Belanja Tanggungan / Benefits Expenditure	20	(2,684,539,883)	(2,488,025,296)
Belanja Mengurus / Administrative Expenditure	21	(460,975,362)	(396,205,645)
JUMLAH PERBELANJAAN / TOTAL EXPENDITURE		(3,145,515,245)	(2,884,230,941)
PENDAPATAN BERSIH TAHUN SEMASA		821,880,071	1,451,259,401
NET INCOME FOR CURRENT YEAR		821,880,071	1,451,259,401

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PERTUBUHAN KESELAMATAN SOSIAL
PENYATA PENDAPATAN BAGI TAHUN BERAKHIR 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015

	2015 (RM)	2014 (RM)
Agihan Pendapatan Bersih Tahun Semasa kepada: Distribution of Net Income for Current Year to:		
KUMPULAN WANG KESELAMATAN SOSIAL / SOCIAL SECURITY FUND		
BENCANA KERJA / EMPLOYMENT INJURY		
Rizab Teknikal / Technical Reserve	232,397,000	324,732,000
Rizab Luar Jangka / Contingent Reserve	37,878,000	33,304,000
Rizab Bebas / Free Reserve	699,524,825	899,866,090
	969,799,825	1,257,902,090
PENCEN ILAT / INVALIDITY PENSION	(150,715,789)	191,359,608
	819,084,036	1,449,261,698
LAIN-LAIN KUMPULAN WANG / OTHER FUNDS		
Kumpulan Wang Pinjaman Perumahan / Housing Loan Fund	1,063,098	1,114,925
Kumpulan Wang Pinjaman Kenderaan / Vehicle Loan Fund	11,309	15,353
Kumpulan Wang Pendahuluan Komputer / Computer Advances Fund	4,903	4,559
Kumpulan Wang Pinjaman Pendidikan / Education Loan Fund	1,716,350	862,866
Kumpulan Wang Bencana Alam / Natural Disaster Fund	375	-
	2,796,035	1,997,703
	821,880,071	1,451,259,401

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PENYATA KEWANGAN
FINANCIAL STATEMENTSPENYATA PERUBAHAN DALAM RIZAB
BAGI TAHUN BERAKHIR 31 DISEMBER 2015
STATEMENT OF CHANGES IN RESERVES
FOR THE YEAR ENDED 31 DECEMBER 2015

	Kumpulan Wang Keselamatan Sosial Social Security Fund					Lain-lain Kumpulan Wang Other Funds					Jumlah Total	Sumbangan Kerajaan Malaysia Contribution from Malaysian Government	Jumlah Besar Grand Total
	Bencana Kerja / Employment Injury			Pencen Ilat Invalidity Pension	Jumlah Total	Pinjaman Perumahan Housing Loan	Pinjaman Kenderaan Vehicle Loan	Pendahuluan Komputer Computer Advances	Pinjaman Pendidikan Education Loan	Pinjaman Bencana Alam Natural Disaster Loan			
Rizab Teknikal Technical Reserve	Rizab Luar Jangka Contingent Reserve	Rizab Bebas Free Reserve											
Baki pada 1 Januari 2014 Balance as at 1 January 2014	4,575,871,000	387,627,000	8,562,534,105	8,003,909,795	21,529,941,900	27,723,169	4,076,671	208,177	28,673,151	-	60,681,168	1	21,590,623,069
Pindahan Antara Kumpulan Wang Transfer Between Funds	-	-	(700,000)	-	(700,000)	(200,000)	400,000	-	500,000	-	700,000	-	-
Agihan daripada Pendapatan Bersih Distribution from Net Income	324,732,000	33,304,000	899,866,090	191,359,608	1,449,261,698	1,114,925	15,353	4,559	862,866	-	1,997,703	-	1,451,259,401
Baki pada 31 Disember 2014 Balance as at 31 December 2014	4,900,603,000	420,931,000	9,461,700,195	8,195,269,403	22,978,503,598	28,638,094	4,492,024	212,736	30,036,017	-	63,378,871	1	23,041,882,470
Baki pada 1 Januari 2015 Balance as at 1 January 2015	4,900,603,000	420,931,000	9,461,700,195	8,195,269,403	22,978,503,598	28,638,094	4,492,024	212,736	30,036,017	-	63,378,871	1	23,041,882,470
Pindahan Antara Kumpulan Wang Transfer Between Funds	-	-	2,900,000	-	2,900,000	(2,200,000)	600,000	-	(1,500,000)	200,000	(2,900,000)	-	-
Agihan daripada Pendapatan Bersih Distribution from Net Income	232,397,000	37,878,000	699,524,825	(150,715,789)	819,084,036	1,063,098	11,309	4,903	1,716,350	375	2,796,035	-	821,880,071
Baki pada 31 Disember 2015 Balance as at 31 December 2015	5,133,000,000	458,809,000	10,164,125,020	8,044,553,614	23,800,487,634	27,501,192	5,103,333	217,639	30,252,367	200,375	63,274,906	1	23,863,762,541

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PERTUBUHAN KESELAMATAN SOSIAL
PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015

	2015 (RM)	2014 (RM)
ALIRAN TUNAI DARIPADA AKTIVITI OPERASI CASH FLOWS FROM OPERATING ACTIVITIES		
Pendapatan Bersih Tahun Semasa / Net Profit for Current Year	821,880,071	1,451,259,401
Tambahan / (Kurangan) Pelarasan Bagi: Add / (Deduct) Adjustments For:		
Pendapatan Dividen Pelaburan / Dividend Income from Investments	(112,918,672)	(106,554,161)
Pendapatan Faedah Pelaburan / Interest Income from Investments	(876,081,473)	(800,518,771)
Keuntungan Modal Pelaburan Capital Gains from Investments	(50,540,839)	(692,298,003)
Kerugian Nyata Pertukaran Asing Realised Loss on Foreign Exchange	17,529,781	786,046
Keuntungan Pelupusan Harta Tanah, Loji dan Peralatan Gains from Disposal of Property, Plant and Equipment	(7,596)	(416,407)
Susut Nilai Harta Tanah, Loji dan Peralatan Depreciation of Property, Plant and Equipment	41,725,741	26,157,118
Manfaat Anggota / Staff Benefits	38,249,466	36,536,690
Pembalikan Peruntukan Hutang Ragu Pinjaman Pendidikan Reversal of Provision for Doubtful Debts on Education Loan	(204,705)	16,508
Hutang Ragu Belanja Tanggungan Doubtful Debts on Benefits Expenditure	293,392	340,965
Hapuskira Penghutang Pinjaman Pendidikan Education Loan Debtors Written off	1,190,571	1,480,756

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PERTUBUHAN KESELAMATAN SOSIAL
PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2015

SOCIAL SECURITY ORGANISATION
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015

	2015 (RM)	2014 (RM)
Hapuskira Penghutang Tanggungan Benefits Debtors Written off	390,255	361,445
Hapuskira Pinjaman Pendidikan ke Biasiswa / Kematian Education Loan Written off to Scholarship / Death	62,328	23,028
Kerugian Nilai Buku Saham Loss on Book Values of Shares	99,552,252	16,205,167
Rosot Nilai Pelaburan Saham Impairment of Investment Shares	1,178,335	–
Keuntungan Pertukaran Asing Belum Realis Gains on Unrealised Foreign Exchange	(169,542,123)	(37,876,927)
	(1,009,123,287)	(1,555,756,546)
Tunai Daripada Operasi Sebelum Perubahan Dalam Modal Kerja Cash From Operations Before Changes In Working Capital	(187,243,216)	(104,497,145)
Tambahan / (Kurangan) Dalam Modal Kerja: Increase / (Decrease) in Working Capital:		
Pelbagai Penghutang dan Deposit Sundry Debtors and Deposits	(60,389,809)	5,114,685
Pemiutang dan Perbelanjaan Terakru Creditors and Accrued Expenses	7,046,841	(19,959,290)
	(53,342,968)	(14,844,605)

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PERTUBUHAN KESELAMATAN SOSIAL
PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015

	2015 (RM)	2014 (RM)
Tunai Daripada Operasi Selepas Perubahan Dalam Modal Kerja Cash From Operations After Changes In Working Capital	(240,586,184)	(119,341,750)
Pinjaman Anggota dan Pendidikan / Staff and Education Loans	735,627	(1,479,077)
Geran Kerajaan / Government Grant	2,386,143	2,062,672
Peruntukan bagi Manfaat Anggota / Provision for Staff Benefits	(1,570,110)	24,861,506
	1,551,660	25,445,101
TUNAI BERSIH DARIPADA AKTIVITI OPERASI NET CASH FROM OPERATING ACTIVITIES	(239,034,524)	(93,896,649)
ALIRAN TUNAI DARIPADA AKTIVITI PELABURAN CASH FLOW FROM INVESTMENT ACTIVITIES		
Perolehan Harta Tanah, Loji dan Peralatan Acquisition of Property, Plant and Equipment	(2,125,110)	(1,985,974)
Perolehan Kerja Dalam Pembinaan / Acquisition of Work in Progress	(18,877,215)	(56,888,905)
Sekuriti Kerajaan / Government Securities	(1,445,174,137)	(368,154,504)
Sekuriti Hutang Korporat / Corporate Debt Securities	(300,999,998)	(426,202,353)
Saham Tersiar Harga / Quoted Shares	(753,690,252)	1,146,627,673
Deposit Dengan Institusi Kewangan Berlesen Deposit with Registered Financial Institution	(887,800,000)	(650,000,000)
Dividen Diterima / Dividends Received	112,779,121	109,116,480
Faedah Diterima / Interests Received	873,639,993	778,822,059
Hasil Pelupusan Harta Tanah, Loji dan Peralatan Proceeds from Disposal of Property, Plant and Equipment	273,782	419,341

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PENYATA KEWANGAN
FINANCIAL STATEMENTS

PERTUBUHAN KESELAMATAN SOSIAL
PENYATA ALIRAN TUNAI BAGI TAHUN BERAKHIR 31 DISEMBER 2015
 SOCIAL SECURITY ORGANISATION
 CASH FLOW STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2015

	2015 (RM)	2014 (RM)
TUNAI BERSIH DARIPADA AKTIVITI PELABURAN NET CASH FROM INVESTMENT ACTIVITIES	(2,421,973,816)	531,753,817
TAMBAHAN / (KURANGAN) BERSIH TUNAI DAN KESETARAAN TUNAI NET INCREASE / (DECREASE) IN CASH AND CASH EQUIVALENTS	(2,661,008,340)	437,857,168
TUNAI DAN KESETARAAN TUNAI PADA AWAL TAHUN CASH AND CASH EQUIVALENTS AT THE BEGINNING OF THE YEAR	7,067,662,232	6,629,805,064
TUNAI DAN KESETARAAN TUNAI PADA AKHIR TAHUN CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR	4,406,653,892	7,067,662,232

Nota-nota yang disertakan adalah merupakan sebahagian daripada penyata kewangan ini.
The accompanying notes form part of these financial statements.

PERTUBUHAN KESELAMATAN SOSIAL
NOTA-NOTA KEPADA PENYATA KEWANGAN BAGI TAHUN
BERAKHIR 31 DISEMBER 2015
SOCIAL SECURITY ORGANISATION
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2015

1. MAKLUMAT KORPORAT DAN AKTIVITI UTAMA

- 1.1 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.
- 1.2 PERKESO mentadbir dua jenis skim keselamatan sosial iaitu skim insurans 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 meliputi kemudahan pemulihan terhadap pekerja yang ditimpa bencana bagi membolehkannya kembali aktif dalam kehidupan harian dan kembali bekerja dengan secepat mungkin.
- 1.3 Ibu Pejabat PERKESO terletak di Menara PERKESO, 281 Jalan Ampang, 50538 Kuala Lumpur. PERKESO mempunyai 14 buah Pejabat Negeri dan 32 buah Pejabat PERKESO di seluruh negara.
- 1.4 Bilangan keseluruhan anggota PERKESO pada akhir tahun kewangan semasa adalah seramai 2,558 orang (2014: 2,159 orang).
- 1.5 Penyata kewangan bagi tahun kewangan berakhir 31 Disember 2015 ini telah diluluskan untuk diterbitkan oleh Lembaga PERKESO pada 13 Jun 2016 menerusi memorandum secara edaran.

1. CORPORATE INFORMATION AND PRINCIPAL ACTIVITIES

- 1.1 Social Security Organisation (SOCSO) 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. SOCSO is responsible in providing social security protection to insured persons and their eligible dependants through payment of benefits under Social Security Schemes besides increasing the awareness on employee's safety and health in Malaysia.
- 1.2 SOCSO 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.
- 1.3 SOCSO's Headquarters is located at Menara PERKESO, 281 Jalan Ampang, 50538 Kuala Lumpur. It has 14 State Offices and 32 SOCSO offices nationwide.
- 1.4 At the end of current financial year, SOCSO total staff stood at 2,558 people (2014: 2,159 people).
- 1.5 The financial statements for financial year ended 31 December 2015 were authorised for issue by the Board of SOCSO on 13 June 2016 through a memorandum of circulation.

PENYATA KEWANGAN
FINANCIAL STATEMENTS**2. OBJEKTIF DAN POLISI PENGURUSAN RISIKO KEWANGAN**

Secara umumnya, pelaburan PERKESO dalam instrumen pelaburan di dalam pasaran kewangan tempatan telah mendedahkannya kepada beberapa risiko kewangan semasa seperti risiko pasaran, risiko kadar faedah, risiko kredit, risiko kecairan, risiko pelaburan dan risiko operasi. Objektif dan polisi pengurusan risiko kewangan PERKESO adalah untuk memastikan bahawa dana modal pelaburan sentiasa terpelihara dan pulangan pelaburannya berada pada tahap optimum bagi membiayai perbelanjaan tanggungan dan mengurus dengan mengambil kira persekitaran kadar faedah dan pasaran kewangan tempatan yang sukar diramal dan sentiasa berubah.

(a) Risiko Pasaran

Risiko pasaran merupakan risiko kerugian yang berpotensi berlaku disebabkan perubahan nilai portfolio pelaburan atau instrumen kewangan lain berikutan perubahan dalam pembolehubah pasaran seperti kadar faedah semasa, kesan pertukaran mata wang dan kesan perubahan harga saham di Bursa Malaysia. Pelaburan PERKESO dikendalikan oleh Pengurus Portfolio dan Pengurusan PERKESO sendiri. Risiko pasaran diuruskan dan diimbangkan dengan kaedah mempelbagaikan pendedahan pelaburan PERKESO dalam instrumen kewangan yang berkualiti dan berkecairan tinggi bagi tujuan pemeliharaan modal serta mengoptimumkan pulangan pelaburan kepada PERKESO.

(b) Risiko Kadar Faedah

Risiko kadar faedah adalah risiko nilai instrumen kewangan akan berubah berikutan sensitiviti terhadap perubahan kadar faedah di pasaran semasa. Walau bagaimanapun, ia terhad kepada pelaburan jangka pendek dengan institusi kewangan berlesen dan pelaburan dalam sekuriti bon yang diuruskan oleh Pengurus Portfolio dan Pengurusan PERKESO. Pelaburan PERKESO di dalam sekuriti bon merupakan pelaburan jangka panjang dalam gred berkualiti tinggi yang dipegang untuk mengoptimumkan pulangan pelaburan.

2. FINANCIAL RISK MANAGEMENT OBJECTIVES AND POLICIES

Generally, SOCSO's investments in domestic financial market's investment instruments have exposed it to several current financial risks such as market risk, interest rate risk, credit risk, liquidity risk, investment risk and operational risk. The objectives and policies of SOCSO's financial risk management are to ensure its investment capital fund is always preserved and the investment returns are optimised to finance its benefit and administrative expenditure considering the volatility and unpredictability of domestic interest rate and financial market.

(a) Market Risk

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 Malaysian Stock Exchange. SOCSO's investments are managed by Portfolio Managers and the SOCSO's Management themselves. The market risk is managed and balanced by diversifying the exposure of SOCSO's investments into quality and high liquidity financial instruments so as to preserve the capital as and to optimise returns on investment to SOCSO.

(b) Interest Rate Risk

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 investments with licensed financial institutions and investments in bond securities managed by Portfolio Managers and SOCSO's Management. SOCSO's investment in bond securities are long-term investments in a high quality graded securities which are held to optimise investment returns.

(c) Risiko Kredit

Risiko kredit adalah risiko yang berlaku disebabkan oleh ketidakupayaan pihak yang berurusan memenuhi tanggungjawab pembayaran faedah atau pulangan pelaburan seperti yang telah dipersetujui ketika kontrak dikuatkuasakan. Pendedahan PERKESO terhadap risiko kredit adalah menerusi aktiviti-aktiviti pinjaman yang diberikan, urusan umum, penempatan tunai dan pelaburan di institusi kewangan berlesen. PERKESO menguruskan risiko kreditnya dengan memantau secara berterusan kedudukan kewangan dan kemampuan kredit pihak-pihak terbabit bagi memelihara kepentingannya dalam urusan terbabit.

(d) Risiko Kecairan dan Aliran Tunai

Risiko kecairan dan aliran tunai adalah risiko yang berlaku apabila dana yang diperlukan tidak mencukupi bagi memenuhi komitmen kewangan apabila ia perlu dijelaskan. PERKESO mengawasi aliran tunai keluar dan masuk yang diunjurkan sepanjang masa bagi memastikan bahawa kedudukan kewangannya sentiasa kukuh dan kecairan tunai sentiasa terjamin. Selain itu, PERKESO juga memastikan tahap kecairan aset adalah mencukupi dan tersedia ada apabila diperlukan melalui penempatan sejumlah tunai dan deposit mudah cair di institusi-institusi kewangan berlesen berdasarkan anggaran komitmen kewangan yang perlu diselesaikan.

(e) Risiko Pelaburan

Risiko pelaburan adalah risiko di mana pelaburan yang tidak dapat memberi kadar pulangan yang dijangkakan dan termasuk keadaan di mana kemungkinan kehilangan sebahagian atau kesemua amaun yang dilaburkan. Pendedahan PERKESO kepada risiko pelaburan dikawal dengan pematuhan berterusan terhadap Akta Keselamatan Sosial Pekerja 1969 serta Dasar dan Garis Panduan Pelaburan yang ditetapkan oleh Kementerian Kewangan dari semasa ke semasa.

(C) Credit Risk

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. SOCSO exposure to credit risk is via lending activities, general business transactions, cash placements and investments with licensed financial institutions. SOCSO manages its credit risk by continuously monitoring the financial standing and credit worthiness of relevant parties to preserve its interest in the transaction involved.

(d) Liquidity and Cash Flow Risk

Liquidity and cash flow risk occurs when funds needed are inadequate to meet financial commitments as and when they fall due. SOCSO monitors the projected cash outflows and inflows at all times to ensure that its financial position remain steadfast with ample liquidity. In addition, SOCSO 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.

(e) Investment Risk

Investment risk is the risk of investment fails to deliver the expected rate of returns, including the possible risk of losing partially or the entire amount invested. SOCSO's exposure to investment risk is mitigated by continuous compliance to the Employees' Social Security Act 1969 and Investment Policies and Guidelines as set out by the Ministry of Finance from time to time.

PENYATA KEWANGAN
FINANCIAL STATEMENTS**(f) Risiko Operasi**

Risiko operasi merupakan risiko kerugian yang wujud berikutan kegagalan dalam proses kawalan dalaman organisasi. Pendekatan pengurusan risiko operasi yang terancang dan konsisten diguna pakai PERKESO bagi menajjar strategi, polisi, proses, teknologi dan peningkatan pengetahuan di kalangan anggota bertujuan mewujudkan nilai tambah dan penambahbaikan berterusan terhadap proses kerja di samping mengamalkan urus tadbir korporat yang baik bertujuan memastikan kawalan dalaman yang menyeluruh dilaksanakan.

3. POLISI PERAKAUNAN YANG PENTING**3.1 Asas Perakaunan**

Penyata Kewangan PERKESO yang ditunjukkan di muka surat 260 hingga 268 telah disediakan menurut konvensyen kos sejarah dan mematuhi keperluan piawaian perakaunan yang diluluskan oleh Lembaga Piawaian Perakaunan Malaysia untuk diguna pakai oleh entiti persendirian ("PERS") sepertimana dinyatakan dalam 1 Pekeliling Perbendaharaan PA 3.1.

3.2 Harta Tanah, Loji dan Peralatan dan Susut Nilai

(a) Harta Tanah, Loji dan Peralatan dinyatakan pada kos selepas ditolak susut nilai terkumpul dan rugi penjejasan nilai. Kerja dalam pembinaan dinyatakan pada kos dan akan dipindahkan ke Harta Tanah, Loji dan Peralatan setelah aset telah siap untuk digunakan. Tanah milik bebas dan kerja dalam pembinaan tidak disusut nilai. Harta Tanah, Loji dan Peralatan yang lain disusut nilai mengikut kaedah garis lurus berdasarkan anggaran hayat kegunaannya pada kadar berikut:

(f) Operational Risk

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 consistently adopted by SOCSO 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.

3. SIGNIFICANT ACCOUNTING POLICIES**3.1 Basis of Accounting**

The SOCSO Financial Statements presented on pages 260 to 268 have been prepared in accordance with the historical cost convention and comply with the approved accounting standards of the Malaysian Accounting Standards Board to be adopted by private entities ("PERS") as stated in the Treasury Circular PA 3.1.

3.2 Property, Plant, Equipment and Depreciation

(a) Property, Plant and Equipment are stated at cost less accumulated depreciation and impairment losses. Work in progress is stated at cost and will be transferred to Property, Plant and Equipment when the asset is ready for use. Freehold property and work in progress are not depreciated. Other Property, Plant and Equipment are depreciated on a straight line basis based on their estimated useful lives at the following rates:

	2015	2014
Tanah Pajakan / Leasehold Land	Baki Tempoh Pajakan Remaining Leasehold Period	Baki Tempoh Pajakan Remaining Leasehold Period
Bangunan Pejabat / Office Buildings	2%	2%
Ubah Suai Pejabat / Office Renovations	33 1/3 %	33 1/3 %
Kenderaan Bermotor / Motor Vehicles	20%	20%
Peralatan Pejabat / Office Equipment	10% – 20%	10% – 20%
Peralatan Vokasional / Vocational Equipment	20%	20%
Peralatan Perubatan / Medical Equipment	20%	20%
Peralatan Komputer / Computer Equipment	20%	20%
Komputer Peribadi / Personal Computers	33 1/3 %	33 1/3 %

- (b) Peralatan Pejabat dan Komputer yang diperolehi pada kos yang kurang daripada RM1, 000 seunit dan tidak memerlukan kepada penyelenggaraan berjadual disusut nilai sepenuhnya pada tahun perolehan dan dicajkan sebagai aset yang tidak dipermodalkan di dalam Penyata Pendapatan.
- (c) Penilaian semula ke atas harta tanah yang terdiri daripada tanah dan bangunan dilaksanakan bagi setiap tempoh lima (5) tahun atau pada tempoh yang lebih pendek apabila nilai saksama ke atas tanah yang dinilai semula dijangka menunjukkan perbezaan yang ketara dengan nilai dibawa harta tanah berkaitan.
- (d) Semakan dibuat ke atas amaun dibawa bagi harta tanah untuk menentukan sama ada terdapat petunjuk bahawa aset telah mengalami rugi penjejasan nilai. Sekiranya petunjuk sedemikian wujud, rugi penjejasan nilai dikira dengan membandingkan amaun dibawa bagi harta tanah dengan nilai penilaian harta tanah dalam tahun semasa. Pembalikan akan dibuat ke atas rugi terjejas yang diiktiraf dalam sesuatu tahun apabila terdapatnya petunjuk bahawa rugi penjejasan nilai yang diiktiraf bagi harta tanah berkaitan tidak lagi wujud atau telah berkurangan. Rugi penjejasan nilai diperuntukkan sekiranya nilai dibawa aset melebihi nilai boleh pulihnya seperti dinyatakan di Nota 3.12.
- (e) Keuntungan atau kerugian pelupusan Harta Tanah, Loji dan Peralatan ditentukan dengan membandingkan hasil pelupusan bersih dengan nilai dibawa aset berkenaan dan perbezaan tersebut diiktiraf terus di dalam Penyata Pendapatan dalam tempoh ianya dilupuskan.

- (b) Office and computer equipment acquired at a cost less than RM1, 000 per unit and which do not require a scheduled maintenance are fully depreciated in the year of acquisition and charged as non-capitalised asset in the Income Statement.
- (c) Revaluation of properties consisting of land and buildings are carried out every five (5) years or at shorter intervals whenever the fair value of the land being revalued is expected to be significantly different from the carrying amount of respective properties.
- (d) A review is carried out on the carrying amount of properties to determine whether there are any indications that an asset has suffered from an impairment loss. If such indications exist, impairment loss is calculated by comparing the carrying amount of the property with the valuation amount of the property in the current year. A reversal on impairment loss recognised in a particular year is made when there are indications that impairment loss recognised for the respective properties are no longer exist or have decreased. Impairment loss is provided if the carrying amount of asset exceeds its recoverable amount as stated in Note 3.12.
- (e) Gains or losses on the disposal of Property, Plant and Equipment are determined by comparing the net proceeds from the disposal with the carrying amount of the asset and the difference is immediately recognised in the Income Statement in the period they are disposed.

PENYATA KEWANGAN
FINANCIAL STATEMENTS**3.3 Asas Penilaian Pelaburan**

Pelaburan PERKESO dalam instrumen kewangan terdiri daripada pelaburan dalam Sekuriti Kerajaan, Sekuriti Hutang Korporat, Saham Tersiar Harga dan dalam dana yang diurus oleh Pengurus Portfolio.

- (a) Sekuriti Kerajaan dan Sekuriti Hutang Korporat serta lain-lain sekuriti bon dinyatakan pada nilai kos dan diselaraskan dengan pelunasan premium dan diskaun berdasarkan kadar faedah efektif dari tarikh pembelian hingga ke tarikh matang. Peruntukan bagi penjejasan nilai pelaburan bagi sekuriti berkenaan dibuat sekiranya Panel Pelaburan PERKESO berpendapat bahawa ianya perlu diperuntukkan.
- (b) Pelaburan dalam Saham Tersiar Harga adalah dinyatakan pada nilai kos atau nilai pasaran, yang mana terendah pada akhir tahun kewangan. Nilai kos ditentukan berdasarkan kos belian saham manakala harga pasaran adalah berdasarkan pada harga penutup saham pada tarikh Lembaran Imbangan.

Peruntukan bagi rosot nilai pelaburan saham yang belum direalis akan dibuat berdasarkan nilai agregat portfolio saham terhadap perbezaan di antara nilai kos saham dan harga pasaran saham, yang mana terendah pada tarikh Lembaran Imbangan berdasarkan piawaian perakaunan IAS 25. Sekiranya harga pasaran saham lebih tinggi daripada nilai kos saham pada tahun berikutnya atau pada tarikh jualan berikutnya, maka sebarang kerugian belum direalis tersebut akan diselaraskan sebagai pembalikan peruntukan rosot nilai, terhad kepada amaun yang telah diperuntukkan sebelumnya.

3.3 Basis of Investment Valuation

SOCSO's investments in financial instruments consist of investment in Government Securities, Corporate Debt Securities, Quoted Shares and in the funds managed by Portfolio Managers.

- (a) Government Securities, Corporate Debt Securities and other bond securities are stated at cost and adjusted for amortisation of premiums and discounts based on the effective interest rate from the date of purchase to the date of maturity. The provision for impairment of investment securities is made if SOCSO's Investment Panel is in the opinion that it should be properly accounted for.
- (b) Investment in Quoted Shares are stated at cost or market value, whichever is lower at the end of the financial year. The cost is determined based on the purchase cost of shares while the market price is based on the closing price of shares at the Balance Sheet date.

Provision for diminution in value of unrealised investment in shares will be made based on the aggregate value of shares portfolio for the difference between the cost of shares and shares market price, whichever is lower at the Balance Sheet date based on the accounting standard IAS 25. If the market price of the shares is higher than the cost of shares in the subsequent year or on the subsequent sales date, any unrealised loss will be adjusted as reversal of the provision, but limited to the amount which has been provided earlier.

3.4 Pengiktirafan Pendapatan

- (a) Caruman diiktiraf atas asas terimaan tunai.
- (b) Faedah Caruman Lewat Bayar (FCLB) diiktiraf pada asas terimaan tunai.
- (c) Faedah atas Sekuriti Kerajaan, Sekuriti Hutang Korporat, Simpanan Tetap dan Deposit Jangka Pendek diiktiraf mengikut asas akruan dengan mengambil kira kadar faedah efektif, di mana perlu.
- (d) Dividen pelaburan saham diiktiraf apabila hak pemegang saham untuk menerima bayaran dividen telah dapat dipastikan.
- (e) Faedah di atas Pinjaman Pendidikan diiktiraf mengikut asas akruan berdasarkan kaedah baki berkurangan (*"reducing balance method"*).
- (f) Pendapatan sewa ruang pejabat diiktiraf mengikut asas akruan berdasarkan perjanjian sewaan yang masih berkuat kuasa.
- (g) Kompaun diakaunkan secara tunai dalam tahun ianya diterima.

3.5 Geran Kerajaan

Geran yang diterima daripada kerajaan merupakan geran berbentuk tunai dan hanya akan diiktiraf pada nilai saksama apabila hak terhadap penerimaan geran tersebut telah dikenalpasti dan PERKESO memenuhi segala syarat yang disertakan bersama geran tersebut.

Geran kerajaan yang berkaitan dengan kos akan ditunda dan diiktiraf dalam penyata pendapatan ke atas tempoh dikehendaki untuk dipadankan dengan kos yang hendak dibayar balik.

3.4 Revenue Recognition

- a) Contributions are recognised on modified cash basis.
- b) Interest on Late Contributions (ILC) is recognised on cash basis.
- c) Interest on Government Securities, Corporate Debt Securities, Fixed Deposits and Short Term Deposits are recognised according to accrual basis taking into account the effective interest rate, where applicable.
- d) Dividends from investment in shares are recognised when the shareholders' right to receive payment of dividend have been established.
- e) Interest on Education Loan is recognised on accrual basis based on reducing balance method.
- f) Interest from rental of office space is recognised on accrual basis based on enforceable rental agreement.
- g) Compounds are accounted for on cash basis in the year they are received.

3.5 Government Grant

Grant received from government represents grant received in cash form and will only be recognised at fair value when the right to receive this grant has been identified and that SOCSO fulfills all the conditions attached to the grant.

Government grant relating to costs are deferred and recognised in the income statement over the period required to be matched with the repayment costs.

PENYATA KEWANGAN
FINANCIAL STATEMENTS**3.6 Pinjaman Anggota**

Pinjaman anggota PERKESO dinyatakan pada kos dan pembayaran balik pinjaman oleh anggota adalah menerusi skim potongan gaji. Baki pinjaman akan diselaraskan nilainya sekiranya Lembaga PERKESO berpendapat bahawa peruntukan hutang ragu perlu dibuat terhadap ansuran pinjaman yang tertunggak atau tidak berbayar.

Terdapat 4 jenis skim pinjaman yang ditawarkan kepada anggota PERKESO pada kadar caj perkhidmatan yang diluluskan oleh Lembaga PERKESO berdasarkan terma dan syarat perkhidmatan sebagaimana berikut:

- a. Pinjaman Perumahan
- b. Pinjaman Kenderaan
- c. Pendahuluan Komputer
- d. Pinjaman Bencana Alam

Dana yang digunakan untuk membiayai pinjaman ini diperuntukkan daripada Kumpulan Wang Keselamatan Sosial. Tahap peruntukan dana daripada Kumpulan Wang Keselamatan Sosial ini adalah tertakluk kepada had amaun yang diluluskan oleh Lembaga PERKESO.

3.6 Staff Loan

SOCSCO's staff loans are stated at cost and repayment of loan by employees is via salary deduction scheme. The value of loan balances will be adjusted if the Board of SOCSCO is in the opinion that provision for doubtful debts has to be made against the outstanding or unpaid loan installment.

There are 4 types of loan scheme offered to SOCSCO's staff at service charge rates approved by the Board of SOCSCO based on terms and conditions of service as follows:

- a. Housing Loan
- b. Vehicle Loan
- c. Computer Advances
- d. Natural Disaster Loan

The fund used to finance these loans is allocated from the Social Security Fund. The level of fund allocation from the Social Security Fund is subject to the amount limits approved by the Board of SOCSCO.

3.7 Tabung Pinjaman Pendidikan PERKESO

Tabung Pinjaman Pendidikan PERKESO merupakan satu kemudahan pendidikan dalam bentuk pinjaman atau biasiswa kepada anak tanggungan seseorang berinsurans yang menerima bayaran faedah secara berkala, yang memenuhi syarat-syarat kelayakan yang ditetapkan oleh PERKESO bagi mengikuti pengajian di mana-mana institusi pengajian tinggi di Malaysia. Faedah ini termaktub di dalam peruntukan undang-undang di bawah Seksyen 57A, Akta Keselamatan Sosial Pekerja 1969.

Dana yang digunakan adalah diperuntukkan daripada Kumpulan Wang Keselamatan Sosial secara berperingkat-peringkat berdasarkan permohonan-permohonan pinjaman pendidikan yang telah diluluskan oleh Jawatankuasa Pinjaman Pendidikan PERKESO.

Pinjaman ini dinyatakan pada kos dan tertakluk kepada caj perkhidmatan serta terma-terma dan syarat-syarat perjanjian yang telah dipersetujui bersama di antara PERKESO dan peminjam serta penjamin pinjaman. Baki pinjaman akan diselaraskan nilainya sekiranya Lembaga PERKESO berpendapat bahawa peruntukan hutang ragu atau hapus kira perlu dibuat terhadap baki pinjaman yang tidak berbayar dan amaun pinjaman yang ditukar statusnya kepada biasiswa.

3.8 Pelbagai Penghutang

Pelbagai penghutang dinyatakan pada kos selepas ditolak peruntukan hutang ragu sekiranya Lembaga PERKESO berpendapat bahawa peruntukan hutang ragu perlu dibuat terhadap baki penghutang yang tidak berbayar dan hutang ragu dihapus kira setelah dikaji dan dikenal pasti secara spesifik pada tarikh Lembaran Imbangan.

3.7 SOCSO's Education Loan Fund

SOCSO's Education Loan Fund is an educational facility provided in the form of loans or scholarships to dependants of an insured person receiving periodical benefit payments, who fulfill the eligibility conditions as set out by SOCSO, to study at any institutions of higher learning in Malaysia. This benefit is embodied in the provisions of the law under Section 57A, Employees' Social Security Act 1969.

The fund is allocated from the Social Security Fund, disbursed in stages based on applications that have been approved by the SOCSO's Education Loan Committee.

This loan is stated at cost and subject to service charges and terms and conditions mutually agreed between SOCSO, the borrowers and the guarantors. The value of loan balances will be adjusted if the Board of SOCSO is in the opinion that provision for doubtful debts or write-off should be made for unpaid loan balances and the amount of loan converted into scholarship.

3.8 Sundry Debtors

Sundry debtors are stated at cost less provision for doubtful debts if the Board of SOCSO is in the opinion that the provision for doubtful debts should be made for unpaid balances of debtors and doubtful debts are written off after being reviewed and specifically identified at the Balance Sheet date.

PENYATA KEWANGAN
FINANCIAL STATEMENTS**3.9 Peruntukan Bagi Manfaat Anggota****(a) Manfaat Jangka Pendek**

Gaji, bonus dan caruman PERKESO diiktiraf sebagai perbelanjaan dalam tahun di mana perkhidmatan diberikan oleh pekerja. Ketidakhadiran berbayar terkumpul jangka pendek seperti cuti tahunan diiktiraf apabila perkhidmatan diberikan oleh anggota manakala ketidakhadiran berbayar tidak terkumpul jangka pendek seperti cuti sakit diiktiraf apabila ketidakhadiran anggota untuk bekerja berlaku.

(b) Pelan Caruman Tetap

Caruman dibuat kepada institusi simpanan pekerja bagi anggota yang memilih faedah simpanan pekerja atau Tabung Amanah Pencen Kerajaan bagi pekerja yang diletakkan di dalam skim pencen. Caruman ini diiktiraf sebagai perbelanjaan pada tahun di mana perkhidmatan diberikan oleh anggota.

(c) Manfaat Jangka Panjang

PERKESO menerima pakai MASB 29 - *Employee Benefits* bagi manfaat anggota jangka panjang yang melibatkan tempoh perkhidmatan anggota yang telah diberikan dan tempoh selepas persaraan yang diiktiraf secara akruan di Penyata Pendapatan tahun semasa sebagai manfaat anggota dan di Lembaran Imbangan sebagai liabiliti yang dikenali sebagai peruntukan bagi manfaat anggota. Manfaat anggota jangka panjang yang diiktiraf secara akruan ini adalah manfaat bagi perubahan pesara termasuk orang tanggungan pesara yang layak dan saguhati tamat perkhidmatan anggota PERKESO.

3.9 Provision for Staff Benefits**(a) Short Term Benefits**

Salaries, bonuses and SOCSO contributions are recognised as expenses in the year services are rendered by employees. Short term accumulated paid leaves such as annual leave are recognised when the staff rendered their services while short term non-cumulative paid leaves such as sick leave are recognised when the absence of staff from work occurs.

(b) Fixed Contribution Plans

Contributions are made to the employees provident fund for employees who opted for employees saving benefit or the Government Pension Trust Fund for employees who fall under the pension scheme. The contributions are recognised as expenses in the year services are rendered by employees.

(c) Long Term Benefits

SOCSO has adopted MASB 29 - *Employee Benefits* of which the long term employee benefits which involves the given length of service of the staff and the period after retirement are recognised on an accrual basis in the current year Income Statement as staff benefits expenses and in the Balance Sheet as liability known as Provision for Staff Benefits. The long term retirement benefits which are recognised on an accrual basis are the medical benefits of the retirees and their qualified dependants and the SOCSO Staff end of service ex-gratia payments.

Pengiraan kos faedah perubatan dilaksanakan oleh aktuari bertauliah yang dijalankan pada setiap tempoh tiga (3) tahun. Andaian utama yang telah digunakan dalam pengiraan kaedah aktuari ini adalah:

- i. Kadar inflasi terhadap kos rawatan ialah 6.0% setahun; dan
- ii. Kadar diskaun ialah pada 5.5% setahun berdasarkan penilaian yang dibuat pada tahun 2013.

Keuntungan atau kerugian aktuari diiktiraf terus di dalam Penyata Pendapatan dalam tempoh ianya dikenal pasti.

Manakala nilai manfaat anggota berkaitan saguhati tamat perkhidmatan dikira berdasarkan kelayakan manfaat tersebut bagi anggota secara lantikan tetap sahaja sebagaimana dinyatakan dalam Pekeliling Perkhidmatan Bilangan 3 Tahun 2014 dengan kadar formula seperti berikut:-

RM1,000 x Jumlah Tahun Perkhidmatan Pada Tarikh Persaraan Anggota

The computation of medical interest cost is undertaken by the certified actuary every three (3) years. The principal assumptions used in the computation of this actuarial method are:

- i. An inflation rate of 6.0% per annum on the treatment cost; and
- ii. A discount rate of 5.5% per annum (based on valuation made in year 2013).

The actuarial gain or loss is directly recognised in the Income Statement in the period when it is identified.

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 delineated in the Service Circular No. 3 Year 2014 with the formula as follows:-

RM1,000 x Total Number of Years of Service As At the Staff's Retirement Date.

PENYATA KEWANGAN
FINANCIAL STATEMENTS**3.10 Agihan Pendapatan Bersih**

Pendapatan Bersih tahun semasa daripada Kumpulan Wang Keselamatan Sosial diagih seperti berikut:

- (a) Rizab Teknikal yang merupakan tanggungan aktuari iaitu nilai modal dianggarkan atas bayaran pencen (estimated capitalised value of pension awards) untuk Faedah Orang Tanggungan dan Faedah Hilang Upaya Kekal bagi kes-kes Bencana Kerja dan Pencen Penakat bagi kes Skim Pencen Ilat yang telah diluluskan dan dibayar pada tarikh Lembaran Imbangan. Tiada peruntukan dibuat bagi kes-kes Bencana Kerja yang telah dilaporkan tetapi belum dibayar pada tarikh tersebut.
- (b) Rizab Luar Jangka mempunyai amaun yang bersamaan dengan 6 bulan perbelanjaan atas faedah termasuk nilai modal atas bayaran pencen (capitalised value of pension awards) purata bagi 3 tahun berturut-turut termasuk tahun yang berkenaan untuk memenuhi turun naik rambang dalam perbelanjaan tersebut dalam sesuatu tahun.
- (c) Rizab Bebas mengandungi baki dalam Kumpulan Wang tersebut setelah ditolak peruntukan Rizab Teknikal dan Rizab Luar Jangka pada tarikh Lembaran Imbangan.

3.11 Tunai dan Kesetaraan Tunai

Tunai dan kesetaraan tunai terdiri daripada wang tunai di tangan, tunai di bank, deposit serta pelaburan jangka pendek lain yang mempunyai kecairan tinggi yang sedia ditukar kepada tunai dan tidak tertakluk kepada risiko perubahan nilai yang signifikan. Pelaburan hanya layak dianggap sebagai kesetaraan tunai apabila mempunyai tempoh matang 3 bulan atau kurang dari tarikh pemerolehannya.

3.10 Distribution of Net Income

Net Income for the year from Social Security Fund is distributed as follows:

- (a) Technical Reserve is an actuarial liability, which is the estimated capitalised value of pension awards for Dependants' Benefit and Permanent Disablement Benefit for cases of Employment Injury and Survivors' Pension for Invalidity Pension Scheme approved and paid at the Balance Sheet date. No provision is made for cases of Employment Injury reported but not yet paid on that date.
- (b) Contingency Reserve represents an amount equivalent to 6 months of expenses on benefits including capitalised value of pension awards an average for 3 consecutive years including that particular year to meet random fluctuations in expenses for a particular year.
- (c) Free Reserve consists the balance of the SOCSO Fund after deducting Technical Reserve and Contingency Reserve at the Balance Sheet date.

3.11 Cash and Cash Equivalents

Cash and cash equivalents consist of cash in hand, cash in bank, deposits and other short term investments with high liquidity that are readily convertible into cash and not subject to the risk of significant change in value. Investments are only eligible to be considered to be Cash Equivalents only when they have a maturity period of 3 months or less from the date of acquisition.

3.12 Penjejasan Nilai Aset

Nilai amaun yang dibawa oleh aset dikaji semula pada setiap tarikh Lembaran Imbangan untuk menentukan sama ada terdapat sebarang petunjuk terhadap penjejasan nilainya. Sekiranya petunjuk berkenaan wujud, amaun boleh pulih aset dianggarkan. Rugi penjejasan nilai diiktiraf apabila amaun dibawa aset melebihi amaun boleh pulihnya. Rugi penjejasan nilai diiktiraf dalam Penyata Pendapatan dengan serta-merta.

Peningkatan berikutnya di dalam amaun boleh pulih aset diolah sebagai pembalikan bagi penjejasan nilai yang sebelumnya dan diiktiraf setakat amaun dibawa aset boleh ditentukan (setelah ditolak pelunasan dan susut nilai) sekiranya tiada rugi penjejasan nilai diiktiraf. Pembalikan ini diiktiraf dalam Penyata Pendapatan dengan serta-merta.

3.13 Pertukaran Mata Wang Asing

- (a) Penyata Kewangan PERKESO dipersembahkan dalam Ringgit Malaysia (RM), iaitu mata wang fungsian yang utama dalam persekitaran ekonomi di mana PERKESO beroperasi.
- (b) Urus niaga dalam mata wang asing ditukarkan ke dalam mata wang fungsian dengan kadar pertukaran pada tarikh urus niaga dijalankan. Manakala item kewangan yang didominasi dalam mata wang asing ditranslasikan ke mata wang fungsian dengan menggunakan kadar pertukaran penutup pada tarikh Lembaran Imbangan. Perbezaan kadar pertukaran mata wang berikutan realisasi item kewangan dan translasi item kewangan pada tarikh Lembaran Imbangan diiktiraf dalam Penyata Pendapatan.

3.12 Impairment of Asset

The value of carrying amount of assets are reviewed at each Balance Sheet date to determine whether there is any indication of impairment in value. If such indication exists, the assets recoverable amount is estimated. Impairment loss is recognised when the carrying amount of asset exceeds its recoverable amount. Impairment loss is immediately recognised in the Income Statement.

Subsequent increase in the recoverable amount of the asset is considered as a reversal of the previous impairment and is recognised limited to the determinable carrying amount of the asset (after deducting amortisation and depreciation) if there is no impairment loss recognised. This reversal is immediately recognised in the Income Statement.

3.13 Foreign Currency Exchange

- (a) SOCSO's Financial Statement is presented in Ringgit Malaysia (RM), which is the main functional currency in the economic environment where SOCSO is operating.
- (b) Transactions in foreign currency are translated into the functional currency using the exchange rates at the dates of transactions. While monetary items denominated in foreign currencies are translated into the functional currency using the closing exchange rates at the Balance Sheet date. Exchange rate differences due to realisation of monetary items and translation of monetary items at the Balance Sheet date are recognised in the Income Statement.

PENYATA KEWANGAN
FINANCIAL STATEMENTS4. HARTA TANAH, LOJI DAN PERALATAN
PROPERTY, PLANT AND EQUIPMENT4.1 Butiran Harta Tanah, Loji dan Peralatan
Details of Property, Plant and Equipment

	Tanah Pejabat Office Land	Bangunan Pejabat Office Buildings	Ubah Suai Pejabat Office Renovations	Kenderaan Bermotor Motor Vehicles	Peralatan Pejabat Office Equipment	Peralatan Vokasional Vocational Equipment	Peralatan Perubatan Medical Equipment	Peralatan Komputer Computer Equipment	Komputer Peribadi Personal Computer	Alat Data Entri Data Entry Equipment	Jumlah Total
2015	RM	RM	RM	RM	RM	RM	RM	RM	RM	RM	RM
Kos / Cost											
Pada 1.1.2015 At 1.1.2015	112,481,688	675,030,997	20,845,973	11,751,865	10,516,548	4,718,459	22,681,076	176,469,887	5,402,417	1	1,039,898,911
Perolehan bagi tahun keuangan Acquisition for the Financial Year	–	380,197	–	827,800	706,882	10,300	48,700	99,032	52,200	–	2,125,111
Pindahan daripada Kerja Dalam Pembinaan Transfer from Work in Progress	–	5,645,205	2,793,382	–	98,778	4,598,333	–	–	–	–	13,135,698
Pelarasan / Pelupusan / Hapus Kira Adjustment / Disposal / Write-off	–	–	–	(1,151,510)	(1,550)	–	–	(6,000)	(3,233,588)	–	(4,392,648)
Pada 31.12.2015 At 31.12.2015	112,481,688	681,056,399	23,639,355	11,428,155	11,320,658	9,327,092	22,729,776	176,562,919	2,221,029	1	1,050,767,072
Susut Nilai Terkumpul Accumulated Depreciation											
Pada 1.1.2015 At 1.1.2015	4,715,236	104,284,493	16,537,958	9,069,895	8,368,930	393,205	1,890,090	127,320,073	5,159,212	–	277,739,092
Susut Nilai bagi tahun keuangan Depreciation for the Financial Year	485,403	17,151,648	2,501,028	1,011,470	854,649	2,247,068	4,537,055	12,913,415	24,005	–	41,725,741
Pelarasan / Pelupusan / Hapus Kira Adjustment / Disposal / Write-off	–	–	–	(1,020,353)	(1,549)	–	–	(200)	(3,098,559)	–	(4,120,661)
Pada 31.12.2015 At 31.12.2015	5,200,639	121,436,141	19,038,986	9,061,012	9,222,030	2,640,273	6,427,145	140,233,288	2,084,658	–	315,344,172
Nilai Dibawa Pada 31.12.2015 Carrying Amount At 31.12.2015	107,281,049	559,620,258	4,600,369	2,367,143	2,098,628	6,686,819	16,302,631	36,329,631	136,371	1	735,422,900

4. HARTA TANAH, LOJI DAN PERALATAN PROPERTY, PLANT AND EQUIPMENT

4.1 Butiran Harta Tanah, Loji dan Peralatan Details of Property, Plant and Equipment



	Tanah Pejabat Office Land	Bangunan Pejabat Office Buildings	Ubah Suai Pejabat Office Renovations	Kenderaan Bermotor Motor Vehicles	Peralatan Pejabat Office Equipment	Peralatan Vokasional Vocational Equipment	Peralatan Perubatan Medical Equipment	Peralatan Komputer Computer Equipment	Komputer Peribadi Personal Computer	Alat Data Entri Data Entry Equipment	Jumlah Total
2014	RM	RM	RM	RM	RM	RM	RM	RM	RM	RM	RM
Kos / Cost											
Pada 1.1.2014 At 1.1.2014	112,481,688	458,258,722	18,164,763	12,639,885	9,981,054	–	–	134,051,426	5,395,339	1	750,972,878
Perolehan bagi tahun keuangan Acquisition for the Financial Year	–	–	80,330	1,266,494	572,755	–	–	59,317	7,078	–	1,985,974
Pindahan daripada Kerja Dalam Pembinaan Transfer from Work in Progress	–	216,772,275	2,600,880	–	–	4,718,459	22,681,076	42,359,144	–	–	289,131,834
Pelarasan / Pelupusan / Hapus Kira Adjustment / Disposal / Write-off	–	–	–	(2,154,514)	(37,261)	–	–	–	–	–	(2,191,775)
Pada 31.12.2014 At 31.12.2014	112,481,688	675,030,997	20,845,973	11,751,865	10,516,548	4,718,459	22,681,076	176,469,887	5,402,417	1	1,039,898,911
Susut Nilai Berkumpul Accumulated Depreciation											
Pada 1.1.2014 At 1.1.2014	4,229,833	93,312,883	13,824,880	10,260,272	7,489,166	–	–	119,694,581	4,959,201	–	253,770,816
Susut Nilai bagi tahun keuangan Depreciation for the Financial Year	485,403	10,971,610	2,713,078	963,513	914,716	393,205	1,890,090	7,625,492	200,011	–	26,157,118
Pelarasan / Pelupusan / Hapus Kira Adjustment / Disposal / Write-off	–	–	–	(2,153,890)	(34,952)	–	–	–	–	–	(2,188,842)
Pada 31.12.2014 At 31.12.2014	4,715,236	104,284,493	16,537,958	9,069,895	8,368,930	393,205	1,890,090	127,320,073	5,159,212	–	277,739,092
Nilai Dibawa Pada 31.12.2014 Carrying Amount At 31.12.2014	107,766,452	570,746,504	4,308,015	2,681,970	2,147,618	4,325,254	20,790,986	49,149,814	243,205	1	762,159,819

PENYATA KEWANGAN
FINANCIAL STATEMENTS



5. KERJA DALAM PEMBINAAN
WORK IN PROGRESS

	2015 RM	2014 RM
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5.1 Bangunan Pejabat / Office Buildings

Nilai Kos Pada 1 Januari / Cost At 1 January

3,683,248

217,438,843

Tambah / Add:

Perolehan Tahun Semasa / Acquisitions in the Current Year

6,560,290

30,416,665

Tolak / Less:

Pindahan Kepada Harta Tanah, Loji dan Peralatan

Transfer to Property, Plant and Equipment

Pelarasan / Adjustments

(10,243,538)

(244,171,810)

–

(450)

Nilai Kos Pada 31 Disember / Cost At 31 December

–

3,683,248

5.2 Peralatan Komputer / Computer Equipment

Nilai Kos Pada 1 Januari / Cost At 1 January

62,597,173

81,953,875

Tambah / Add:

Perolehan Tahun Semasa / Acquisitions in the Current Year

5,254,147

23,002,442

Tolak / Less:

Pindahan Kepada Harta Tanah, Loji dan Peralatan

Transfer to Property, Plant and Equipment

Pelarasan / Adjustments

–

(42,359,144)

(49,257)

–

Nilai Kos Pada 31 Disember / Cost At 31 December

67,802,063

62,597,173

	2015 RM	2014 RM
5.3 Ubah Suai Pejabat / Office Renovations		
Nilai Kos Pada 1 Januari / Cost At 1 January	9,502,242	9,448,139
Tambah / Add: Perolehan Tahun Semasa / Acquisitions in the Current Year	7,062,779	3,470,247
Tolak / Less: Pindahan Kepada Harta Tanah, Loji dan Peralatan Transfer to Property, Plant and Equipment Pelarasan / Adjustments	(2,892,160) (836,158)	(2,600,880) (815,264)
Nilai Kos Pada 31 Disember / Cost At 31 December	12,836,703	9,502,242
	80,638,766	75,782,663

PENYATA KEWANGAN
FINANCIAL STATEMENTS6. PELABURAN DALAM INSTRUMEN KEWANGAN
INVESTMENT IN FINANCIAL INSTRUMENTS

	2015 RM	2014 RM
Pelaburan dalam Instrumen Kewangan Investment in financial instruments	12,431,004,612	10,942,900,332

Jumlah pelaburan dalam Sekuriti Kerajaan dan Sekuriti Hutang Korporat oleh Pengurusan PERKESO dan Pengurus Portfolio pada tarikh Lembaran Imbangan adalah seperti berikut:

Total investments in Government Securities and Corporate Debt Securities managed by SOCSO's Management and Portfolio Managers at the Balance Sheet date are as follows:

	2015 RM	2014 RM
6.1 Pengurusan PERKESO / SOCSO's Management		
a. Sekuriti Kerajaan / Government Securities		
i. Sekuriti Kerajaan Malaysia / Malaysian Government Securities	2,094,198,323	2,131,433,546
ii. Terbitan Pelaburan Kerajaan / Government Investment Issues	7,348,147,426	5,863,670,583
iii. Pinjaman Jaminan Kerajaan / Government Guaranteed Loans	800,000,000	800,000,000
	10,242,345,749	8,795,104,129
b. Sekuriti Hutang Korporat / Corporate Debt Securities		
i. Sekuriti Hutang Swasta / Private Debt Securities	887,024,731	1,000,518,855
ii. Sekuriti Hutang Islamik / Islamic Debt Securities	863,200,557	859,534,424
	1,750,225,288	1,860,053,279
	11,992,571,037	10,655,157,408

	2015 RM	2014 RM
--	------------	------------

6.2 Pengurus Porfolio / Portfolio Managers

Pelaburan Dalam Sekuriti Bon
Investment in Bond Securities

Tolak / Less:
Peruntukan Penjejasan Nilai Pelaburan Bon
Provision for Impairment of Investment in Bonds

1,022,574,606	611,757,329
(5,525,167)	(5,525,167)
1,017,049,439	606,232,162
13,009,620,476	11,261,389,570

Struktur kematangan pelaburan dalam instrumen kewangan adalah seperti berikut:
The maturity structure of the investment in financial instruments are as follows:

- i. Matang dalam tempoh 12 bulan (Nota 9.2)
Maturing within 12 months (Note 9.2)
- ii. Matang dalam tempoh melebihi 12 bulan
Maturing after 12 months

578,615,864	318,489,238
12,431,004,612	10,942,900,332
13,009,620,476	11,261,389,570

PENYATA KEWANGAN
FINANCIAL STATEMENTS7. PINJAMAN
LOANS

	2015 RM	2014 RM
Pinjaman Anggota / Staff Loans	30,942,983	31,791,244
Tabung Pinjaman Pendidikan / Education Loan Fund	27,729,376	28,681,350
	58,672,359	60,472,594
7.1 Pinjaman Anggota / Staff Loans		
Pinjaman Perumahan / Housing Loan	25,978,713	27,677,854
Pinjaman Kenderaan / Vehicle Loan	4,833,256	4,110,874
Pendahuluan Komputer / Computer Advances	80,981	104,501
Pinjaman Perumahan Perbendaharaan / Treasury Housing Loan	–	4,424
Pinjaman Bencana Alam / Natural Disaster Loan	171,876	–
	31,064,826	31,897,653
7.2 Tabung Pinjaman Pendidikan / Education Loan Fund		
Tabung Pinjaman Pendidikan / Education Loan Fund	28,445,128	29,551,707
Tolak / Less:		
Peruntukan Hutang Ragu / Provision for Doubtful Debts	(494,577)	(656,213)
Bayaran Balik Belum Dikenal Pasti / Unidentified Repayments	(121,987)	(115,936)
	27,828,564	28,779,558
	58,893,390	60,677,211

	2015 RM	2014 RM
Tolak / Less: Matang dalam tempoh 12 bulan dan ditunjukkan dalam Pelbagai Penghutang (Nota 8.3) Maturing within 12 months and shown in Sundry Debtors (Note 8.3)		
Pinjaman dan Pembiayaan Anggota / Staff Loans and Financing		
Pinjaman Perumahan / Housing Loan	(52,718)	(19,517)
Pinjaman Kenderaan / Vehicle Loan	(63,543)	(77,838)
Pendahuluan Komputer / Computer Advances	(5,582)	(9,054)
Tabung Pinjaman Pendidikan / Education Loan Fund	(121,843) (99,188)	(106,409) (98,208)
	(221,031)	(204,617)
	58,672,359	60,472,594

Struktur kadar caj perkhidmatan setahun bagi pinjaman di atas adalah seperti berikut:
The structure of service charge rates per annum for the above loans are as follows:

	2015 Kadar Setahun Rate Per Annum	2014 Kadar Setahun Rate Per Annum
Tabung Pinjaman Pendidikan / Education Loan Fund	2%	2%
Pinjaman Perumahan / Housing Loan	4%	4%
Pinjaman Kenderaan / Vehicle Loan	0% dan 4%	0% dan 4%
Pendahuluan Komputer / Computer Advances	4%	4%
Pinjaman Perumahan Perbendaharaan / Treasury Housing Loan	4%	4%
Pinjaman Bencana Alam / Natural Disaster Loan	0%	—

PENYATA KEWANGAN
FINANCIAL STATEMENTS

Struktur kematangan baki Pinjaman Anggota dan Tabung Pinjaman Pendidikan adalah seperti berikut:
The maturity structure of Staff Loan and Education Loan Fund balances are as follows:

	2015 RM	2014 RM
Matang dalam tempoh 12 bulan Maturing within 12 months		
i. Pinjaman dan Pembiayaan Anggota Staff Loan and Financing	121,843	106,409
ii. Tabung Pinjaman Pendidikan Education Loan Fund	99,188	98,208
	221,031	204,617
Matang dalam tempoh melebihi 12 bulan Maturing after 12 months		
i. Pinjaman dan Pembiayaan Anggota Staff Loan and Financing	30,942,983	31,791,244
ii. Tabung Pinjaman Pendidikan Education Loan Fund	27,729,376	28,681,350
	58,672,359	60,472,594
	58,893,390	60,677,211

PENYATA KEWANGAN
FINANCIAL STATEMENTS



8. PELBAGAI PENGHUTANG
SUNDRY DEBTORS

	2015 RM	2014 RM
Faedah dan Dividen Terakru Accrued Interest and Dividends	124,441,688	121,794,781
Penghutang dan Deposit Debtors and Deposits	74,608,044	14,967,758
Pinjaman Anggota dan Tabung Pinjaman Pendidikan Staff Loan and Education Loan Fund	221,031	204,617
	199,270,763	136,967,156

	2015 RM	2014 RM
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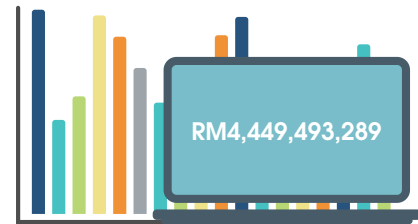
8.1 Faedah dan Dividen Terakru
Accrued Interest and Dividends

a. Pelaburan Investments	124,262,424	121,681,393
b. Pinjaman Pendidikan PERKESO SOCISO Education Loan	207,050	184,243
Tolak / Less:		
Peruntukan Hutang Ragu Provision for Doubtful Debts	(27,786)	(70,855)
	179,264	113,388
	124,441,688	121,794,781

PENYATA KEWANGAN
FINANCIAL STATEMENTS

	2015 RM	2014 RM
8.2 Penghutang dan Deposit		
Debtors and Deposits		
a. Tuntutan Bayaran Balik Cukai Pendapatan - LHDN Claims for Income Tax Refund - IRB	6,226	322,083
b. Bayaran Terdahulu dan Deposit Prepayments and Deposits	58,702,183	1,002,456
c. Penghutang - Belanja Mengurus Debtors - Administrative Expenditure	2,522,645	6,436,400
d. Penghutang - Belanja Tanggungan Debtors - Benefits Expenditure	9,331,219	9,217,679
Tolak / Less:		
Peruntukan Hutang Ragu Provision for Doubtful Debts	(2,820,140)	(2,577,674)
	6,511,079	6,640,005
e. Pendahuluan / Advances	983,567	566,814
f. Pelbagai Penghutang Pelaburan Investment's Sundry Debtors	5,882,344	-
	74,608,044	14,967,758
8.3 Pinjaman dan Pembiayaan Anggota dan Tabung Pinjaman Pendidikan yang matang dalam tempoh 12 bulan (Nota 7.2)		
Staff Loan and Financing and Education Loan Fund maturing within 12 months (Note 7.2)	221,031	204,617
	199,270,763	136,967,156

PENYATA KEWANGAN
FINANCIAL STATEMENTS



9. PELABURAN DALAM INSTRUMEN KEWANGAN
INVESTMENT IN FINANCIAL INSTRUMENTS

	2015 RM	2014 RM
Pelaburan dalam Instrumen Kewangan Investment in Financial Instruments	4,449,493,289	3,335,910,588

	2015		2014	
	Kos / Nilai Buku Cost / Book Value	Nilai Pasaran / Aset Ketara Bersih Market value / Net Tangible Assets	Kos/Nilai Buku Cost/Book Value	Nilai Pasaran / Aset Ketara Bersih Market value / Net Tangible Assets
	RM	RM	RM	RM

9.1 Saham Tersiar Harga

Quoted Shares

Pengurusan PERKESO
SOCISO's Management

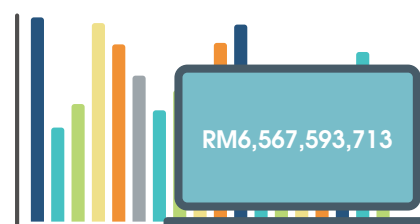
Pengurus Portfolio:

Portfolio Managers:

(i) Pelaburan Dalam Malaysia Investments In Malaysia	1,345,925,816	1,780,828,855	828,178,952	1,291,309,553
Tolak / Less: Peruntukan Kerugian Nilai Buku Saham Provision for Losses in Book Value of Shares	(41,867,652)	1,717,224,153	(14,811,241)	1,499,383,842
	1,701,275,613		1,460,121,799	
(ii) Pelaburan Luar Malaysia Investment Outside Malaysia	898,744,098	825,736,781	730,514,525	756,540,474
Tolak / Less: Peruntukan Rosot Nilai Pelaburan Saham Provision for Impairment of Investment in Shares Peruntukan Kerugian Nilai Saham Provision for Losses in Book Value of Shares	(1,178,335) (73,889,767)		— (1,393,926)	
	823,675,996		729,120,599	
	2,524, 951,609		2,189,242,398	

PENYATA KEWANGAN
FINANCIAL STATEMENTS

	2015		2014	
	Kos / Nilai Buku Cost / Book Value	Nilai Pasaran / Aset Ketara Bersih Market value / Net Tangible Assets	Kos/Nilai Buku Cost/Book Value	Nilai Pasaran / Aset Ketara Bersih Market value / Net Tangible Assets
	RM	RM	RM	RM
9.2 Pelaburan Dalam Instrumen Kewangan Yang Matang Dalam Tempoh 12 Bulan (Nota 6) Investment in Financial Instruments Maturing Within 12 Months (Note 6)	578,615,864		318,489,238	
	<u>4,449,493,289</u>		<u>3,335,910,588</u>	



10. DEPOSIT DENGAN INSTITUSI KEWANGAN BERLESEN
DEPOSIT WITH LICENSED FINANCIAL INSTITUTIONS

	2015 RM	2014 RM
Simpanan Tetap / Fixed Deposits	4,051,800,000	1,990,000,000
Deposit Jangka Pendek (Nota*) / Short Term Deposits (Note*)	2,515,793,713	6,327,023,640
	<u>6,567,593,713</u>	<u>8,317,023,640</u>

Nota*: Termasuk dalam Deposit Jangka Pendek adalah penempatan wang geran *Relief Fund* berserta terimaan faedah yang dilabur semula berjumlah RM61.59 juta (2014: RM59.12 juta).

Note*: Included in Short Term Deposits is placement of Relief Fund grant and its reinvested interest receipts totaling RM61.59 million (2014: RM59.12 million).

Tempoh kematangan dan kadar faedah efektif setahun bagi penempatan deposit dengan institusi-institusi kewangan berlesen pada tarikh Lembaran Imbangan adalah seperti berikut:

Maturity period and effective interest rates per annum for placement of deposits with licensed financial institutions on the Balance Sheet date are as follows:

2015			
	Tempoh Matang Maturity Period	Kadar Faedah Efektif Setahun Effective Interest Rate Per Annum	RM
Instrumen Kadar Tetap / Fixed Rate Instruments			
Simpanan Tetap / Fixed Deposits	3 - 9 bulan / month	4.00% - 4.85%	1,087,200,000
Deposit Jangka Pendek / Short Term Deposits	28 - 33 hari / days	4.40% - 4.82%	826,600,000
Instrumen Kadar Terapung Floating Rate Instruments			
Simpanan Tetap / Fixed Deposits	3 - 9 bulan / month	3.95% - 4.85%	2,964,600,000
Deposit Jangka Pendek / Short Term Deposits	23 - 33 hari / days	3.98% - 5.00%	1,689,193,713
			6,567,593,713

2014			
	Tempoh Matang Maturity Period	Kadar Faedah Efektif Setahun Effective Interest Rate Per Annum	RM
Instrumen Kadar Tetap / Fixed Rate Instruments			
Simpanan Tetap / Fixed Deposits	3 - 12 bulan / month	3.70% - 4.50%	1,300,000,000
Deposit Jangka Pendek / Short Term Deposits	23 - 38 hari / days	3.98% - 4.50%	3,342,423,640
Instrumen Kadar Terapung Floating Rate Instruments			
Simpanan Tetap / Fixed Deposits	3 - 12 bulan / month	3.70% - 4.60%	690,000,000
Deposit Jangka Pendek / Short Term Deposits	30 - 38 hari / days	3.98% - 4.50%	2,984,600,000
			8,317,023,640

PENYATA KEWANGAN
FINANCIAL STATEMENTS

11. BAKI BANK DAN WANG TUNAI
CASH AND BANK BALANCES



	2015 RM	2014 RM
Baki di Bank / Bank Balances	25,380,991	46,620,761
Wang Tunai di Tangan / Cash in Hand	1,479,188	4,017,831
	26,860,179	50,638,592

12. PEMIUTANG DAN PERBELANJAAN TERAKRU
CREDITORS AND ACCRUED EXPENSES



	2015 RM	2014 RM
Pemiutang / Creditors	104,609,316	102,357,020
Cek Batal / Tamat Tempoh / Cancelled / Expired Cheques	15,637,799	12,361,155
Akruan dan Potongan Terakru / Accruals and Accrued Deductions	42,672,159	41,273,528
Pelbagai Pemiutang / Sundry Creditors	2,499,342	3,210,063
Wang Tak Dituntut / Unclaimed Monies	1,265,982	1,327,205
	166,684,598	160,528,971
Peruntukan Bagi Manfaat Anggota Yang Matang Dalam Tempoh 12 Bulan (Nota 14) Provision For Staff Benefits Maturing Within 12 Months (Note 14)	4,158,944	3,650,399
	170,843,542	164,179,370

Amaun terhutang kepada Pemiutang secara umumnya adalah merupakan liabiliti yang tidak berjamin, tanpa faedah serta tidak mempunyai syarat-syarat bayaran balik yang tetap. Termasuk dalam Pelbagai Pemiutang adalah pemberian geran oleh Kementerian Sumber Manusia bagi membiayai pelaksanaan program *Train and Place - Return To Work* dan kajian *Unemployment Insurance* masing-masing berjumlah RM71,282 (2014: RM71,282) dan RM579,027 (2014: RM579,027).

The amount due to Creditors are generally unsecured liabilities, interest-free and have no fixed terms of repayment. Included in Sundry Creditors are grants provided by the Ministry of Human Resources to finance the implementation of "Train and Place - Return To Work" programme and a study on "Unemployment Insurance" amounting to RM71,282 (2014: RM71,282) and RM579,027 (2014: 579,027) respectively.

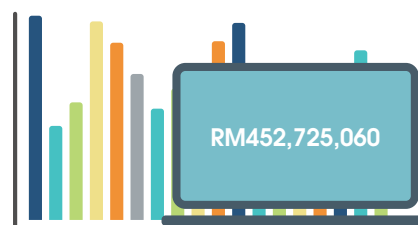


**13. GERAN KERAJAAN
GOVERNMENT GRANT**

	2015 RM	2014 RM
Geran Kerajaan / Government Grant	61,625,438	59,239,295

Geran Kerajaan merupakan geran yang disalurkan oleh Kementerian Sumber Manusia pada tahun 2011 berjumlah RM52.00 juta yang berupa *Relief Fund* untuk membayar *retrenchment benefits* kepada pekerja yang kehilangan pekerjaan di mana majikan tidak dapat membayar *retrenchment benefits* seperti di bawah Akta Kerja 1955. PERKESO bertindak sebagai ejen pembayar bagi pihak Kementerian Sumber Manusia. Sehingga akhir tahun semasa, geran ini masih belum digunakan dan faedah terkumpul hasil penempatan dalam deposit jangka pendek adalah berjumlah RM9.63 juta (2014: RM7.24 juta).

Government Grant represents grant provided by the Ministry of Human Resources in 2011 amounting to RM52.00 million in the form of "Relief Fund" to pay retrenchment benefits to employees who were retrenched and their employers were unable to pay the retrenchment benefits as stated in the Employment Act 1955. SOCSO is acting as a paying agent for the Ministry of Human Resources. At the end of the current year, the grant has not been utilised and the accumulated interest derived from the placement of the grant in short term deposit is amounting to RM9.63 million (2014: RM7.24 million).

PENYATA KEWANGAN
FINANCIAL STATEMENTS14. PERUNTUKAN BAGI MANFAAT ANGGOTA
PROVISION FOR STAFF BENEFITS

	2015 RM	2014 RM
Peruntukan Faedah Perubatan Pesara Provision for Retiree Medical Benefit	424,591,341	389,527,955
Peruntukan Saguhati Tamat Perkhidmatan Provision for End of Service Gratuity Payment	28,133,719	27,026,294
	452,725,060	416,554,249
(a) Peruntukan Faedah Perubatan Pesara Provision for Retiree Medical Benefit Pada 1 Januari / At 1 January	392,540,792	358,806,451
Peruntukan yang dibuat pada tahun semasa dalam Penyata Pendapatan Provision made during current year in Income Statement	38,249,466	36,536,690
Bayaran dalam tahun semasa / Payment in the current year	(2,824,540)	(2,802,349)
Pada 31 Disember / At 31 December	427,965,718	392,540,792
Struktur kematangan bagi peruntukan faedah perubatan pesara adalah seperti berikut: The maturity structure of provision for retiree medical benefits are as follows:		
i. Matang dalam tempoh 12 bulan (Nota 12) Maturing within 12 months (Note 12)	3,374,377	3,012,837
ii. Matang dalam tempoh melebihi 12 bulan Maturing after 12 months	424,591,341	389,527,955
	427,965,718	392,540,792

Jumlah yang diiktiraf dalam Penyata Pendapatan adalah seperti berikut:
The amounts recognised in the Income Statement are as follows:

	2015 RM	2014 RM
Kos Perkhidmatan Semasa / Current Service Cost	16,742,575	16,686,037
Kos Faedah / Interest Cost	21,506,891	19,662,465
Kerugian Aktuari / Actuarial Loss	–	188,188
	38,249,466	36,536,690

Andaian aktuari utama yang digunakan adalah seperti berikut:
The principal actuarial assumptions used are as follows:

	2015 %	2014 %
Kadar Diskaun / Discount Rate	5.5	5.5
Kadar Inflasi Kos Perubatan / Medical Cost Inflation Rate	6.0	6.0

	2015 RM	2014 RM
--	------------	------------

(b) Peruntukan Saguhati Tamat Perkhidmatan Provision for End of Service Gratuity	28,918,286	27,663,856
-------------------------------------------------------------------------------------	------------	------------

Struktur kematangan bagi peruntukan saguhati tamat perkhidmatan adalah seperti berikut:
The maturity structure of provision for end of service gratuity are as follows:

- i. Matang dalam tempoh 12 bulan (Nota 12)
Maturing within 12 months (Note 12)
- ii. Matang dalam tempoh melebihi 12 bulan
Maturing after 12 months

	784,567	637,562
	28,133,719	27,026,294
	28,918,286	27,663,856

PENYATA KEWANGAN
FINANCIAL STATEMENTS



15. SUMBANGAN KERAJAAN MALAYSIA
CONTRIBUTION BY THE GOVERNMENT OF MALAYSIA

Pada Julai 1985, Pertubuhan Keselamatan Sosial telah bertukar taraf kepada sebuah Badan Berkanun dan kesemua harta tetap yang dipegang dinilai setelah memperuntukkan susut nilai pada kadar berkenaan. Dalam tahun 1994, kesemua harta tetap yang telah diambil kira telah disusut nilai sepenuhnya dengan meninggalkan nilai nominal RM1.00 kerana terdapat harta-harta yang masih digunakan.

In July 1985, the Social Security Organisation had changed its status to a Statutory Body and all fixed assets held were valued after allocating depreciation at the relevant rates. In 1994, all fixed assets had been fully depreciated leaving nominal value of RM1.00 as some of the assets are still in use.



16. PULANGAN PELABURAN
INVESTMENT RETURNS

	2015 RM	2014 RM
16.1 Dividen / Dividends		
Pengurusan PERKESO / SOCSO's Management	46,645,215	54,585,312
Pengurus Portfolio / Portfolio Managers	66,273,456	51,968,848
	112,918,671	106,554,160
16.2 Keuntungan Modal / Capital Gains		
Pengurusan PERKESO / SOCSO's Management	9,111,449	590,347,841
Pengurus Portfolio / Portfolio Managers	41,429,390	101,950,162
	50,540,839	692,298,003

	2015 RM	2014 RM
16.3 Faedah Pelaburan / Interest from Investments		
a. Sekuriti Kerajaan / Government Securities	431,741,098	398,071,287
b. Sekuriti Hutang Korporat / Corporate Debt Securities		
Pengurusan PERKESO / SOCSO's Management	78,477,083	76,783,095
Pengurus Portfolio / Portfolio Managers	35,957,745	26,932,648
	114,434,828	103,715,743
c. Deposit dengan Institusi Kewangan Berlesen Deposit with Licensed Financial Institutions		
Simpanan Tetap / Fixed Deposits	140,543,434	42,637,504
Deposit Jangka Pendek / Short Term Deposits	179,635,653	250,287,749
Pengurus Portfolio / Portfolio Managers	9,726,461	5,806,488
	329,905,548	298,731,741
	876,081,474	800,518,771
16.4 Kerugian Pertukaran Asing Losses on Foreign Exchange	(17,529,781)	(786,046)
Pulangan Pelaburan / Investment Returns	1,022,011,203	1,598,584,888
16.5 Pembalikan Kerugian / (Kerugian) Pengambilalihan Bon Belum Realis Reversal of Unrealised Losses/ (Unrealised Losses) in Takeover of Bond	5,611,054	(5,611,054)
16.6 Rosot Nilai Pelaburan Saham Impairment for Investment in Shares	(1,178,335)	–
16.7 Kerugian Nilai Buku Saham Losses in Book Value of Shares	99,552,252	16,205,167
16.8 Keuntungan Pertukaran Asing Belum Realis Unrealised Gains on Foreign Exchange	169,542,123	37,876,927
Jumlah Pulangan Pelaburan / Total Investment Returns	1,096,433,793	1,614,645,594

PENYATA KEWANGAN
FINANCIAL STATEMENTS

17. FAEDAH CARUMAN LEWAT BAYAR
INTERESTS ON LATE CONTRIBUTION



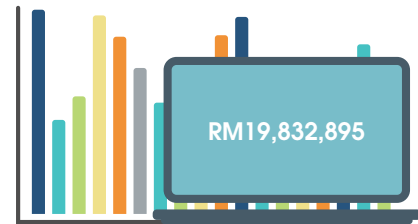
	2015 RM	2014 RM
Faedah Caruman Lewat Bayar Interest on Late Contribution	10,852,782	7,711,820
Tolak / Less: Bayaran Balik Faedah Caruman Lewat Bayar Refund of Interest on Late Contribution	(35)	(916)
	10,852,747	7,710,904



18. FAEDAH
INTEREST

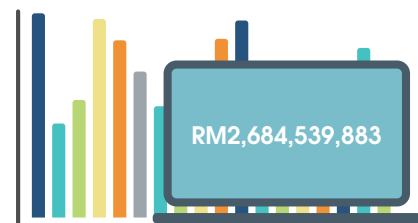
	2015 RM	2014 RM
Akaun Semasa Bank / Bank's Current Accounts	393,723	480,233
Pinjaman Anggota / Staff Loan	1,061,516	1,118,334
Pinjaman Pendidikan / Education Loan	493,144	476,507
	1,948,383	2,075,074

PENYATA KEWANGAN
FINANCIAL STATEMENTS



19. LAIN-LAIN PENDAPATAN
OTHER INCOME

	2015 RM	2014 RM
Sewa Bangunan / Rumah / Rental of Buildings / Houses	15,097,713	17,702,991
Hutang Lapuk Pulih / Recovered Bad Debts	2,257,860	1,907,181
Kompaun / Compounds	1,010,990	917,900
Terimaan Lain-Lain Hasil / Receipt of Other Revenue	1,312,510	1,538,403
Keuntungan Pelupusan Harta Tanah, Loji dan Peralatan Gains on Disposal of Property, Land and Equipment	153,822	416,861
	19,832,895	22,483,336



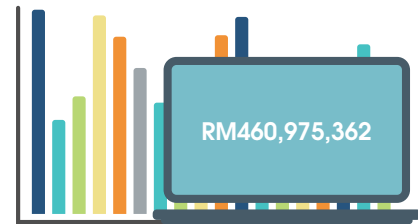
20. BELANJA TANGGUNGAN
BENEFITS EXPENDITURE

	2015 RM	2014 RM
Faedah Hilang Upaya Sementara / Temporary Disablement Benefit	177,862,173	166,777,160
Faedah Hilang Upaya Kekal / Permanent Disablement Benefit	470,595,543	448,507,014
Faedah Orang Tanggungan / Dependants' Benefit	263,264,252	250,394,872
Pencen dan Bantuan Ilat / Invalidity Pension and Grant	550,745,738	496,817,281
Pencen Penakat / Survivors' Pension	929,300,680	834,698,615
Faedah Pengurusan Mayat / Funeral Benefit	20,467,411	19,031,848
Elaun Layanan Sentiasa / Constant-attendance Allowance	39,167,557	42,330,410
Faedah Perubatan / Medical Benefit	4,251,919	4,718,698

PENYATA KEWANGAN
FINANCIAL STATEMENTS

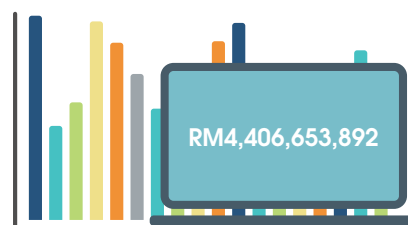
	2015 RM	2014 RM
Kemudahan Pemulihan Jasmani dan Vokasional Physical and Vocational Rehabilitation Facilities	204,828,154	188,219,919
Aktiviti Memupuk Kesihatan dan Keselamatan Pekerja Activities to Promote Occupational Safety and Health	11,400,645	24,505,787
Elaun Lembaga / Board Allowance	1,014,310	480,125
Elaun Jemaah Doktor / Medical Board Allowance	5,177,799	5,219,819
Elaun Jemaah Doktor Rayuan / Appellate Medical Board Allowance	2,506,326	2,101,649
Elaun Jemaah Rayuan Keselamatan Sosial Social Security Appellate Board Allowance	568,816	581,589
Perbelanjaan Am / General Expenses	1,656,719	1,417,808
Hapuskira Penghutang Pinjaman Pendidikan Education Loan Debtors Written Off	1,190,571	1,480,756
Pertukaran Pinjaman Pendidikan kepada Biasiswa Conversion of Education Loan into Scholarship	62,328	23,028
Hapuskira Penghutang Tanggungan / Benefit Debtors Written Off	390,255	361,445
Hutang Ragu Penghutang Tanggungan / Doubtful Debts on Benefit Debtors	293,392	340,965
Hutang Ragu / (Pembalikan Hutang Ragu) Penghutang Pinjaman Pendidikan Doubtful Debts / (Reversal of Doubtful Debts) on Education Loan Debtors	(204,705)	16,508
	2,684,539,883	2,488,025,296

PENYATA KEWANGAN
FINANCIAL STATEMENTS



21. BELANJA MENGURUS
ADMINISTRATIVE EXPENDITURE

	2015 RM	2014 RM
Emolumen / Emoluments	213,642,827	170,509,827
Perkhidmatan dan Bekalan / Services and Supplies	136,128,399	114,563,278
Susut Nilai Harta Tanah, Loji dan Peralatan Depreciation of Property, Plant and Equipment	41,725,741	26,157,118
Harta Perbekalan / Supply Items	2,393,542	1,546,901
Pemberian dan Bayaran Tetap / Grants and Fixed Payments	1,123,723	747,856
Bayaran Audit / Audit Fee	236,110	283,450
Perbelanjaan Pelaburan / Investment Expenditure	13,062,312	13,507,246
Manfaat Anggota / Staff Benefits	44,781,205	64,611,575
Pelbagai Perbelanjaan / Miscellaneous Expenditure	7,881,503	4,278,394
	460,975,362	396,205,645

PENYATA KEWANGAN
FINANCIAL STATEMENTS22. TUNAI DAN KESETARAAN TUNAI
CASH AND CASH EQUIVALENTS

Tunai dan kesetaraan tunai yang dimasukkan dalam Penyata Aliran Tunai adalah terdiri daripada butiran dan amaun yang dilaporkan dalam Lembaran Imbangan. Kesetaraan tunai adalah pelaburan yang mempunyai tempoh matang 3 bulan atau kurang dari tarikh perolehannya.

Cash and cash equivalents included in the Cash Flow Statements are made up of items and amounts as reported in the Balance Sheet. Cash equivalents are investments with a maturity period of 3 months or less from date of acquisition.

	2015 RM	2014 RM
Simpanan Tetap / Fixed Deposits	1,864,000,000	690,000,000
Deposit Jangka Pendek / Short Term Deposits	2,515,793,713	6,327,023,640
Baki di Bank / Bank Balances	25,380,991	46,620,761
Wang Tunai di Tangan / Cash in Hand	1,479,188	4,017,831
	4,406,653,892	7,067,662,232

23. KOMITMEN MODAL
CAPITAL COMMITMENT

	2015 RM	2014 RM
Dikontrakkan tetapi belum diperakaunkan dalam Penyata Kewangan: Contracted but not accounted for in the Financial Statements:		
Harta Tanah, Loji dan Peralatan / Property, Plant and Equipment	45,358,599	46,016,519
	517,242,285	—
Harta Tanah Pelaburan / Investment Property	562,600,884	46,016,519
Diluluskan tetapi belum dikontrakkan: Approved but not contracted for:		
Harta Tanah, Loji dan Peralatan / Property, Plant and Equipment	972,994	4,183,992
	563,573,878	50,200,511

24. KEMUNGKINAN LUAR JANGKA

24.1 Liabiliti Kemungkinan Luar Jangka

Perbicaraan masih berlangsung di Mahkamah Tinggi dan Mahkamah Rayuan bagi kes tuntutan rayuan daripada Orang Berinsurans (OB) dan PERKESO yang tidak berpuas hati dengan keputusan Jemaah Rayuan Keselamatan Sosial (JRKS) melibatkan tuntutan bayaran faedah berjumlah RM289,599.

24.2 Aset Kemungkinan Luar Jangka

(a) PERKESO mempunyai beberapa aset kemungkinan luar jangka yang merupakan tuntutan PERKESO terhadap majikan seperti berikut:

24. CONTINGENCIES

24.1 Contingent Liabilities

Proceedings are still ongoing at the High Court and Court of Appeal in appeal cases lodged by Insured Persons and SOCSO over discontentment with Social Security Appellate Board's decisions involving benefit payments amounting to RM289,599.

24.2 Contingent Assets

(a) SOCSO has several contingent assets which represent SOCSO's claims against employers as follows:

	RM
(i) Tuntutan PERKESO terhadap majikan yang gagal menjelaskan tunggakan caruman. SOCSO's claims against employers who fail to settle contribution in arrears.	1,007,978
(ii) Tuntutan PERKESO terhadap majikan yang gagal menjelaskan FCLB. SOCSO's claims against employers who fail to settle ILC.	288,601
(b) PERKESO menerusi pihak yang mewakili pemegang-pemegang satu bon korporat telah memfailkan <i>Statement of Claim</i> sebagai pihak plaintif terhadap 6 pihak defendan di Mahkamah Tinggi Kuala Lumpur pada 5 November 2012. Tindakan ini diambil berikutan berlakunya <i>Event of Default</i> ke atas bon korporat tersebut. Perbicaraan di peringkat akhir iaitu peringkat <i>oral submission</i> telah berlangsung pada 17 Februari 2016 dan 24 Februari 2016. Keputusan perbicaraan Mahkamah Tinggi di peringkat <i>oral submission</i> ini masih belum diperolehi setakat tarikh pelaporan ini.	
(b) SOCSO through parties representing the holders of a corporate bond has filed a Statement of Claim as the plaintiffs against 6 defendants in the Kuala Lumpur High Court on 5 November 2012. This action was taken following the occurrence of the Event of Default upon the said corporate bond. The trial in the final stage which is the oral submission was held on 17 February 2016 and 24 February 2016. The decision of the High Court hearing in the oral submission have not been obtained as of the date of this report.	

PENYATA KEWANGAN
FINANCIAL STATEMENTS**25. PERISTIWA SELEPAS TARIKH LEMBARAN IMBANGAN
EVENTS AFTER THE BALANCE SHEET DATE**

PERKESO telah membuat Pelaburan Hartanah bernilai RM574,713,650 (RM1,150 sekaki persegi) dengan pembelian bangunan NU Tower 2 di Jalan Tun Sambanthan, Kuala Lumpur Sentral iaitu bangunan 36 tingkat dengan keluasan 499,751 kaki persegi. Hartanah ini telah dibeli daripada syarikat Uptown Skyline Sdn. Bhd. Di mana sejumlah RM57,471,365 telah dibayar pada 29 Disember 2015 sebagai deposit dan baki berjumlah RM517,242,285 telah dijelaskan pada 18 Januari 2016. Berdasarkan perjanjian sewa hartanah ini, urusan penyewaan bangunan akan diuruskan oleh syarikat Excellent Bonanza Sdn. Bhd. Syarikat ini perlu membayar sejumlah RM2,873,568 kepada PERKESO secara bulanan bagi tempoh 2 tahun bermula 18 Januari 2016 sehingga 31 Disember 2017. PERKESO akan mengambil alih pengurusan sewaan bangunan NU Tower 2 selepas tempoh tersebut.

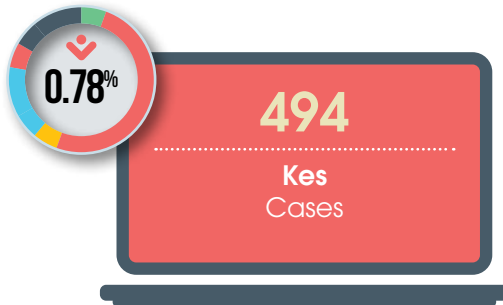
SOCSCO has made Real Estate Investment worth RM574,713,650 (RM1,150 per square feet) with the purchase of NU Tower 2 building in Jalan Tun Sambanthan, Kuala Lumpur Sentral, which is 36 floors building with an area of 499.751 square feet. The property was purchased from the company Uptown Skyline Sdn. Bhd. Where a total of RM57,471,365 was paid on 29 December 2015 as deposit and the balance amounting to RM517,242,285 was paid on 18 January 2016. Based on this property rental agreement, the rental of the building will be managed by the company Excellent Bonanza Sdn. Bhd. The company must pay a total of RM2,873,568 to SOCSCO on a monthly basis for a period of 2 years from 18 January 2016 until 31 December 2017. SOCSCO will take over management of leased buildings NU Tower 2 after the period.

**26. ANGKA PERBANDINGAN
COMPARATIVE FIGURES**

Angka perbandingan berikut telah diklasifikasi dan dinyatakan semula untuk disesuaikan dengan persembahan penyata kewangan pada tahun semasa:

The following comparative figures have been reclassified and restated to conform with the presentation of the financial statements for the current year:

	Seperti Dinyatakan Semula / As Restated	Seperti Dinyatakan Sebelumnya / As Previously Stated
	RM	RM
Lembaran Imbangan / Balance Sheet		
Aset Semasa / Current Asset		
Pelbagai Penghutang / Sundry Debtors	136,967,156	136,927,721
Baki Bank dan wang tunai / Cash and bank balances	50,638,592	50,678,027



BILANGAN KEMALANGAN DILAPOR

Bilangan kes kemalangan dilapor telah menurun sebanyak 494 kes atau 0.78% kepada 62,837 kes berbanding 63,331 kes pada 2014.

NUMBER OF REPORTED ACCIDENTS

The number of reported accidents has decreased by 494 cases or 0.78% to 62,837 cases compared to 63,331 cases in 2014.

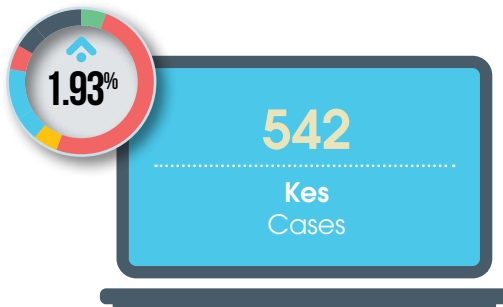


KEMALANGAN PERUSAHAAN

Bilangan kes kemalangan perusahaan dilaporkan telah menurun sebanyak 1,036 kes atau 2.94% kepada 34,258 kes berbanding 35,294 kes pada 2014

INDUSTRIAL ACCIDENTS

The number of reported industrial accidents has decreased by 1,036 cases or 2.94% to 34,258 cases compared to 35,294 cases in 2014



KEMALANGAN SEMASA DALAM PERJALANAN

Bilangan kes kemalangan semasa dalam perjalanan dilaporkan telah meningkat sebanyak 542 kes atau 1.93% kepada 28,579 kes berbanding 28,037 kes pada 2014

COMMUTING ACCIDENTS

The number of reported commuting accidents has increased by 542 cases or 1.93% to 28,579 cases compared to 28,037 cases in 2014

LAPORAN STATISTIK

STATISTICAL REPORTS

JADUAL TABLE	TAJUK STATISTIK TITLE OF STATISTICS
JADUAL 1 TABLE 1	➤ BILANGAN MAJIKAN DAN PEKERJA AKTIF, 2014-2015 ➤ NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES, 2014-2015
JADUAL 2 TABLE 2	➤ BILANGAN MAJIKAN DAN PEKERJA AKTIF MENGIKUT LINGKUNGAN PEKERJA, 2014-2015 ➤ NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES BY EMPLOYEES RANGE, 2014-2015
JADUAL 3 TABLE 3	➤ KEKERAPAN RELATIF KEMALANGAN DILAPORKAN, 2011-2015 ➤ RELATIVE FREQUENCY OF ACCIDENTS REPORTED, 2011-2015
JADUAL 4 TABLE 4	➤ BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015 ➤ NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015
JADUAL 5 TABLE 5	➤ BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT SEBAB KEMALANGAN SERTA JANTINA, 2015 ➤ NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO CAUSE OF ACCIDENT AND GENDER, 2015
JADUAL 6 TABLE 6	➤ BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT LOKASI KECEDEeraan SERTA JANTINA, 2015 ➤ NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO LOCATION OF INJURY AND GENDER, 2015
JADUAL 7 TABLE 7	➤ BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT JENIS KECEDEeraan SERTA JANTINA, 2015 ➤ NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO TYPES OF INJURY AND GENDER, 2015
JADUAL 8 TABLE 8	➤ BILANGAN KES ILAT DAN PENAKAT DILAPORKAN, 2015 ➤ NUMBER OF INVALIDITY AND SURVIVORS' CASES REPORTED, 2015
JADUAL 9 TABLE 9	➤ BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015 ➤ NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015
JADUAL 10 TABLE 10	➤ BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015 ➤ NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2014
JADUAL 11 TABLE 11	➤ BILANGAN KEMALANGAN PERJALANAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB DAN JANTINA, 2015 ➤ NUMBER OF COMMUTING ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

JADUAL TABLE	TAJUK STATISTIK TITLE OF STATISTICS
JADUAL 12 TABLE 12	<ul style="list-style-type: none"> ➤ BILANGAN PENERIMA HUS MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015 ➤ NUMBER OF TDB RECIPIENTS ACCORDING TO AGE GROUP AND GENDER, 2015
JADUAL 13 TABLE 13	<ul style="list-style-type: none"> ➤ BILANGAN PENERIMA HUS MENGIKUT JULAT BAYARAN, 2014-2015 ➤ NUMBER OF TDB RECIPIENTS ACCORDING TO THE RANGE OF PAYMENT, 2014-2015
JADUAL 14 TABLE 15	<ul style="list-style-type: none"> ➤ BILANGAN PENERIMA HUK MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015 ➤ NUMBER OF PDB RECIPIENTS ACCORDING TO AGE GROUP AND GENDER, 2015
JADUAL 15 TABLE 15	<ul style="list-style-type: none"> ➤ BILANGAN PENERIMA HUK MENGIKUT PERATUS HILANG UPAYA, 2015 ➤ NUMBER OF PDB RECIPIENTS ACCORDING TO THE PERCENTAGE OF DISABLEMENT, 2015
JADUAL 16 TABLE 16	<ul style="list-style-type: none"> ➤ BILANGAN PENERIMA HUK (PUKAL) MENGIKUT JULAT BAYARAN, 2014-2015 ➤ NUMBER OF PDB RECIPIENTS (LUMP-SUM) ACCORDING TO THE RANGE OF PAYMENT, 2014-2015
JADUAL 17 TABLE 17	<ul style="list-style-type: none"> ➤ BILANGAN PENERIMA HUK (BERKALA) MENGIKUT JULAT BAYARAN, 2014-2015 ➤ NUMBER OF PDB RECIPIENTS (PERIODICAL) ACCORDING TO THE RANGE OF PAYMENT, 2014-2015
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JADUAL 1 > BILANGAN MAJIKAN DAN PEKERJA AKTIF, 2014 - 2015
TABLE 1 > NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES, 2014 - 2015

PPN/PPP ²	Majikan Aktif / Active Employers			Pekerja Aktif / Active Employees		
	2014	2015	Δ'15/'14	2014	2015	Δ'15/'14
JOHOR						
Johor Bahru	30,180	32,043	6.17%	438,318	461,502	5.29%
Kluang	5,360	5,412	0.97%	50,711	52,947	4.41%
Muar	6,786	6,976	2.80%	60,965	64,771	6.24%
Segamat	3,674	3,672	-0.05%	29,032	29,687	2.26%
Batu Pahat	7,101	7,244	2.01%	73,159	75,990	3.87%
Jumlah / Total	53,101	55,347	4.23%	652,185	684,897	5.02%
KEDAH						
Alor Setar	8,145	8,190	0.55%	95,410	97,052	1.72%
Sungai Petani	5,703	5,797	1.65%	79,762	80,321	0.70%
Kulim	2,234	2,311	3.45%	43,352	45,622	5.24%
Langkawi	998	1,066	6.81%	11,789	12,238	3.81%
Jumlah / Total	17,080	17,364	1.66%	230,313	235,233	2.14%
KELANTAN						
Kota Bharu	6,681	6,664	-0.25%	74,329	75,214	1.19%
Kuala Krai	1,367	1,357	-0.73%	12,539	13,462	7.36%
Jumlah / Total	8,048	8,021	-0.34%	86,868	88,676	2.08%

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TABLE 1 > NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES, 2014 - 2015

PPN/PPP ²	Majikan Aktif / Active Employers			Pekerja Aktif / Active Employees		
	2014	2015	Δ'15/'14	2014	2015	Δ'15/'14
MELAKA						
Melaka	12,726	12,907	1.42%	164,100	172,707	5.24%
NEGERI SEMBILAN						
Seremban	10,772	10,991	2.03%	138,330	143,320	3.61%
Kuala Pilah	1,830	1,803	-1.48%	14,785	14,760	-0.17%
Jumlah / Total	12,602	12,794	1.52%	153,115	158,080	3.24%
PAHANG						
Bentong / Raub	2,542	2,539	-0.12%	35,788	31,510	-11.95%
Temerloh	4,365	4,653	6.60%	35,638	37,895	6.33%
Kuantan	8,476	8,480	0.05%	102,016	98,504	-3.44%
Jumlah / Total	15,383	15,672	1.88%	173,442	167,909	-3.19%
PERAK						
Ipoh	16,180	16,398	1.35%	177,679	180,634	1.66%
Taiping	4,756	4,755	-0.02%	47,407	49,715	4.87%
Tapah / Cameron Highlands	2,229	2,234	0.22%	15,773	15,966	1.22%
Teluk Intan	2,912	2,930	0.62%	24,960	25,230	1.08%
Kuala Kangsar	4,721	4,824	2.18%	46,696	48,377	3.60%
Jumlah / Total	30,798	31,141	1.11%	312,515	319,922	2.37%
PERLIS						
Kangar	1,900	1,928	1.47%	21,494	21,555	0.28%

JADUAL 1 > BILANGAN MAJIKAN DAN PEKERJA AKTIF, 2014 - 2015
TABLE 1 > NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES, 2014 - 2015

PPN/PPP ²	Majikan Aktif / Active Employers			Pekerja Aktif / Active Employees		
	2014	2015	Δ'15/'14	2014	2015	Δ'15/'14
PULAU PINANG						
Georgetown	13,784	14,248	3.37%	235,532	244,339	3.74%
Pulau Pinang	15,668	16,117	2.87%	223,375	232,010	3.87%
Jumlah / Total	29,452	30,365	3.10%	458,907	476,349	3.80%
SABAH						
Labuan	1,501	1,571	4.66%	19,100	18,950	-0.79%
Tawau	4,511	4,490	-0.47%	43,439	43,061	-0.87%
Keningau	1,564	1,614	3.20%	13,779	13,748	-0.22%
Lahad Datu	1,901	1,884	-0.89%	15,979	17,004	6.41%
Kota Kinabalu / Kudat / Beaufort	15,581	15,718	0.88%	194,936	203,136	4.21%
Sandakan	4,694	4,615	-1.68%	44,863	46,643	3.97%
Jumlah / Total	29,752	29,892	0.47%	332,096	342,542	3.15%
SARAWAK						
Miri / Limbang	5,998	6,331	5.55%	98,438	99,217	0.79%
Bintulu	3,323	3,571	7.46%	48,113	52,491	9.10%
Sri Aman	968	962	-0.62%	9,132	9,534	4.40%
Kuching	14,494	14,930	3.01%	193,052	201,749	4.51%
Sibu / Mukah	7,914	8,181	3.37%	88,671	91,806	3.54%
Kapit	398	398	0.00%	2,492	2,690	7.95%
Sarikei	1,113	1,197	7.55%	6,848	7,191	5.01%
Jumlah / Total	34,208	35,570	3.98%	446,746	464,678	4.01%

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TABLE 1 > NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES, 2014 - 2015

PPN/PPP ²	Majikan Aktif / Active Employers			Pekerja Aktif / Active Employees		
	2014	2015	Δ'15/'14	2014	2015	Δ'15/'14
SELANGOR						
Petaling Jaya / Shah Alam	47,114	48,104	2.10%	969,999	1,000,466	3.14%
Rawang	5,002	5,128	2.52%	61,082	63,091	3.29%
Klang	19,013	21,097	10.96%	266,785	270,514	1.40%
Kajang	15,692	16,730	6.61%	257,831	272,337	5.63%
Jumlah / Total	86,821	91,059	4.88%	1,555,697	1,606,408	3.26%
TERENGGANU						
Kemaman	2,010	2,028	0.90%	35,443	33,853	-4.49%
Dungun	1,196	1,209	1.09%	16,828	15,491	-7.95%
Kuala Terengganu	5,272	5,379	2.03%	65,089	67,180	3.21%
Jumlah / Total	8,478	8,616	1.63%	117,360	116,524	-0.71%
WILAYAH PERSEKUTUAN KUALA LUMPUR						
Kuala Lumpur	61,690	63,588	3.08%	1,493,819	1,521,504	1.85%
Jumlah Keseluruhan / Grand Total	402,039	414,264	3.04%	6,198,657	6,376,984	2.88%

Nota / Notes :

¹ Merujuk kepada satu atau lebih caruman pada tahun semasa / Refers to one or more contributions for a current year.² Merujuk kepada PPN/PPP pada tahun semasa majikan dan pekerja berurusan / Refers to PPN/PPP for a current year which employers and employees deal for.

JADUAL 2 > BILANGAN MAJIKAN DAN PEKERJA AKTIF MENGIKUT LINGKUNGAN PEKERJA, 2014-2015
TABLE 2 > NUMBER OF ACTIVE EMPLOYERS AND EMPLOYEES BY EMPLOYEES RANGE, 2013-2014

	Majikan Aktif Active Employers		Pekerja Aktif Active Employees	
	2014	2015	2014	2015
Lingkungan Pekerja / Employees Range				
Bawah / Below 100	393,970	406,448	3,190,715	3,402,791
100 – 199	4,496	4,642	616,518	637,231
200 – 299	1,371	1,400	330,280	338,436
300 – 399	674	701	231,822	241,263
400 – 499	404	376	179,464	167,374
500 – 599	255	269	138,809	146,962
600 – 699	163	166	104,528	107,419
700 – 799	120	105	89,442	78,100
800 – 899	86	99	72,610	84,638
900 – 999	63	57	59,231	54,195
1,000 dan lebih / and over	437	414	1,185,238	1,091,575
Jumlah / Total	402,039	414,677	6,198,657	6,349,984

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TABLE 3 > RELATIVE FREQUENCY OF ACCIDENTS REPORTED, 2011 - 2015

Item	2011	2012	2013	2014	2015
Bilangan kemalangan dilaporkan Number of accidents reported	59,897	61,552	63,557	63,331	62,837
Bilangan kemalangan semasa perjalanan ¹ dilaporkan Number of commuting ¹ accidents reported	24,809	26,256	27,659	28,037	28,579
Bilangan kemalangan perusahaan ² dilaporkan Number of industrial ² accidents reported	35,088	35,296	35,898	35,294	34,258
Kadar kemalangan (per 10,000 pekerja) Accident rate (per 10,000 employees)	104	105	104	102	99
Kadar kemalangan perjalanan (per 10,000 pekerja) Commuting accident rate (per 10,000 employees)	43	45	45	45	45
Kadar kemalangan perusahaan (per 10,000 pekerja) Industrial accident rate (per 10,000 employees)	61	60	59	57	54

Nota / Notes :

¹ Merujuk kepada kemalangan perjalanan termasuk pergi dan balik dari / ke tempat kerja, waktu rehat yang dibenarkan serta lain-lain kemalangan yang berkaitan pekerjaan / Refers to commuting accidents including from / to place of work, any authorised recess and other work related accidents.

² Merujuk kepada kemalangan di tempat pekerjaan termasuk kes penyakit khidmat / Refers to accidents at the workplace including occupational diseases.

JADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
PERTANIAN, PERHUTANAN DAN PERIKANAN / AGRICULTURE, FORESTRY AND FISHING												
1111 Pertanian Sementara Agriculture temporary crops	74	12	86	75	12	87	18	–	18	2	–	2
1112 Pertanian Kekal Agriculture permanent crops	836	242	1,078	782	269	1,051	194	77	271	24	1	25
1119 Ternakan / Livestock	125	56	181	110	55	165	32	13	45	3	1	4
1120 Perkhidmatan pertanian Agricultural services	135	25	160	126	27	153	20	5	25	–	–	–
1130 Memburu, menangkap dan game propagation Hunting, trapping and game propagation	1	–	1	1	–	1	–	–	–	–	–	–
1210 Perhutanan / Forestry	18	1	19	20	–	20	6	–	6	–	–	–
1220 Pembalakan / Logging	280	19	299	239	15	254	52	1	53	10	–	10
1301 Perikanan di perairan dan lautan Ocean and coastal fishing	5	2	7	4	2	6	–	2	2	–	–	–
1302 Perikanan yang tidak diklasifikasi Fishing not elsewhere classified	13	4	17	10	3	13	2	–	2	–	1	1
Jumlah / Total	1,487	361	1,848	1,367	383	1,750	324	98	422	39	3	42
PERLOMBONGAN DAN PENGKUIARIAN / MINING AND QUARRYING												
2100 Perlombongan arang batu / Coal Mining	–	–	–	1	–	1	–	–	–	–	–	–
2200 Carigali minyak petroleum dan gas asli Crude petroleum and natural gas production	57	8	65	45	6	51	22	3	25	–	–	–
2301 Perlombongan bijih besi / Iron ore mining	10	2	12	11	3	14	8	1	9	–	–	–
2302 Perlombongan bukan bijih besi Non-ferrous ore mining	2	–	2	3	–	3	–	–	–	–	–	–
2901 Perlombongan kuari batu, tanah liat dan pasir Stone quarrying, clay and sand pits	90	6	96	85	5	90	29	5	34	4	–	4
2902 Perlombongan kimia dan baja / galian Chemical and fertiliser / mineral mining	51	2	53	44	3	47	13	2	15	–	–	–
2903 Perlombongan garam / Salt mining	–	–	–	–	–	–	–	–	–	–	–	–
2909 Perlombongan dan pengkuarian lain Other mining and quarrying	110	8	118	105	6	111	45	2	47	5	–	5
Jumlah / Total	320	26	346	294	23	317	117	13	130	9	–	9

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JADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
PEMBUATAN / MANUFACTURING												
3111 Menyembelih, menyedia dan mengawet daging / Slaughtering, preparing and preserving meat	54	16	70	46	14	60	7	4	11	4	1	5
3112 Pembuatan produk tenusu / Manufacture of dairy products	19	1	20	17	1	18	4	–	4	1	–	1
3113 Mengetin dan mengawet buah-buahan dan sayur-sayuran / Canning and preserving of fruits and vegetables	11	6	17	11	6	17	5	2	7	–	–	–
3114 Mengetin, mengawet dan memproses ikan / hidupan laut / Canning, preserving and processing of fish / crustacea	53	40	93	53	38	91	12	18	30	1	–	1
3115 Pembuatan minyak sayuran / haiwan dan lemak / Manufacture of vegetable / animal oils and fats	172	10	182	157	10	167	35	3	38	2	–	2
3116 Pembuatan produk bijirin / Grain mill products	55	2	57	50	2	52	12	1	13	–	–	–
3117 Pembuatan produk bakeri / Manufacture of bakery products	43	31	74	49	30	79	17	8	25	1	1	2
3118 Kilang gula dan penapisan / Sugar factories and refineries	23	2	25	12	1	13	5	–	5	–	–	–
3119 Pembuatan koko, coklat dan gula / Manufacture of cocoa, chocolate and sugar	36	13	49	38	12	50	8	4	12	1	–	1
3121 Pembuatan produk makanan yang tidak diklasifikasi / Manufacture of food products not elsewhere classified	371	136	507	360	134	494	115	25	140	10	1	11
3122 Pembuatan makanan haiwan / Manufacture of prepared animal feeds	56	22	78	57	22	79	15	6	21	1	–	1

JADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
3131 Menyuling, mencampur dan memproses alkohol / Distilling, rectifying and blending spirits	10	3	13	9	4	13	3	–	3	–	–	–
3132 Perusahaan arak / Wine industries	4	1	5	4	1	5	–	–	–	–	–	–
3133 Penyulingan arak dan beras belanda / Malt liquors and malt	1	1	2	1	–	1	–	–	–	–	–	–
3134 Perusahaan minuman ringan dan air berkarbonat / Soft drinks and carbonated water industries	54	21	75	64	18	82	16	4	20	–	–	–
3140 Pembuatan produk tembakau / Manufacture of tobacco products	12	1	13	14	1	15	3	–	3	–	–	–
3211 Pemintalan, penenunan dan penyiapan tekstil / Spinning, weaving and finishing textiles	56	24	80	54	18	72	13	9	22	1	–	1
3212 Pembuatan barangan tekstil kecuali pakaian / Manufacture of made-up textile goods except wearing apparel	15	15	30	13	17	30	3	2	5	1	–	1
3213 Kilang menjahit / Knitting mills	11	17	28	7	17	24	–	2	2	–	–	–
3214 Pembuatan permaidani dan selimut / Manufacture of carpets and rugs	4	3	7	4	3	7	2	1	3	–	–	–
3215 Perusahaan membuat tali, tali kapal dan tali pintal / Cordage, rope and twine industries	7	2	9	6	1	7	2	–	2	–	–	–
3219 Pembuatan tekstil yang tidak diklasifikasi / Manufacture of textiles not elsewhere classified	109	88	197	100	89	189	22	20	42	2	1	3
3220 Pembuatan pakaian kecuali kasut / Manufacture of wearing apparel, except footwear	79	91	170	74	107	181	21	28	49	1	1	2
3231 Penyamakan dan penyediaan kulit / Tanneries and leather finishing	2	1	3	1	1	2	–	–	–	–	–	–
3232 Perusahaan membersihkan dan mencelup bulu / Fur dressing and dyeing industries	1	1	2	1	1	2	–	–	–	–	–	–

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TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
3233 Pembuatan produk kulit dan gantian kecuai kasut dan pakaian / Manufacture of product of leather and leather substitutes, except footwear and wearing apparel	–	7	7	–	8	8	1	2	3	–	–	–
3240 Pembuatan kasut kecuai acuan getah atau plastik / Manufacture of footwear except vulcanized	15	5	20	17	5	22	2	4	6	–	–	–
3311 Pengilangan dan pengetaman kayu / Sawmills and planing of wood	450	100	550	443	91	534	104	32	136	8	1	9
3312 Pembuatan papan, bekas rotan dan barang rotan / Manufacture of wooden, cane containers and cane ware products	34	6	40	32	7	39	5	1	6	1	–	1
3319 "Pembuatan produk papan dan gabus yang tidak diklasifikasi / Manufacture of wood and cork products not elsewhere classified"	105	34	139	113	29	142	29	8	37	–	1	1
3320 "Pembuatan perabot dan kelengkapan kecuai buatan logam / Manufacture of furniture and fixtures except primarily of metal"	497	145	642	508	161	669	154	32	186	5	1	6
3411 Pembuatan pulpa, kertas dan papan kertas / Manufacture of pulp, paper and paperboard	101	15	116	99	11	110	23	7	30	3	1	4
3412 Pembuatan bekas dan kotak daripada kertas dan papan kertas / Manufacture of containers and boxes of paper and paperboard	105	32	137	111	36	147	28	10	38	1	–	1
3419 "Pembuatan pulpa, kertas dan papan kertas yang tidak diklasifikasi / Manufacture of pulp, paper and paperboard not elsewhere classified"	23	8	31	27	10	37	10	3	13	–	–	–
3420 Perusahaan berkaitan percetakan dan penerbitan / Industries related to printing and publishing	401	113	514	401	110	511	137	34	171	6	1	7

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TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
3511 Pembuatan barangan asas kimia kecuali baja / Manufacture of basic industrial chemicals except fertilisers	72	7	79	57	6	63	22	1	23	1	–	1
3512 Pembuatan baja dan racun perosak / Manufacture of fertilizers and pesticides	27	1	28	20	1	21	10	–	10	2	–	2
3513 Pembuatan getah tiruan, bahan plastik dan serat buatan manusia kecuali kaca / Manufacture of synthetic resins, plastic materials and man-made fibres except glass	164	72	236	143	59	202	49	16	65	2	0	2
3521 Pembuatan cat, varnis dan laker / Manufacture of paints, varnishes and lacquers	40	2	42	36	1	37	11	–	11	–	–	–
3522 Pembuatan dadah dan ubat-ubatan / Manufacture of drugs and medicines	64	43	107	53	36	89	16	7	23	–	1	1
3523 "Pembuatan sabun dan pembersih, pewangi, kosmetik dan lain-lain / Manufacture of soap and cleaning preparations, perfumes, cosmetics and others"	34	14	48	35	13	48	9	2	11	1	1	2
3529 Pembuatan produk kimia / Manufacture of chemical products	225	34	259	221	27	248	61	12	73	2	–	2
3530 Penapisan petroleum / Petroleum refineries	44	3	47	44	3	47	12	1	13	–	–	–
3540 Pembuatan pelbagai produk petroleum dan arang batu / Manufacture of miscellaneous products of petroleum and coal	19	7	26	22	7	29	3	–	3	–	–	–
3551 Perusahaan tayar dan tiub / Tyre and tube industries	100	4	104	104	5	109	61	3	64	–	–	–
3559 Pembuatan produk getah / Manufacture of rubber products	261	125	386	256	119	375	100	31	131	2	1	3
3560 Pembuatan produk plastik / Manufacture of plastic products	620	205	825	602	196	798	195	64	259	6	2	8
3610 Pembuatan barangan tembikar / Manufacture of pottery, china and earthenware	44	10	54	38	7	45	10	2	12	2	–	2
3620 Pembuatan kaca dan produk kaca / Manufacture of glass and glass products	105	10	115	101	8	109	35	3	38	4	–	4

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3691 Pembuatan produk batu-bata / Manufacture of structural clay products	124	8	132	118	9	127	46	–	46	2	–	2
3692 Pembuatan simen, kapur dan pelekat / Manufacture of cement, lime and plaster	184	12	196	155	11	166	71	6	77	3	–	3
3699 Pembuatan barangan galian bukan logam / Manufacture of non-metallic mineral products	65	1	66	70	1	71	21	3	24	–	–	–
3710 Perusahaan asas logam dan keluli / Iron and steel basic industries	946	90	1,036	925	88	1,013	317	22	339	4	–	4
3720 Perusahaan logam asas dan bukan bijih besi / Basic metal and non-metallic products industries	163	19	182	141	16	157	46	5	51	2	–	2
3811 Pembuatan alat pemotong dan alat pertukangan / Manufacture of cutlery, hand tools and general hardware	109	16	125	106	17	123	30	3	33	2	1	3
3812 Pembuatan perabot dan kelengkapan logam / Manufacture of furniture and fixtures primarily of metal	120	22	142	130	19	149	25	6	31	2	–	2
3813 Pembuatan barangan logam berstruktur / Manufacture of structural metal products	151	13	164	144	12	156	38	4	42	1	–	1
3819 Pembuatan barangan logam tiruan kecuali mesin dan kelengkapan, dll. / Manufacture of fabricated metal products except machinery equipment, etc.	284	34	318	274	33	307	62	13	75	2	1	3
3821 Pembuatan enjin dan turbin / Manufacture of engines and turbines	56	11	67	64	12	76	16	3	19	1	–	1
3822 Pembuatan mesin dan mesin / peralatan pertanian / Manufacture of machine and agricultural machinery / equipment	39	5	44	37	5	42	15	–	15	2	–	2
3823 Pembuatan logam dan mesin pemotong papan / Manufacture of metal and wood working machinery	34	2	36	31	4	35	6	1	7	1	–	1

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3824 Pembuatan mesin dan peralatan khas kecuali logam dan mesin pemotong papan / Manufacture of machinery and special equipment except metal and wood working machinery	48	16	64	51	15	66	18	5	23	–	–	–
3825 Pembuatan mesin pejabat, komputer dan perakaunan / Manufacture of office, computing and accounting equipment	158	49	207	147	38	185	50	13	63	3	–	3
3829 Pembuatan mesin dan kelengkapan kecuali berelektrik, dll. / Manufacture machinery and equipment except electrical, etc.	134	21	155	140	17	157	46	8	54	1	–	1
3831 Pembuatan peralatan industri dan mesin elektrik / Manufacture of electrical industrial machinery and apparatus	302	112	414	291	108	399	76	30	106	2	2	4
3832 Pembuatan radio, televisyen, alat komunikasi dan alatan elektrik / Manufacture of radio, television, communication equipment and electrical appliances	172	93	265	176	83	259	44	11	55	–	1	1
3833 Pembuatan alatan kegunaan rumah berelektrik / Manufacture of electrical appliances and housewares	82	26	108	73	23	96	18	7	25	1	–	1
3839 Pembuatan bekalan dan alatan berelektrik / Manufacture of electrical apparatus and supplies	735	302	1,037	693	258	951	229	73	302	11	1	12
3841 Membina kapal dan pembaikan / Shipbuilding and repairing	80	2	82	75	3	78	15	–	15	1	–	1
3842 Pembuatan alatan jalanraya / Manufacture of railroad equipment	1	–	1	–	–	–	–	–	–	–	–	–
3843 Pembuatan kenderaan bermotor / Manufacture of motorised vehicles	274	9	283	230	10	240	151	8	159	2	–	2
3844 Pembuatan motosikal dan basikal / Manufacture of motorcycles and bicycles	43	5	48	44	5	49	9	5	14	–	–	–
3845 Pembuatan kapal terbang / Manufacture of aircraft	–	–	–	–	–	–	–	–	–	–	–	–

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3846 Pembuatan alatan pengangkutan, dll. / Manufacture of transportation equipment, etc.	121	19	140	118	28	146	31	13	44	3	–	3
3851 Pembuatan peralatan saintifik, ukuran dan kawalan / Manufacture of scientific, measuring and controlling equipment	237	113	350	210	116	326	99	44	143	7	–	7
3852 Pembuatan barangan kamera dan kanta / Manufacture of photographic and optical goods	45	41	86	35	24	59	20	9	29	–	1	1
3853 Pembuatan jam tangan dan dinding / Manufacture of watches and clocks	12	9	21	13	8	21	7	3	10	–	–	–
3901 Pembuatan barangan kemas dan berkaitan / Manufacture of jewelley and related articles	28	23	51	29	24	53	9	3	12	1	–	1
3902 Pembuatan peralatan muzik / Manufacture of musical instruments	8	6	14	9	8	17	6	8	14	–	–	–
3903 Pembuatan barangan sukan / Manufacture of sporting and athletic goods	5	5	10	5	5	10	4	2	6	–	–	–
3909 Perusahaan pembuatan lain yang tidak diklasifikasi / Other manufacturing industries not elsewhere classified	2,374	577	2,951	2,307	540	2,847	688	164	852	50	5	55
Jumlah / Total	11,942	3,211	15,153	11,526	3,044	14,570	3,620	884	4,504	176	27	203

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PERKHIDMATAN ELEKTRIK, GAS, AIR DAN KEBERSIHAN / ELECTRICITY, GAS, WATER AND SANITARY SERVICES												
4101 Elektrik, gas dan stim / Electricity, gas and steam	564	68	632	502	53	555	174	16	190	13	–	13
4102 Perusahaan gas dan pengagihan / Gas manufacture and distribution	82	8	90	53	4	57	28	2	30	2	–	2
4103 Stim dan bekalan air panas / Steam and hot water supply	12	1	13	8	1	9	4	–	4	–	–	–
4200 Bekalan paip dan air / Water works and supply	125	15	140	116	11	127	36	5	41	3	–	3
Jumlah / Total	783	92	875	679	69	748	242	23	265	18	–	18
PEMBINAAN / CONSTRUCTION												
5001 Kontraktor am termasuk jurutera awam / General contractors including civil engineers	4,061	720	4,781	4,028	711	4,739	1,197	170	1,367	105	6	111
5002 Kontraktor dagang khas / Special trade contractors	1,277	243	1,520	1,264	247	1,511	348	71	419	29	2	31
Jumlah / Total	5,338	963	6,301	5,292	958	6,250	1,545	241	1,786	134	8	142
PERDAGANGAN / TRADING												
i. Perdagangan Borong / Wholesale Trade												
6111 Daging, ayam dan itik (segar dan beku) / Meat and poultry (fresh and frozen)	62	7	69	61	7	68	14	2	16	2	–	2
6112 Ikan (segar, beku, kering atau masin) / Fish (fresh, frozen, dried or salted)	64	16	80	67	20	87	18	6	24	1	–	1
6113 Buah-buahan dan sayur-sayuran / Fruits and vegetables	45	7	52	43	6	49	6	1	7	3	–	3
6114 Manisan dan kuih-muih (gula-gula, dll.) / Confectionery (sweets, etc.)	11	4	15	6	4	10	3	2	5	–	–	–
6115 Biskut, kek, roti dan produk bakeri lain / Biscuits, cakes, bread and other bakery products	47	21	68	53	19	72	18	5	23	–	–	–

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	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
6116 Beras, bijirin dan tepung / Rice, grains and flour	68	27	95	70	25	95	12	2	14	2	–	2
6117 Makanan lain (makanan ditinkan, susu, gula, minyak, teh, minuman ringan, dll.) / Other foodstuffs (tinned foods, milk, sugar, oil, tea, soft drinks, etc.)	187	42	229	162	43	205	29	10	39	5	–	5
6118 Tembakau, cerut, rokok, dll. / Tobacco, cigars, cigarettes, etc.	19	1	20	17	1	18	3	–	3	3	–	3
6119 Bir, arak dan alkohol / Beer, wine and spirits	15	5	20	10	3	13	1	1	2	1	–	1
6121 Barangan rumah, dapur, pinggan-mangkuk, gelas dan barangan perhiasan / Household appliances, kitchenware, glassware and ornament	139	49	188	136	45	181	36	7	43	4	1	5
6131 Motosikal dan barangan ganti / Motorcycles and parts	69	15	84	67	15	82	13	4	17	–	–	–
6132 Kenderaan bermotor baru / New motor vehicles	136	31	167	121	31	152	33	4	37	5	–	5
6133 Kenderaan bermotor terpakai / Used motor vehicles	52	6	58	51	5	56	16	3	19	1	–	1
6134 Barangan gantian dan aksesori kenderaan bermotor / Parts and accessories for motor vehicles	379	44	423	384	47	431	119	14	133	7	–	7
6139 Petrol, minyak pelincir, dll. / Petrol, lubricating oils, etc.	88	24	112	79	25	104	25	6	31	3	–	3
6141 Traktor, kelengkapan pertanian / Tractors, farming and earth-moving equipment	95	5	100	87	5	92	25	2	27	1	–	1
6142 Kelengkapan perniagaan dan mesin / peralatan perusahaan / Business and industrial machinery / equipment	598	133	731	586	126	712	173	32	205	9	–	9
6143 Kayu gergaji dan balak / Lumber and timber	198	22	220	199	18	217	51	4	55	8	1	9
6144 Bahan binaan lain dan binaan besi (cat, simen, dll.) / Other building materials and metal works (paint, cement, etc.)	821	104	925	786	102	888	210	13	223	13	–	13

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	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
6145 Getah / Rubber	86	30	116	86	32	118	27	7	34	–	–	–
6146 Minyak sawit / Palm oil	424	48	472	396	50	446	127	20	147	5	–	5
6147 Ternakan / Livestock	20	3	23	18	4	22	3	–	3	–	–	–
6148 Produk pertanian lain / Other agricultural products	67	6	73	60	8	68	23	–	23	2	–	2
6149 "Lain-lain (galian, logam, baja, dll.) / Others (minerals, metal, fertiliser, etc.)"	362	115	477	341	100	441	68	24	92	7	2	9
Jumlah / Total	4,052	765	4,817	3,886	741	4,627	1,053	169	1,222	82	4	86

ii. Perdagangan Runcit / Retail Trade

6211 Daging, ayam dan itik (segar atau beku) / Meat and poultry (fresh or frozen)	48	4	52	47	5	52	14	–	14	2	–	2
6212 Ikan (segar, beku, kering, goreng atau masin) / Fish (fresh, frozen, dried, roasted and salted)	22	3	25	19	4	23	10	1	11	2	–	2
6213 Buah-buahan dan sayur-sayuran / Fruits and vegetables	24	3	27	25	3	28	7	–	7	1	–	1
6214 Manisan dan kuih-muih (gula-gula, dll.) / Confectionery (sweets, etc.)	10	3	13	8	3	11	–	–	–	1	–	1
6215 Biskut, kek, roti dan produk bakeri lain / Biscuits, cakes, bread and other bakery products	26	21	47	26	18	44	7	1	8	–	–	–
6216 Beras, bijirin dan tepung / Rice, grains and flour	9	–	9	7	1	8	–	–	–	–	–	–
6217 "Makanan lain (makanan ditinkan, susu, gula, minyak, teh, minuman ringan, dll.) / Other foodstuffs (tinned foods, milk, sugar, oil, tea, soft drinks, etc.)"	77	23	100	82	19	101	21	4	25	2	–	2
6218 Kedai pelbagai barangan / Provision store	381	143	524	372	143	515	115	32	147	5	2	7
6219 Pasaraya / Supermarket	441	320	761	409	277	686	87	59	146	6	3	9
6221 Tembakau, cerut, rokok, dll. / Tobacco, cigars, cigarettes, etc.	5	7	12	7	7	14	1	–	1	–	–	–

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6222 Bir, arak dan alkohol / Beer, wine and spirits	4	3	7	3	3	6	–	1	1	–	–	–
6231 Barangan rumah, dapur, gelas dan barangan perhiasan / Household appliances, kitchenware, glassware and ornament	107	31	138	111	29	140	28	8	36	1	–	1
6232 Barangan tembikar lain / Other clay product	37	9	46	35	9	44	5	2	7	–	–	–
6241 Motosikal dan barangan ganti / Motorcycles and parts thereof	66	8	74	61	7	68	20	1	21	–	–	–
6242 Kenderaan bermotor untuk penumpang / Passenger cars	30	2	32	32	2	34	7	–	7	–	–	–
6243 Barangan gantian dan aksesori kenderaan / Parts and accessories for motor vehicles	490	81	571	490	90	580	133	20	153	13	–	13
6249 Petrol, minyak pelincir, dll. / Petrol, lubricating oils, etc.	124	19	143	87	14	101	19	8	27	7	1	8
6250 Pelbagai barangan runcit / Miscellaneous retail trade	1,399	388	1,787	1,374	364	1,738	373	80	453	26	7	33
Jumlah / Total	3,300	1,068	4,368	3,195	998	4,193	847	217	1,064	66	13	79

PENGINAPAN DAN AKTIVITI PERKHIDMATAN MAKANAN DAN MINUMAN / ACCOMMODATION AND FOOD SERVICES ACTIVITIES

6310 Restoran, warung kopi dan tempat makan / minum / Restaurants, cafes and other eating and drinking places	559	285	844	545	263	808	125	41	166	14	3	17
6320 Hotel, rumah tumpangan, khemah dan lain yang berkaitan / Hotels, lodging houses, camps and other related	897	296	1,193	879	275	1,154	200	68	268	13	2	15
Jumlah / Total	1,456	581	2,037	1,424	538	1,962	325	109	434	27	5	32

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7111 Pengangkutan keretapi / Railway transport	81	4	85	76	5	81	21	–	21	3	–	3
7112 Pengangkutan bas / Bus transportation	153	13	166	154	13	167	49	2	51	3	–	3
7113 Pengangkutan darat lain / Other land transportation	238	11	249	235	11	246	82	5	87	12	–	12
7114 Angkut muatan melalui darat / Inland transit	709	47	756	711	38	749	237	10	247	26	–	26
7115 Pengangkutan melalui saluran paip / Pipeline transportation	21	1	22	25	1	26	6	–	6	2	–	2
7116 Perkhidmatan sokongan kepada pengangkutan darat / Supporting services to land transportation	401	21	422	402	22	424	130	7	137	22	–	22
7121 Pengangkutan laut dan pantai / Water and coastal transportation	104	3	107	92	3	95	36	3	39	4	–	4
7122 Pengangkutan perairan dalaman / Inland water transportation	8	–	8	10	–	10	2	–	2	–	–	–
7123 Perkhidmatan sokongan kepada pengangkutan air / Supporting services to air transportation	398	19	417	359	16	375	138	4	142	8	1	9
7131 Pengangkutan udara / Air transportation	62	2	64	52	2	54	22	3	25	1	–	1
7132 Perkhidmatan sokongan kepada pengangkutan udara / Supporting services to air transport	85	16	101	87	14	101	26	4	30	3	–	3
7191 Perkhidmatan berkaitan dengan pengangkutan / Services incidental to transport	821	151	972	828	147	975	335	46	381	34	5	39
7192 Storan dan gudang / Storage and warehouse	75	6	81	74	4	78	18	3	21	1	–	1
7200 Perhubungan / Communication	425	133	558	393	109	502	145	31	176	8	3	11
Jumlah / Total	3,581	427	4,008	3,498	385	3,883	1,247	118	1,365	127	9	136

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AKTIVITI KEWANGAN DAN INSURANS / TAKAFUL / FINANCIAL AND INSURANCE / TAKAFUL ACTIVITIES												
8101 Institut kewangan / Monetary institutions	556	369	925	467	278	745	212	133	345	8	3	11
8102 Institut kewangan lain / Other financial institutions	281	165	446	231	112	343	82	35	117	3	–	3
8103 Perkhidmatan kewangan / Financial services	93	41	134	85	35	120	25	13	38	1	–	1
8200 Insurans / Insurance	79	64	143	82	61	143	32	16	48	1	1	2
Jumlah / Total	1,009	639	1,648	865	486	1,351	351	197	548	13	4	17
AKTIVITI HARTANAH, PENYEWAAN DAN PERNIAGAAN / REAL ESTATE, LEASING AND BUSINESS												
8310 Hartanah / Real estate	325	75	400	312	80	392	78	18	96	9	–	9
8321 Perkhidmatan guaman / Legal services	104	39	143	93	38	131	41	8	49	2	1	3
8322 Perkhidmatan perakaunan, pengauditan dan penyimpanan buku kira-kira / Accounting, auditing and book keeping service	39	35	74	37	32	69	19	6	25	–	–	–
8323 Perkhidmatan pemrosesan dan penjadualan data / Data processing and tabulating services	36	14	50	33	16	49	11	2	13	3	1	4
8324 Perkhidmatan kejuruteraan, arkitek dan teknikal / Engineering, architectural and technical services	808	89	897	786	88	874	241	22	263	18	1	19
8325 Perkhidmatan pengiklanan / Advertising services	150	26	176	146	27	173	41	6	47	2	–	2
8329 "Perkhidmatan perniagaan, kecuali pajakan mesin dan kelengkapan / Business services, except machinery and equipment leasing"	2,568	598	3,166	2,510	538	3,048	828	145	973	59	8	67
8330 Sewaan dan pajakan mesin dan peralatan / Machinery and equipment rental and leasing	201	49	250	202	48	250	53	10	63	1	–	1
Jumlah / Total	4,231	925	5,156	4,119	867	4,986	1,312	217	1,529	94	11	105

JADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
PENTADBIRAN AWAM DAN PERTAHANAN/AKTIVITI KESELAMATAN WAJIB / PUBLIC ADMINISTRATION AND DEFENCE/COMPULSORY SOCIAL SECURITY												
i. Pentadbiran dan Pertahanan Awam / Keselamatan Sosial Wajib / Public Administration and Defence/Compulsory Social Security												
9111 Pentadbiran am / General administration	763	175	938	731	166	897	212	39	251	19	–	19
9112 Hal ehwal luar / External affairs	23	6	29	21	7	28	9	1	10	3	–	3
9113 Pengadilan, undang-undang awam dan keselamatan / Justice and public order and security	183	34	217	167	29	196	57	9	66	7	1	8
9114 Pertahanan / Defence	50	3	53	43	4	47	12	1	13	5	–	5
9115 Pendidikan: Pentadbiran am / Education: General administration	31	22	53	30	22	52	10	8	18	1	–	1
9116 Kesihatan: Pentadbiran am / Health: General administration	51	55	106	56	57	113	17	10	27	–	1	1
9117 Keselamatan sosial dan kebajikan / Social security and welfare	310	107	417	268	103	371	130	41	171	7	–	7
9118 Perumahan dan hal ehwal pembangunan komuniti / Housing and community development affairs	106	35	141	100	31	131	31	14	45	3	1	4
9119 Hal ehwal pembangunan komuniti lain / Other community development affairs	15	29	44	17	28	45	5	–	5	1	–	1
9121 Hal ehwal ekonomi dan buruh / Economic and labour affairs	22	8	30	19	7	26	9	6	15	–	–	–
9122 Hal ehwal pertanian, perhutanan dan perikanan / Agriculture, forestry and fishing affairs	31	11	42	28	10	38	9	1	10	–	–	–
9123 Hal ehwal perlombongan, pengilangan dan pembinaan / Mining, manufacturing and construction affairs	43	5	48	44	6	50	16	1	17	2	–	2
9124 Hal ehwal elektrik, gas dan air / Electricity, gas and water affairs	106	10	116	112	13	125	33	5	38	–	–	–
9125 Kerjaraya dan pengangkutan / Roads and road transport	49	1	50	54	1	55	16	–	16	2	–	2
9126 Pengangkutan air / Water transport	708	149	857	590	115	705	82	13	95	9	1	10

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STATISTICAL REPORTSJADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
9127 Pengangkutan lain / Other transport	96	3	99	88	3	91	25	1	26	2	-	2
9128 Perhubungan / Communication	56	5	61	56	4	60	16	1	17	1	-	1
9129 Perkhidmatan lain / Other services	3,939	941	4,880	3,734	871	4,605	1,061	211	1,272	96	9	105
9200 Perkhidmatan kebersihan dan yang berkaitan / Sanitary and similar services	243	124	367	235	112	347	77	30	107	6	-	6
Jumlah / Total	6,825	1,723	8,548	6,393	1,589	7,982	1,827	392	2,219	164	13	177
ii. Pendidikan / Education												
9310 Perkhidmatan pendidikan / Education services	196	142	338	173	125	298	36	29	65	4	1	5
Jumlah / Total	196	142	338	173	125	298	36	29	65	4	1	5
iii. Kesihatan dan Kerja Sosial / Health and Social Work												
9320 Perkhidmatan saintifik dan penyelidikan perubatan pergigian, haiwan dan kesihatan lain / Research and scientific institutes, medical, dental, veterinary and other health services	118	96	214	122	89	211	33	17	50	-	-	-
9331 Perkhidmatan perubatan, pergigian dan kesihatan lain / Medical, dental and other health services	337	384	721	307	355	662	89	109	198	4	1	5
9332 Perkhidmatan haiwan / Veterinary services	9	3	12	8	4	12	2	1	3	-	-	-
9340 Institusi kebajikan / Welfare institutions	8	8	16	5	6	11	1	1	2	-	-	-
9350 Persatuan perniagaan, profesional dan buruh / Business organisation, professional and labour	100	31	131	113	30	143	46	2	48	2	-	2
9391 Organisasi keagamaan / Religious organisations	25	16	41	20	15	35	5	6	11	1	-	1
9399 Lain perkhidmatan sosial dan komuniti yang berkaitan / Social and related community services	364	71	435	353	72	425	125	18	143	12	1	13
Jumlah / Total	961	609	1,570	928	571	1,499	301	154	455	19	2	21

JADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
iv. Aktiviti Perkhidmatan Komuniti, Sosial dan Persendirian Lain / Other Community, Social and Personal Services Activities												
9411 Penerbitan wayang gambar / Motion picture production	4	–	4	3	1	4	1	–	1	–	–	–
9412 Pengedaran dan penyiaran wayang gambar / Motion picture distribution and projection	18	2	20	14	3	17	4	–	4	1	1	2
9413 Siaran radio dan televisyen / Radio and television broadcasting	18	4	22	15	6	21	3	3	6	1	–	1
9414 Perkhidmatan penerbitan teater dan hiburan / Theatrical producers and entertainment services	21	6	27	19	4	23	6	2	8	1	–	1
9415 Penulis, komposer muzik dan artis bebas lain / Authors, music composers and other independent artiste	3	2	5	4	2	6	1	–	1	–	–	–
9420 Perkhidmatan perpustakaan, muzium dan taman botani / zoo dan kebudayaan / Libraries, museums, botanical / zoological gardens and cultural services	7	1	8	6	1	7	1	–	1	–	–	–
9490 Perkhidmatan hiburan dan rekreasi / Amusement and recreational services	205	64	269	182	58	240	61	14	75	6	–	6
Jumlah / Total	276	79	355	243	75	318	77	19	96	9	1	10
v. Isi Rumah Persendirian dengan Pekerja Bergaji / Private Household with Employed Person												
9511 Membaiki kasut dan barangan kulit lain / Repair of footwear and other leather goods	6	1	7	3	1	4	–	–	–	–	–	–
9512 Kedai membaiki barangan elektrik / Electrical repair shops	187	33	220	172	27	199	44	6	50	9	–	9
9513 Membaiki kenderaan bermotor dan motosikal / Repair of motor vehicles and motorcycles	565	33	598	543	35	578	108	5	113	11	–	11
9514 Membaiki jam tangan, jam dinding dan barangan kemas / Watch, clock and jewellery repairs	14	8	22	13	9	22	6	3	9	–	–	–

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STATISTICAL REPORTSJADUAL 4 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT PERUSAHAAN SERTA JANTINA, 2015
TABLE 4 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO INDUSTRY AND GENDER, 2015

Perusahaan / Industry	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
9515 Kedai pembaikan lain / Other repair shops	259	15	274	270	16	286	74	6	80	3	-	3
9520 Perkhidmatan dobi, pencucian dan loji pengelupan / Laundry services, cleaning and dyeing plants	67	52	119	60	53	113	20	18	38	1	1	2
9530 Perkhidmatan rumah / Domestic services	298	66	364	315	66	381	120	21	141	4	-	4
9591 Kedai gunting dan kecantikan / Barber and beauty shops	20	40	60	21	33	54	2	5	7	-	-	-
9592 Studio gambar dan gambar-gambar komersial / Photographic studios and commercial photographs	24	13	37	20	13	33	1	-	1	-	-	-
9599 Perkhidmatan persendirian, dll. / Personal services, etc.	2,486	610	3,096	2,508	540	3,048	845	144	989	58	4	62
Jumlah / Total	3,926	871	4,797	3,925	793	4,718	1,220	208	1,428	86	5	91
vi. Aktiviti Badan dan Pertubuhan Luar Wilayah / Activities of Extraterritorial Organisations and Bodies												
9600 Lain-lain badan antarabangsa / International and other extraterritorial bodies	561	111	672	520	99	619	145	28	173	18	1	19
Jumlah / Total	561	111	672	520	99	619	145	28	173	18	1	19
Jumlah keseluruhan / Grand total	50,244	12,593	62,837	48,327	11,744	60,071	14,589	3,116	17,705	1,085	107	1,192

JADUAL 5 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT SEBAB KEMALANGAN SERTA JANTINA, 2015
TABLE 5 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO CAUSE OF ACCIDENT AND GENDER, 2015

Sebab Kemalangan / Cause of Accident	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
TERJATUH / FALLS												
11 Orang terjatuh dari tempat tinggi dan terjunan ke dalam jurang / lubang / Person falling from heights into pits / holes	7,564	1,726	9,290	7,746	1,788	9,534	2,355	440	2,795	194	21	215
12 Orang terjatuh pada aras yang sama / Person falling from the same level	6,991	2,345	9,336	6,891	2,384	9,275	1,860	550	2,410	143	17	160
Jumlah / Total	14,555	4,071	18,626	14,637	4,172	18,809	4,215	990	5,205	337	38	375
TERHEMPAP OLEH BENDA-BENDA YANG JATUH / STRUCK BY FALLING OBJECT												
21 Tertimbus oleh tanah / batu/pasir / Slides and cave-in under earth / sand	53	11	64	48	12	60	17	3	20	3	–	3
22 Ditimpa bangunan runtuh, dinding atau tangga / Collapsing of building wall or staircase	141	25	166	148	21	169	35	6	41	–	–	–
23 Dihempap oleh benda-benda yang jatuh semasa penyelenggaraan / Struck by falling objects during handling	1,691	336	2,027	1,737	336	2,073	423	62	485	10	–	10
24 Dihempap oleh benda-benda yang jatuh, tidak dispesifikasikan / Struck by falling objects, unspecified	1,347	339	1,686	1,202	269	1,471	352	65	417	11	–	11
Jumlah / Total	3,232	711	3,943	3,135	638	3,773	827	136	963	24	–	24
TERPIJAK DI ATAS / TERKENA / TERHEMPAP OLEH BENDA-BENDA (TIDAK TERMASUK BENDA JATUH) / STEPPING ON, STRIKING AGAINST OR STRUCK BY OBJECT (EXCLUDING FALLING OBJECT)												
31 Terpijak sesuatu objek / Stepping on objects	2,193	557	2,750	2,191	534	2,725	680	140	820	57	5	62
32 Terkena objek yang pegun / Striking against stationary objects	3,663	889	4,552	3,699	874	4,573	1,117	237	1,354	37	8	45
33 Terkena objek yang bergerak / Striking against moving objects	8,522	2,048	10,570	8,463	1,962	10,425	2,619	537	3,156	261	29	290
34 Terhempap oleh benda yang melayang atau berterbangan / Struck by flying objects	2,384	547	2,931	2,410	558	2,968	733	131	864	47	4	51
Jumlah / Total	16,762	4,041	20,803	16,763	3,928	20,691	5,149	1,045	6,194	402	46	448

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STATISTICAL REPORTSJADUAL 5 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT SEBAB KEMALANGAN SERTA JANTINA, 2015
TABLE 5 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO CAUSE OF ACCIDENT AND GENDER, 2015

Sebab Kemalangan / Cause of Accident	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
TERSEPIT DI DALAM / DI ANTARA BENDA-BENDA / CAUGHT IN BETWEEN OBJECTS												
41 Tersepit di dalam objek / Caught in an object	1,661	278	1,939	1,649	265	1,914	388	50	438	14	2	16
42 Tersepit di antara objek pegun dan bergerak / Caught between a stationary and moving objects	1,608	517	2,125	1,544	441	1,985	521	135	656	26	1	27
43 Tersepit antara objek yang bergerak / Caught between moving objects	200	34	234	309	69	378	153	39	192	11	1	12
Jumlah / Total	3,469	829	4,298	3,502	775	4,277	1,062	224	1,286	51	4	55
PERGERAKAN YANG BERAT / OVER-EXERTION OR STRENUOUS MOVEMENT												
51 Terseluh apabila mengangkat objek / Over-exertion in lifting objects	355	74	429	338	58	396	113	15	128	1	–	1
52 Terseluh apabila menolak / menarik objek / Over-exertion in pushing or pulling objects	431	82	513	405	63	468	167	24	191	–	–	–
53 Terseluh semasa mengurus / melontar objek / Over-exertion in handling or throwing objects	2,590	365	2,955	2,314	282	2,596	557	75	632	8	–	8
54 Pergerakan yang berat / Strenuous movements	1,193	372	1,565	990	306	1,296	346	127	473	21	2	23
Jumlah / Total	4,569	893	5,462	4,047	709	4,756	1,183	241	1,424	30	2	32
TERDEDAH/TERSENTUH SUHU YANG PANAS / EXPOSED TO/CONTACT WITH EXTREME TEMPERATURE												
61 Terdedah kepada haba yang panas / Exposure to heat	111	15	126	88	17	105	12	4	16	2	–	2
62 Terdedah kepada hawa dingin beku / Exposure to cold	–	1	1	0	1	1	1	2	3	–	–	–
63 Tersentuh kepada objek/bahan yang panas / Contact with objects/ hot substances	210	43	253	204	42	246	18	5	23	2	–	2
64 Tersentuh objek/bahan yang sejuk / Contact with objects/cold substances	5	2	7	3	2	5	–	–	–	–	–	–
Jumlah / Total	326	61	387	295	62	357	31	11	42	4	–	4

JADUAL 5 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT SEBAB KEMALANGAN SERTA JANTINA, 2015
TABLE 5 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO CAUSE OF ACCIDENT AND GENDER, 2015

Sebab Kemalangan / Cause of Accident	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
TERDEDAH/TERSENTUH ELEKTRIK / EXPOSED TO/CONTACT WITH ELECTRIC CURRENT												
70 Terdedah/tersentuh arus elektrik / Exposure to/contact with electric current	46	3	49	20	3	23	1	1	2	5	–	5
Jumlah / Total	46	3	49	20	3	23	1	1	2	5	–	5
TERDEDAH/TERSENTUH BAHAN MERBAHAYA / EXPOSED TO/CONTACT WITH HARMFUL SUBSTANCE												
81 Terhidu/terserap bahan merbahaya / Contact by inhalation or absorption to harmful substance	38	16	54	24	6	30	10	2	12	–	–	–
82 Terdedah kepada sinaran radiasi ion / Exposure to ionising	27	2	29	8	1	9	23	1	24	–	–	–
83 Terdedah kepada radiasi selain daripada radiasi ion / Exposure to radiations other than ionising radiations	44	6	50	9	1	10	18	1	19	–	–	–
Jumlah / Total	109	24	133	41	8	49	51	4	55	–	–	–
LAIN-LAIN KEMALANGAN / OTHER TYPE OF ACCIDENTS												
91 Lain-lain kemalangan yang tidak diklasifikasikan / Other types of accident, not classified	5,690	1,643	7,333	4,686	1,210	5,896	1,665	385	2,050	177	16	193
92 Kemalangan tidak diklasifikasikan kerana kekurangan data / Accidents not classified due to insufficient data	1,486	317	1,803	1,201	239	1,440	405	79	484	55	1	56
Jumlah / Total	7,176	1,960	9,136	5,887	1,449	7,336	2,070	464	2,534	232	17	249
Jumlah keseluruhan / Grand total	50,244	12,593	62,837	48,327	11,744	60,071	14,589	3,116	17,705	1,085	107	1,192

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JADUAL 6 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT LOKASI KECEDEeraan SERTA JANTINA, 2015
TABLE 6 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO LOCATION OF INJURY AND GENDER, 2015

Lokasi Kecederaan / Location of Injury	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
KEPALA / HEAD												
11 Sekitar tempurung kepala/otak / Cranium region	353	67	420	235	49	284	45	7	52	61	9	70
12 Mata / Eye	1,011	153	1,164	817	111	928	169	17	186	2	–	2
13 Telinga / Ear	455	82	537	69	11	80	240	24	264	–	–	–
14 Mulut / Mouth	116	36	152	106	30	136	32	8	40	1	–	1
15 Hidung / Nose	98	21	119	88	18	106	25	3	28	–	1	1
16 Muka, lokasi tidak dinyatakan / Face, unspecified location	525	136	661	482	134	616	71	19	90	5	–	5
18 Kepala, lokasi berganda / Head, multiple locations	1,248	404	1,652	718	192	910	158	61	219	190	23	213
19 Kepala, lokasi tidak dinyatakan / Head, unspecified location	268	46	314	167	32	199	23	2	25	43	2	45
Jumlah / Total	4,074	945	5,019	2,682	577	3,259	763	141	904	302	35	337
LEHER / NECK												
20 Leher (termasuk kerongkong dan tulang belakang) / Neck (including throat and cervical vertebrae)	165	59	224	152	50	202	55	19	74	4	–	4
Jumlah / Total	165	59	224	152	50	202	55	19	74	4	–	4
TUBUH / TRUNK												
31 Belakang / Back	1,705	513	2,218	1,455	369	1,824	731	166	897	4	–	4
32 Dada / Chest	640	105	745	530	82	612	82	23	105	31	1	32
33 Abdomen / Abdomen	118	26	144	117	29	146	66	17	83	4	–	4
34 Tulang punggung / Pelvis	186	45	231	194	41	235	113	19	132	–	–	–
38 Tubuh, lokasi berganda / Trunk, multiple locations	2,797	631	3,428	2,699	593	3,292	629	109	738	51	8	59
39 Tubuh, lokasi tidak dinyatakan / Trunk, unspecified location	383	84	467	233	52	285	81	19	100	61	2	63
Jumlah / Total	5,829	1,404	7,233	5,228	1,166	6,394	1,702	353	2,055	151	11	162

JADUAL 6 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT LOKASI KECEDEeraan SERTA JANTINA, 2015
TABLE 6 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO LOCATION OF INJURY AND GENDER, 2015

Lokasi Kecederaan / Location of Injury	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
ANGGOTA ATAS / UPPER LIMB												
41 Bahu / Shoulder	2,394	387	2,781	2,566	410	2,976	981	130	1,111	2	–	2
42 Lengan atas / Upper arm	70	10	80	64	9	73	15	4	19	–	–	–
43 Siku / Elbow	315	89	404	313	95	408	78	26	104	–	–	–
44 Siku ke pergelangan tangan / Forearm	283	60	343	296	55	351	86	16	102	2	–	2
45 Pergelangan tangan / Wrist	1,105	375	1,480	1,128	389	1,517	350	122	472	2	–	2
46 Tangan (kecuali jari) / Hand (except fingers alone)	5,132	1,295	6,427	5,415	1,303	6,718	1,518	420	1,938	6	1	7
47 Jari / Fingers	7,335	1,148	8,483	7,422	1,109	8,531	2,174	307	2,481	–	–	–
49 Anggota atas, lokasi tidak dinyatakan / Upper limb, unspecified location	67	26	93	72	28	100	15	7	22	–	–	–
Jumlah / Total	16,885	3,443	20,328	17,441	3,441	20,882	5,247	1,037	6,284	14	2	16
ANGGOTA BAWAH / LOWER LIMB												
51 Pinggul / pangkal peha / Hip	525	168	693	521	140	661	237	68	305	–	–	–
52 Peha / Thigh	335	78	413	377	91	468	129	17	146	1	–	1
53 Lutut / Knee	1,837	618	2,455	1,927	624	2,551	654	168	822	2	–	2
54 Kaki / Leg (lower leg)	4,544	1,339	5,883	5,129	1,435	6,564	1,607	374	1,981	11	1	12
55 Pergelangan / Ankle	570	264	834	597	278	875	174	65	239	1	–	1
56 Kaki / Feet (except toes alone)	2,517	901	3,418	2,558	861	3,419	668	185	853	6	–	6
57 Jari kaki / Toes	841	333	1,174	829	340	1,169	195	60	255	–	–	–
58 Anggota bawah, lokasi berganda / Lower limb, multiple locations	119	27	146	113	30	143	26	11	37	–	–	–
59 Anggota bawah, lokasi tidak dinyatakan / Lower limb, unspecified location	123	30	153	125	31	156	28	6	34	–	–	–
Jumlah / Total	11,411	3,758	15,169	12,176	3,830	16,006	3,718	954	4,672	21	1	22

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STATISTICAL REPORTSJADUAL 6 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT LOKASI KECEDERAAN SERTA JANTINA, 2015
TABLE 6 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO LOCATION OF INJURY AND GENDER, 2015

Lokasi Kecederaan / Location of Injury	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
LOKASI BERGANDA / MULTIPLE LOCATION												
61 Kepala dan tubuh, kepala dan satu atau lebih anggota / Head and trunk, head and one or more limbs	224	64	288	196	63	259	39	10	49	15	2	17
62 Tubuh dan satu atau lebih anggota / Trunk and one or more limbs	302	71	373	324	85	409	112	22	134	7	–	7
63 Satu anggota atas, satu anggota bawah atau lebih / One upper limb, one lower limb or more than two	1,007	310	1,317	937	281	1,218	235	40	275	16	2	18
68 Lokasi berganda lain / Other multiple locations	4,712	1,048	5,760	4,710	998	5,708	1,446	244	1,690	119	9	128
69 Lokasi berganda lain, tidak dinyatakan / Multiple locations, unspecified locations	1,791	491	2,282	1,678	491	2,169	397	91	488	90	8	98
Jumlah / Total	8,036	1,984	10,020	7,845	1,918	9,763	2,229	407	2,636	247	21	268
KECEDERAAN AM / GENERAL INJURIES												
71 Sistem peredaran darah / Circulatory system in general	15	2	17	8	3	11	1	1	2	1	–	1
72 Sistem pernafasan / Respiratory system in general	52	7	59	9	2	11	2	4	6	8	–	8
73 Sistem penghadaman / Digestive system in general	10	2	12	5	–	5	3	–	3	–	–	–
74 Sistem saraf / Nervous system in general	17	3	20	15	2	17	6	2	8	–	–	–
78 Kecederaan am lain / Other general injuries	712	181	893	585	131	716	148	22	170	30	5	35
79 Kecederaan am, lokasi tidak dinyatakan / General injuries, unspecified locations	811	206	1,017	708	194	902	203	46	249	57	3	60
Jumlah / Total	1,617	401	2,018	1,330	332	1,662	363	75	438	96	8	104
LOKASI TIDAK DINYATAKAN / UNSPECIFIED LOCATION OF INJURY												
80 Lokasi tidak dinyatakan / Unspecified location of injury	2,227	599	2,826	1,473	430	1,903	512	130	642	250	29	279
Jumlah / Total	2,227	599	2,826	1,473	430	1,903	512	130	642	250	29	279
Jumlah keseluruhan / Grand total	50,244	12,593	62,837	48,327	11,744	60,071	14,589	3,116	17,705	1,085	107	1,192

JADUAL 7 > BILANGAN KEMALANGAN DAN FAEDAH DIBAYAR MENGIKUT JENIS KECEDERAAN SERTA JANTINA, 2015
TABLE 7 > NUMBER OF ACCIDENTS AND BENEFIT PAID ACCORDING TO TYPES OF INJURY AND GENDER, 2015

Jenis Kecelakaan / Types of Injury	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
10 Keretakan / Fractures	14,697	3,871	18,568	15,888	4,097	19,985	5,841	1,259	7,100	117	14	131
20 Dislokasi / Dislocations	933	423	1,356	777	289	1,066	313	121	434	2	–	2
25 Tergeliat dan terseliuh / Sprains and strains	5,110	1,564	6,674	4,746	1,322	6,068	1,384	337	1,721	49	6	55
30 Hentaman kuat dan cedera dalaman / Concussions and other internal injuries	2,236	678	2,914	1,786	591	2,377	775	222	997	196	12	208
40 Amputasi dan enukelasi / Amputations and enucleations	299	36	335	306	30	336	175	12	187	–	–	–
41 Kecelakaan lain / Other wounds	16,514	3,590	20,104	16,378	3,524	19,902	3,531	638	4,169	113	19	132
50 Luka luaran / Superficial injuries	769	120	889	645	96	741	98	8	106	17	–	17
55 Kontusi dan kehancuran / Contusions and crushings	524	103	627	458	102	560	141	34	175	40	4	44
60 Terbakar / Burns	634	109	743	582	102	684	70	12	82	17	–	17
70 Terdedah kepada racun / Acute poisonings	34	13	47	21	5	26	4	–	4	–	–	–
80 Kesan cuaca / Effects of weather, exposure and related conditions	140	25	165	37	12	49	65	14	79	9	–	9
81 Mati lemas / Asphyxia	95	10	105	13	4	17	11	3	14	34	1	35
82 Kesan elektrik / Effects of electric currents	28	4	32	12	2	14	2	2	4	3	1	4
83 Kesan radiasi / Effects of radiation	15	4	19	6	–	6	12	0	12	–	–	–
90 Kecelakaan berganda / Multiple injuries of different nature	3,784	828	4,612	3,584	770	4,354	1,163	216	1,379	195	22	217
99 Kecelakaan lain dan tidak dinyatakan / Other and unspecified injuries	4,432	1,215	5,647	3,088	798	3,886	1,004	238	1,242	293	28	321
Jumlah / Total	50,244	12,593	62,837	48,327	11,744	60,071	14,589	3,116	17,705	1,085	107	1,192

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JADUAL 8 > BILANGAN KES ILAT DAN PENAKAT DILAPORKAN, 2015
TABLE 8 > NUMBER OF INVALIDITY AND SURVIVORS' CASES REPORTED, 2015

Penyakit / Disease	Ilat Invalidity			Penakat Survivors'		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
1 Intestinal Infectious Diseases (eg. cholera)	1	6	7	8	2	10
2 Tuberculosis (eg. pulmonary tuberculosis)	55	18	73	135	42	177
3 Other bacterial diseases (eg. plague, leprosy)	10	8	18	205	83	288
4 Viral Diseases (eg. smallpox, dengue, viral hep.)	52	56	108	83	39	122
5 Rickettsioses & other Arthropodborne disease	23	22	45	1	–	1
6 Venereal Diseases	60	39	99	32	12	44
7 Other infectious, parasitic diseases & late effects of infectious and parasit diseases	17	4	21	18	8	26
8 Malignant neoplasm of lip, cavity and pharynx	70	38	108	14	5	19
9 Malignant neoplasm of digestive organs and peritoneum	28	24	52	48	20	68
10 Malignant neoplasm of respiratory and intrathoracic organs	35	23	58	73	27	100
11 Malignant neoplasm of bone, connective, skin and breast	223	279	502	16	96	112
12 Malignant neoplasm if genitourinary organs	241	169	410	77	37	114
13 Malignant neoplasm of other and unspecified sites	26	16	42	49	15	64
14 Malignant neoplasm of lymphatic & haemopoietic tissue	37	15	52	34	26	60
15 Benign Neoplasm	107	138	245	108	37	145
16 Carcinoma in situ	333	440	773	621	471	1,092
17 Other and unspecified neoplasm	189	77	266	360	146	506
18 Endocrine & metabolic diseases	217	139	356	71	31	102
19 Nutritional Deficiencies	28	18	46	4	3	7
20 Immunity Disorders	10	4	14	34	7	41
21 Diseases of Blood & Blood Forming Organs	176	83	259	150	31	181
22 Mental disorders	194	144	338	3	3	6
23 Diseases of the nervous system (eg epilepsy)	538	339	877	43	21	64

JADUAL 8 > BILANGAN KES ILAT DAN PENAKAT DILAPORKAN, 2015

TABLE 8 > NUMBER OF INVALIDITY AND SURVIVORS' CASES REPORTED, 2015

Penyakit / Disease	Ilat Invalidity			Penakat Survivors'		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
24 Disease of other paralytic syndromes	50	11	61	22	3	25
25 Disorders of the eye and adnexa	254	107	361	7	2	9
26 Disorders of the ear and mastoid process	48	24	72	–	–	–
27 Rheumatic fever and rheumatic heart disease	192	55	247	430	77	507
28 Hypertensive disease	378	188	566	199	51	250
29 Ischaemic heart disease	722	207	929	1,407	205	1,612
30 Diseases of pulmonary circulation and others	347	95	442	616	134	750
31 Cerebro-vascular disease	193	55	248	100	36	136
32 Other diseases of the circulatory system	633	355	988	337	112	449
33 Diseases of the upper respiratory tract	31	14	45	52	12	64
34 Other diseases of the respiratory system	49	60	109	263	80	343
35 Diseases of the other parts of the digestive	81	44	125	145	29	174
36 Diseases of the musculoskeletal system and connective tissue (eg arthritis)	596	527	1,123	96	29	125
37 Fractures	291	112	403	53	7	60
38 Intracranial and internal injuries including nerves	170	240	410	88	16	104
39 Open wounds and injury to blood vessels	86	79	165	9	6	15
40 Poisoning and toxic effects	–	–	–	14	1	15
41 Transport accidents	93	26	119	567	100	667
42 Suicide and self-inflicted injury	3	1	4	55	15	70
43 Old age	–	–	–	44	21	65
44 Others	5,191	3,272	8,463	3,677	1,071	4,748
Jumlah / Total	12,078	7,571	19,649	10,368	3,169	13,537

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STATISTICAL REPORTSJADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT
AGEN PENYEBAB SERTA JANTINA, 2015TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING
TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
MACHINE												
i. Prime-movers, except electrical motors												
111 Steam engines	1	–	1	2	–	2	–	–	–	–	–	–
112 Internal combustion engines	4	–	4	3	–	3	–	–	–	1	–	1
119 Other prime-movers, except electrical motors	8	1	9	8	–	8	5	–	5	–	–	–
Jumlah / Total	13	1	14	13	–	13	5	–	5	1	–	1
ii. Transmission machinery												
121 Transmission shafts	6	1	7	5	1	6	3	–	3	–	–	–
122 Transmission belts, cables, pulleys, pinions, chains, gears	13	1	14	17	1	18	10	–	10	–	–	–
129 Other transmission machinery	28	1	21	26	1	27	5	–	5	–	–	–
Jumlah / Total	47	3	21	48	3	51	18	–	18	–	–	–
iii. Metalworking machines												
131 Power presses	20	1	21	17	1	18	5	–	5	–	–	–
132 Lathes	105	12	117	104	12	116	27	3	30	–	–	–
133 Milling machines	7	–	7	7	–	7	2	–	2	–	–	–
134 Abrasive wheels	7	–	7	9	–	9	1	–	1	–	–	–
v135 Mechanical shears	27	3	30	24	3	27	14	1	15	–	–	–
136 Forging machines	106	28	134	100	30	130	20	11	31	–	–	–
137 Rolling-mills	46	8	54	53	10	63	9	4	13	–	–	–
139 Other metalworking machines	1,045	173	1,218	990	163	1,153	183	27	210	4	–	4
Jumlah / Total	1,363	225	1,588	1,304	219	1,523	261	46	307	4	–	4

JADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
iv. Wood and assimilated machines												
141 Circular saws	17	1	18	15	1	16	4	–	4	–	–	–
142 Other saws	48	10	58	55	8	63	20	4	24	–	1	1
143 Moulding machines	43	5	76	38	4	42	14	3	17	–	–	–
144 Overhand planes	30	4	34	34	7	41	26	3	29	1	–	1
149 Other wood and assimilated machines	163	20	183	163	22	185	35	8	43	–	–	–
Jumlah / Total	301	40	369	305	42	347	99	18	117	1	1	2
v. Agricultural machines												
151 Reapers (including combine reapers)	3	2	5	3	2	5	–	–	–	–	–	–
152 Threshers	3	–	3	3	1	4	–	–	–	–	–	–
159 Other agricultural machines	213	40	253	184	35	219	11	2	13	2	–	2
Jumlah / Total	219	42	261	190	38	228	11	2	13	2	–	2
vi. Mining machinery												
161 Under-cutters	14	3	17	9	1	10	4	–	4	–	–	–
169 Other mining machinery	23	2	25	27	6	33	12	–	12	1	–	1
Jumlah / Total	37	5	42	36	7	43	16	–	16	1	–	1
vii. Other machines not elsewhere classified												
191 Earth-moving machines, excavating and scraping machine, except means of transport	5	–	5	6	1	7	3	–	3	–	–	–
192 Spinning, weaving and other textile machines	–	1	1	2	1	3	1	–	1	–	–	–
193 Machines for the manufacture of foodstuffs and beverages	24	1	25	26	1	27	7	2	9	–	–	–
194 Machines for the manufacture of paper	3	–	3	4	–	4	2	–	2	–	–	–
195 Printing machines	5	1	6	4	1	5	2	–	2	–	–	–
199 Other machines not elsewhere classified	480	83	563	484	84	568	149	29	192	–	–	–
Jumlah / Total	517	86	603	526	88	614	164	31	209	–	–	–

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STATISTICAL REPORTSJADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
MEANS OF TRANSPORT AND LIFTING EQUIPMENT												
i. Lifting machines and appliances												
211 Cranes	37	–	37	36	–	36	10	–	10	–	–	–
212 Lifts and elevators	8	1	9	10	2	12	2	–	2	–	–	–
213 Winches	5	1	6	6	1	7	3	–	3	–	–	–
214 Pulley blocks	18	–	18	20	2	22	4	3	7	–	–	–
219 Other means of transport and lifting equipment	80	11	91	82	11	93	28	4	32	3	–	3
Jumlah / Total	148	13	161	154	16	170	47	7	54	3	–	3
ii. Means of rail transport												
221 Inter-urban railways	–	1	1	–	1	1	–	–	–	–	–	–
222 Rail transport in mines, tunnels, quarries, industrial establishment, docks, etc.	1	–	1	–	–	–	1	–	1	–	–	–
229 Other means of rail transport	5	–	5	5	–	5	3	–	3	–	–	–
Jumlah / Total	6	1	7	5	1	6	4	–	4	–	–	–
iii. Other wheeled means of transport, excluding rail transport												
231 Tractors	38	1	39	43	2	45	16	2	18	3	–	3
232 Lorries	543	4	547	564	7	571	160	–	160	20	–	20
233 Trucks	17	1	18	19	1	20	7	–	7	–	–	–
234 Motor vehicles, not elsewhere classified	2,640	309	2,949	2,533	298	2,831	705	91	796	100	4	104
235 Animal-drawn vehicles	8	–	8	8	–	8	3	–	3	–	–	–
236 Hand-drawn vehicles	64	8	72	59	9	68	2	2	4	–	–	–
239 Others wheeled means of transport	176	24	200	181	25	206	54	3	57	6	–	6
Jumlah / Total	3,486	347	3,833	3,407	342	3,749	947	98	1,045	129	4	133

JADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
iii. Other wheeled means of transport, excluding rail transport												
231 Tractors	38	1	39	43	2	45	16	2	18	3	–	3
232 Lorries	543	4	547	564	7	571	160	–	160	20	–	20
233 Trucks	17	1	18	19	1	20	7	–	7	–	–	–
234 Motor vehicles, not elsewhere classified	2,640	309	2,949	2,533	298	2,831	705	91	796	100	4	104
235 Animal-drawn vehicles	8	–	8	8	–	8	3	–	3	–	–	–
236 Hand-drawn vehicles	64	8	72	59	9	68	2	2	4	–	–	–
239 Others wheeled means of transport	176	24	200	181	25	206	54	3	57	6	–	6
Jumlah / Total	3,486	347	3,833	3,407	342	3,749	947	98	1,045	129	4	133
iv. Means of air transport												
240 Means of air transport	–	–	–	–	–	–	–	–	–	–	–	–
Jumlah / Total	–	–	–	–	–	–	–	–	–	–	–	–
v. Means of water transport												
251 Motorized means of water transport	13	–	13	8	–	8	2	–	2	1	–	1
252 Non-motorized means of water transport	6	1	7	4	1	5	1	–	1	–	–	–
Jumlah / Total	19	1	20	12	1	13	3	–	3	1	–	1
vi. Other means of transport												
261 Cable-cars	–	–	–	1	–	1	–	–	–	–	–	–
262 Mechanical conveyors, except cable-cars	5	3	8	7	3	10	2	–	2	–	–	–
269 Other means of transport	20	3	23	20	2	22	8	–	8	–	–	–
Jumlah / Total	25	6	31	28	5	33	10	–	10	–	–	–

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STATISTICAL REPORTSJADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
OTHER EQUIPMENT												
i. Pressure vessels												
311 Boilers	12	–	12	14	–	14	1	–	1	1	–	1
312 Pressurized container	1	–	1	2	–	2	–	–	–	–	–	–
313 Pressurized piping and accessories	14	–	14	12	–	12	3	–	3	–	–	–
314 Gas cylinders	9	1	10	7	1	8	–	–	–	–	–	–
315 Caissons, diving equipment	1	–	1	1	1	2	–	1	1	–	–	–
319 Other pressure vessels	222	34	256	323	47	370	151	20	218	5	–	5
Jumlah / Total	259	35	294	359	49	408	155	21	223	6	–	6
ii. Furnaces, ovens, kilns												
321 Blast furnaces	3	–	3	4	–	4	–	–	–	1	–	1
322 Refining furnaces	–	–	–	–	–	–	–	–	–	–	–	–
323 Other furnaces	3	1	4	4	1	5	–	–	–	–	–	–
324 Kilns	6	–	6	6	–	6	1	–	1	–	–	–
325 Ovens	3	1	4	2	1	3	–	–	–	–	–	–
Jumlah / Total	15	2	17	16	2	18	1	–	1	1	–	1
iii. Refrigerating plants												
330 Refrigerating plants	–	1	1	–	1	1	–	–	–	–	–	–
Jumlah / Total	–	1	1	–	1	1	–	–	–	–	–	–
iv. Electrical installations, including electric motors but excluding electric hand tools												
341 Rotating machines	10	–	10	8	–	8	1	–	1	–	–	–
342 Conductors	–	–	–	–	–	–	–	–	–	–	–	–
343 Transformers	1	–	1	1	–	1	–	–	–	–	–	–
344 Control apparatus	1	–	1	1	–	1	1	–	1	–	–	–
349 Other electrical installations	3	–	3	5	1	6	1	–	1	–	–	–
Jumlah / Total	15	–	15	15	1	16	3	–	3	–	–	–

JADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
v. Electric hand tools												
350 Electric hand tools	44	3	47	44	2	46	9	–	9	–	–	–
Jumlah / Total	44	3	47	44	2	46	9	–	9	–	–	–
vi. Tools, implements and appliances, except electric hand tools												
361 Power-driven hand tools, except electric hand tools	15	2	17	12	1	13	6	–	6	1	–	1
362 Hand tools, not power driven	207	32	239	200	34	234	28	5	33	1	1	2
369 Other tools, implements, appliances	658	89	747	638	81	719	130	12	142	1	–	1
Jumlah / Total	880	123	1,003	850	116	966	164	17	181	3	1	4
vii. Ladders, mobile ramps												
370 Ladders, mobile ramps	125	38	163	130	39	169	31	3	34	3	–	3
Jumlah / Total	125	38	163	130	39	169	31	3	34	3	–	3
viii. Scaffolding												
380 Scaffolding	165	48	213	169	56	225	50	13	63	–	–	–
Jumlah / Total	165	48	213	169	56	225	50	13	63	–	–	–
ix. Other equipment, not elsewhere classified												
390 Other equipment, not elsewhere classified	469	61	530	446	54	500	123	13	136	1	–	1
Jumlah / Total	469	61	530	446	54	500	123	13	136	1	–	1

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TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
MATERIALS, SUBSTANCES AND RADIATIONS												
i. Explosives												
410 Explosives	13	1	14	14	2	16	3	–	3	1	–	1
Jumlah / Total	13	1	14	14	2	16	3	–	3	1	–	1
ii. Dust, gases, liquids and chemicals, excluding explosives												
421 Dusts	30	1	31	25	1	26	3	–	3	–	–	–
422 Gases, vapours, fumes	14	1	15	14	1	15	2	–	2	–	–	–
423 Liquids not elsewhere classified	46	16	62	39	16	55	6	–	6	–	–	–
424 Chemicals not elsewhere classified	14	2	16	14	1	15	2	–	2	–	–	–
429 Other dusts, gases, liquids, chemicals	20	6	26	21	6	27	6	1	7	–	–	–
Jumlah / Total	124	26	150	113	25	138	19	1	20	–	–	–
iii. Flying fragments												
430 Flying fragments	92	8	100	87	6	93	15	1	16	–	–	–
Jumlah / Total	92	8	100	87	6	93	15	1	16	–	–	–
iv. Radiation												
441 Ionizing radiations	2	–	2	2	–	2	2	–	2	–	–	–
449 Other radiations	–	–	–	–	–	–	–	–	–	–	–	–
Jumlah / Total	2	–	2	2	–	2	2	–	2	–	–	–
v. Other materials and substances not classified												
490 Other materials and substances not elsewhere classified	938	136	1,074	871	114	985	140	11	151	11	–	11
Jumlah / Total	938	136	1,074	871	114	985	140	11	151	11	–	11

JADUAL 9 > BILANGAN KEMALANGAN PERUSAHAAN DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid			
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	
WORKING ENVIRONMENT													
i. Outdoor													
511	Weather	12	–	12	4	–	4	–	–	–	3	–	3
512	Traffic and working surfaces	500	129	629	474	131	605	147	32	179	21	1	22
513	Water	11	3	14	7	3	10	–	2	2	–	–	–
519	Other outdoor causes	2,321	701	3,022	2,364	718	3,082	674	165	839	28	–	28
Jumlah / Total		2,844	833	3,677	2,849	852	3,701	821	199	1,020	52	1	53
ii. Indoor													
521	Floors	279	165	444	292	163	455	86	28	114	–	–	–
522	Confined quarters	767	203	970	817	239	1,056	323	95	418	3	–	3
523	Stairs	258	107	365	264	108	372	66	24	90	1	1	2
524	Other traffic and working surfaces	1,577	257	1,834	1,604	270	1,874	367	71	438	12	2	14
525	Floor openings and wall openings	1,176	236	1,412	1,218	245	1,463	361	59	420	7	–	7
526	Environmental factors (lighting, ventilation, temperature, noise, etc.)	11	5	16	10	4	14	5	1	6	1	–	1
529	Other indoor causes	6,970	1,509	8,479	7,014	1,463	8,477	1,862	334	2,196	58	4	62
Jumlah / Total		11,038	2,482	13,520	11,219	2,492	13,711	3,070	612	3,682	82	7	89
iii. Underground													
531	Roofs and faces of mine roads and tunnels, etc.	11	–	11	13	–	13	4	–	4	–	–	–
532	Floors of mine roads and tunnels, etc.	63	13	76	62	12	74	19	5	24	–	–	–
533	Working-faces of mines, tunnels, etc.	9	2	11	9	3	12	3	–	3	–	–	–
534	Mine shafts	2	–	2	2	1	3	1	1	2	–	–	–
535	Fire	12	1	13	8	2	10	2	–	2	1	–	1
536	Water	16	2	18	9	1	10	4	–	4	1	–	1
539	Other underground causes	52	30	82	56	37	93	11	5	16	1	–	1
Jumlah / Total		165	48	213	159	56	215	44	11	55	3	–	3

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TABLE 9 > NUMBER OF INDUSTRIAL ACCIDENTS AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED												
i. Animals												
611 Live animals	31	9	40	27	6	33	7	-	7	-	-	-
612 Animal products	90	14	104	79	9	88	6	2	8	1	-	1
Jumlah / Total	121	23	144	106	15	121	13	2	15	1	-	1
ii. Other agencies, not elsewhere classified												
690 Other agencies, not elsewhere classified	1,272	260	1,532	1,208	245	1,453	285	45	330	18	-	18
Jumlah / Total	1,272	260	1,532	1,208	245	1,453	285	45	330	18	-	18
AGENCIES NOT CLASSIFIED FOR LACK OF SUFFICIENT DATA												
700 Agencies not classified for lack of data	1,015	225	1,240	995	237	1,232	261	44	305	23	1	24
Jumlah / Total	1,015	225	1,240	995	237	1,232	261	44	305	23	1	24
Jumlah keseluruhan / Grand total	25,777	5,123	30,900	25,680	5,126	30,806	6,794	1,195	7,989	347	15	362

Nota / Notes :

¹ Tidak termasuk kes penyakit khidmat dilaporkan / Exclude occupational disease cases reported.

**JADUAL 10 > BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR
MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015**

**TABLE 10 > NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFIT PAID
ACCORDING TO AGENT CAUSES AND GENDER, 2015**

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
DISEASES CAUSED BY AGENTS												
i. Chemical Agents												
1100 Diseases caused by chemical agents	8	2	10	2	2	4	3	3	6	-	-	-
1110 Diseases caused by beryllium / toxic compounds	-	-	-	-	-	-	-	-	-	-	-	-
1111 Diseased caused by toxic halogen derivatives of aliphatic / aromatic hydrocarbons	1	2	3	-	-	-	-	-	-	-	-	-
1112 Diseases caused by benzene / toxic homologues	-	1	1	-	-	-	-	-	-	-	-	-
1113 Diseases caused by toxic nitro and amino-derivatives of benzene or its homologues	-	-	-	-	-	-	-	-	-	-	-	-
1114 Diseases caused by nitroglycerine / other nitric acid esters	-	-	-	-	-	-	-	-	-	-	-	-
1115 Diseases caused by alcohols, glycols or ketones	-	-	-	-	-	-	-	-	-	-	-	-
1116 Diseases caused by asphyxiants, carbon monoxide, hydrogen cyanide / toxic derivative, hydrogen sulphide	1	-	1	-	-	-	-	-	-	-	-	-
1117 Diseases caused by acrylonitrile	-	-	-	-	-	-	-	-	-	-	-	-
1118 Diseases caused by oxides of nitrogen	1	-	1	-	-	-	-	-	-	-	-	-
1119 Diseases caused by vanadium / toxic compounds	-	-	-	-	-	-	-	-	-	-	-	-
1120 Diseases caused by cadmium / toxic compounds	-	-	-	-	-	-	1	-	1	-	-	-
1121 Diseased caused by hexane	-	-	-	-	-	-	-	-	-	-	-	-
1122 Diseases of teeth due to mineral acids	1	-	1	-	-	-	-	-	-	-	-	-
1123 Diseases due to pharmaceutical agents	-	-	-	-	-	-	-	-	-	-	-	-
1124 Diseases due to thallium or its compounds	-	-	-	-	-	-	-	-	-	-	-	-
1125 Diseases due to oxmium or its compounds	-	-	-	-	-	-	-	-	-	-	-	-
1126 Diseases due to selenium or its compounds	-	-	-	-	-	-	-	-	-	-	-	-
1127 Diseases due to copper or its compounds	-	-	-	-	-	-	-	-	-	-	-	-
1128 Diseases due to tin or its compounds	-	-	-	-	-	-	2	-	2	-	-	-
1129 Diseases due to zinc or its compounds	-	-	-	-	-	-	-	-	-	-	-	-
1130 Diseases caused by phosphorus / toxic compounds	-	1	1	-	-	-	-	-	-	-	-	-

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JADUAL 10 > BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 10 > NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
1131 Diseases due to irritants benzoquinone and other corneal irritants	10	1	11	1	–	1	1	1	2	–	–	–
1132 Diseases caused by other chemical agents	19	7	26	5	2	7	4	2	6	–	–	–
1140 Diseases caused by chromium / toxic compounds	5	2	7	1	–	1	2	–	2	–	–	–
1150 Diseases caused by manganese / toxic compounds	–	–	–	–	–	–	–	–	–	–	–	–
1160 Diseases caused by arsenic / toxic compounds	–	–	–	–	–	–	–	–	–	–	–	–
1170 Diseases caused by mercury / toxic compounds	–	–	–	–	–	–	–	–	–	–	–	–
1180 Diseases caused by lead / toxic compounds	1	–	1	–	–	–	–	–	–	–	–	–
1190 Diseases caused by fluorine / toxic compounds	–	–	–	–	–	–	–	–	–	–	–	–
1191 Diseases caused by carbon / toxic disulphide	1	–	1	–	–	–	–	–	–	–	–	–
Jumlah / Total	48	16	64	9	4	13	13	6	19	–	–	–
ii. Physical Agents												
1210 Hearing impairment caused by noise	347	45	392	34	12	46	220	24	244	–	–	–
1220 Diseases caused vibration (disorders of muscles, tendons, bones, joints, peripheral blood vessels or peripheral nerves)	45	53	98	39	31	70	40	32	72	–	–	–
1230 Diseases caused by work in compressed air	10	5	15	5	–	5	6	–	6	–	–	–
1240 Diseases caused by ionizing radiations	3	4	7	–	1	1	–	1	1	–	–	–
1250 Diseases caused by heat radiations	4	1	5	–	–	–	3	–	3	–	–	–
1260 Diseases caused by ultraviolet radiations	7	3	10	–	–	–	–	–	–	–	–	–
1270 Diseases due to extreme temperature	–	–	–	–	–	–	–	–	–	–	–	–
1280 Diseases caused by other physical agents	517	358	875	109	79	188	131	90	221	–	–	–
Jumlah / Total	933	469	1,402	187	123	310	400	147	547	–	–	–

JADUAL 10 > BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 10 > NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
iii. Biological Agents												
1310 Infectious/parasitic diseases contracted in an occupation where there is particular risk of contamination	8	3	11	3	1	4	3	1	4	-	-	-
Jumlah / Total	8	3	11	3	1	4	3	1	4	-	-	-
DISEASES BY TARGET ORGAN SYSTEM												
i. Occupational Respiratory Diseases												
2110 Pneumoconioses caused by sclerogenic mineral dust (silicosis, anthracosilicosis, asbestosis)	2	1	3	2	-	2	1	-	1	-	-	-
2120 Bronchopulmonary diseases caused by hard metal dust	29	7	36	8	3	11	7	4	11	-	-	-
2130 Bronchopulmonary diseases caused by cotton, flax, hemp or sisal dust (byssinosis)	33	12	45	16	6	22	16	6	22	-	-	-
2140 Occupational asthma caused by sensitizing agents / irritants inherent to the work process	9	4	13	3	1	4	5	-	5	-	-	-
2150 Extrinsic allergic alveolitis caused by the inhalation of organic dusts as prescribed by national legislation	1	-	1	-	-	-	-	-	-	-	-	-
2160 Siderosis	2	-	2	-	-	-	-	-	-	-	-	-
2170 Chronic obstructive pulmonary diseases	11	1	12	1	0	1	1	-	1	-	-	-
2180 Diseases of lung, due to aluminium	65	20	85	6	2	8	4	2	6	-	-	-
2190 Upper airways disorders caused by recognized agents / irritants inherent to the work process	3	-	3	-	-	-	-	-	-	-	-	-
2191 Other respiratory diseases	28	20	48	9	1	10	11	1	12	1	-	1
Jumlah / Total	183	65	248	45	13	58	45	13	58	1	-	1

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JADUAL 10 > BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 10 > NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
ii. Occupational Skin Diseases												
2210 Skin diseases caused by physical, chemical or biological agents not include under other items	3	3	6	2	–	2	3	1	4	–	–	–
2220 Occupational vitiligo	206	89	295	42	25	67	66	36	102	–	–	–
Jumlah / Total	209	92	301	44	25	69	69	37	106	–	–	–
iii. Occupational Musculo-Skeletal Disorders												
2310 Musculo-skeletal diseases caused by specific work activities / work environment where particular risk factors are present	451	257	708	173	98	271	206	109	315	–	–	–
Jumlah / Total	451	257	708	173	98	271	206	109	315	–	–	–
OCCUPATIONAL CANCER												
3110 Cancer caused by asbestos	2	–	2	–	–	–	–	–	–	–	–	–
3111 Cancer caused by tar, pitch, bitumen, mineral oil, anthracene / compounds, products / residues of these substances	–	–	–	–	–	–	–	–	–	–	–	–
3112 Cancer caused by coke / oven / emissions	–	–	–	–	–	–	–	–	–	–	–	–
3113 Cancer caused by compounds of nickel	–	–	–	–	–	–	–	–	–	–	–	–
3114 Cancer caused by dust from wood	1	–	1	–	–	–	–	–	–	–	–	–
3115 Other occupational cancer	4	2	6	–	–	–	1	–	1	–	–	–
3120 Cancer caused by bencidine and salts	–	–	–	–	–	–	–	–	–	–	–	–
3130 Cancer caused by bicshloromethyl ether (BCME)	–	–	–	–	–	–	–	–	–	–	–	–
3140 Cancer caused by chromium and chromium compounds	–	–	–	–	–	–	–	–	–	–	–	–

JADUAL 10 > BILANGAN KES PENYAKIT KHIDMAT DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 10 > NUMBER OF OCCUPATIONAL DISEASE CASES AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			L / M	P / F	Jumlah Total
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total			
3150 Cancer caused by coal tars and coal tar pitches	-	-	-	-	-	-	-	-	-	-	-	-
3160 Cancer caused by betanaphthylamine	-	-	-	-	-	-	-	-	-	-	-	-
3170 Cancer caused by vinyl chloride	-	-	-	-	-	-	-	-	-	-	-	-
3180 Cancer caused by benzene / toxic homologues	-	-	-	-	-	-	-	-	-	-	-	-
3190 Cancer caused by toxic nitro amino-derivatives of benzene / homologues	-	-	-	-	-	-	-	-	-	-	-	-
3191 Cancer caused by ionizing radiations	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah / Total	7	2	9	-	-	-	1	-	1	-	-	-
OTHERS												
4100 Miners' nystagmus	415	200	615	116	67	183	160	62	222	1	-	1
Jumlah / Total	415	200	615	116	67	183	160	62	222	1	-	1
Jumlah keseluruhan / Grand total	2,254	1,104	3,358	577	331	908	897	375	1,272	2	-	2

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JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
MACHINE												
i. Prime-movers, except electrical motors												
112 Internal combustion engines	-	-	-	-	-	-	-	-	-	-	-	-
119 Other prime-movers, except electrical motors	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah / Total	-	-	-	-	-	-	-	-	-	-	-	-
ii. Transmission machinery												
122 Transmission belts, cables, pulleys, pinions, chains, gears	-	-	-	-	-	-	-	-	-	-	-	-
129 Other transmission machinery	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah / Total	-	-	-	-	-	-	-	-	-	-	-	-
iii. Metalworking machines												
131 Power presses	1	-	1	-	-	-	-	-	-	-	-	-
132 Lathes	5	1	6	4	1	5	1	-	1	-	-	-
133 Milling machines	-	-	-	-	-	-	-	-	-	-	-	-
134 Abrasive wheels	1	-	1	1	-	1	-	-	-	-	-	-
136 ???	1	-	1	1	-	1	-	-	-	-	-	-
137 Rolling-mills	1	-	1	-	-	-	-	-	-	-	-	-
139 Other metalworking machines	4	-	4	6	-	6	4	-	4	-	-	-
Jumlah / Total	13	1	14	12	1	13	5	-	5	-	-	-
iv. Wood and assimilated machines												
141 Circular saws	-	-	-	-	-	-	-	-	-	-	-	-
142 Other saws	-	-	-	-	-	-	-	-	-	-	-	-
143 Moulding machines	-	-	-	-	-	-	-	-	-	-	-	-
144 Overhand planes	1	-	1	1	-	1	1	-	1	-	-	-
149 Other wood and assimilated machines	-	-	-	-	-	-	1	-	1	-	-	-
Jumlah / Total	1	-	1	1	-	1	2	-	2	-	-	-

JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
v. Agricultural machines												
152 Threshers	-	-	-	-	-	-	-	-	-	-	-	-
159 Other agricultural machines	1	-	1	2	-	2	2	-	2	-	-	-
Jumlah / Total	1	-	1	2	-	2	2	-	2	-	-	-
vi. Mining machinery												
161 Under-cutters	7	3	10	6	2	8	1	-	1	-	-	-
169 Other mining machinery	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah / Total	7	3	10	6	2	8	1	-	1	-	-	-
vii. Other machines not elsewhere classified												
191 Earth-moving machines, excavating / scraping mc	-	-	-	-	-	-	-	-	-	-	-	-
192 Spinning, weaving and other textile machines	-	-	-	-	-	-	-	-	-	-	-	-
193 Machines for the manufacture of foodstuffs	-	-	-	-	-	-	-	-	-	-	-	-
195 Printing machines	-	-	-	-	-	-	-	-	-	-	-	-
199 Other machines not elsewhere classified	5	-	5	-	-	-	-	-	-	1	-	1
Jumlah / Total	5	-	5	-	-	-	-	-	-	1	-	1
MEANS OF TRANSPORT AND LIFTING EQUIPMENT												
i. Lifting machines and appliances												
212 Lifts and elevators	-	-	-	-	-	-	-	-	-	-	-	-
213 Winches	1	-	1	2	-	2	-	-	-	-	-	-
214 Pulley blocks	-	-	-	-	-	-	-	-	-	-	-	-
219 Other means of transport and lifting equipment	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah / Total	1	-	1	2	-	2	-	-	-	-	-	-

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JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
ii. Means of rail transport												
221 Inter-urban railways	-	-	-	-	-	-	-	-	-	-	-	-
222 Rail transport in mines, tunnels, quarries, industrial establishment, docks, etc.	-	-	-	-	-	-	-	-	-	-	-	-
229 Other means of rail transport	-	-	-	-	-	-	-	-	-	-	-	-
Jumlah / Total	-	-	-	-	-	-	-	-	-	-	-	-
iii. Other wheeled means of transport, excluding rail transport												
231 Tractors	1	2	3	3	2	5	2	-	2	-	-	-
232 Lorries	80	7	87	66	7	73	16	2	18	11	-	11
233 Trucks	4	-	4	-	-	-	-	-	-	1	-	1
234 Motor vehicles, not elsewhere classified	18,541	5,105	23,646	18,518	5,070	23,588	5,660	1,231	6,891	606	79	685
235 Animal-drawn vehicles	11	-	11	9	-	9	1	-	1	-	-	-
236 Hand-drawn vehicles	1	2	3	1	2	3	1	-	1	-	-	-
239 Others wheeled means of transport	726	118	844	806	129	935	327	39	366	22	3	25
Jumlah / Total	19,364	5,234	24,598	19,403	5,210	24,613	6,007	1,272	7,279	640	82	722
iv. Means of air transport												
240 Means of air transport	2	1	3	1	-	1	1	-	1	1	-	1
Jumlah / Total	2	1	3	1	-	1	1	-	1	1	-	1
v. Means of water transport												
251 Motorized means of water transport	1	-	1	-	-	-	-	-	-	-	-	-
252 Non-motorized means of water transport	1	-	1	1	-	1	-	-	-	-	-	-
Jumlah / Total	2	-	2	1	-	1	-	-	-	-	-	-

JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
vi. Other means of transport												
262 Mechanical conveyors, except cable-cars	–	–	–	–	–	–	–	–	–	–	–	–
269 Other means of transport	2	–	2	3	1	4	–	1	1	–	–	–
Jumlah / Total	2	–	2	3	1	4	–	1	1	–	–	–
OTHER EQUIPMENT												
i. Pressure vessels												
311 Boilers	–	–	–	–	–	–	–	–	–	–	–	–
314 Gas cylinders	–	–	–	–	–	–	–	–	–	–	–	–
319 Other pressure vessels	11	2	13	20	3	23	8	2	10	–	–	–
Jumlah / Total	11	2	13	20	3	23	8	2	10	–	–	–
ii. Furnaces, ovens, kilns												
321 Blast furnaces	–	–	–	–	–	–	–	–	–	–	–	–
323 Other furnaces	–	–	–	–	–	–	–	–	–	–	–	–
324 Kilns	12	4	16	10	4	14	3	–	3	–	–	–
325 Ovens	–	–	–	–	–	–	1	–	1	–	–	–
Jumlah / Total	12	4	16	10	4	14	4	–	4	–	–	–
iii. Refrigerating plants												
330 Refrigerating plants	–	–	–	–	–	–	–	–	–	–	–	–
Jumlah / Total	–	–	–	–	–	–	–	–	–	–	–	–
iv. Electrical installations, including electric motors but excluding electric hand tools												
341 Rotating machines	–	–	–	–	–	–	–	–	–	–	–	–
343 Transformers	–	–	–	–	–	–	–	–	–	–	–	–
344 Control apparatus	2	–	2	1	–	1	1	–	1	–	–	–
Jumlah / Total	2	–	2	1	–	1	1	–	1	–	–	–

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JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
v. Electric hand tools												
350 Electric hand tools	1	–	1	–	–	–	–	–	–	–	–	–
Jumlah / Total	1	–	1	–	–	–	–	–	–	–	–	–
vi. Tools, implements and appliances, except electric hand tools												
361 Power-driven hand tools, except electric hand tools	1	–	1	–	–	–	–	–	–	–	–	–
362 Hand tools, not power driven	–	–	–	1	–	1	–	–	–	–	–	–
369 Other tools, implements, appliances	15	10	25	21	10	31	5	2	7	–	–	–
Jumlah / Total	16	10	26	22	10	32	5	2	7	–	–	–
vi. Ladders, mobile ramps												
370 Ladders, mobile ramps	–	2	2	1	3	4	–	1	1	–	–	–
Jumlah / Total	–	2	2	1	3	4	–	1	1	–	–	–
vii. Scaffolding												
380 Scaffolding	66	50	116	46	37	83	18	7	25	3	–	3
Jumlah / Total	66	50	116	46	37	83	18	7	25	3	–	3
viii. Other equipment, not elsewhere classified												
390 Other equipment, not elsewhere classified	7	5	12	7	7	14	4	2	6	–	–	–
Jumlah / Total	7	5	12	7	7	14	4	2	6	–	–	–

JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
MATERIALS, SUBSTANCES AND RADIATIONS												
i. Explosives												
410 Explosives	1	–	1	1	–	1	–	–	–	–	–	–
Jumlah / Total	1	–	1	1	–	1	–	–	–	–	–	–
ii. Dust, gases, liquids and chemicals, excluding explosives												
421 Dusts	1	–	1	1	–	1	2	–	2	–	–	–
422 Gases, vapours, fumes	–	1	1	–	1	1	–	–	–	–	–	–
423 Liquids not elsewhere classified	1	–	1	–	–	–	–	–	–	–	–	–
424 Chemicals not elsewhere classified	1	–	1	–	–	–	1	–	–	–	–	–
429 Other dusts, gases, liquids, chemicals	2	4	6	1	–	1	–	–	–	–	–	–
Jumlah / Total	5	5	10	2	1	3	3	–	3	–	–	–
iii. Flying fragments												
430 Flying fragments	4	–	4	4	–	4	1	–	1	–	–	–
Jumlah / Total	4	–	4	4	–	4	1	–	1	–	–	–
iv. Radiation												
441 Ionizing radiations	–	–	–	–	–	–	–	–	–	–	–	–
449 Other radiations	–	–	–	–	–	–	–	–	–	–	–	–
Jumlah / Total	–	–	–	–	–	–	–	–	–	–	–	–
v. Other materials and substances not classified												
490 Other materials and substances not classified	112	34	146	86	30	116	17	4	21	5	–	5
Jumlah / Total	112	34	146	86	30	116	17	4	21	5	–	5

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JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
i. Outdoor												
511 Weather	2	1	3	1	1	2	–	1	1	–	–	–
512 Traffic and working surfaces	1,175	364	1,539	1,172	371	1,543	383	112	495	48	5	53
513 Water	2	3	5	–	–	–	–	–	–	2	1	3
519 Other outdoor causes	158	85	243	126	86	212	39	19	58	4	–	4
Jumlah / Total	1,337	453	1,790	1,299	458	1,757	422	132	554	54	6	60
ii. Indoor												
521 Floors	18	19	37	14	19	33	5	7	12	–	–	–
522 Confined quarters	24	14	38	23	12	35	13	2	15	–	–	–
523 Stairs	10	14	24	9	13	22	5	3	8	–	–	–
524 Other traffic and working surfaces	361	187	548	376	201	577	118	44	162	10	3	13
525 Floor openings and wall openings	19	5	24	16	8	24	5	4	9	–	–	–
526 Environmental factors (lighting, ventilation)	4	–	4	4	–	4	–	–	–	–	–	–
529 Other indoor causes	200	88	288	186	71	257	60	16	76	3	1	4
Jumlah / Total	636	327	963	628	324	952	206	76	282	13	4	17
iii. Underground												
531 Roofs and faces of mine roads and tunnels, etc.	1	–	1	1	–	1	–	–	–	–	–	–
532 Floors of mine roads and tunnels	2	–	2	2	–	2	1	–	1	–	–	–
533 Working-faces of mines, tunnels, etc.	–	–	–	–	–	–	–	–	–	–	–	–
534 Mine shafts	2	–	2	2	–	2	2	–	2	–	–	–
535 Fire	1	–	1	–	–	–	–	–	–	–	–	–
536 Water	1	–	1	–	–	–	–	–	–	1	–	1
539 Other underground causes	3	8	11	3	7	10	–	1	1	–	–	–
Jumlah / Total	10	8	18	8	7	15	3	1	4	1	–	1

JADUAL 11 > BILANGAN KEMALANGAN PERJALANAN¹ DAN FAEDAH DIBAYAR MENGIKUT AGEN PENYEBAB SERTA JANTINA, 2015
TABLE 11 > NUMBER OF COMMUTING ACCIDENTS¹ AND BENEFIT PAID ACCORDING TO AGENT CAUSES AND GENDER, 2015

Agen Penyebab / Agent Causes	Kemalangan dilaporkan Accident reported			HUS dibayar TD paid			HUK dibayar PD paid			FOT dibayar DB paid		
	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total	L / M	P / F	Jumlah Total
OTHER AGENCIES, NOT ELSEWHERE CLASSIFIED												
i. Animals												
611 Live animals	95	37	132	97	38	135	36	12	48	1	–	1
612 Animal products	4	1	5	3	0	3	1	–	1	–	–	–
Jumlah / Total	99	38	137	100	38	138	37	12	49	1	–	1
ii. Other agencies, not elsewhere classified												
690 Other agencies, not elsewhere classified	244	104	348	214	90	304	89	22	111	12	–	12
Jumlah / Total	244	104	348	214	90	304	89	22	111	12	–	12
AGENCIES NOT CLASSIFIED FOR LACK OF SUFFICIENT DATA												
700 Agencies not classified for lack of data	252	85	337	190	61	251	62	12	74	5	–	5
Jumlah / Total	252	85	337	190	61	251	62	12	74	5	–	5
Jumlah keseluruhan / Grand total	22,213	6,366	28,579	22,070	6,287	28,357	6,898	1,546	8,444	736	92	828

Nota / Notes :

¹ Merujuk kepada kemalangan termasuk pergi dan balik dari / ke tempat kerja, waktu rehat yang dibenarkan serta lain-lain kemalangan yang berkaitan pekerjaan / Refers to accidents including from/to place of work, any authorised recess and other work related accidents.

JADUAL 12 > BILANGAN PENERIMA HUS MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015

TABLE 12 > NUMBER OF TD RECIPIENTS ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	Lelaki Male	Perempuan Female	Jumlah Total
Bawah / Below 20	1,230	210	1,440
20 – 24	6,624	1,552	8,176
25 – 29	7,738	1,737	9,475
30 – 34	6,903	1,457	8,360
35 – 39	6,132	1,428	7,560
40 – 44	5,642	1,403	7,045
45 – 49	4,987	1,362	6,349
50 – 54	4,241	1,344	5,585
55 – 59	2,713	852	3,565
60 – 64	1,341	284	1,625
65 dan lebih / and over	795	110	905
Jumlah / Total	48,327	11,744	60,071

JADUAL 13 > BILANGAN PENERIMA HUS MENGIKUT JULAT BAYARAN, 2014 - 2015

TABLE 13 > NUMBER OF TD RECIPIENTS ACCORDING TO THE RANGE OF PAYMENT, 2014 - 2015

Julat bayaran Payment range (RM)	Bilangan penerima Number of recipients	
	2014	2015
Bawah / Below 1,000	24,871	23,482
1,000 – 1,999	10,320	10,829
2,000 – 2,999	6,593	6,850
3,000 – 3,999	4,548	4,777
4,000 – 4,999	3,319	3,618
5,000 – 5,999	2,336	2,573
6,000 – 6,999	1,610	1,753
7,000 – 7,999	1,305	1,369
8,000 – 8,999	880	947
9,000 – 9,999	667	745
10,000 dan ke atas / and above	2,741	3,128
Jumlah / Total	59,190	60,071

JADUAL 14 > BILANGAN PENERIMA HUK MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015

TABLE 14 > NUMBER OF PD RECIPIENTS ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	Lelaki Male	Perempuan Female	Jumlah Total
Bawah / Below 20	368	49	417
20 – 24	1,519	290	1,809
25 – 29	2,107	369	2,476
30 – 34	2,132	374	2,506
35 – 39	2,019	482	2,501
40 – 44	1,923	426	2,349
45 – 49	1,765	459	2,224
50 – 54	1,429	404	1,833
55 – 59	768	189	957
60 – 64	362	53	415
65 dan lebih / and over	197	21	218
Jumlah / Total	14,589	3,116	17,705

JADUAL 15 > BILANGAN PENERIMA HUK MENGIKUT PERATUS HILANG UPAYA, 2015

TABLE 15 > NUMBER OF PD RECIPIENTS ACCORDING TO THE PERCENTAGE OF DISABLEMENT, 2015

Peratusan Percentage (%)	Pukul Lump-sum	Berkala Periodical	Pukul & Berkala Lump-sum & Periodical	Jumlah Total
Bawah / Below 10	14,458	105	1	14,564
10 – 19	2,089	88	2	2,179
20 – 29	123	24	309	456
30 – 39	–	6	167	173
40 – 49	–	–	75	75
50 – 59	–	1	56	57
60 – 69	–	1	50	51
70 – 79	–	5	67	72
80 – 89	–	1	19	20
90 – 99	–	1	8	9
100	–	2	47	49
Jumlah / Total	16,290	220	843	17,353

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JADUAL 16 > BILANGAN PENERIMA HUK (PUKAL) MENGIKUT JULAT BAYARAN, 2014 - 2015

TABLE 16 > NUMBER OF PD RECIPIENTS (LUMP-SUM) ACCORDING TO THE RANGE OF PAYMENT, 2014 - 2015

Julat bayaran pukal Lump-sum payment range (RM)	Bilangan penerima Number of recipients	
	2014	2015
1,000 dan ke bawah / and below	41	13
1,001 – 10,000	6,598	6,579
10,001 – 20,000	4,154	4,311
20,001 – 30,000	2,272	2,356
30,001 – 40,000	1,375	1,463
40,001 – 50,000	784	813
50,001 – 60,000	434	425
60,001 – 70,000	253	290
70,001 – 80,000	177	179
80,001 – 90,000	80	91
90,001 dan ke atas / and above	122	150
Jumlah / Total	16,290	16,670

JADUAL 17 > BILANGAN PENERIMA HUK (BERKALA) MENGIKUT JULAT BAYARAN, 2014 - 2015

TABLE 17 > NUMBER OF PD RECIPIENTS (PERIODICAL) ACCORDING TO THE RANGE OF PAYMENT, 2014 - 2015

Julat bayaran bulanan Payment range (RM)	Bilangan penerima Number of recipients	
	2014	2015
300 dan ke bawah / and below	154	163
301 – 600	54	55
601 – 900	6	8
901 – 1,200	–	2
1,201 – 1,500	3	3
1,501 – 1,800	–	1
1,801 dan ke atas / and above	3	2
Jumlah / Total	220	234

JADUAL 18 > BILANGAN PENERIMA HUK (PUKAL & BERKALA) MENGIKUT JULAT BAYARAN, 2014 - 2015
TABLE 18 > NUMBER OF PD RECIPIENTS (LUMP-SUM & PERIODICAL) ACCORDING TO THE RANGE OF PAYMENT, 2014 - 2015

Julat bayaran pukal Lump-sum payment range (RM)	Bilangan penerima Number of recipients	
	2014	2015
3,000 dan ke bawah / and below	1	1
3,001 – 6,000	12	16
6,001 – 9,000	55	41
9,001 – 12,000	65	51
12,001 – 15,000	97	62
15,001 – 18,000	80	84
18,001 dan ke atas / and above	533	546
Jumlah / Total	843	801

Julat bayaran pukal Lump-sum payment range (RM)	Bilangan penerima Number of recipients	
	2014	2015
300 dan ke bawah / and below	227	204
301 – 600	359	315
601 – 900	148	144
901 – 1,200	45	63
1,201 – 1,500	28	36
1,501 – 1,800	27	18
1,801 dan ke atas / and above	9	21
Jumlah / Total	843	801

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JADUAL 19 > BILANGAN KES FOT DIBAYAR MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015

TABLE 19 > NUMBER OF DB PAID CASES ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	65	9	74
20 – 24	167	20	187
25 – 29	142	17	159
30 – 34	132	12	144
35 – 39	112	12	124
40 – 44	96	16	112
45 – 49	100	8	108
50 – 54	92	5	97
55 – 59	73	4	77
60 – 64	61	3	64
65 dan lebih / and over	45	1	46
Jumlah / Total	1,085	107	1,192

JADUAL 20 > BILANGAN KES FOT DIBAYAR MENGIKUT JULAT BAYARAN, 2014-2015

TABLE 20 > NUMBER OF DB PAID CASES ACCORDING TO THE RANGE OF PAYMENT, 2014-2015

Julat bayaran bulanan Monthly payment range (RM)	Bilangan kes Number of cases	
	2014	2015
201 – 400	4	1
401 – 600	3	4
601 – 800	20	5
801 – 1,000	252	240
1,001 – 1,200	131	114
1,201 – 1,400	120	114
1,401 – 1,600	97	101
1,601 – 1,800	80	83
1,801 – 2,000	76	92
2,001 – 2,200	57	48
2,201 dan ke atas / and above	317	390
Jumlah / Total	1,157	1,192

JADUAL 21 > BILANGAN PENERIMA PENCEN DAN BANTUAN ILAT MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015
TABLE 21 > NUMBER OF INVALIDITY PENSION AND GRANT RECIPIENTS ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	—	—	—
20 – 24	35	13	48
25 – 29	105	65	170
30 – 34	204	122	326
35 – 39	324	237	561
40 – 44	587	337	924
45 – 49	886	531	1,417
50 – 54	1,282	784	2,066
55 – 59	1,311	693	2,004
60 – 64	199	103	302
65 dan lebih / and over	8	4	12
Jumlah / Total	4,941	2,889	7,830

JADUAL 22 > BILANGAN PENERIMA PENCEN DAN BANTUAN ILAT MENGIKUT JULAT BAYARAN, 2014 - 2015
TABLE 22 > NUMBER OF INVALIDITY PENSION AND GRANT RECIPIENTS ACCORDING TO THE RANGE OF PAYMENT, 2014 - 2015

Julat bayaran bulanan Monthly payment range (RM)	Bilangan kes Number of cases	
	2014	2015
200 dan ke bawah / and below	126	150
201 – 400	233	254
401 – 600	2,073	2,112
601 – 800	932	1,039
801 – 1,000	830	944
1,001 – 1,200	604	647
1,201 – 1,400	507	556
1,401 – 1,600	460	519
1,601 – 1,800	391	479
1,801 – 2,000	766	1,049
2,001 dan ke atas / and above	78	81
Jumlah / Total	7,000	7,830

JADUAL 23 > BILANGAN KES PENCEN PENAKAT DIBAYAR MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015
TABLE 23 > NUMBER OF SURVIVORS' PENSION PAID CASES ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	8	–	8
20 – 24	206	58	264
25 – 29	422	183	605
30 – 34	620	245	865
35 – 39	846	339	1,185
40 – 44	1,130	380	1,510
45 – 49	1,565	441	2,006
50 – 54	1,877	460	2,337
55 – 59	1,745	291	2,036
60 – 64	243	51	294
65 dan lebih / and over	200	31	231
Jumlah / Total	8,862	2,479	11,341

JADUAL 24 > BILANGAN KES PENCEN PENAKAT DIBAYAR MENGIKUT JULAT BAYARAN, 2014 - 2015
TABLE 24 > NUMBER OF SURVIVORS' PENSION PAID CASES ACCORDING TO RANGE OF PAYMENT, 2014 - 2015

Julat bayaran bulanan Monthly payment range (RM)	Bilangan kes Number of cases	
	2014	2015
200 dan ke bawah / and below	–	–
201 – 400	–	–
401 – 600	3,477	3,578
601 – 800	1,444	1,637
801 – 1,000	1,201	1,308
1,001 – 1,200	900	927
1,201 – 1,400	703	849
1,401 – 1,600	700	834
1,601 – 1,800	649	788
1,801 – 2,000	1,188	1,420
Jumlah / Total	10,262	11,341

JADUAL 25 > BILANGAN KES ELS DIBAYAR MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015
TABLE 25 > NUMBER OF CAA PAID CASES ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	3	–	3
20 – 24	10	2	12
25 – 29	20	7	27
30 – 34	38	15	53
35 – 39	34	22	56
40 – 44	53	29	82
45 – 49	101	32	133
50 – 54	112	45	157
55 – 59	91	49	140
60 – 64	12	13	250
65 dan lebih / and over	3	–	3
Jumlah / Total	477	214	691

JADUAL 26 > BILANGAN KES FPM DIBAYAR MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015
TABLE 26 > NUMBER OF FB PAID CASES ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	43	7	50
20 – 24	323	58	381
25 – 29	524	163	687
30 – 34	770	257	1,027
35 – 39	967	325	1,292
40 – 44	1,238	439	1,677
45 – 49	1,672	511	2,183
50 – 54	2,026	557	2,583
55 – 59	2,074	520	2,594
60 – 64	593	137	730
65 dan lebih / and over	337	135	472
Jumlah / Total	10,567	3,190	13,676

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STATISTICAL REPORTSJADUAL 27 > BILANGAN KES PEMULIHAN JASMANI DAN VOKASIONAL DILULUSKAN
MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015TABLE 27 > NUMBER OF PHYSICAL AND VOCATIONAL REHABILITATION CASES APPROVED
ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	56	8	64
20 – 24	399	76	475
25 – 29	567	135	702
30 – 34	614	151	765
35 – 39	685	156	841
40 – 44	732	222	954
45 – 49	753	217	970
50 – 54	723	240	963
55 – 59	535	182	717
60 – 64	216	51	267
65 dan lebih / and over	94	14	108
Jumlah / Total	5,374	1,452	6,826

JADUAL 28 > BILANGAN PENERIMA PROGRAM SARINGAN KESIHATAN MENGIKUT KUMPULAN UMUR DAN JANTINA, 2015

TABLE 28 > NUMBER OF HEALTH SCREENING PROGRAM RECIPIENTS ACCORDING TO AGE GROUP AND GENDER, 2015

Kumpulan umur Age group	L/M	P/F	Jumlah Total
40 – 44	12,073	11,126	23,199
45 – 49	3,869	4,320	8,189
50 – 54	2,989	3,613	6,602
55 – 59	1,662	2,204	3,866
60 – 64	490	881	1,371
65 dan lebih / and over	193	499	692
Jumlah / Total	21,276	22,643	43,919

**JADUAL 29 > BILANGAN HARI KERJA YANG HILANG AKIBAT KEMALANGAN (HUS)
MENGIKUT KUMPULAN UMUR DAN JANTINA, 2014**

**TABLE 29 > NUMBER OF MAN-DAYS LOST DUE TO ACCIDENTS (TD)
ACCORDING TO AGE GROUP AND GENDER, 2014**

Kumpulan umur Age group	L/M	P/F	Jumlah Total
Bawah / Below 20	58,753	8,019	66,772
20 – 24	339,324	68,409	407,733
25 – 29	403,768	83,140	486,908
30 – 34	383,822	75,353	459,175
35 – 39	366,665	84,837	451,502
40 – 44	339,554	86,419	425,973
45 – 49	297,803	79,697	377,500
50 – 54	259,571	80,177	339,748
55 – 59	173,254	48,656	221,910
60 – 64	88,620	15,404	104,024
65 dan lebih / and over	48,893	6,662	55,555
Jumlah / Total	2,760,027	636,773	3,396,800

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TABLE 30 > NUMBER OF CLAIM PAID CASES, 2015

PPN / PPP	HUS TD	HUK / PD				Maut Death	PI & BI IP & IG	PP SB	FPM FB	FF MB	ELS CAA
		Pukal Lump-sum	Berkala Periodical	Pukal & Berkala Lump-sum Periodical	Jumlah Total						
Kuala Lumpur	6,397	1,939	29	70	2,038	75	761	1,097	1,211	262	63
Petaling Jaya / Shah Alam	6,140	1,792	28	91	1,911	122	987	1,147	852	183	91
Rawang	1,282	340	6	7	353	25	162	229	352	68	10
Klang	4,026	1,289	17	33	1,339	51	292	535	933	87	21
Kajang	2,605	757	14	20	791	41	221	286	461	73	23
Georgetown	2,788	775	15	18	808	16	272	316	481	59	14
Pulau Pinang	3,816	962	7	47	1,016	64	434	577	608	125	21
Ipoh	3,077	1,065	10	41	1,116	68	407	545	577	186	32
Taiping	1,174	428	3	17	448	22	162	208	280	24	17
Tapah / Cameron Highlands	399	115	2	7	124	7	50	60	87	10	8
Teluk Intan	667	140	3	13	156	16	111	172	224	15	9
Kuala Kangsar	835	193	4	7	204	8	84	114	198	61	2
Alor Setar	1,421	401	11	48	460	43	294	364	352	51	15
Sungai Petani	1,440	478	8	31	517	16	452	328	446	46	9
Kulim	772	327	4	7	338	15	216	203	283	26	3030
Kangar	268	75	2	4	81	5	43	101	105	15	7
Langkawi	265	33	2	2	37	4	17	37	40	6	1
Johor Bahru	4,552	1,199	7	57	1,263	123	469	975	1,019	160	59
Kluang	1,003	229	9	6	244	16	72	189	255	20	6
Muar	1,563	334	2	14	350	11	56	114	181	29	1
Segamat	742	119	2	12	133	8	35	110	160	39	2
Batu Pahat	1,381	275	1	12	288	22	76	172	255	44	2
Seremban	2,434	635	9	42	686	63	242	452	607	78	24
Kuala Pilah	295	74	4	10	88	10	43	94	140	4	8
Melaka	2,551	822	9	24	855	41	342	425	535	70	36
Bentong / Raub	615	155	2	8	165	6	118	78	123	22	10
Temerloh	512	116	–	5	121	10	85	91	131	22	9
Kuantan	1,127	262	5	23	290	36	203	325	344	57	8

JADUAL 30 > BILANGAN KES TUNTUTAN DIBAYAR, 2015
TABLE 30 > NUMBER OF CLAIM PAID CASES, 2015

PPN / PPP	HUS TD	HUK / PD				Maut Death	PI & BI IP & IG	PP SB	FPM FB	FF MB	ELS CAA
		Pukal Lump-sum	Berkala Periodical	Pukal & Berkala Lump-sum Periodical	Jumlah Total						
Labuan	92	14	–	1	15	7	9	16	29	7	5
Kemaman	299	102	2	4	108	10	29	60	124	34	2
Dungun	149	56	2	1	59	3	17	56	83	24	–
Kuala Terengganu	649	140	2	18	160	26	110	218	210	29	13
Miri / Limbang	393	52	–	–	52	11	67	112	168	38	2
Bintulu	421	55	1	2	58	10	28	69	124	34	2
Sri Aman	50	3	–	1	4	1	9	33	42	2	3
Kuching	950	235	3	39	277	56	235	290	325	150	35
Sibu	951	133	1	6	140	24	69	135	220	76	6
Kapit	73	20	–	3	23	7	21	32	40	7	2
Sarikei	66	6	–	1	7	3	13	33	43	6	3
Kota Bahru	689	158	1	19	178	29	189	366	330	17	13
Kuala Krai	–	67	2	8	77	6	26	54	74	4	3
Tawau	209	86	2	3	91	14	24	89	149	39	9
Keningau	53	10	–	1	11	1	17	35	43	3	1
Lahad Datu	126	18	1	4	23	2	15	35	44	13	2
Kota Kinabalu / Kudat / Beaufort	539	140	–	14	154	35	220	305	301	72	50
Sandakan	215	46	2	–	48	3	26	59	87	35	2
Jumlah / Total	60,071	16,670	234	801	17,705	1,192	7,830	11,341	13,676	2,432	691

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JADUAL 31 > BILANGAN PENERIMA BARU FAEDAH, 2015
TABLE 31 > NUMBER OF NEWLY BENEFIT RECIPIENTS, 2015

PPN / PPP	SKIM BENCANA PEKERJAAN EMPLOYMENT INJURY SCHEME								SKIM KEILATAN INVALIDITY SCHEME					Jumlah Keseluruhan Grand Total	
	HUS TD	HUK PD	FOT DB	ELS CAA	FPM FB	FP MB	PJV PVR	Jumlah Total	PI&BI IP&IG	PP SB	ELS CAA	FPM FB	PJV PVR		Jumlah Total
Kuala Lumpur	6,397	2,038	194	4	75	262	431	9,401	761	2,647	59	1,217	341	5,025	14,426
Petaling Jaya / Shah Alam	6,140	1,911	307	4	54	183	574	9,173	987	2,913	87	825	330	5,142	14,315
Rawang	1,282	353	72	2	28	68	226	2,031	162	531	8	353	147	1,201	3,232
Klang	4,026	1,339	132	–	104	87	368	6,056	292	1,213	21	906	353	2,785	8,841
Kajang	2,605	791	113	1	32	73	129	3,744	221	760	22	461	47	1,511	5,255
Georgetown	2,788	808	26	3	36	59	141	3,861	272	632	11	488	114	1,517	5,378
Pulau Pinang	3,816	1,016	163	2	61	125	186	5,369	434	1,318	19	579	139	2,489	7,858
Ipoh	3,077	1,116	163	2	62	186	239	4,845	407	1,269	30	572	106	2,384	7,229
Taiping	1,174	448	59	–	28	24	84	1,817	162	510	17	270	112	1,071	2,888
Tapah / Cameron Highlands	399	124	20	1	12	10	46	612	50	143	7	80	14	294	906
Teluk Intan	667	156	45	–	14	15	67	964	111	392	9	230	49	791	1,755
Kuala Kangsar	835	204	20	–	18	61	19	1,157	84	284	2	200	28	598	1,755
Alor Setar	1,421	460	116	4	27	51	38	2,117	294	950	11	349	39	1,643	3,760
Sungai Petani	1,440	517	35	–	22	46	75	2,135	452	845	9	445	65	1,816	3,951
Kulim	772	338	46	1	26	26	48	1,257	216	478	29	270	48	1,041	2,298
Kangar	268	81	14	1	6	15	8	393	43	249	6	109	8	415	808
Langkawi	265	37	8	1	1	6	–	318	17	92	–	40	4	153	471
Johor Bahru	4,552	1,263	335	10	122	160	138	6,580	469	2,446	49	978	140	4,082	10,662
Kluang	1,003	244	45	–	27	20	63	1,402	72	435	6	252	19	784	2,186
Muar	1,563	350	35	–	23	29	100	2,100	56	272	1	174	12	515	2,615
Segamat	742	133	16	–	16	39	94	1,040	35	279	2	165	19	500	1,540
Batu Pahat	1,381	288	60	–	38	44	109	1,920	76	474	2	248	24	824	2,744
Seremban	2,434	686	188	4	52	78	176	3,618	242	1,148	20	597	102	2,109	5,727
Kuala Pilah	295	88	18	–	17	4	42	464	43	248	8	136	17	452	916
Melaka	2,551	855	108	3	45	70	94	3,726	342	1,038	33	541	51	2,005	5,731
Bentong / Raub	615	165	12	–	13	22	12	839	118	193	10	117	21	459	1,298

JADUAL 31 > BILANGAN PENERIMA BARU FAEDAH, 2015
TABLE 31 > NUMBER OF NEWLY BENEFIT RECIPIENTS, 2015

PPN / PPP	SKIM BENCANA PEKERJAAN EMPLOYMENT INJURY SCHEME								SKIM KEILATAN INVALIDITY SCHEME					Jumlah Keseluruhan Grand Total	
	HUS TD	HUK PD	FOT DB	ELS CAA	FPM FB	FP MB	PJV PVR	Jumlah Total	PI&BI IP&IG	PP SB	ELS CAA	FPM FB	PJV PVR		Jumlah Total
Temerloh	512	121	26	–	11	22	26	718	85	237	9	134	21	486	1,204
Kuantan	1,127	290	107	1	40	57	56	1,678	203	891	7	342	44	1,487	3,165
Labuan	92	15	16	–	7	7	6	143	9	32	5	25	1	72	215
Kemaman	299	108	30	–	21	34	25	517	29	163	2	112	21	327	844
Dungun	149	59	8	–	13	24	7	260	17	181	–	81	5	284	544
Kuala Terengganu	649	160	99	–	21	29	56	1,014	110	684	13	215	18	1,040	2,054
Miri / Limbang	393	52	18	–	12	38	19	532	67	264	2	171	8	512	1,044
Bintulu	421	58	32	–	26	34	18	589	28	179	2	110	5	324	913
Sri Aman	50	4	4	–	4	2	4	68	9	85	3	40	–	137	205
Kuching	950	277	147	4	38	150	116	1,682	235	704	31	328	56	1,354	3,036
Sibu	951	140	64	–	48	76	31	1,310	69	345	6	200	7	627	1,937
Kapit	73	23	17	–	5	7	11	136	21	94	2	37	5	159	295
Sarikei	66	7	10	–	5	6	8	102	13	80	3	40	1	137	239
Kota Bharu	689	178	81	1	40	17	59	1,065	189	1,103	12	326	25	1,655	2,720
Kuala Krai	–	77	18	–	11	4	6	116	26	147	3	71	4	251	367
Tawau	209	91	46	–	17	39	15	417	24	239	9	142	22	436	853
Keningau	53	11	2	–	1	3	–	70	17	126	1	49	5	198	268
Lahad Datu	126	23	9	–	3	13	8	182	15	102	2	45	3	167	349
Kota Kinabalu / Kudat / Beaufort	539	154	120	–	34	72	89	1,008	220	794	50	307	132	1,503	2,511
Sandakan	215	48	6	–	11	35	10	325	26	161	2	84	17	290	615
Jumlah / Total	60,071	17,705	3,210	49	1,327	2,432	4,077	88,871	7,830	28,370	642	13,461	2,749	53,052	141,923
Jumlah Keseluruhan / Grand Total²															197,910

Nota / Notes :

¹ Pemulihan Jasmani dan Vokasional / Physical and Vocational Rehabilitation.

² Termasuk penerima Rawatan Dialisis (12,068) dan Program Saringan Kesihatan (43,919) / Includes Dialysis Treatment (12,068) and Health Screening Program recipients (43,919).

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JADUAL 32 > BILANGAN TERKUMPUL PENERIMA FAEDAH SEHINGGA 31 DISEMBER 2015
TABLE 32 > CUMULATIVE NUMBER OF BENEFIT RECIPIENTS AS AT 31 DECEMBER 2015

PPN / PPP	SKIM BENCANA PEKERJAAN EMPLOYMENT INJURY SCHEME								SKIM KEILATAN INVALIDITY SCHEME					Jumlah Keseluruhan Grand Total	
	HUS TD	HUK PD	FOT DB	ELS CAA	FPM FB	FP MB	PJV PVR	Jumlah Total	PI&BI IP&IG	PP SB	ELS CAA	FPM FB	PJV PVR		Jumlah Total
Kuala Lumpur	6,397	3,846	3,274	80	75	262	431	14,365	4,992	22,468	565	1,217	341	29,583	43,948
Petaling Jaya / Shah Alam	6,140	4,304	4,437	76	54	183	574	15,768	5,598	21,876	569	825	330	29,198	44,966
Rawang	1,282	775	770	16	28	68	226	3,165	1,330	4,652	157	353	147	6,639	9,804
Klang	4,026	2,412	1,917	33	104	87	368	8,947	3,014	12,856	444	906	353	17,573	26,520
Kajang	2,605	878	364	1	32	73	129	4,082	586	2,550	88	461	47	3,732	7,814
Georgetown	2,788	1,278	721	44	36	59	141	5,067	2,181	6,262	206	488	114	9,251	14,318
Pulau Pinang	3,816	2,184	2,562	60	61	125	186	8,994	3,083	11,441	246	579	139	15,488	24,482
Ipoh	3,077	2,410	2,276	27	62	186	239	8,277	4,924	11,181	337	572	106	17,120	25,397
Taiping	1,174	829	678	15	28	24	84	2,832	1,302	4,772	122	270	112	6,578	9,410
Tapah / Cameron Highlands	399	257	344	7	12	10	46	1,075	848	1,716	60	80	14	2,718	3,793
Teluk Intan	667	400	529	3	14	15	67	1,695	1,720	3,374	127	230	49	5,500	7,195
Kuala Kangsar	835	520	589	10	18	61	19	2,052	1,447	3,347	51	200	28	5,073	7,125
Alor Setar	1,421	983	1,355	19	27	51	38	3,894	1,492	7,375	114	349	39	9,369	13,263
Sungai Petani	1,440	1,156	860	22	22	46	75	3,621	2,383	6,685	73	445	65	9,651	13,272
Kulim	772	595	422	11	26	26	48	1,900	1,476	4,550	175	270	48	6,519	8,419
Kangar	268	204	249	6	6	15	8	756	320	1,541	41	109	8	2,019	2,775
Langkawi	265	70	98	3	1	6	–	443	101	698	8	40	4	851	1,294
Johor Bahru	4,552	2,805	3,632	56	122	160	138	11,465	2,553	18,501	260	978	140	22,432	33,897
Kluang	1,003	540	650	8	27	20	63	2,311	757	3,795	97	252	19	4,920	7,231
Muar	1,563	715	626	6	23	29	100	3,062	643	2,900	85	174	12	3,814	6,876
Segamat	742	318	411	9	16	39	94	1,629	448	2,453	86	165	19	3,171	4,800
Batu Pahat	1,381	613	781	5	38	44	109	2,971	501	3,514	99	248	24	4,386	7,357
Seremban	2,434	1,370	1,800	26	52	78	176	5,936	2,106	9,622	261	597	102	12,688	18,624
Kuala Pilah	295	246	237	6	17	4	42	847	462	2,178	73	136	17	2,866	3,713
Melaka	2,551	1,532	1,528	33	45	70	94	5,853	2,078	8,724	349	541	51	11,743	17,596
Bentong / Raub	615	343	255	4	13	22	12	1,264	659	1,662	42	117	21	2,501	3,765

JADUAL 30 > BILANGAN TERKUMPUL PENERIMA FAEDAH SEHINGGA 31 DISEMBER 2015
TABLE 30 > CUMULATIVE NUMBER OF BENEFIT RECIPIENTS AS AT 31 DECEMBER 2015

PPN / PPP	SKIM BENCANA PEKERJAAN EMPLOYMENT INJURY SCHEME								SKIM KEILATAN INVALIDITY SCHEME					Jumlah Keseluruhan Grand Total	
	HUS TD	HUK PD	FOT DB	ELS CAA	FPM FB	FP MB	PJV PVR	Jumlah Total	PI&BI IP&IG	PP SB	ELS CAA	FPM FB	PJV PVR		Jumlah Total
Temerloh	512	355	472	7	11	22	26	1,405	617	2,860	63	134	21	3,695	5,100
Kuantan	1,127	683	1,387	10	40	57	56	3,360	946	6,143	59	342	44	7,534	10,894
Labuan	92	35	71	-	7	7	6	218	45	341	18	25	1	430	648
Kemaman	299	185	256	3	21	34	25	823	166	1,410	23	112	21	1,732	2,555
Dungun	149	142	173	3	13	24	7	511	126	1,187	7	81	5	1,406	1,917
Kuala Terengganu	649	471	961	14	21	29	56	2,201	466	4,728	60	215	18	5,487	7,688
Miri / Limbang	393	298	794	17	12	38	19	1,571	320	2,320	46	171	8	2,865	4,436
Bintulu	421	315	609	10	26	34	18	1,433	145	1,469	24	110	5	1,753	3,186
Sri Aman	50	43	92	3	4	2	4	198	29	471	10	40	-	550	748
Kuching	950	1,023	2,000	45	38	150	116	4,322	1,090	6,771	176	328	56	8,421	12,743
Sibu	951	543	1,286	27	48	76	31	2,962	420	2,638	87	200	7	3,352	6,314
Kapit	73	83	304	3	5	7	11	486	66	582	12	37	5	702	1,188
Sarikei	66	77	179	6	5	6	8	347	54	539	19	40	1	653	1,000
Kota Bahru	689	517	1,156	13	40	17	59	2,491	908	6,822	79	326	25	8,160	10,651
Kuala Krai	-	162	231	3	11	4	6	417	289	1,409	28	71	4	1,801	2,218
Tawau	209	303	440	7	17	39	15	1,030	196	1,894	62	142	22	2,316	3,346
Keningau	53	89	181	4	1	3	-	331	65	769	12	49	5	900	1,231
Lahad Datu	126	77	171	2	3	13	8	400	76	756	16	45	3	896	1,296
Kota Kinabalu / Kudat / Beaufort	539	541	1,210	19	34	72	89	2,504	815	5,893	178	307	132	7,325	9,829
Sandakan	215	186	372	4	11	35	10	833	147	1,584	29	84	17	1,861	2,694
Jumlah / Total	60,071	37,711	43,710	786	1,327	2,432	4,077	150,114	53,990	231,279	5,743	13,461	2,749	307,222	457,336
Jumlah Keseluruhan / Grand Total²															513,323

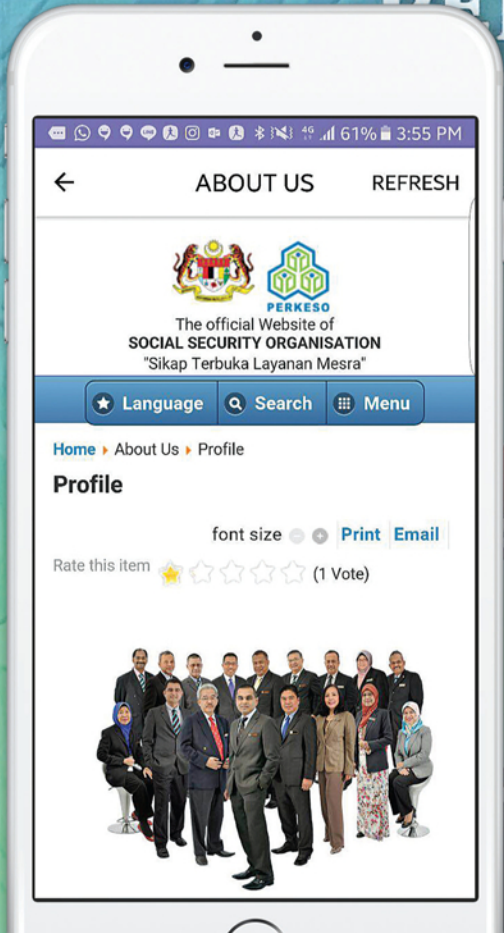
Nota / Notes :

¹ Pemulihan Jasmani dan Vokasional / Physical and Vocational Rehabilitation.

² Termasuk penerima Rawatan Dialisis (12,068) dan Program Saringan Kesihatan (43,919) / Includes Dialysis Treatment (12,068) and Health Screening Program recipients (43,919).

Health Screening Program **HSP**
Program Saringan Kesihatan **PERKESO**

Pemeriksaan
Kesihatan
Untuk
Per
PER



BERITA PER

LIPUTAN PERKESO DI AKHBAR ARUS PERDANA 2015

SOCISO COVERAGE IN MAINSTREAM NEWSPAPERS 2015



PERKESO



PERKESO

2015

Hanya 423,371 baucar Perkeso ditunai

■ KUALA LUMPUR

HANYA 423,371 baucar keselamatan Sosial Perkeso tahun 2013, dima

Ketua Pegawai Perkeso, Datuk Azman Aziz Mo

Pusat Rehabilitasi Perkeso rawat pesakit

ELAKA 30 Julai - Pusat Rehabilitasi Pertubuhan Keselamatan Sosial (Perkeso) di Hang Tuah Jaya kini menyediakan kemudahan watan pemulihan secara kompresif merangkumi aspek fizikal dan vokasional kepada pesakit sek

Menteri Sumber Manusia, Dato Seri Richard Riot Jaem berkata, isat tersebut yang dibina dengan s RM230 juta itu mampu menampung 1,448 pesakit setiap tahun

"Sehingga kini pusat berkenaan

"Ini merupakan pusat pertama Asia Tenggara yang menyedia



Pla

Pasir Gudang: "Walaupun hilang kaki, namun saya tidak hilang semangat untuk terus hidup," kata Zarina Mohd Salim, 28, yang kehilangan kaki kiri selepas terbabat kemalangan jalan raya di Kong Kong di sini, setahun lalu, ketika dalam perjalanan pulang dari tempat kerja.

Akibat kejadian pada 29 Januari 2014 itu, kaki pembantu stor di sebuah syarikat swasta itu terpaksa dipotong bagi mengelak jangkitan kuman yang lebih teruk dan mengancam nyawanya.

"Walaupun pergerakan saya kini agak sukar kerana kehilangan kaki kiri, namun saya kuatkan semangat dan kembali bekerja seperti biasa 10 bulan kemudian," kata Zarina.



ZARINA menerima kunjungan Soo Seang (tiga dari kiri) dan Ismail (dua dari kiri) di laluan gelap itu merem-

PERKESO serah tiga sumbangan kepada waris tragedi Mina

Alor Setar: Pertubuhan Keselamatan Sosial (PERKESO) semalam, menyampaikan tiga sumbangan, termasuk faedah pencen penakat kepada waris Allahyarham Zulkifly Samad, 50, iaitu jemaah haji yang maut dalam insiden rempuhan di Mina, Makkah pada 24 September lalu.

Sumbangan itu diserahkan Pengurus Besar Kanan Bahagian Keselamatan dan Kesihatan Pekerjaan (PERKESO) Alor Setar, Datuk Seri Richard Riot Anak Jaem (tiga dari kiri) kepada waris Allahyarham Zulkifly Samad, 50, iaitu jemaah haji yang maut dalam insiden rempuhan di Mina, Makkah pada 24 September lalu.

Sar Kanan Bahagian Keselamatan dan Kesihatan Pekerjaan (PERKESO) Alor Setar, Datuk Seri Richard Riot Anak Jaem (tiga dari kiri) menyerahkan tiga sumbangan kepada waris Allahyarham Zulkifly Samad, 50, iaitu jemaah haji yang maut dalam insiden rempuhan di Mina, Makkah pada 24 September lalu.



Sosco deputy chief executive (operations) John Riba Marindl (left) at the 7th Occupational Safety and Health Conference 2015 in Butterworth yesterday. Pic by Daniel Saad

Bad driving habits 'main cause of commuting accidents'

BUTTERWORTH: Bad driving attitudes have been identified as the main reason for most of the work-related commuting accidents in the country.

Social Security Organisation (Sosco) deputy chief executive (operations) John Riba Marin said this was revealed in a study by Sosco.

Marin said bad driving attitudes such as driving without seatbelts, driving through red lights, ignoring

"This is worrying as commuting accidents often involve multiple injuries and complications, not to mention loss of life," he said after officiating the three-day 7th Occupational Safety and Health Conference 2015 here, yesterday.

The International Labour Organisation defined commuting accidents as "an accident occurring on the habitual route, in either direction, between the place of work or home and the place of work or home."

RTW: Pencarum hilang upaya boleh kembali bekerja

PROGRAM Return to Work atau Kembali Bekerja Semula (RTW) merupakan program rehabilitasi yang disediakan oleh Pertubuhan Keselamatan Sosial (Perkeso) kepada pencarum Perkeso yang hilang upaya akibat kecederaan atau penyakit, kembali bekerja semula.

Di bawah program ini, golongan pencarum atau orang berinsurans (OB) yang diabaikan hilang kesuapayaan bekerja berhak menjalani program komprehensif itu yang diberikan secara percuma bagi membolehkan mereka dirawat sehingga dapat kembali semula memasuki alam pekerjaan.

Program yang diperkenalkan oleh Perkeso dilaksanakan melalui kaedah pengurusan sistematik yang mana setiap OB akan dihidangkan oleh seorang pengurus kes.

Pengurus kes berperanan sebagai perantara yang menghubungkan OB dengan doktor yang merawat, majikan, pusat rehabilitasi dan pihak-pihak yang terlibat bagi memastikan setiap masalah dan halangan yang dihadapi pencarum dapat diatasi.

Pada masa kini, program RTW mengintegrasikan komponen pemulihan fizikal, pemulihan vokasional melalui pendekatan tingkah laku kognitif yang dapat membantu OB memperoleh semula sumber pendapatan mereka.

Secara umum, program itu juga direka bagi membolehkan mereka yang hilang kesuapayaan dapat berfungsi semula di dalam masyarakat dan seterusnya menyumbang kepada pembangunan sosial dan ekonomi negara.

Hasil daripada keberkesanan program yang dilaksanakan sejak 15 Januari 2007, RTW kini dijadikan sebagai salah satu petunjuk prestasi utama (KPI) di dalam Kementerian Sumber Manusia.



LEBIH 10,000 orang berinsurans berjaya dipulihkan dan kembali bekerja semula melalui program yang diperkenalkan sejak tujuh tahun lalu. - GAMBAR HIASAN

kemudian membawa kepada penubuhan Pusat Rehabilitasi Perkeso (PRP).

PRP yang terletak di Bandar Hijau, Hang Tuah Jaya Melaka kini menempatkan 95 pesakit sejak beroperasi pada 1 Oktober 2014.

Sehingga bulan Disember 2014, seramai 95 pesakit telah

pusat ini menyediakan modul rehabilitasi seperti fisioterapi, terapi cara kerja, optometri, audiologi dan kemudahan lain seperti wad dan asrama.

Melalui penubuhan ini, penyampalan kemudahan tersebut dapat kembali semula bekerja dengan segera seterusnya meningkatkan produktiviti.

- Menjamin kos bilangan pekerja semasa
- Memastikan

PERKESO gempur majikan culas

Beri tawaran tidak jelas tunggakan hingga 31 Ogos

Oleh Rizanizam Abdul Hamid
mrizanizam@hmmetro.com.my
Kuala Lumpur

Pertubuhan Keselamatan Sosial (PERKESO) melancarkan kempen penguatkuasaan besar-besaran terhadap majikan yang gagal mendaftar dan mencarum bermula 1 September ini.

Ketua Eksekutifnya Datuk Dr Mohammed Azman Azim Mohammed berkata, operasi pemulihan itu bertujuan menjaga keajikan pekerja masa mencukupi sebelum masa katanya pada sidang ini," kata Menteri PERKESO

"Kita memberi tempoh kepada majikan mendaftar di semua 47 pejabat PERKESO seluruh negara sehingga 31 Ogos ini tanpa dikenakan kompaun atau dikenakan walaupun mereka tidak berdaftar selama beberapa tahun asalkan semua tunggakan dijelaskan.

"Bagaimanapun selepas berakhirnya bulan pemutihan ini pada 1 September, 350 penguat kuasa yang turpadang membuat pemeriksaan tidak berkompromi lagi kerana sudah bermasa mencukupi sebelum masa katanya pada sidang ini," kata Menteri PERKESO



"Pada tahun lalu, 1,536 majikan didakwa bابتلكام RM245,020"
Dr Mohammed Azman Azim Mohammed

dalam tempoh 30 hari dikenakan denda RM500 dan RM4,000. Mohammed Azim berkata, sejak Ops KESKO mengeluarkan kompaun bernilai 9,244 majikan mahkamah.

"Bagi operasi harian rutin tidak setakat julai ini, majikan didakwa mahkamah RM99,680.

"Pada tahun majikan dibintakan denda kerana R. nya.

Sehingga pekerja PERKESO 402,039 carum walaupun berhadapan dengan



Menteri Sumber Manusia, Datuk Seri Richard Riot Anak Jaem (kiri) berbual dengan peserta Rehabilitasi PERKESO yang menyertai program RTW sambil diperhatikan Pengurus PERKESO, Datuk Abu Huraira Abu Yazid (berdiri dua kiri) dan Mohammed Azman (tiga dari kiri). (FOTO MOHD YUSNI ARIFFIN/BH)

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...this year.
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...only 5.6%



வேலை செய்த இடத்தில் கணவர் மரணம்: பிள்ளை தெய்வாணை கஸீ

(த.மேத்தியூஸ்)

புகிட் மொத்தாராம், பிப்.13 - வேலை செய்த இடத்தில் நிகழ்ந்த விபத்தில் மரணமுற்ற பிள்ளை தெய்வாணை கஸீயின் குடும்பத்திற்கு பிணங்கு சொக்கோ உதவி வழங்கித் தந்தி பட்டகுவொர்த துறைமுகத்தில் இருப்பு கம்பிகளின் உடல் நகங்கி மரணமுற்றார்.



Riot (kanan) ketika melawat gimnasium Pusat Rehabilitasi PERKESO di Ayer Keroh, semalam. (FOTO KHAIRUNISAH LOKMAN/BH)

PERKESO latih 11,457 pekerja hilang upaya

Ayer Keroh: Seramai 11,457 daripada 15,694 pekerja yang hilang upaya akibat kemalangan atau penyakit, berjaya dilatih untuk bekerja semula. Menteri Kembalikan Kesihatan dan Kesejahteraan Masyarakat, Richard Rialu pula, berkata 55 peratus daripada jumlah pekerja yang hilang upaya akibat kemalangan atau penyakit, berjaya dilatih untuk bekerja semula. Beliau berkata, 11,457 daripada 15,694 pekerja yang hilang upaya akibat kemalangan atau penyakit, berjaya dilatih untuk bekerja semula. Beliau berkata, 11,457 daripada 15,694 pekerja yang hilang upaya akibat kemalangan atau penyakit, berjaya dilatih untuk bekerja semula.



淡马鲁社险机构颁发23万4000令吉赔偿金，给20名因工受伤的会员；前排左3为依斯迈阿都慕达立。

(淡马鲁7日讯) 社会保险机构已拨出66万4000令吉，赔偿给马航MH370客机23名大罹难者的家属。人力资源部副部长拿督斯里依斯迈阿都慕达立指出，目前仍有12户家属坚信亲人尚未罹难，因此还未领取赔偿金。他今日出席淡马鲁。

社险机构拨逾66万 赔偿23罹难者家属

仪式，以及开斋节茶会后，在记者会这么指出。另外，依斯迈阿都慕达立说，社险机构至今共有1300万名会员，当工人仍活跃

亿4800万令吉作为赔偿金，今年截至5月则为1亿4000令吉。淡马鲁社险机构今日拨出23万4000令吉，给20名因工受伤的会员。出席者包括社险机构总执行长拿督莫哈末兹曼医生、淡马鲁市会主席拿督莫哈末赛里。



The main administration building has a high ceiling that promotes air flow and a cooling effect.

Mobility on a balcony outside one of the offices showing the louvered screen be opened to let in more air and light.

A breath of fresh air

Step into a government building that is far from the usual drab institutional monolith.

Stories by WONG LI ZA star@thestar.com.my
As we drive into the area, the semi-open, high-ceilinged lobby of the administration building exudes a welcoming feel. Three skylights provide natural lighting in the porch, which is separated from the interior by a green-tinted glass panel. Walking inside, the familiar logo of Malaysia's Social Security Organisation (Socso) rests on the main wall behind the reception desk. We are at the Socso Rehabilitation Centre in Malacca, the biggest and first such centre in Malaysia, and probably South-East Asia, that combines medical and vocational rehabilitation with an allied health institute. It is also the first rehab centre under Socso, which has 6.4 million contributors now. The whole concept of this rehab centre is in line with our objectives. We don't want to just pay out compensation and pensions, or merely give treatments to Socso contributors. We want to offer them a second chance in life after an accident. We want to give them the opportunity to return to their jobs or at least equip them with living skills to manage themselves and be independent. Says Datuk K. Selvarajah, Socso chief executive officer and director general, during an interview in Kuala Lumpur after our tour of the centre. More than that, the centre - located in Malacca's Bandar Hijau, Hang Tuah Jaya - is proudly a green building. "It's a good location, not very far from the Klang Valley. The piece of land was developed by Yayasan Melaka, who offered it to us. Bandar Hijau is a new growth area and we are one of the pioneer institutions there," says Selvarajah. "The whole area is a green zone and is designated for institutional buildings. Going green is the order of the day and we wanted to adhere to the Government's objectives of being environmentally-friendly," he adds. The administration building is certified under Malaysia's Green Building Index (GRI) the green rating tool for buildings to promote sustainability in the built environment. According to greenbuildingindex.org, a "Green building focuses on increasing the efficiency of resource use - energy, water and materials - while reducing impact on human health and the environment during the building's life cycle through better siting, design, construction, operation, maintenance and renewal." The firm that designed the centre is Arte Axis Design Group, which consists of Anuar Aziz Architect, Arte Axis Atelier and Arte Axis Interior. The centre's facades are built with low-e (low-emissivity) glass panels, which reflect 60% to 70% of the heat from the sun. The low-e glass panels are a key feature of this project. This type of glass reflects heat, leading to lower energy needed to cool a room. It takes about five to seven years to get energy savings back from the low-e glass, so it is a viable solution in the long run," says Mokhsib. Facades facing west do not feature glass panels, only concrete, to minimise heat inside the buildings. The buildings are also designed to allow natural sunlight and air in through skylights and air wells, by keeping ceilings high, and using an open concept interior design. The features succeed so well at introducing natural light that artificial lighting isn't required during the day - which is quite unusual for an office building. The administration building lobby has no air-conditioning, as the high ceilings and other design features promote natural cooling. Insulating materials - including aluminium cladding - on the roof and certain walls are also used to keep heat out. To further reduce its energy footprint, the complex has a centralised air-conditioning system and water chiller.

55% pampasan Perkeso akibat kemalangan pergi, balik kerja

KLANG 18 Nov. - Sebanyak 55 peratus jumlah pampasan yang dikeluarkan oleh Pertubuhan Keselamatan Sosial (Perkeso) kepada mangkalah sebarang perniagaan yang melancarkan program hari terbuka dan kempen pencegahan kemalangan peringkat Perkeso Klang di sini hari ini. Yang turut hadir, Pengarah Negeri, Zainol Abu dan Pengurus Perkeso Klang, Mustafa Draman. Dalam pada itu, bagi meningkatkan tahap efisien pemberian pampasan dalam tempoh singkat, Perkeso telah menjalankan usaha proaktif mendapatkan mangsa dan keluarga termasuk yang dilaporkan dalam media cetak dan sosial. "Satu unit telah ditubuhkan memantau kes kemalangan dan paparan dalam media cetak dan media sosial untuk dibekalkan dengan maklumat mengenai pampasan yang amat membolehkan yang amat membolehkan," katanya. Bagi mengatasi masalah kempen pencegahan kemalangan Perkeso KL ini akan dilaksanakan bagi membolehkan mangkalah sebarang perniagaan yang melancarkan program hari terbuka dan kempen pencegahan kemalangan peringkat Perkeso Klang di sini hari ini. Yang turut hadir, Pengarah Negeri, Zainol Abu dan Pengurus Perkeso Klang, Mustafa Draman. Dalam pada itu, bagi meningkatkan tahap efisien pemberian pampasan dalam tempoh singkat, Perkeso telah menjalankan usaha proaktif mendapatkan mangsa dan keluarga termasuk yang dilaporkan dalam media cetak dan sosial.



தமிழரசிக்கு சொக்கோ உதவி ரீதி வெ. 8,267!

(இராஜேசுலாசா)
ஆய் தவார், மே 17-யில் தமது தந்தை குழு விவரங்களுடன் சரியான தகவலை சொக்கோ அலுவலகத்திற்கு தெரிவித்தால் உதவி நிதி வழங்க சொக்கோ அதிகாரிகளுக்கு எந்த வித தடைகளும் இல்லாமல் என ஆய் தவார் திருக்குறள் இயக்கத் தலைவர் ஆ.ரவி கூறினார். கூடத் துறின் 2014இல் வேலை நேரத்தில் இரயில் தன் மோட்டர் ஊக்கியில் பயணம்



An inviting entrance to the staff cafeteria, which features...

Sasar kemalangan tempat kerja turun 20 peratus

BH/R964
20/5/15
page 24

Putrajaya: Malaysia menyo-

nesia dan Kemboja dalam usaha mengurangkan kadar kemalangan di tempat kerja setiap ta-

an Negara (NIOSH) dengan kerjasama Jabatan Keselamatan dan Kesihatan Pekerjaan (JKKP) serta Pertubuhan Keselamatan Sosial (PERKESO) itu disertai 130 orang

Melibatkan 457,885 pencarum tahun ini

Perkeso bayar RM2.6b

Oleh SITI NORHAWA MOHD. ALI
pengarang@utusan.com.my

■ KUALA LUMPUR 23 NOV.

PERTUBUHAN Keselamatan Sosial (Perkeso) menganggarkan sebanyak RM2.6 bilion akan dibayar kepada penerima 457,885 pencarum bagi tahun 2015. Timbalan Menteri Sumber Manusia, Datuk Seri Ismail Abd. Mutalib berkata, jumlah tersebut didasari oleh peningkatan berbanding tahun

"Tahun ini kita menjangkakan jumlah bayaran adalah sebanyak RM2.6 bilion berbanding RM2.46 bilion tahun lepas. Faktor peningkatan ini bukanlah kerana kemalangan yang meningkat tetapi jumlah penerima faedah yang semakin bertambah.

"Bayaran tersebut merangkumi caruman faedah bagi hilangnya sementara, hilang upaya kekal, skim pemulihan selain pembayaran faedah kepada waris pencaharta yang telah meninggal dunia," katanya dalam sidang akhbar selepas Majlis Anugerah Kualiti dan Inovasi Perkeso 2015 di sini hari ini.

Yang turut hadir, Ketua Eksekutif Perkeso, Datuk Dr. Mohammed Azman Aziz Mohammed. Dalam pada itu, Ismail berkata, hanya 19 hingga 20 peratus daripada sejumlah 457,885 pencarum Perkeso menjalani Program Saringan Kesihatan (HSP) di klinik-klinik terpilih.

Jelasnya, HSP penting bagi memastikan pekerja mendapat pandangan dan menjalani pemeriksaan secara percuma untuk mengelakkan mereka mendapat penyakit

berisiko seperti kencing manis, tekanan darah tinggi, serangan jantung serta barah.

"Secara keseluruhan sedarlah pencarum berkenaan saringan kerana mereka tidak sebagai sesuatu yang menakutkan. Atas dasar itu mengambil beberapa langkah untuk meningkatkan kesedaran mengenai kepentingan HSP kepada mereka sebagai percuma dan sebagainya. Dalam pada itu Ismail berkata, pihaknya mengesan terdapat majikan yang belum memajukan pekerja mereka sebagai Perkeso.

"Walau pun belum dirangsang, mereka perlu sedar pampasan di waktu pekerjaan adalah sangat," katanya.



Richard Riot Jaem

Lee Lam Thye

Lam Thye ketika berucap pada majlis yang sama, berkata dalam era teknologi serba canggih dan moden kini, tidak memadai sebarang maikan hanya mende-

selamatan dan persekitaran kerja yang sihat kerana produktiviti datang daripada mutu pekerja. "Adalah menjadi keperluan



LEO MOGGIE (dua dari kanan) dan Naib Pengerusi TNB, Datuk Mohammad Razif Abdul Rahman (kiri) menyaksikan Saripuddin Kasim (dua dari kiri) menyerahkan replika baucar program saringan kesihatan kepada Mohammed Azman dan Mohammed di TNB Kepong, Kuala Lumpur, semalam. - UTUSAN/HALIM KHALID

Ekoran tambahan 500,000 pencarum baharu yang layak

Pekerja jalani HSP naik

Oleh NUR ATHIRAH NABILAH MUSA
pengarang@utusan.com.my

■ KUALA LUMPUR 24 NOV.

PERTUBUHAN Keselamatan Sosial (Perkeso) menjangkakan peningkatan

16 November tahun ini sebanyak 439,732 pekerja telah menjalani pemeriksaan kesihatan dan daripada jumlah berkenaan, 148,933 pekerja wanita telah menjalani pemeriksaan mamogram.

"Saya lihat tahap kesedaran para pekerja masih rendah untuk menjalani ujian pemeriksaan, sehubungan dengan itu, kami akan ber-

Menurut Saripuddin, setakat kadar tuntutan yang dibuat oleh pencarum Perkeso meningkat sebanyak 90 peratus sejak tahun 2004 maka anggaran bayaran faedah sebanyak RM660 juta pada tahun lalu.

"Hasil daripada HSP juga, mendapati 73 peratus pekerja mengalami masalah berlebihrat badan, 62 peratus kadar



Half found with health risks

Socso screening reveals worrying trend among employees

PETALING JAYA: Socso's programme to screen employees for non-communicable diseases (NCD) has uncovered some worrying finds. More than half of the employees who underwent its free health screening program (HSP) from 2013 were found to be at risk for obesity, diabetes, high blood pressure and high cholesterol.

While health experts have pointed to lifestyle and eating habits as the root of the problem, Socso is renewing its call for more Malaysians to

31 showed that 36.94% of the employees were overweight, 17.63% were obese, 13.14% had hypertension and 8.45% have diabetes. It also showed that 61.76% of the employees had hypercholesterolemia - the presence of an abnormally large amount of cholesterol in the blood. The analysis showed that 110,932 workers were overweight with a body mass index (BMI) reading of 25-29.99 while 52,938 were with a BMI above 30.



and 49% of the claims for invalidity and survivors' pension respectively made to Socso were due to NCDs. He said the HSP was introduced in response to an increasing number of claims being made for Socso's invalidity pension. Dr Mohammed Azman said as of October 2014, there was a 7.61% increase to 45,599 of those receiving the invalidity pension compared to the previous year. "Out of this number, an average of 3.4% was reported due to NCD such as diabetes, cancer,

until June last year. "There is still a large number of people who did not take up the opportunity and we don't understand why they did not use the HSP vouchers sent out," he said. He said Socso had also distributed an additional 210,000 vouchers for workers who will turn 40-years-old this year. "Workers who received the HSP vouchers in 2013 and 2014 have yet to undergo the health screening that the extension would encourage that the extension would encourage more members to take the opportunity and proceed to undergo the health screening," he said. Members, he said, could call the

员工没社险 商家速

(吉隆坡12日讯) 社会保机构促请商家, 在8月31日前各员工登记社会保险, 否则将对付。 社会保险机构首席执行官莫哈末阿兹曼表示, 即8月31日执行「漂白期」促请雇主到大马各社会保局为还未登记社险会员。 机构不会对在「漂白期」登记的雇主采取任何行动, 以雇主无需担心会

「我们将派出多名执法人员检查全马有雇主仍未为员工登记社险, 执法单位将对雇主单或采取法律行动。 执法单位在去年执法检查行动中, 共检查间商家, 开出1444张及款项为114万4500年截至5月, 该机构检查间商家, 开出591张罚单, 款项为49万2500令吉。 莫哈末阿兹曼表示, 社险为雇主和员工的保障, 也是员工的福利。 不过, 他强调, 雇主有义务为员工登记社险, 这是法律规定的。 雇主只需向PERKESO登记, 即可为员工购买社险。

Perkeso sedia baucar jalani saringan kesihatan percuma

PERKESO menyedari bahawa barah payudara merupakan salah satu penyebab utama kanser dalam kalangan wanita. Sehubungan itu, bagi pencarum-pencarum wanita, mereka ditawarkan baucar pemeriksaan mamogram secara percuma. Pemeriksaan mamogram ini

yang berusia 40 tahun. Sebanyak 622,866 baucar telah diagihkan pada 2013, 103,292 (2014) dan 81,116 (2015). Keseluruhan baucar yang telah diagihkan ini sebanyak 807,274. Daripada jumlah itu, seramai 142,342 atau 17.63 peratus orang



Bagi wanita-wanita ini, pemeriksaan dan rawatan awal selepas pemeriksaan tersebut amat penting dan tidak ternilai, bagi mencegah penyakit tersebut daripada menjadi mudarat. Bagi pencarum-pencarum wanita yang

yang layak mengambil peluang menjalani pemeriksaan kesihatan menggunakan baucar saringan kesihatan. Sebarang pertanyaan berkenaan program saringan ini, boleh dikemukakan dengan menghubungi talian hotline HSP 03-4252 1258 / 4475 / 4476 atau

Perkeso menyediakan baucar pemeriksaan mamogram percuma kepada pencarum-pencarum wanita yang layak. Baucar ini adalah untuk pemeriksaan mamogram sahaja dan tidak termasuk untuk pemeriksaan kesihatan yang lain. Untuk maklumat lanjut, sila hubungi talian hotline Perkeso di 03-4252 1258 atau 4475 / 4476.



PERKESO

PERTUBUHAN KESELAMATAN SOSIAL
SOCIAL SECURITY ORGANISATION

Menara PERKESO
281, Jalan Ampang, 50538 Kuala Lumpur
✉ perkeso@perkeso.gov.my

Contact Centre

1300 22 8000
www.perkeso.gov.my

